



CRO Report

Harassment & Discrimination Prevention Training Compliance

HDP	2019	2020
Supervisor/Managers	83%	91%
Non-Supervisors/Managers	84%	95%
Total Org Compliance	84%	94%

Outcomes

- Online and Classroom sessions offered
- Training records archived in NEOGov Learn (2015- present)
- Auto re-enrollment set-up in NOEGov Learn
- Quarterly Compliance Reports issued to Department Heads

HDP Next Steps

- Upload new version of training in Learn
- Offer classroom sessions in Spanish

Civil Rights Training Compliance

CRT	2019	2020
Supervisors/Managers	67%	3%
Non-Supervisors/Managers	30%	58%
Org Compliance	59%	46%

Outcomes

- 2020 Live Zoom Sessions (36)
 - Prework
 - Online survey evaluations
- Customized content to meet department needs and address current events
- Partnered with local organizations to lead RE efforts in their workforce and service delivery efforts

CRT Evaluations

Overall Rating	
Overall Positive Experience (Feeling)	84%
Understanding of Implicit Bias	83%
Understanding of Racial Equity	83%
Understanding/Usefulness of IB Tools	82%
Understanding/Usefulness of RE Tools	81%
Knowledge gained from group interactions	81%
Ability to apply knowledge in workplace	82%
Right amount of information covered	80%

AI/AN	API	B/ AA	H	W/C	Other	DTS
80%	85%	86%	87%	83%	82%	79%
80%	81%	82%	86%	81%	82%	77%
89%	82%	81%	86%	80%	82%	76%
83%	82%	82%	85%	80%	81%	75%
83%	81%	79%	85%	78%	79%	74%
81%	84%	80%	84%	79%	78%	75%
83%	82%	82%	85%	79%	83%	75%
77%	81%	83%	85%	79%	78%	75%

Positives

- Online sessions
- Real-life scenarios/personal stories covered
- Participation via anonymous polls and chat application

Improvement

- More case studies
- Post training resources/articles
- Applying RE tools in current work dynamics

CRT Next Steps

- Incorporate more interactive group activities where participants can share their personal stories
- Rollout Manager/Supervisor sessions in Spring 2021 (live online)
- Develop version 2 of Non-Manager/Non-Supervisor CRT (self-paced online)

Organization	Topics	Sessions Facilitated	Training Duration
County of Monterey	<ul style="list-style-type: none"> • Implicit Bias • Racial Equity 	36	<ul style="list-style-type: none"> • 2 hours
City of Gonzales	<ul style="list-style-type: none"> • History of Racism • Implicit Bias • Cultural Competency & Humility • Racial Equity Analysis tools 	3	<ul style="list-style-type: none"> • 9-12 hours
TAMC		3	
UWMC		3	
Youth Center/Juvenile Hall	<ul style="list-style-type: none"> • Implicit Bias • Impacts of Racisms • Civil Rights Movements • LGBTQ • Hispanic Heritage • Native American History • Cultures in Monterey County 	17	<ul style="list-style-type: none"> • 60 min
TOTAL Training Sessions		62	