



The pandemic and nationwide racial equity protests provided an opportunity for the CRO. Because we had shifted to Zoom training, several outside agencies (governmental and non-profit) requested the CRO provide a version of our CRT. Generally, we offered three sessions where we talked about implicit and explicit bias, cultural competence and cultural humility, and resources on how to provide services to our residents in an equitable manner. At those trainings, the CRO was able to test new content for inclusion in County training. We believe that providing this training to outside agencies was instrumental in the CRO receiving an award from the California State Association of Counties for its CRT.

At the May 4, 2021 Board of Supervisors meeting, the CRO will provide updates on training compliance for HDP and CRT, next steps, and opportunities for future training.

OTHER AGENCY INVOLVEMENT:

None.

FINANCING:

There are no fiscal impacts related to the receipt of this report.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

Compliance with HDP and CRT promotes a workplace that is diverse, equitable, and inclusive, and trains employees to provide services to our residents equitably. Compliance with State and federal law protects County funding and decreases the County's exposure to litigation.

Mark a check to the related Board of Supervisors Strategic Initiatives

- Economic Development
- Administration
- Health & Human Services
- Infrastructure
- Public Safety

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Attachments:

Board Report

CRO Training Report

(Attachments on file with the Clerk of the Board)