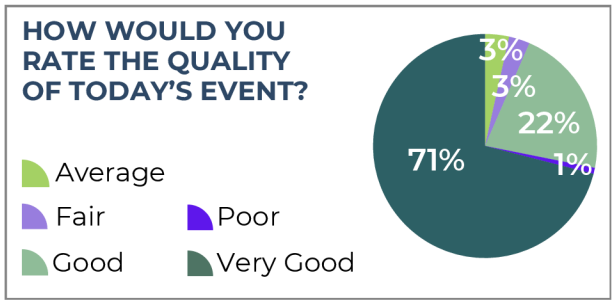
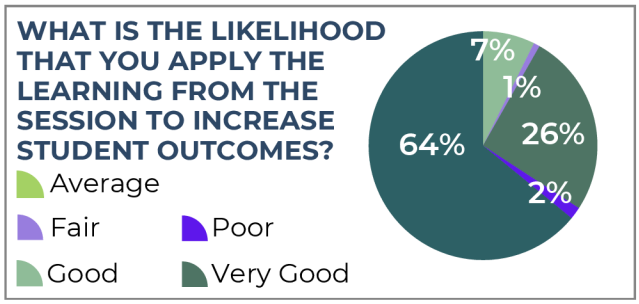
DEI SURVEY REVIEW

CULTURAL PROFICIENCY - NEO 8-HOUR TRAINING, QUARTER 1

New Hire Training 8 Hour Training is facilitated by the Diversity, Equity, and Inclusion team for all Fresno Unified New Hire Employees. The training covers 8-hours of content and exercises/activities that provided the attendees with knowledge and tools to increase their individual cultural proficiency and awareness, and develop skills needed to actively work with culturally proficient practices, policies, and projects at school sites and departments.





QUALITATIVE RESPONSE THEMES

EXPECTED OUTCOMES

87% of total responses responded that the Cultural Proficiency 8-hour NEO training met their expected outcomes. They shared the following comments:

- "It met my expectations because they very clearly talked and helped me understand the importance of learning what a culture really is and how different and diverse it is."
- "Met my expectations. We received a valuable information to use every day with our students and the community we serve."
- "This met every expectation. I think the facilitators were great and explained the material and offered a safe platform to share experiences. "
- "This met my expectations because it really kept us engaged though out the whole day as we discussed important topics."
- "I wish we had talked more about specific ways to handle these issues in the classroom. I love all of the info and background info given but specific guidance on how we can make sure we meet these standards would be nice."

GREATEST IMPACT ON LEARNING

22% of total responses shared that the articles read during the training had the greatest impact on learning. 15% learned the most from the Cultural Proficiency Tools while 12% shared that the activities, discussions (class & table), and their awareness/reflections had the greatest impact on learning. Some of their comments are below:

- "I would say that it was the article about the History of Fresno. The segregation is still happening and it still stands from the late 1800's."
- "Reading the article mason-dixon, it was really shocking surprising information."
- "The breakdown of the 4 tools will prove to be very helpful for me as I go back to my school site."
- "I enjoyed the cultural continuum post it activity as it gave great real life examples of how it shows up in our work/lives."
- "Discussions done and asking for different perspectives and opinions. It's nice to hear other people's experiences or way they've encountered situations."
- "I enjoyed all activities. The opportunity to discuss with our groups help with learning about different perspectives."
- "My favorite activities were the name activity and cultural proficiencies activity. These two helped me reflect on my roots and how I can improve my biases."

COURSE SPECIFIC QUESTIONS

UNDERSTANDING AND PERSPECTIVE

26% of total participants responded that the training gave them a new DEI understanding or recognition for a need of acceptance. 20% shared that they have new strategies from the cultural competence tools. Some of their comments are shown below:

- “I have gained more perspective on how to be involved and learn more about different cultures so I can be inclusive and connect more with students.”
- “That cultural proficiency to it’s highest degree is what to aim for but we’re all human and won’t be there some days.”
- “Making sure to see every person and culture through multiple stories.”
- “Learning more about how I can utilize an asset-based approach in my work with students to improve student academics and overall functioning.”
- “I learned that I may have moments of cultural blindness without even realizing it, and I should be more aware of that possibility.”
- “i appreciated learning about the inside out method as i had never heard of it prior. it’s very useful.”

ADDITIONAL FEEDBACK

- “Danny created a safe atmosphere to express our thoughts and feelings in a roomful of strangers. The chance of winning a raffle prize was an unexpected fun surprise.“
- “They created a safe space for us to share our experiences and feelings when it came to the topics we were studying as they were not always easy conversations to have.”
- “Thank you for your time and providing this training for our educators providing a safer and inclusive school district and being student center.”
- “Awesome job on opening different views of how we can show acceptance to all.”
- “The presenter did an amazing job keeping us engaged and entertained through a long 8 hours.”
- “Half day would be much better suited. Or even a few hours like yesterday where there were multiple speakers with different topics.

SUMMARY PREPARED BY INSTRUCTOR

Overall presenter feedback of the training.

The Diversity, Equity, and Inclusion (DEI) department successfully facilitated an 8-hour New Employee Orientation (NEO) training for Fresno Unified employees. This session aimed to deepen participants’ understanding of cultural proficiency while fostering awareness, dialogue, and reflection.

The training covered the foundational framework, including the Four Tools of Cultural Proficiency, identity, the inside-out approach, focusing on assets, and the dangers of a single story. These topics were integrated within Fresno Unified School District’s unique cultural ecosystem, emphasizing opportunities to address challenges. Engaging activities, such as group discussions and reflective exercises, encouraged participants to explore and develop strategies to support inclusive practices. Feedback highlighted the value of historical and contextual readings, particularly the Fresno’s Mason-Dixon article, which resonated deeply with attendees. Attendees commended NEO for its interactive approach and our ability to create a safe space for learning and sharing diverse perspectives. Most of the participants indicated that the training met or exceeded their expectations, and 64% expressed a strong likelihood of applying their learning to improve student outcomes. The training’s focus on practical tools and meaningful engagement reflects Fresno Unified’s commitment to cultivating culturally proficient staff and creating an inclusive environment for all.