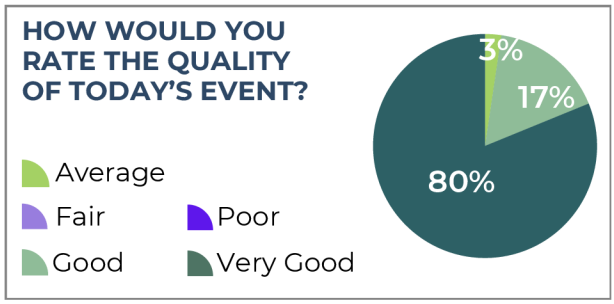
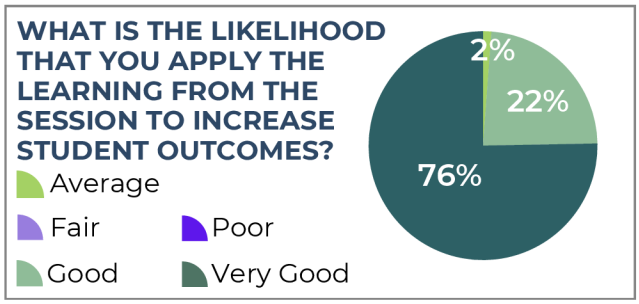
DEI SURVEY REVIEW

CULTURAL PROFICIENCY - NEO 8-HOUR TRAINING, QUARTER 3

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

94% of total responses responded that the Cultural Proficiency 8-hour NEO training met their expected outcomes. They shared the following comments:

- "It exceeded my expectations. I learned valuable ideas and insights, and I have gained memorable takeaways and approaches that I have noted and will remember in my teaching practice."
- "My expectations were met because they had detailed explanations of what was taught to us. Also provide examples of it."
- "Totally met my expectations and the intended outcome is that I will be able to do it all myself and be voice for my students."
- "I think this did a great job of breaking down DEI and what it looks like in a classroom."
- "I felt it was very well explained I learned so much overall I felt like I was in a safe space."
- "This presentation was an eye opener , a clear lens on our surroundings and how we view situations within our community and schools."
- I feel very well informed and enriched in an introduction towards cultural competency. Love to learn and see more inclusive practices!"

GREATEST IMPACT ON LEARNING

23% of total responses shared that the discussions (class & table) had the greatest impact on learning . 21% shared that their awareness/reflections had the impacted their learning and 18% told us that they learned the most from the Cultural Proficiency Tools. Some of their comments are below:

- "Group talks, I love talking and I love listening, hearing what everyone had to say about each topic really interested me and kept me focused on our goal today."
- "Each of the discussions and hearing everyone share their personal experiences was really eye opening."
- "The activity that had the greatest impact. It was shifting your lenses. Instead of focusing on the negative we should instead focus on the assets and strengths that we have."
- "The Who I Am activity really showed me the importance of acknowledging a person's entire identity."
- "The activity that had the greatest impact. It was shifting your lenses. Instead of focusing on the negative we should instead focus on the assets and strengths that we have."
- "I really enjoyed the cultural proficiency discussions."
- "The Deep dive into cultural competency and what that looks like in each category."

COURSE SPECIFIC QUESTIONS

UNDERSTANDING AND PERSPECTIVE

45% of total participants responded that the training gave them a new DEI understanding or recognition for a need of acceptance. 23% shared that they have new strategies from the cultural competence tools. Some of their comments are shown below:

- “A new understanding that I acquired today is we have cultures, which are tied to people’s identities, therefore there are different views and understanding of the world and we need to curious and mindful about it.”
- “How understand the community, the school and the kids. Also how create projects that impact the community from the school.”
- “I learn the importance of DEI and how valuable it is for me and for the students and to those that I work with.”
- “How to move toward cultural competence and proficiency.”
- “I learned about cultural destructiveness, incapacity, blindness, pre-competence, competence, and proficiency.”
- “The conceptual framework for culturally proficient practices.”

ADDITIONAL FEEDBACK

- “Absolutely valuable. This is what will set FUSD head and shoulders above the rest! Keep demanding and pushing for every single hired person in FUSD to become culturally proficient! It should be a requirement and if not met “bye bye”✌🏽.”
- “I appreciate the fact that hard things were discussed in such a safe space.”
- “Thank you so much for this! Hope more students get to hear this information as well!”
- This was incredibly valuable and I will remember what I learned while I teach. Thank you for your work.”
- “Although the presentation was more than 6 hours long, it did not feel so long and it was enjoyable. The activities were also engaging.”

SUMMARY PREPARED BY INSTRUCTOR

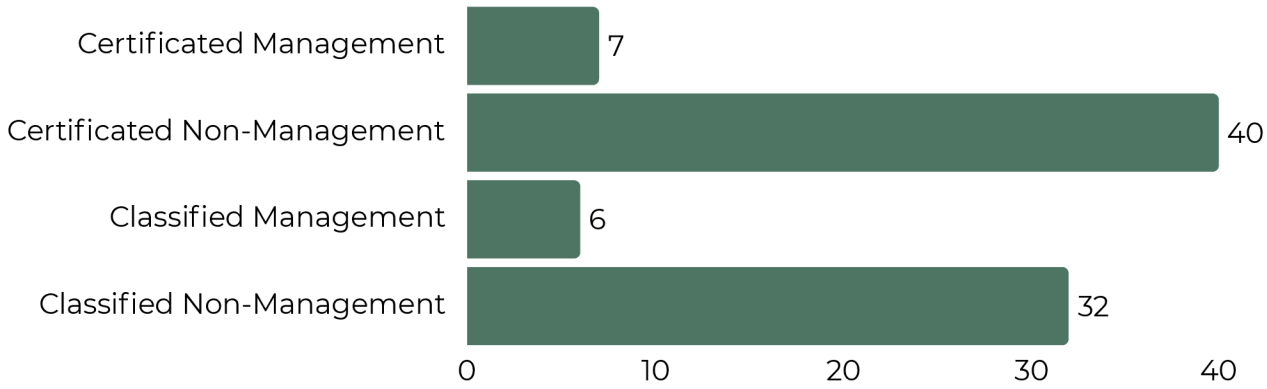
Overall presenter feedback of the training.

The Diversity, Equity, and Inclusion (DEI) department conducted several 8-hour New Employee Orientation (NEO) training courses for Fresno Unified staff members. In Quarter 3 there was an increase in Certificated Staff attendance. The purpose of these trainings is to grow participants’ general comprehension of cultural proficiency, promoting improved mindfulness, continuing conversation, and individual reflection.

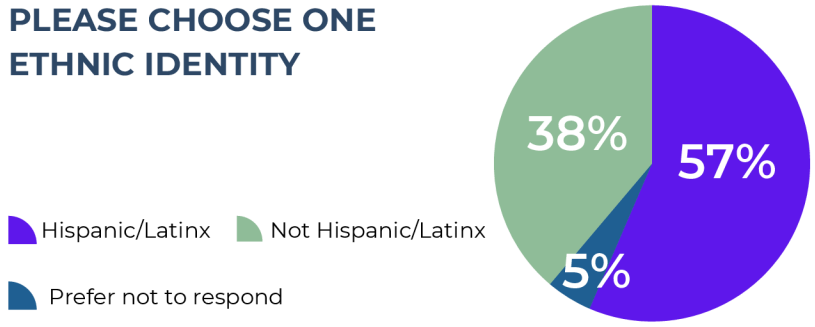
The training covered foundational frameworks, along with the Four Tools of Cultural Proficiency. Also, the orientation covered identity, the Inside-Out Approach, asset-based thinking, as well as the dangers of a single story. Group discussions along with reflective exercises encouraged participants to explore as well as develop strategies toward promoting inclusive practices. Participants enjoyed NEO because it was interactive and created a safe space to learn and share perspectives.

*Quarter 3 is January, February, and March

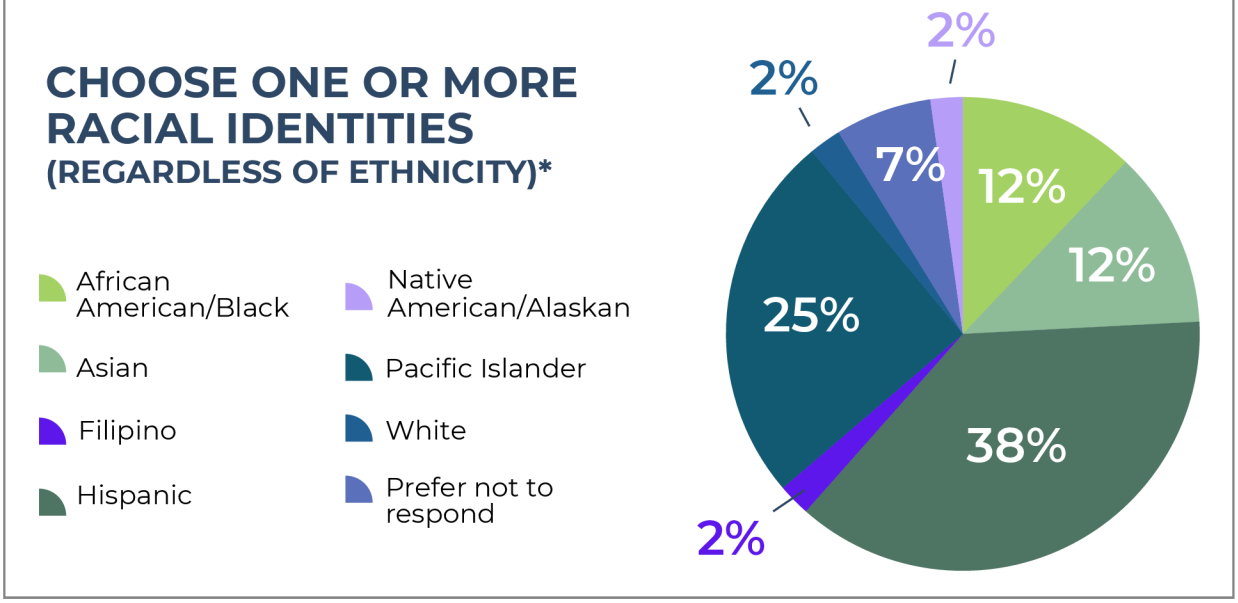
TELL US ABOUT YOURSELF
PARTICIPANT DATA



PLEASE CHOOSE ONE ETHNIC IDENTITY



CHOOSE ONE OR MORE RACIAL IDENTITIES (REGARDLESS OF ETHNICITY)*



*The total represented may equal more than 100% as responders might have identified with multiple racial identities.

Fresno Unified School District
DIVERSITY, EQUITY, & INCLUSION