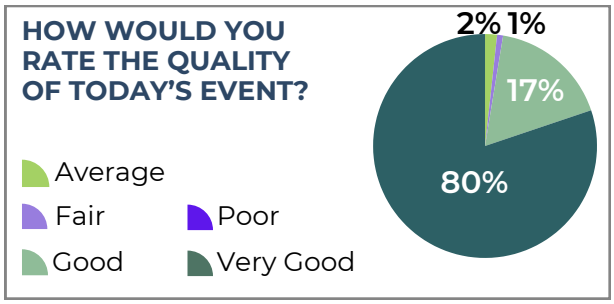
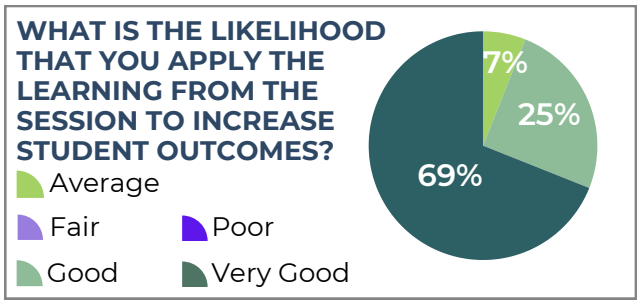
DEI SURVEY REVIEW

CULTURAL PROFICIENCY - NEO 8-HOUR TRAINING, QUARTER 4

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

92% of total responses responded that the Cultural Proficiency 8-hour NEO training met their expected outcomes. They shared the following comments:

- "I learned a lot about how to create a safe and inclusive learning environment for students and staff to thrive."
- "It met my expectations but even exceeded them as I learned more about cultural proficiency."
- "It encompassed the whole question of where does disparate outcomes stem from and how to take steps to address these gaps. It's was personal and interactive."
- "It met my expectations because I am taking new information with me that I did not know."
- "This training/orientation definitely exceeded standards. I feel that I have actually learned so much, from the tools of cultural competence and the inside-out method to the danger of silence."
- "I'm leaving today with a lot more knowledge on how to be culturally sensitive to others or in general."
- "It exceeded my expectations. I learned a lot about how to approach culture."

GREATEST IMPACT ON LEARNING

19% of total responses shared that the activities during the training had the greatest impact on learning. 17% shared that the articles they read and discussed impacted their learning and 12% told us that they learned the most from the discussions with their individual tables and the whole class. Some of their comments are below:

- "It would be the activity where we came up with our own experiences to the things we've seen or done that resonate with the lessons we were taught. It expanded my mindset."
- "Probably the activity of writing on the post it's, it was engaging and nice to see others perspective and experiences."
- "Learning about the Mason Dixon Line was interesting and it has encouraged me to be more observant of my surroundings."
- "The article about Fresno's history was very interesting. I myself am not from Fresno originally, so lots of the information provided was new to me. I learned more about the history and how today's world has been impacted by previous history."
- "Interacting with peers and hearing everyone's stories, experiences and practices relating to DEI."
- "Having conversations about our own perceptions, experiences, and framework about culture and how we can shift that towards positive work for our students. "

COURSE SPECIFIC QUESTIONS

UNDERSTANDING AND PERSPECTIVE

34% of total participants responded that the training gave them a new DEI understanding or recognition for a need of acceptance. 21% shared that they have new strategies from the cultural competence tools. Some of their comments are shown below:

- “I have a better understanding of what a community is and what our kids go through without us knowing and how we can help them in those situations.”
- “Be open to learning about people and everyone is uniquely different.in what they like, how they act and how they learn.”
- “I now understand how important it is to be inclusive and diverse while working with students.”
- “I learned that understanding culture is important in creating a healthy culture in the classroom. “
- “Learning about the continuum of cultural proficiency and how we aren’t always in one stage or the other.”
- “The way I see life has changed, thanks to the cultural proficiency continuum. It makes me want to do better with my struggle of adapting to change.”
- “It is okay to make mistakes as long as we acknowledge and do better moving forward. ”

ADDITIONAL FEEDBACK

- “There were great exercises and activities for us to engage in the content.”
- “Loved your guys presentation . Was very fun and full of very gainful information . Not just for employees but also many resources for our students and our students families.”
- “Thank you for making day two very interactive and having us move around. With my adhd it’s hard to sit still for so long while having to just listen to someone talk all day.”
- “I would like more time doing the definitions activity of the four tools and digital post it section. Just 10 mins more ;).”
- “Thought it was fun n enlightening. Loved the examples..a lil long bit over all great!”

SUMMARY PREPARED BY INSTRUCTOR

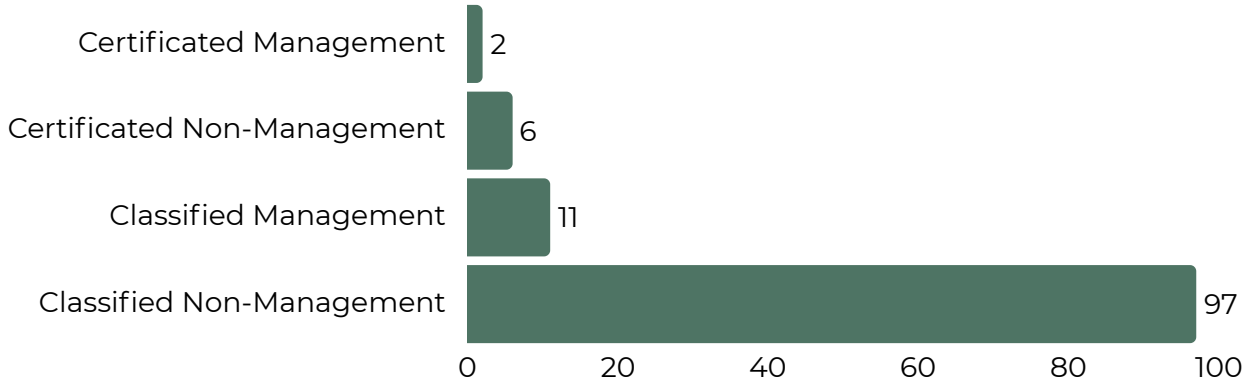
Overall presenter feedback of the training.

The Diversity, Equity, and Inclusion (DEI) department conducted several 8-hour New Employee Orientation (NEO) training courses for Fresno Unified staff members.

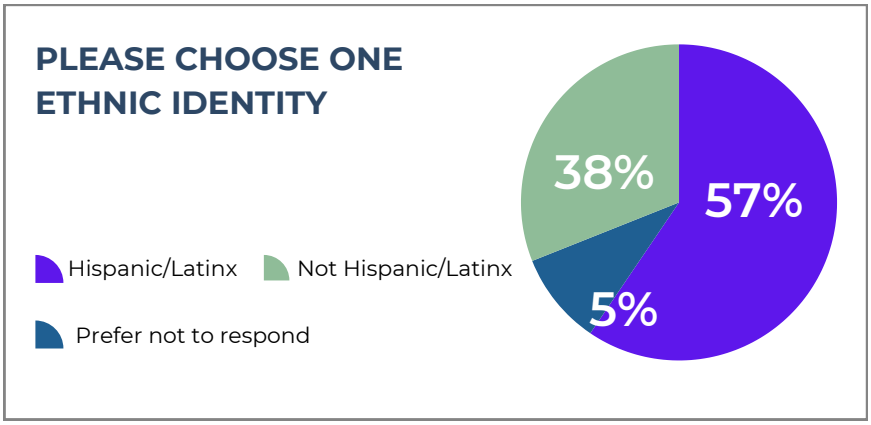
*Quarter 3 is January, February, and March

TELL US ABOUT YOURSELF

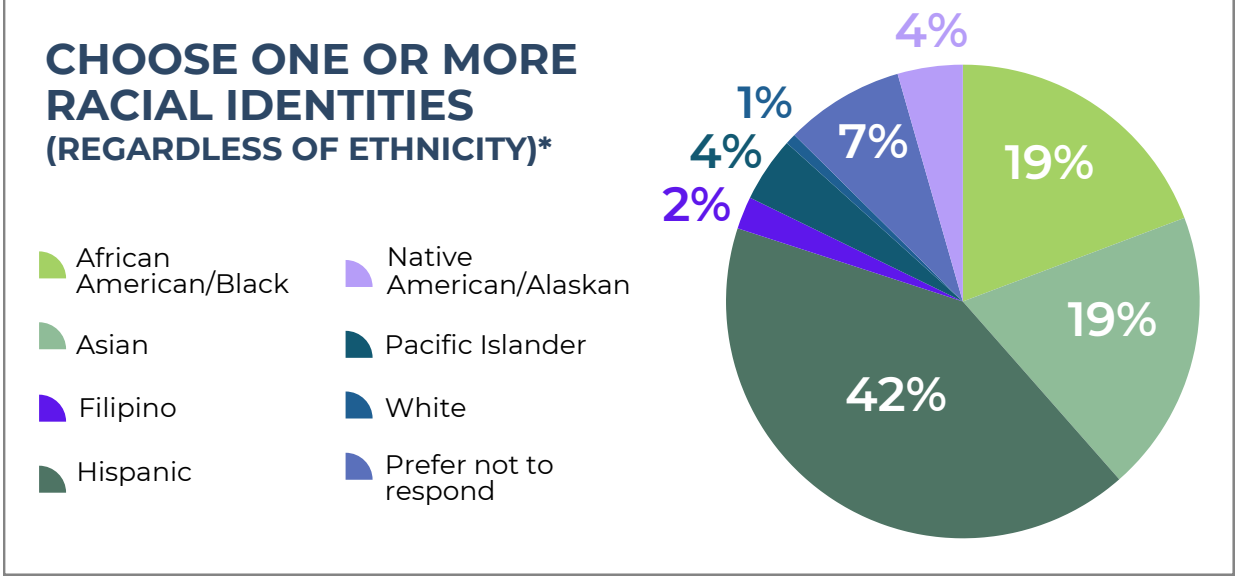
PARTICIPANT DATA



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.