

June 8, 2022

CALIFORNIA DEPARTMENT OF SOCIAL SERVICES

EXECUTIVE SUMMARY

ALL COUNTY WELFARE DIRECTORS LETTER

The purpose of this All County Welfare Directors Letter (ACWDL) is to provide all County Welfare Departments (CWDs) with guidance to participate in the Race Equity and Implicit Bias (REIB) landscape survey pursuant to Assembly Bill (AB) 135 (Chapter 85, Statutes of 2021).



KIM JOHNSON
DIRECTOR

STATE OF CALIFORNIA—HEALTH AND HUMAN SERVICES AGENCY
DEPARTMENT OF SOCIAL SERVICES
744 P Street • Sacramento, CA 95814 • www.cdss.ca.gov



GAVIN NEWSOM
GOVERNOR

June 8, 2022

ALL COUNTY WELFARE DIRECTORS LETTER

TO: ALL COUNTY WELFARE DIRECTORS

FROM: JENNIFER HERNANDEZ
FAMILY ENGAGEMENT AND EMPOWERMENT DIVISION

SUBJECT: REQUEST FOR ALL COUNTY WELFARE DEPARTMENTS TO
PARTICIPATE IN THE RACE EQUITY AND IMPLICIT BIAS
LANDSCAPE SURVEY

REFERENCE: [ASSEMBLY BILL \(AB\) 135 \(CHAPTER 85, STATUTES OF 2021\)](#)

The purpose of this All County Welfare Directors Letter (ACWDL) is to provide County Welfare Departments (CWDs) with guidance to participate in the Race Equity and Implicit Bias landscape survey.

CDSS remains committed to the Governor's vision of a "California for All." As a partner in service, providing food, shelter, safety and security, employment and job supports and training, together, counties and the state, are uniquely well-positioned to reduce inequities through our programs and practices.

We are excited to work in partnership to develop the county framework related to racial equity, implicit bias, and systemic bias. As directed by state law, [Assembly Bill \(AB\) 135](#) (Chapter 85, Statutes of 2021) directs CDSS to establish a plan to develop and deliver statewide training on racial equity, implicit bias and antiracism in support of furthering CalWORKs 2.0 initiatives and Cal-OAR implementation. To maximize the impact of the state investment, CDSS will convene a series of workgroups, surveys, interviews, focus groups and webinars to help inform this framework and plan. The information obtained during these engagement opportunities will help inform the training development, assess current training utilized in counties, and provide resources and technical assistance for county CalWORKs and CalFresh staff.

To begin, CDSS has prepared a brief, confidential survey that should take no longer than 15 minutes. Any information provided will be collected and analyzed by Anavo Solutions and Korwin Consulting, CDSS's external partners. These external partners will separate participants' personal data from their survey responses and aggregate the survey results. The resulting data will be reported to CDSS in an aggregate form. CDSS will ensure responses are not shared with individuals outside of the project, to the greatest extent of the law.

CalWORKs and CalFresh leadership and management staff are invited to complete the online racial equity and implicit bias (REIB) [County Leadership Survey](#). CalWORKs and CalFresh non-supervisory staff, preferably staff who provide direct services to CalWORKs and CalFresh recipients, are invited to complete the online [REIB County Staff Survey](#). Please share these surveys with your county staff to ensure we are receiving robust feedback and responses to better inform the REIB Initiative. We have also included the surveys as an attachment to this letter.

This survey is intended for County Welfare Department leadership and staff only. **Please do not share this survey with anyone outside of your organization.** There will be a separate engagement process for partners and stakeholders.

Once the survey is completed, survey responses are automatically submitted through the secured survey software. We appreciate your time and respectfully ask that all surveys be submitted no later than **June 15, 2022**.

If you have questions or concerns regarding the initiative, please contact CDSS at REIBInitiative@dss.ca.gov. For questions about the survey, contact Anavo Solutions at support@anavo.solutions.

Thank you, in advance, for taking the time to provide your insights.

Enclosures

Attachment A: Racial Equity and Implicit Bias (REIB) Initiative: County Leadership Survey

Attachment B: Racial Equity and Implicit Bias (REIB) Initiative: County Staff Survey

Racial Equity and Implicit Bias (REIB) Initiative: County Leadership Survey

Introduction

This survey is intended for County Welfare Department leadership staff, including Human Resources and Training Directors. Please do not share this survey with anyone outside of your organization. There will be a separate engagement process for partners and stakeholders.

As directed by state law, [Assembly Bill \(AB\) 135 \(Chapter 85, Statutes of 2021\)](#), and to maximize the impact of state investment, California Department of Social Services (CDSS) will consult with County Welfare Directors Association (CWDA), county staff, client advocates and other stakeholders to work toward an intentional shift to a trauma-informed, anti-racist, anti-stigma, and implicit bias-aware culture in programs. This effort is geared towards positive outcomes for child and family health and well-being.

CDSS will convene a series of workgroups, surveys, interviews, focus groups, and webinars to inform the development of resources and technical assistance for county CalWORKs and CalFresh staff. CDSS shall consider and draw upon training and other materials already developed or in use by county human service agencies.

To better understand existing county efforts, challenges on these topics, and current best practices CDSS has prepared a brief survey.

In this survey we describe **anti-racist**, **diversity**, **equity**, and **inclusion** as:

- **Anti-Racist:** An anti-racist is someone who actively opposes racism through words, practices, and support of policies.
- **Diversity:** Diversity refers to the various characteristics and ways in which individuals or groups differ from one another. Diversity encompasses different races, ethnicities, sexual orientations, etc., as well as belief systems, ideas, and

values. Diversity is necessary but not sufficient to achieve equity, which demands an ongoing commitment not just to include, but to value and empower, all people.

- **Equity:** Equity recognizes that because different individuals or groups have different histories and circumstances, they have different needs and unequal starting points.
- **Inclusion:** Inclusion means authentically bringing traditionally excluded individuals or groups into processes, activities, decision-making, and policymaking in a way that shares power; values each individual's or group's heritage, contributions, and aspirations; and guarantees full belonging to all stakeholders and participants.

This confidential survey should take no longer than 15 minutes to complete. The information provided will be collected and analyzed by Anavo Solutions and Korwin Consulting, our external partners. The resulting data will be reported to CDSS in an aggregate form. Responses will never be linked to any personal information nor be shared with individuals outside of the project. If you are interested in sharing your name and contact information to further support this work, you will be invited to do so at the end of the survey. This invitation is optional.

Once the survey is completed, survey responses are automatically submitted through the secured survey software. We appreciate your time and respectfully ask that you complete and submit your survey no later than **June 15, 2022**.

Notes on Completing this Online Survey:

- Please use the green "Previous" and "Next" buttons at the bottom of each page to advance or go back.
- Do **NOT** use your browser's back arrow, as that will take you out of the survey. If this happens, you can "refresh" your page (look for the circular arrow in the upper left-hand side) and get back to the previous page, but you will lose the answers on the last page you were working on. If you are unable to get back into your

survey, please email Robin Horner of our evaluation partner,
Robin@Korwinconsulting.com for assistance.

- Any question marked with an asterisk (*) is mandatory; you will need to respond in order to advance to the next page.
- When you get to the last page, you will be able to select the “Previous” button to go back to a prior page.
- You MUST select "Done" to submit your survey.

Thank you, in advance, for taking the time to provide your insights.

<Please note, this survey has two pathways depending on the role the respondent chooses. >

1. Which county do you work for? (Check all that apply)

- ☐ Alameda County
- ☐ Alpine County
- ☐ Amador County
- ☐ Butte County
- ☐ Calaveras County
- ☐ Colusa County
- ☐ Contra Costa County
- ☐ Del Norte County
- ☐ El Dorado County
- ☐ Fresno County
- ☐ Glenn County
- ☐ Humboldt County
- ☐ Imperial County
- ☐ Inyo County
- ☐ Kern County
- ☐ Kings County
- ☐ Lake County

- Lassen County
- Los Angeles County
- Madera County
- Marin County
- Mariposa County
- Mendocino County
- Merced County
- Modoc County
- Mono County
- Monterey County
- Napa County
- Nevada County
- Orange County
- Placer County
- Plumas County
- Riverside County
- Sacramento County
- San Benito County
- San Bernardino County
- San Diego County
- San Francisco County
- San Joaquin County
- San Luis Obispo County
- San Mateo County
- Santa Barbara County
- Santa Clara County
- Santa Cruz County
- Shasta County
- Sierra County
- Siskiyou County
- Solano County

- ☐ Sonoma County
 - ☐ Stanislaus County
 - ☐ Sutter County
 - ☐ Tehama County
 - ☐ Trinity County
 - ☐ Tulare County
 - ☐ Tuolumne County
 - ☐ Ventura County
 - ☐ Yolo County
 - ☐ Yuba County
2. *Which program are you primarily associated with? (Check all that apply)
- ☐ CalWORKs [continue to #3]
 - ☐ CalFresh [continue to #3]
 - ☐ Other: [ends survey]
-

End survey.

Thank you for your interest in completing this survey. Please provide the following information so we may get back to you on the best way to participate in this project.”

List your program:

List your role:

Contact information:

Name:

Email address:

Phone number:

Survey continues.

3. What is your role in your county?
- ☐ Executive Management

- Middle/Upper Management
- First-Level Management
- Administrative: Human Resources and/or Training Director

If selected Administrative: Human Resources and/or Training Director, skip down to new survey pathway.

If selected Executive, Upper, Middle, and First-level Management continue with this survey.

To build on what is already in place in your county, we would like to learn about your current diversity, equity, and inclusion values and practices.

4. Does your county have a diversity, equity, and inclusion (DEI) **policy**?
 - Yes
 - No
 - I don't know
5. If yes, is your DEI policy focused on: (Check all that apply)
 - Internal workforce
 - External engagement/client populations
6. Does your county have a diversity, equity, and inclusion (DEI) **strategic plan or equity action plan**?
 - Yes
 - No
 - I don't know
7. If yes, is your DEI strategic plan focused on: (Check all that apply)
 - Internal workforce
 - External engagement/client populations
8. Has leadership articulated clear anti-racist, diversity, equity, and inclusion (ARDEI) values and commitment to them **within** the organization?

- ☐ Yes
 - ☐ No
 - ☐ I don't know
- 9. Are organizational anti-racist, diversity, equity, and inclusion (ARDEI) values and commitment to them visible and publicly shared **outside** the organization?
 - ☐ Yes
 - ☐ No
 - ☐ I don't know
- 10. Does your county have any of the following departments, groups, or positions?
(Select all that apply)
 - ☐ Office of Equity and/or Diversity, Equity, and Inclusion Officer/Coordinator
 - ☐ Diversity and Inclusion (Taskforce, Officer, Council, Steering Committee and and/or Workgroup)
 - ☐ Identity based Employee-led Groups
 - ☐ Participation in the Government Alliance on Racial Equity (GARE)
 - ☐ I don't know
 - ☐ Other. If other, please specify:
- 11. How often does your leadership decision-making include an examination of the possible effects (positive and negative) of a decision on the racially, ethnically, and culturally diverse families and communities your program serves?
 - ☐ Always
 - ☐ Often
 - ☐ Sometimes
 - ☐ Rarely
 - ☐ Not at All
- 12. To what degree do you feel equipped to facilitate dialogues with your staff around race, ethnicity, and culture, and identity to promote equity and inclusion in policies and practice?
 - ☐ Very Much
 - ☐ Pretty Much
 - ☐ Somewhat

- A Little
- Not at All

13. What impact do you envision or hope that strengthening an equity and inclusion culture could have on how your program works with families and communities?

Skip Logic: Continue with Question 18

Administrative: Human Resources and/or Training Directors Survey

To build on what is already in place in your county, we would like to learn about your current diversity, equity, and inclusion values and practices.

4. Has leadership articulated clear organizational anti-racist, diversity, equity, and inclusion (ARDEI) values and commitment to them **within** the organization?
 - Yes
 - No
 - I don't know
5. Are organizational anti-racist, diversity, equity, and inclusion (ARDEI) values and commitment to them visible and publicly shared **outside** the organization?
 - Yes
 - No
 - I don't know

6. How often does your leadership decision-making include an examination of the possible effects (positive and negative) of a decision on the racially, ethnically, and culturally diverse families and communities your program serves?
- ☐ Always
 - ☐ Often
 - ☐ Sometimes
 - ☐ Rarely
 - ☐ Not at All
7. To what degree do you feel equipped to facilitate dialogues with your staff around race, ethnicity, and culture, and identity to promote equity and inclusion in policies and practice?
- ☐ Very Much
 - ☐ Pretty Much
 - ☐ Somewhat
 - ☐ A Little
 - ☐ Not at All
8. Does your county use a Learning Management System (LMS) or other online on-demand training platform for countywide staff training?
- ☐ Yes
 - ☐ No
 - ☐ I don't know
- If yes, please list your system or platform:
9. *Does your county currently provide employee training focused on topics related to diversity, equity, inclusion, or cultural competency?
- ☐ Yes
 - ☐ No (*Skip down to #21*)
 - ☐ I don't know (*Skip down to #22*)
10. If yes, which categories/classification of staff receive this training? (Select all that apply)
- ☐ Staff
 - ☐ Supervisors

- Upper Management
- Other employees (describe)

11. Is the training: (Select all that apply)

- Required
- Optional
- I don't know

12. If training is required, please select for whom. (Check all that apply)

- Staff
- Supervisors
- Upper Management
- Other employees (describe)
- I don't know

13. If the training is optional, please select for whom. (Check all that apply)

- Staff
- Supervisors
- Upper Management
- Other employees (describe)
- I don't know

14. What is/was the frequency of this training? (Select all that apply)

- Employee onboarding
- Annually
- Semi-annually
- On-demand
- Other

If other, please specify:

15. Which major topics are discussed in this training? (Check all that apply)

- Anti-Stigma
- Anti-Racist/Anti-Racism
- Cross-Cultural Communications
- Cultural Competency/Diversity, Equity and Inclusion
- Cultural Humility

- Disability Awareness/Inclusion Training
- Implicit/Explicit Bias
- Microaggressions
- Psychological Safety
- Sexual Orientation/Gender Identity/Gender Expression (SOGIE) or LGBTQ+ Cultural Responsiveness/Awareness
- Structural Racism (for example, Redlining, etc.)
- Trauma-Informed Principles
- Tribal Engagement
- Other: If other, please specify:

16. What, if anything, did you find helpful about these training sessions? (Select all that apply)

- Shared learning spaces
- Theories and concepts
- Practical tools and resources
- Fostered a feeling of belonging and inclusivity
- Felt supported in developing an individualized development plan to mitigate implicit biases and improve cultural competence in the workplace
- Nothing was helpful
- Helpful for another reason not listed above

Please explain:

17. If nothing was helpful, please explain.

18. Who delivers your training on these topics? (Select all that apply)

- Internal County Staff
- Contracted Vendor
- I don't know
- Other

If other, please specify:

19. If contracted vendors deliver the training, please specify vendor or contractor names:

20. Does your organization have a system in place to regularly track and evaluate these trainings?

- ☐ Yes
- ☐ No
- ☐ I don't know

Those who completed this section will then skip to question 22.

Those who answered no for question #9 will answer question 21.

21. If your county does not currently provide any training focused on topics related to diversity, equity, inclusion, and/or cultural competency, has your county made prior efforts to implement training for your staff on these topics?

- ☐ Yes
- ☐ No
- ☐ I don't know

If yes, please describe:

What impact do you envision or hope that strengthening an equity and inclusion culture could have on how your program works with families and communities?

22. What further support, if any, do you need to effectively serve racially, ethnically, and culturally diverse families and communities? (Select all that apply)

- ☐ Training
- ☐ Skills development
- ☐ Coaching
- ☐ Other: If other, please specify

23. If you selected training, skills development, or coaching, please describe what would be helpful:

24. Is there anything else you would like to share with us for this survey and the context of this work?

Demographics

25. What is your employee status?

- ☐ County Employee
- ☐ Contracted County Employee
- ☐ Other: If other, please list:

26. Age:

- ☐ 18 -25
- ☐ 26-41
- ☐ 42-57
- ☐ 58-67
- ☐ 68+

27. Please state the number of years worked:

- ☐ As a county employee
- ☐ In current role

28. Gender (Check all that apply)

- ☐ Female
- ☐ Male
- ☐ Trans female
- ☐ Trans male
- ☐ Gender non-conforming/non-binary
- ☐ Unknown
- ☐ Prefer not to say
- ☐ Other:

If you selected "Other," please list here, if you wish:

29. Sexual Orientation (Check all that apply)

- ☐ Queer
- ☐ Bisexual
- ☐ Asexual
- ☐ Demisexual
- ☐ Lesbian or Gay
- ☐ Straight/Heterosexual
- ☐ Unknown
- ☐ Prefer not to say
- ☐ Other:

If you selected "Other," please list here, if you wish:

30. Race/Ethnicity: (Check all that apply)

- ☐ Arab/Arab American
- ☐ Middle Eastern and North African (MENA)
- ☐ Asian/Pacific Islander
- ☐ Black
- ☐ African American
- ☐ African
- ☐ Hispanic
- ☐ Latina/o/Latinx/Latine
- ☐ Native American/Indigenous
- ☐ White
- ☐ Biracial
- ☐ Multiracial
- ☐ Prefer not to state
- ☐ Other:

If you selected "Other," please list here, if you wish:

31. Are you a person living with a disability?

- ☐ Yes
- ☐ No

- Prefer not to state

32. If you would like to share anything else about your identity, feel free to comment below.

33. Would you be willing to discuss your responses to this survey with representatives with the California Department of Social Services (CDSS) working on this initiative? (If you mark "Yes," the evaluator will share your contact information and survey responses with the CDSS representatives working on the REIB Initiative.)

- Yes
- No

34. If yes, please provide your contact information:

Name:

Email Address:

Phone Number:

Thank you for completing the survey. **Remember to click "Done" below in order to submit your survey!**

If you have questions or concerns regarding the initiative, please contact CDSS at REIBInitiative@dss.ca.gov. For questions about the survey, contact Anavo Solutions at support@anavo.solutions. Stay up to date on the latest information at <https://cdss.ca.gov/inforesources/reib-initiative>

Racial Equity and Implicit Bias (REIB) Initiative: County Staff Survey

Introduction

This survey is intended for County Welfare Department staff only. Please do not share this survey with anyone outside of your organization. There will be a separate engagement process for partners and stakeholders.

As directed by state law, [Assembly Bill \(AB\) 135 \(Chapter 85, Statutes of 2021\)](#), and to maximize the impact of state investment, California Department of Social Services (CDSS) will consult with County Welfare Directors Association (CWDA), county staff, client advocates and other stakeholders to work toward an intentional shift to a trauma-informed, anti-racist, anti-stigma, and implicit bias-aware culture in programs. This effort is geared towards positive outcomes for child and family health and well-being.

CDSS will convene a series of workgroups, surveys, interviews, focus groups, and webinars to inform the development of resources and technical assistance for county CalWORKs and CalFresh staff. CDSS shall consider and draw upon training and other materials already developed or in use by county human service agencies.

To better understand existing county efforts, challenges related to these topics and current best practices, CDSS has prepared a brief survey.

In this survey we describe **anti-racist, diversity, equity, and inclusion** as:

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- **Equity:** Equity recognizes that because different individuals or groups have different histories and circumstances, they have different needs and unequal starting points.
- **Inclusion:** Inclusion means authentically bringing traditionally excluded individuals or groups into processes, activities, decision-making, and policymaking in a way that shares power; values each individual's or group's heritage, contributions, and aspirations; and guarantees full belonging to all stakeholders and participants.

This confidential survey should take 5-10 minutes to complete. The information provided will be collected and analyzed by Anavo Solutions and Korwin Consulting, our external partners. The resulting data will be reported to CDSS in an aggregate form. Responses will never be linked to any personal information nor be shared with individuals outside of the project.

Once the survey is completed, survey responses are automatically submitted through the secured survey software. We appreciate your time and respectfully ask that you complete and submit your survey no later than **June 15, 2022**.

Notes on Completing this Online Survey:

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- Do **NOT** use your browser's back arrow, as that will take you out of the survey. If this happens, you can "refresh" your page (look for the circular arrow in the upper left-hand side) and get back to the previous page, but you will lose the answers on the last page you were working on. If you are unable to get back into your survey, please email Robin Horner of our evaluation partner, Robin@Korwinconsulting.com for assistance.
- Any question marked with an asterisk (*) is mandatory; you will need to respond in order to advance to the next page.

- When you get to the last page, you will be able to select the “Previous” button to go back to a prior page.
- You **MUST** select "Done" to submit your survey.

Thank you, in advance, for taking the time to provide your insights.

1. Which county do you work for? (Check all that apply.)

- ☐ Alameda County
- ☐ Alpine County
- ☐ Amador County
- ☐ Butte County
- ☐ Calaveras County
- ☐ Colusa County
- ☐ Contra Costa County
- ☐ Del Norte County
- ☐ El Dorado County
- ☐ Fresno County
- ☐ Glenn County
- ☐ Humboldt County
- ☐ Imperial County
- ☐ Inyo County
- ☐ Kern County
- ☐ Kings County
- ☐ Lake County
- ☐ Lassen County
- ☐ Los Angeles County
- ☐ Madera County
- ☐ Marin County
- ☐ Mariposa County
- ☐ Mendocino County
- ☐ Merced County

- Modoc County
- Mono County
- Monterey County
- Napa County
- Nevada County
- Orange County
- Placer County
- Plumas County
- Riverside County
- Sacramento County
- San Benito County
- San Bernardino County
- San Diego County
- San Francisco County
- San Joaquin County
- San Luis Obispo County
- San Mateo County
- Santa Barbara County
- Santa Clara County
- Santa Cruz County
- Shasta County
- Sierra County
- Siskiyou County
- Solano County
- Sonoma County
- Stanislaus County
- Sutter County
- Tehama County
- Trinity County
- Tulare County
- Tuolumne County

- ☐ Ventura County
 - ☐ Yolo County
 - ☐ Yuba County
2. *Which program are you primarily associated with? (Check all that apply.)
- ☐ CalWORKs [continue to #3]
 - ☐ CalFresh [continue to #3]
 - ☐ Other: [ends survey]
-

End Survey.

Thank you for your interest in completing this survey. Please provide the following information so we may get back to you on the best way to participate in this project.

List your program:

List your role:

Contact Information:

Name:

Email Address:

Phone Number:

Survey continues.

3. What is your role in your county?
- ☐ Program/Direct-service Staff
 - ☐ Administrative Staff (contracts, budgets, accounting, training)
 - ☐ Other
- If other, please describe:
4. Has leadership articulated clear anti-racist, diversity, equity, and inclusion (ARDEI) values and commitment to them **within** the organization?

- Yes
 - No
 - I don't know
- 5. Are organizational anti-racist, diversity, equity, and inclusion (ARDEI) values and commitment to them visible and publicly shared **outside** the organization?
 - Yes
 - No
 - I don't know
- 6. My organization provides resources (such as funding, materials, videos, pamphlets, workshops, education, coaching, etc.) for addressing racial inequities and achieving racial equity?
 - Strongly agree
 - Agree
 - Somewhat agree
 - Somewhat disagree
 - Disagree
 - Strongly disagree
 - Don't know
- 7. I can identify one or more concrete action(s) that our organization has taken to address racial inequities in our community.
 - Strongly agree
 - Agree
 - Somewhat agree
 - Somewhat disagree
 - Disagree
 - Strongly disagree
 - Don't know
- 8. How often does your leadership decision-making include an examination of the possible effects (positive and negative) of a decision on the racially, ethnically, and culturally diverse families and communities your program serves?

- Always
 - Often
 - Sometimes
 - Rarely
 - Not at All
9. How much do you believe your program demonstrates a commitment to diversity for the workforce, families, and communities you serve?
- Very Much
 - Pretty Much
 - Somewhat
 - A Little
 - Not at All
10. Does your county provide employee training focused on topics related to diversity, equity, inclusion, or cultural competency?
- Yes
 - No
 - I don't know
11. If yes, which of the following topics did you receive training in during the last four years? (Select all that apply)
- Anti-stigma
 - Anti-racist/Anti-racism
 - Cross-Cultural Communications
 - Cultural Competency/Diversity, Equity and Inclusion
 - Cultural Humility
 - Disability Awareness/Inclusion Training
 - Implicit/Explicit Bias
 - Microaggressions
 - Psychological Safety
 - Sexual Orientation/Gender Identity/Gender Expression (SOGIE) or LGBTQ+ Cultural Responsiveness/Awareness
 - Structural Racism (for example, Redlining, etc.)

- Trauma-Informed Principles
- Tribal Engagement
- I don't know
- Not Applicable
- Other: If other, please specify:

12. Was the training:

- Required
- Optional
- I don't know
- Not Applicable

13. What was the impact of the training? (Select all that apply)

- Increased my knowledge
- Gave me tools to bring back to my work
- Changed my behavior
- I did not experience any effect from the training
- I experienced a negative effect from the training
- Not Applicable
- Other: Please explain:

14. If you experienced a negative effect from the training, please explain.

15. Did you have support to implement the knowledge, skills and tools learned during these trainings?

- Yes
- No
- I don't know
- Not Applicable
- If yes, please describe:

16. To what degree, if any, did the training have a positive impact on how you work with racially, ethnically, and culturally diverse families and communities?

- Very Much
- Pretty Much

- Somewhat
- A Little
- Not at All
- Not Applicable

17. What further support, if any, do you need to effectively serve racially, ethnically, and culturally diverse families and communities? (Select all that apply)

- Training
- Skills development
- Coaching
- Other: If other, please specify:

18. If you selected training, skills development, or coaching, please describe what would be helpful:

19. Is there anything else you would like to share with us for this survey and the context of this work?

Demographics

20. What is your employee status?

- County Employee
- Contracted County Employee
- Other: If other, please list:

21. Age:

- 18 -25
- 26-41
- 42-57
- 58-67
- 68+

22. Please state the number of years worked:

- As a county employee
- In current role

23. Gender (Check all that apply)

- ☐ Female
- ☐ Male
- ☐ Trans female
- ☐ Trans male
- ☐ Gender non-conforming/non-binary
- ☐ Unknown
- ☐ Prefer not to say
- ☐ Other:

If you selected "Other," please list here, if you wish:

24. Sexual Orientation (Check all that apply)

- ☐ Queer
- ☐ Bisexual
- ☐ Asexual
- ☐ Demisexual
- ☐ Lesbian or Gay
- ☐ Straight/Heterosexual
- ☐ Unknown
- ☐ Prefer not to say
- ☐ Other:

If you selected "Other," please list here, if you wish:

25. Race/Ethnicity: (Check all that apply)

- ☐ Arab/Arab American
- ☐ Middle Eastern and North African (MENA)
- ☐ Asian/Pacific Islander
- ☐ Black
- ☐ African American
- ☐ African
- ☐ Hispanic
- ☐ Latina/o/Latinx/Latine
- ☐ Native American/Indigenous
- ☐ White

- Biracial
- Multiracial
- Prefer not to state
- Other:

If you selected "Other," please list here, if you wish:

26. Are you a person living with a disability?

- Yes
- No
- Prefer not to state

27. If you would like to share anything else about your identity, feel free to comment below.

Thank you for completing the survey. **Remember to click "Done" below in order to submit your survey!**

If you have questions or concerns regarding the initiative, please contact CDSS at REIBInitiative@dss.ca.gov For questions about the survey, contact Anavo Solutions at support@anavo.solutions. Stay up to date on the latest information at <https://cdss.ca.gov/inforesources/reib-initiative>