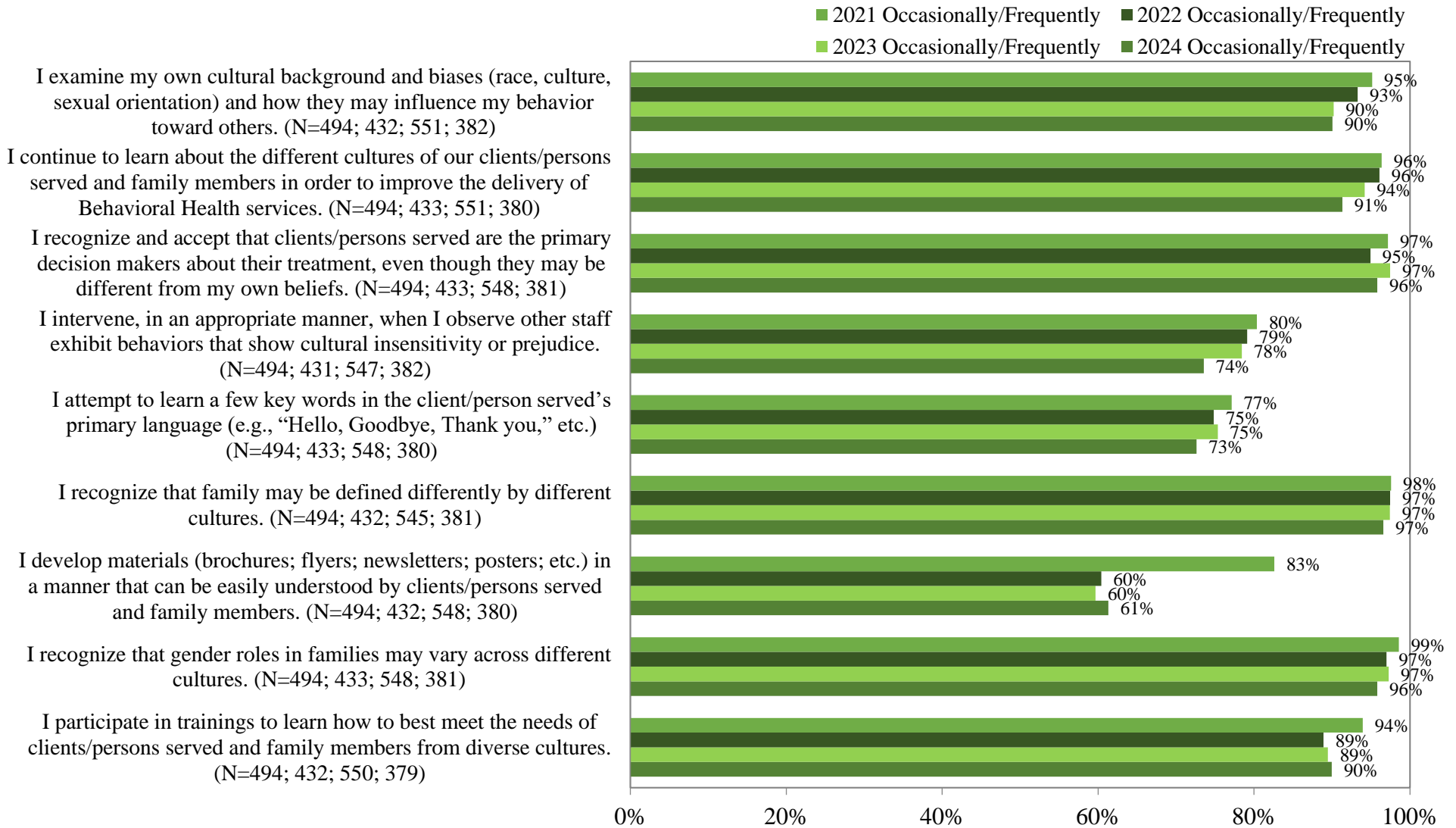
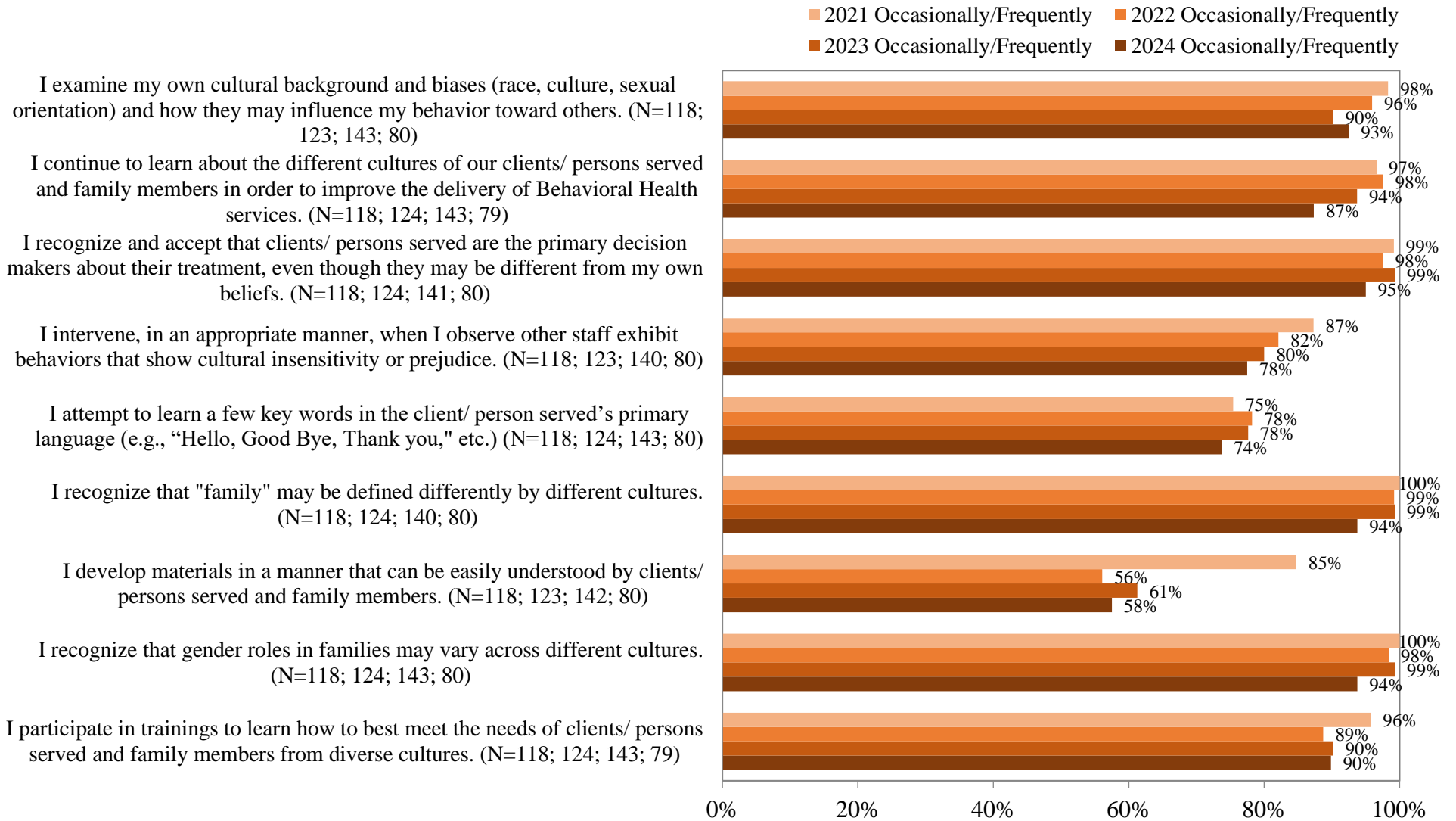


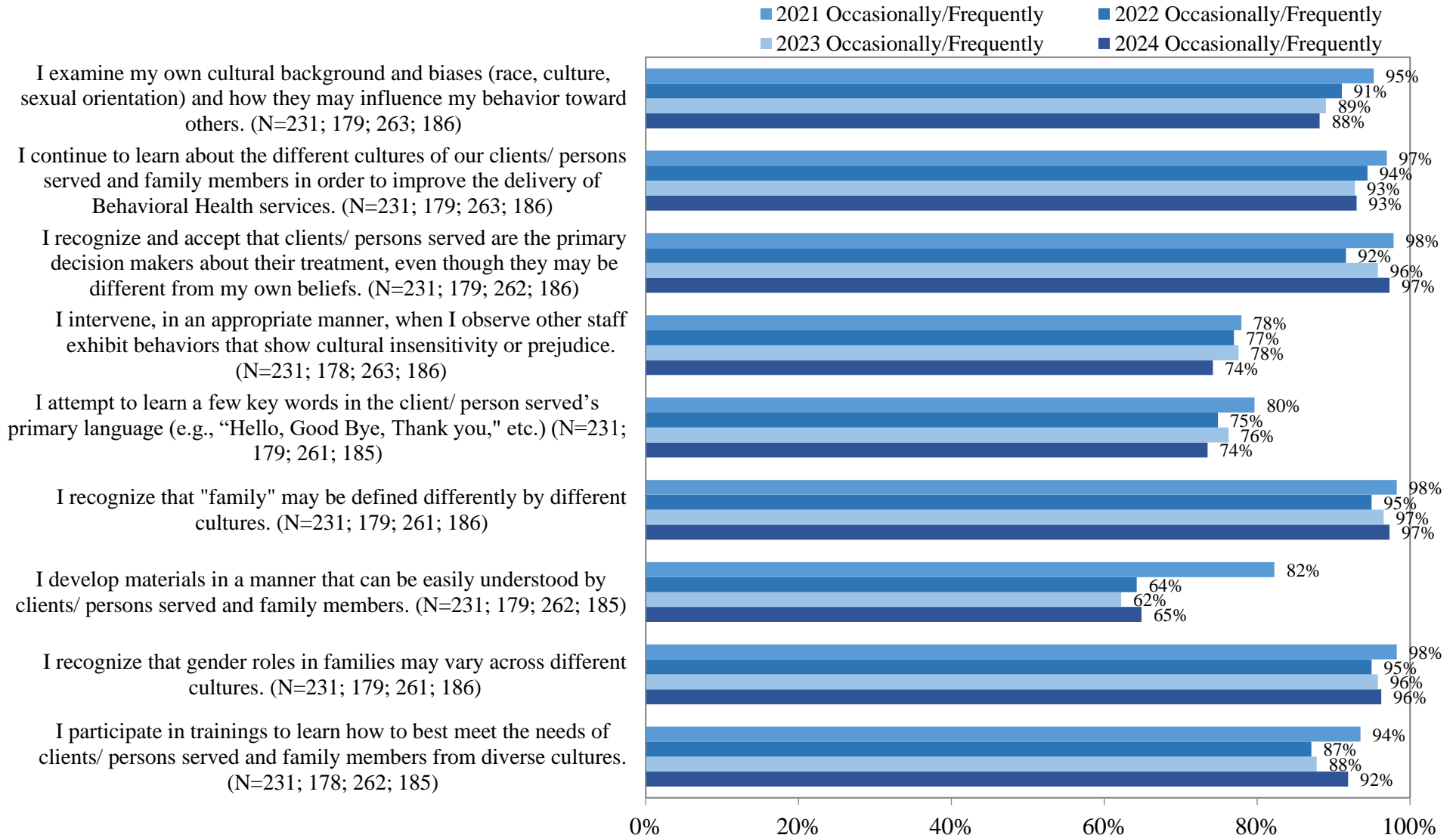
Fresno County Department of Behavioral Health
Staff Cultural Humility Survey
 Comparison Between 2021, 2022, 2023 and 2024 Survey Results
All Respondents



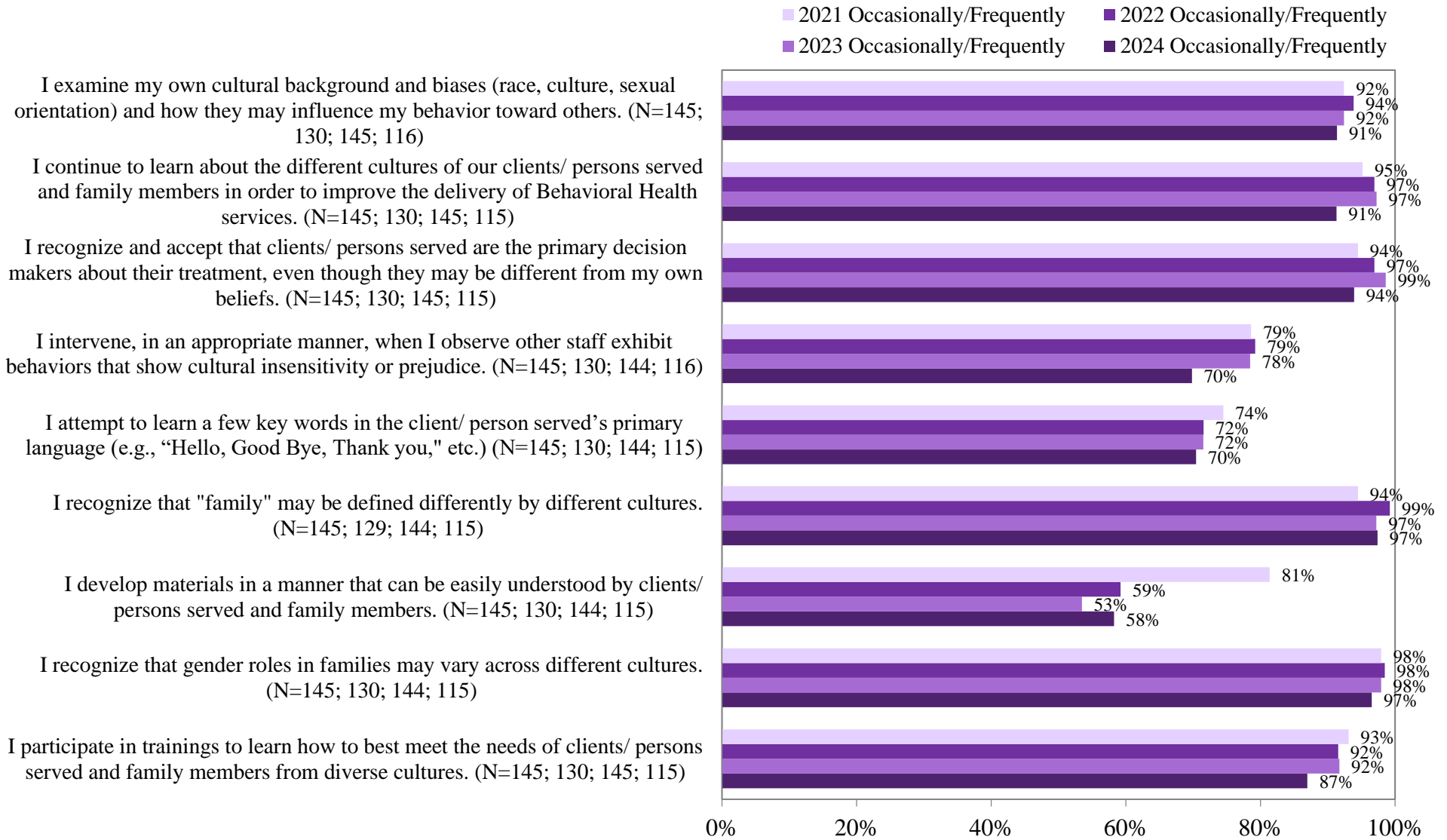
Fresno County Department of Behavioral Health
Staff Cultural Humility Survey
 Comparison Between 2021, 2022, 2023 and 2024 Survey Results
White/ Caucasian Respondents



Fresno County Department of Behavioral Health
Staff Cultural Humility Survey
 Comparison Between 2021, 2022, 2023 and 2024 Survey Results
Hispanic Respondents



Fresno County Department of Behavioral Health
Staff Cultural Humility Survey
 Comparison Between 2021, 2022, 2023 and 2024 Survey Results
All Other Ethnicity Respondents

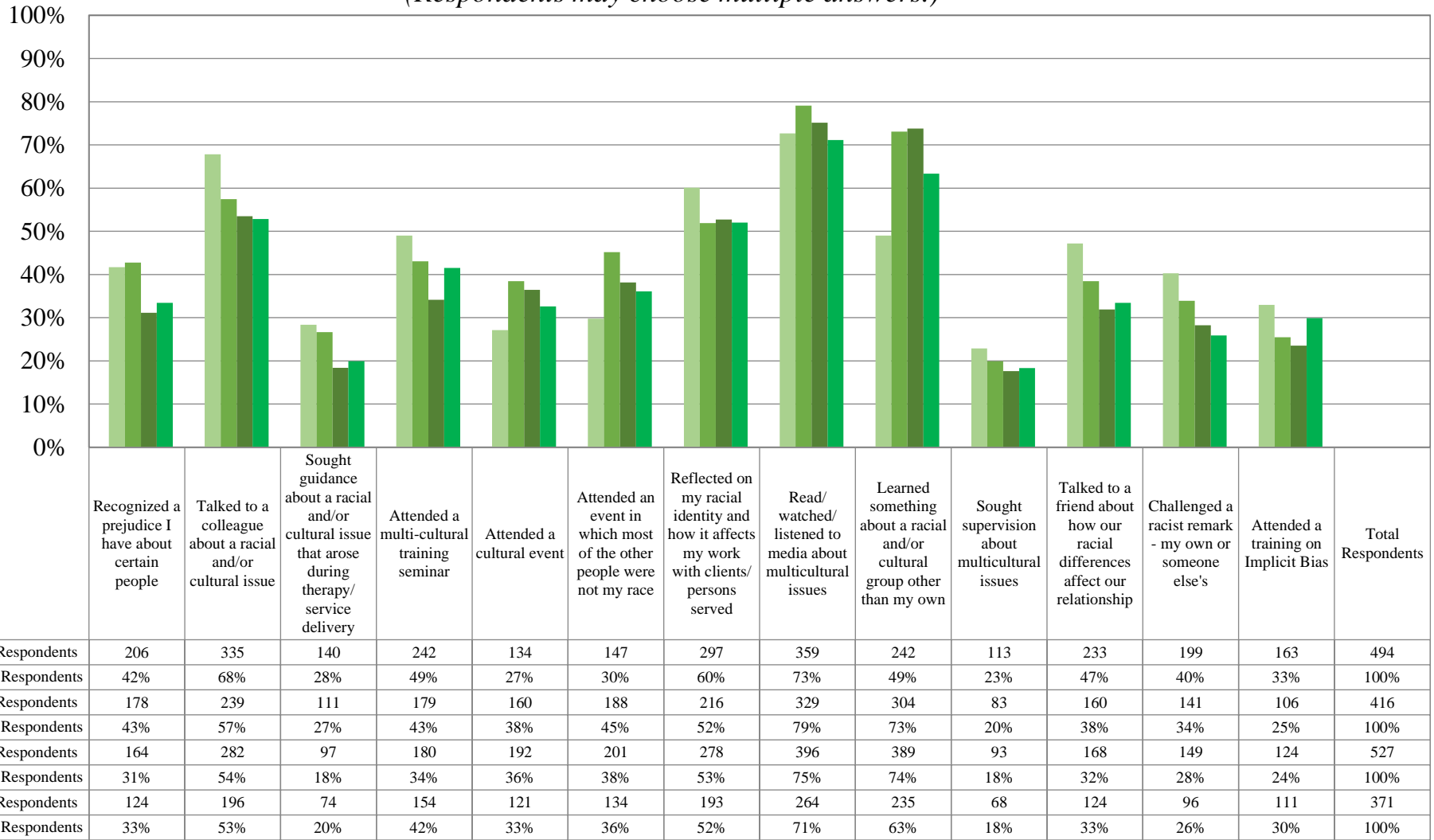


Fresno County Department of Behavioral Health Staff Cultural Humility Survey

Comparison Between 2021, 2022, 2023 and 2024 Survey Results

Participation in Professional Development Activities (Past Six Months)

2021 All Respondents (N=494) 2022 All Respondents (N=416) 2023 All Respondents (N=527) 2024 All Respondents (N=371)
(Respondents may choose multiple answers.)



Fresno County Department of Behavioral Health Staff Cultural Humility Survey

Comparison Between 2021, 2022, 2023 and 2024 Survey Results

Participation in Professional Development Activities (Past Six Months)

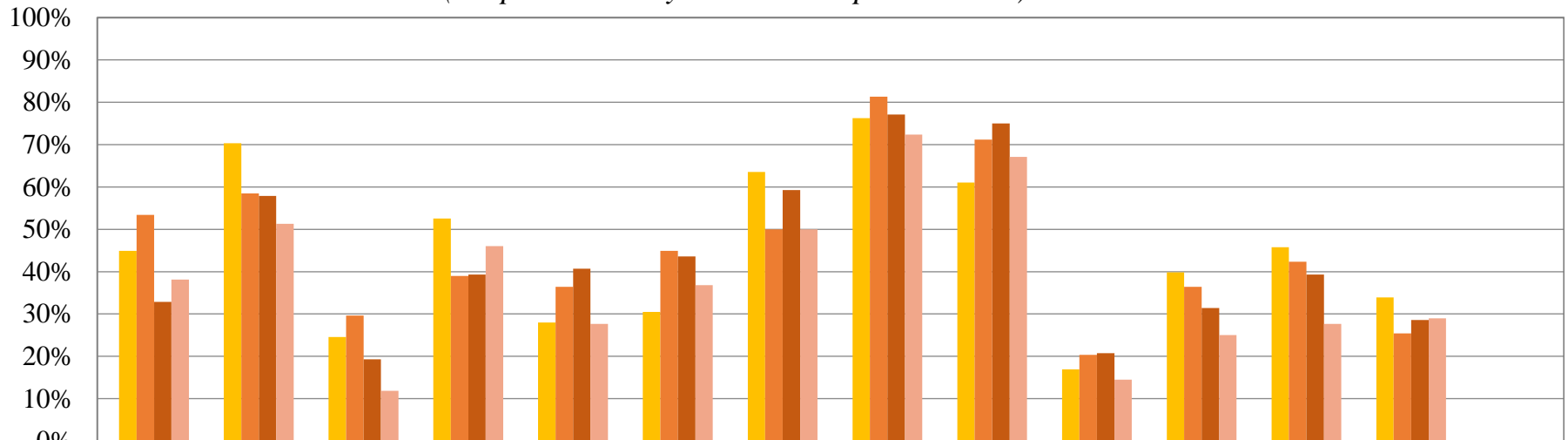
2021 White/ Caucasian Respondents (N=118)

2022 White/ Caucasian Respondents (N=118)

2023 White/ Caucasian Respondents (N=140)

2024 White/ Caucasian Respondents (N=76)

(Respondents may choose multiple answers.)



	Recognized a prejudice I have about certain people	Talked to a colleague about a cultural issue	Sought guidance about a cultural issue that arose during therapy/ service delivery	Attended a multi-cultural training seminar	Attended a cultural event	Attended an event in which most of the other people were not my race	Reflected on my racial identity and how it affects my work with clients/ persons served	Read/ watched/ listened to media about multicultural issues	Learned something about a racial and/or cultural group other than my own	Sought supervision about multicultural issues	Talked to a friend about how our racial differences affect our relationship	Challenged a racist remark - my own or someone else's	Attended a training on Implicit Bias	Total Respondents
2021 # Respondents	53	83	29	62	33	36	75	90	72	20	47	54	40	118
2021 % Respondents	45%	70%	25%	53%	28%	31%	64%	76%	61%	17%	40%	46%	34%	100%
2022 # Respondents	63	69	35	46	43	53	59	96	84	24	43	50	30	118
2022 % Respondents	53%	58%	30%	39%	36%	45%	50%	81%	71%	20%	36%	42%	25%	100%
2023 # Respondents	46	81	27	55	57	61	83	108	105	29	44	55	40	140
2023 % Respondents	33%	58%	19%	39%	41%	44%	59%	77%	75%	21%	31%	39%	29%	100%
2024 # Respondents	29	39	9	35	21	28	38	55	51	11	19	21	22	76
2024 % Respondents	38%	51%	12%	46%	28%	37%	50%	72%	67%	14%	25%	28%	29%	100%

Fresno County Department of Behavioral Health Staff Cultural Humility Survey

Comparison Between 2021, 2022, 2023 and 2024 Survey Results

Participation in Professional Development Activities (Past Six Months)

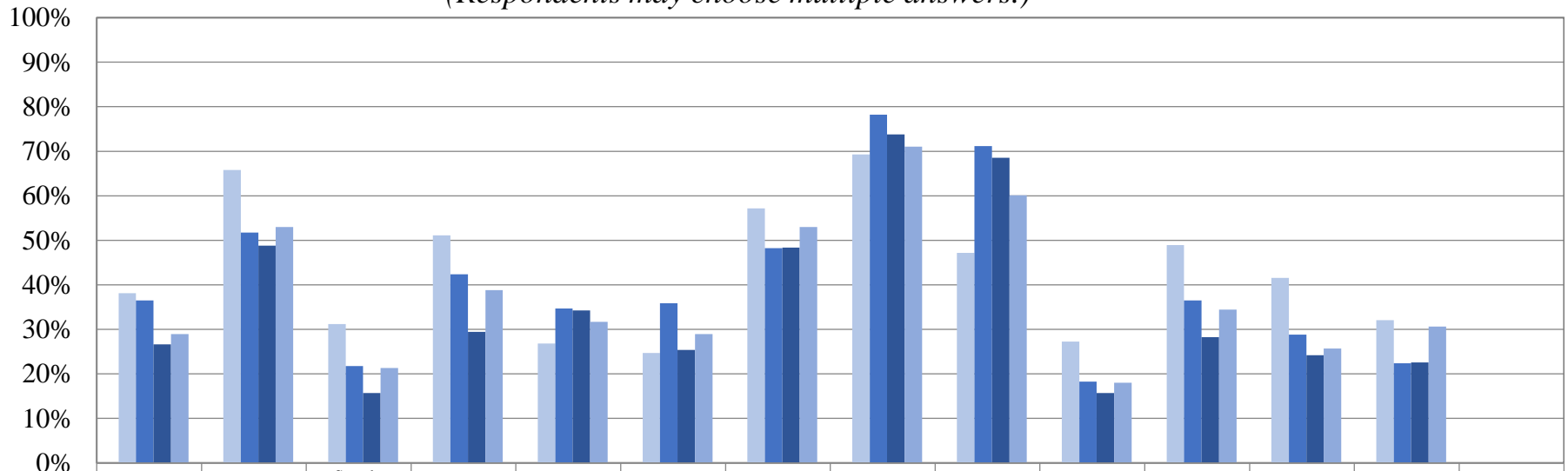
2021 Hispanic/Latino Respondents (N=231)

2022 Hispanic/Latino Respondents (N=170)

2023 Hispanic/Latino Respondents (N=248)

2024 Hispanic/Latino Respondents (N=183)

(Respondents may choose multiple answers.)



	Recognized a prejudice I have about certain people	Talked to a colleague about a cultural issue	Sought guidance about a cultural issue that arose during therapy/service delivery	Attended a multi-cultural training seminar	Attended a cultural event	Attended an event in which most of the other people were not my race	Reflected on my racial identity and how it affects my work with clients/persons served	Read/watched/listened to media about multicultural issues	Learned something about a racial and/or cultural group other than my own	Sought supervision about multicultural issues	Talked to a friend about how our racial differences affect our relationship	Challenged a racist remark - my own or someone else's	Attended a training on Implicit Bias	Total Respondents
2021 # Respondents	88	152	72	118	62	57	132	160	109	63	113	96	74	231
2021 % Respondents	38%	66%	31%	51%	27%	25%	57%	69%	47%	27%	49%	42%	32%	100%
2022 # Respondents	62	88	37	72	59	61	82	133	121	31	62	49	38	170
2022 % Respondents	36%	52%	22%	42%	35%	36%	48%	78%	71%	18%	36%	29%	22%	100%
2023 # Respondents	66	121	39	73	85	63	120	183	170	39	70	60	56	248
2023 % Respondents	27%	49%	16%	29%	34%	25%	48%	74%	69%	16%	28%	24%	23%	100%
2024 # Respondents	53	97	39	71	58	53	97	130	110	33	63	47	56	183
2024 % Respondents	29%	53%	21%	39%	32%	29%	53%	71%	60%	18%	34%	26%	31%	100%

Fresno County Department of Behavioral Health Staff Cultural Humility Survey

Comparison Between 2021, 2022, 2023 and 2024 Survey Results

Participation in Professional Development Activities (Past Six Months)

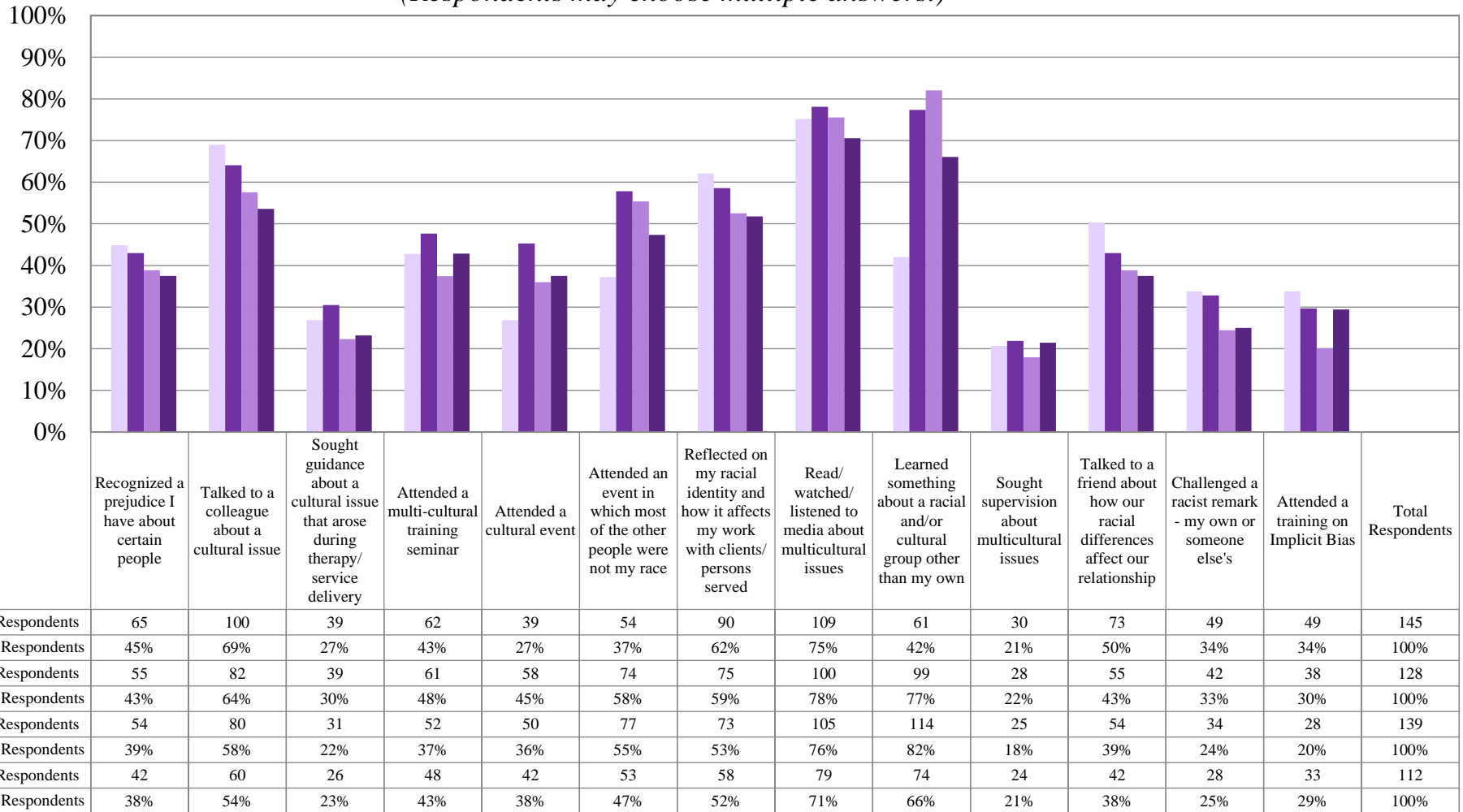
2021 Other Ethnicity Respondents (N=145)

2022 Other Ethnicity Respondents (N=128)

2023 Other Ethnicity Respondents (N=139)

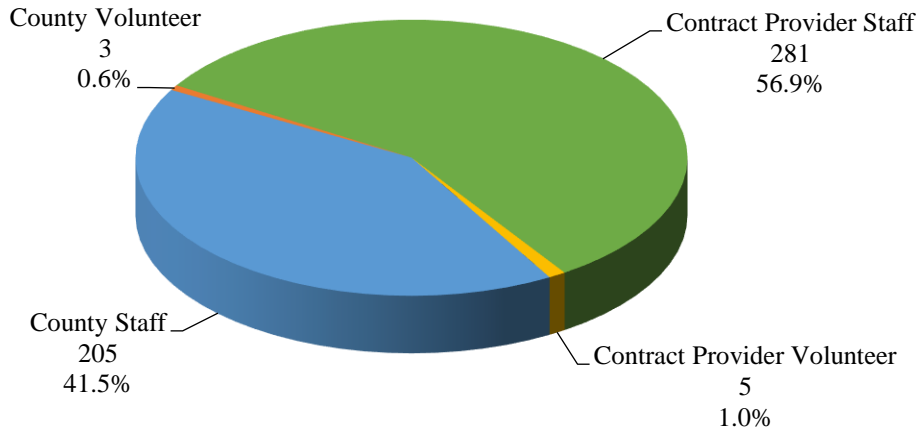
2024 Other Ethnicity Respondents (N=112)

(Respondents may choose multiple answers.)

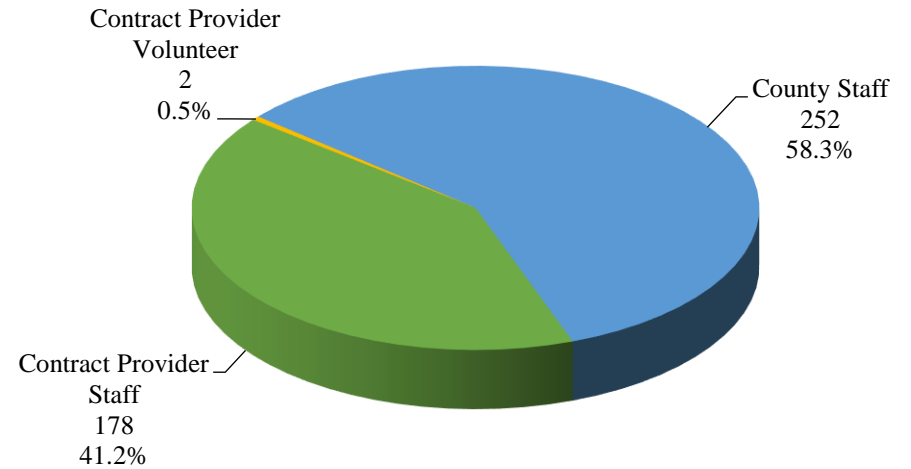


Fresno County Department of Behavioral Health
Staff Cultural Humility Survey
 Comparison Between 2021, 2022, 2023 and 2024 Survey Results

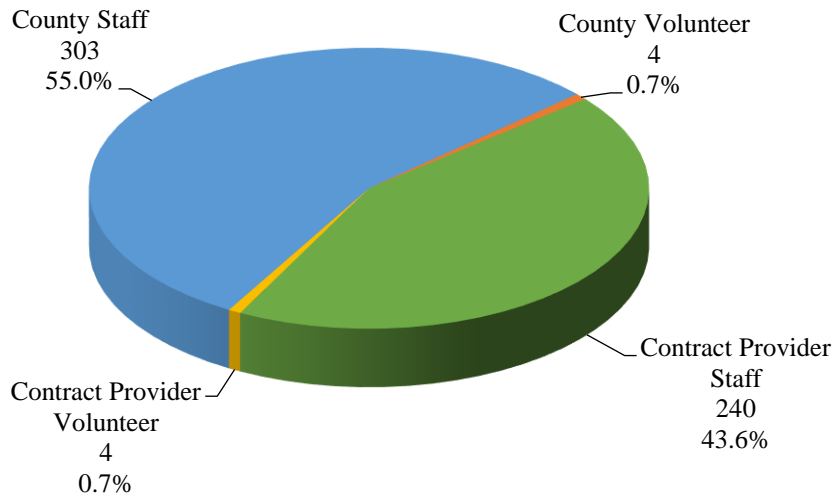
2021 Employment Status (N=494)



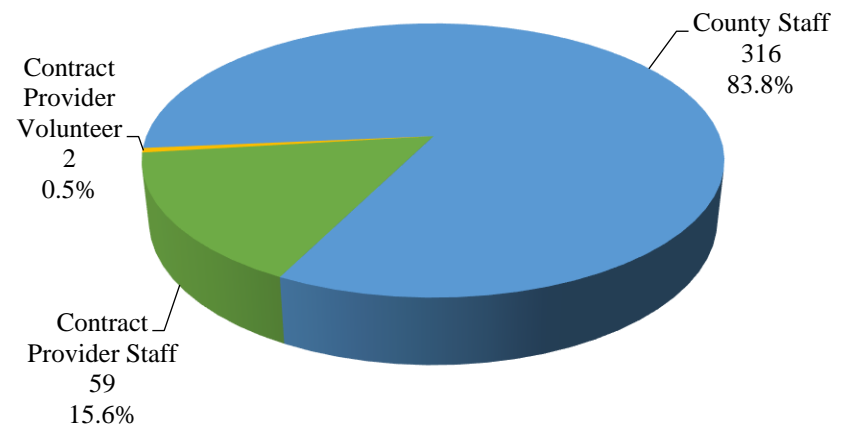
2022 Employment Status (N=432)



2023 Employment Status (N=551)



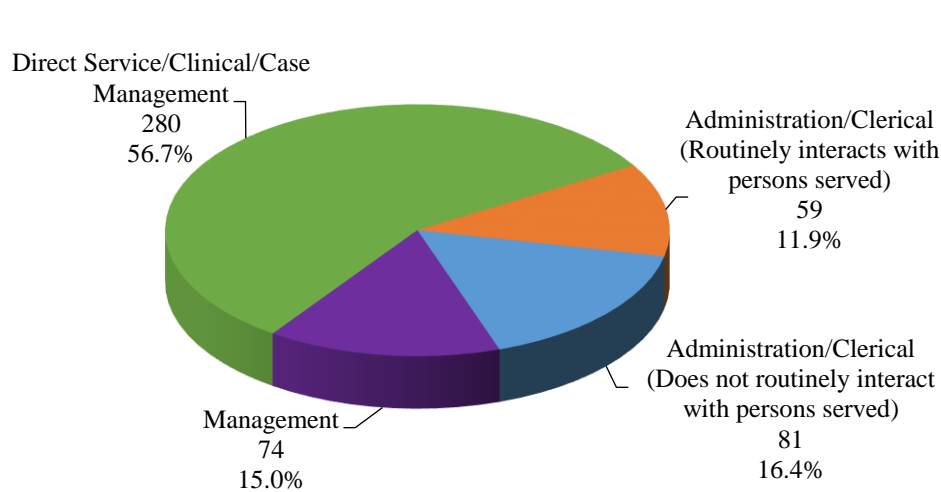
2024 Employment Status (N=377)



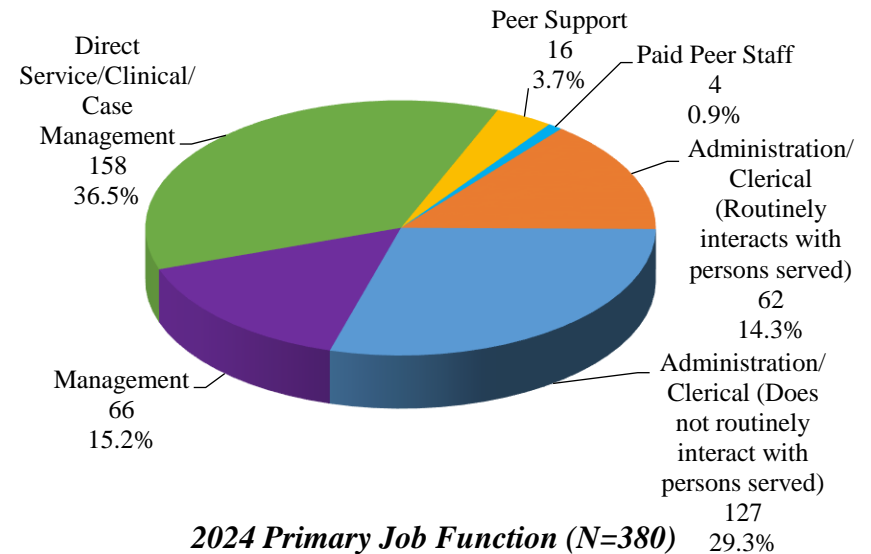
Fresno County Department of Behavioral Health Staff Cultural Humility Survey

Comparison Between 2021, 2022, 2023 and 2024 Survey Results

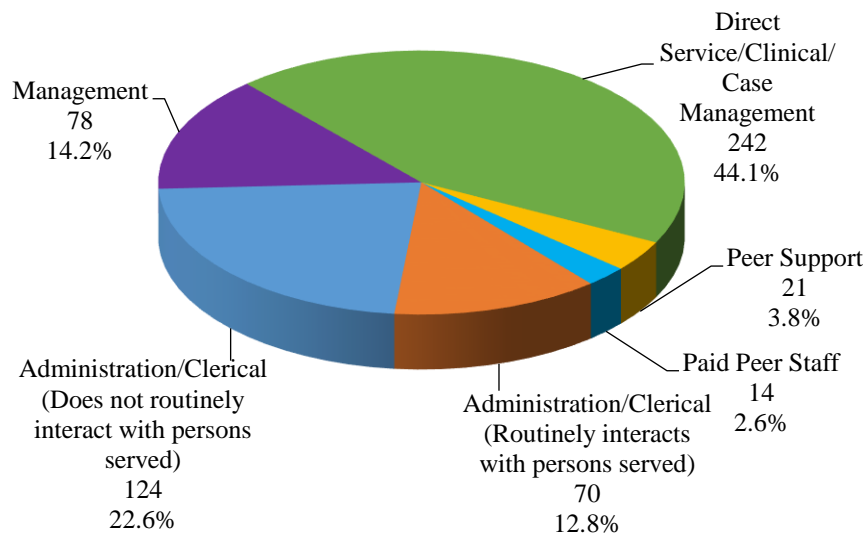
2021 Primary Job Function (N=494)



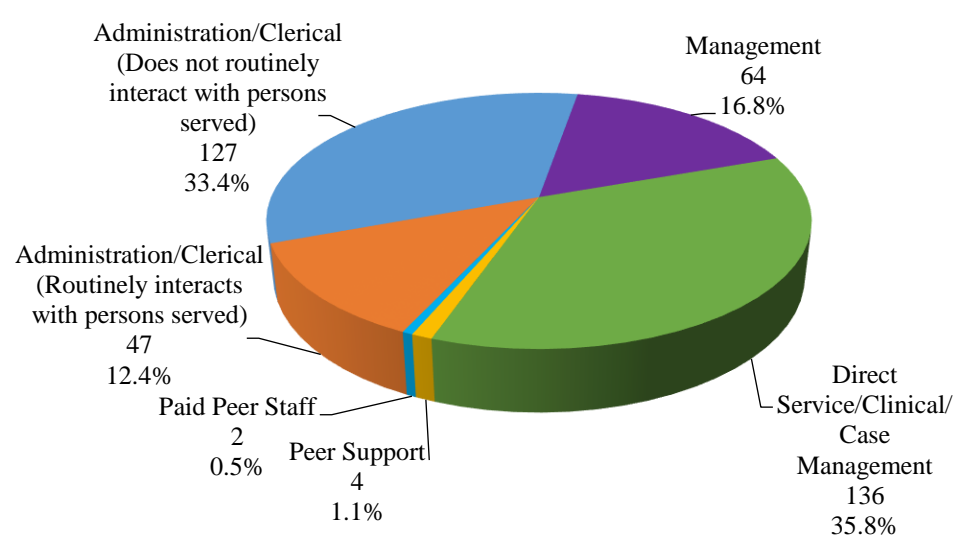
2022 Primary Job Function (N=433)



2023 Primary Job Function (N=549)

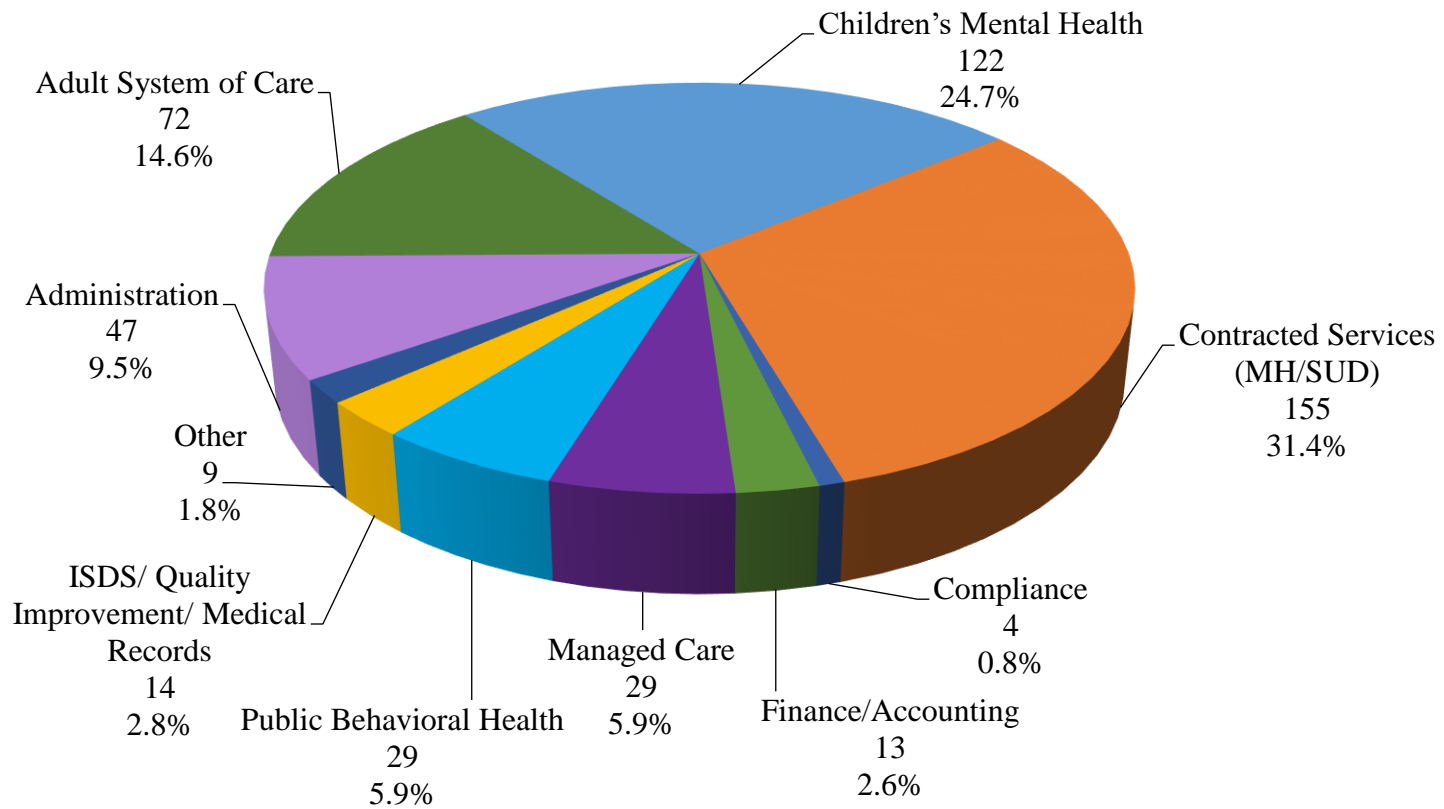


2024 Primary Job Function (N=380)



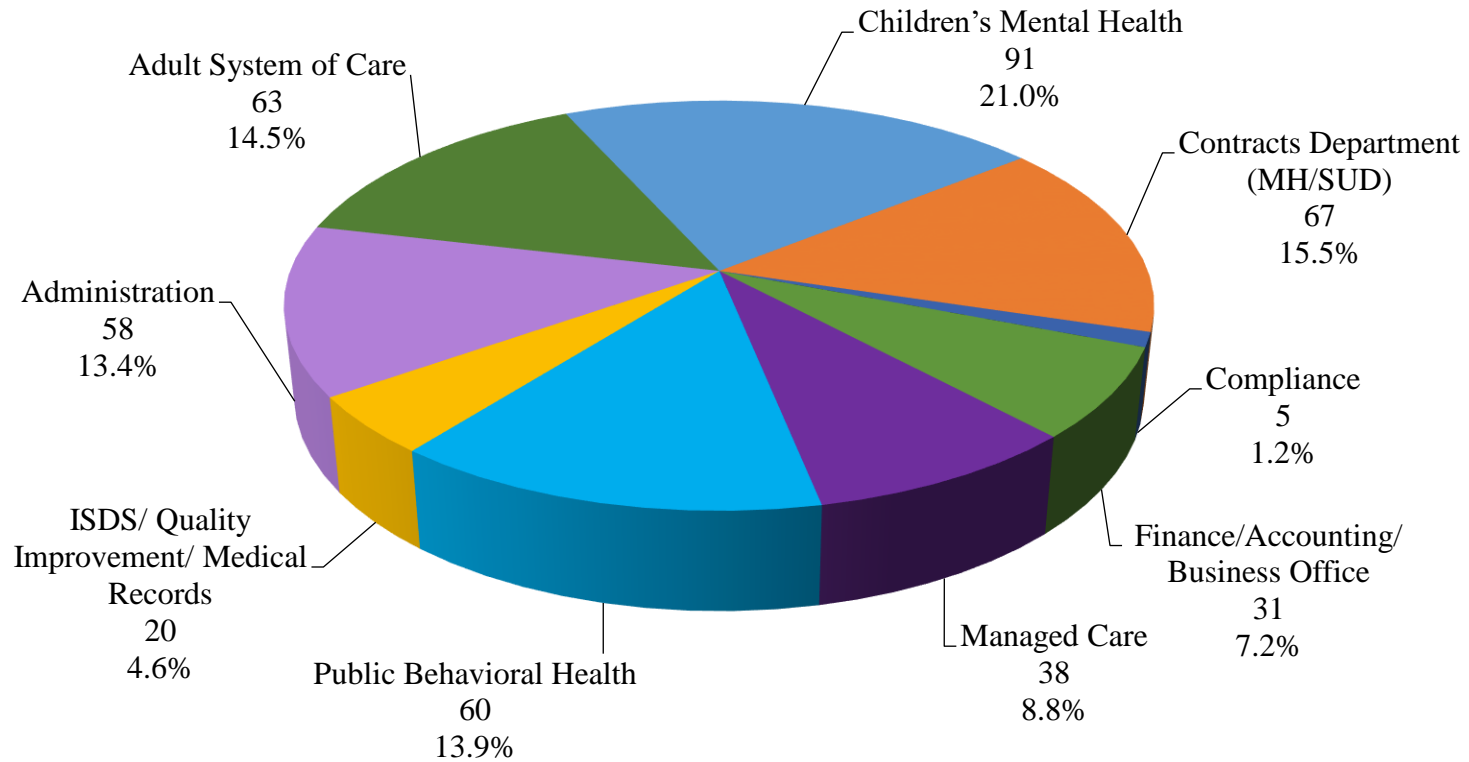
Fresno County Department of Behavioral Health
Staff Cultural Humility Survey
 Comparison Between 2021, 2022, 2023 and 2024 Survey Results

2021 Department/Program (N=494)



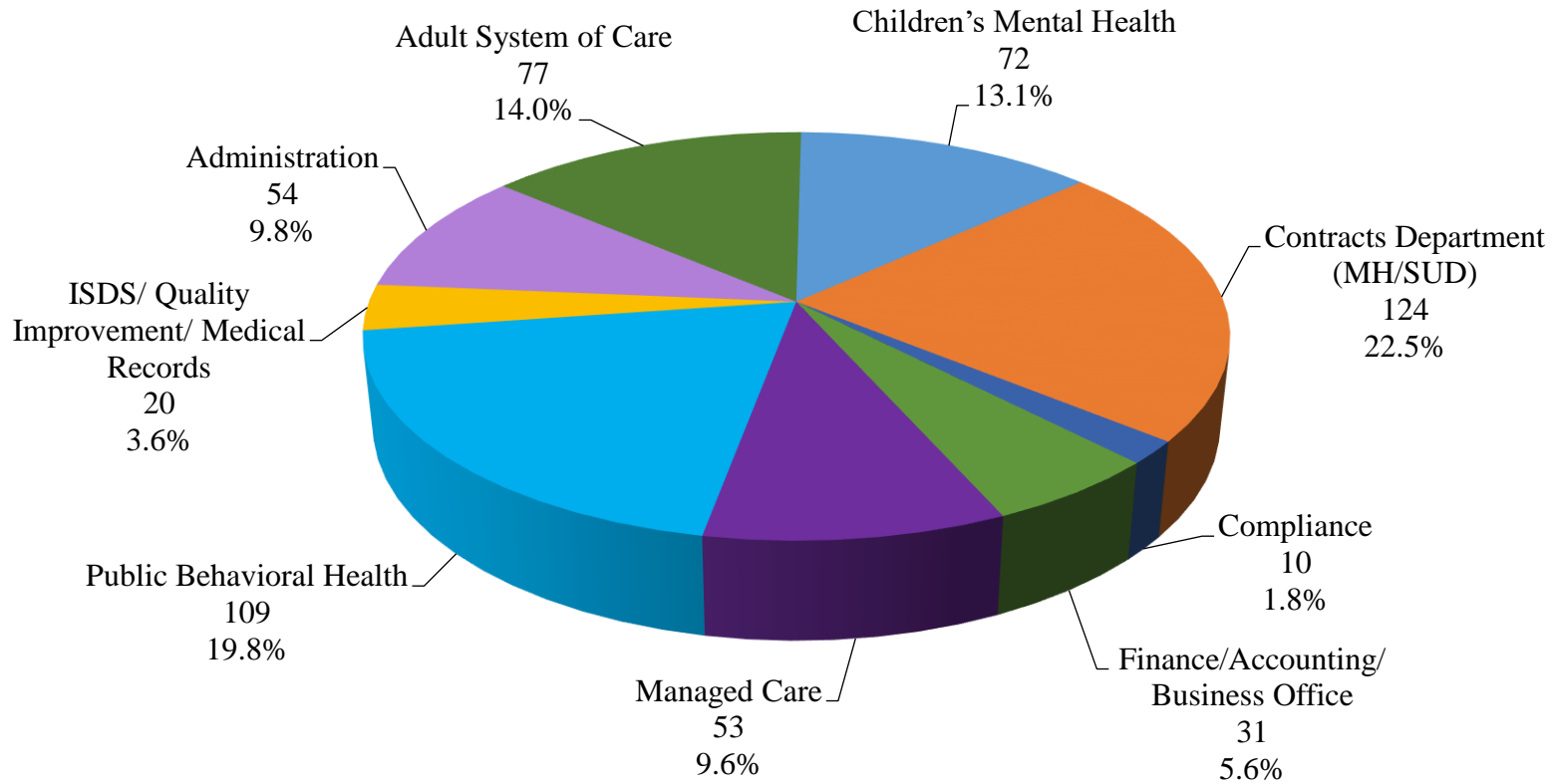
Fresno County Department of Behavioral Health
Staff Cultural Humility Survey
 Comparison Between 2021, 2022, 2023 and 2024 Survey Results

2022 Department/Program (N=433)



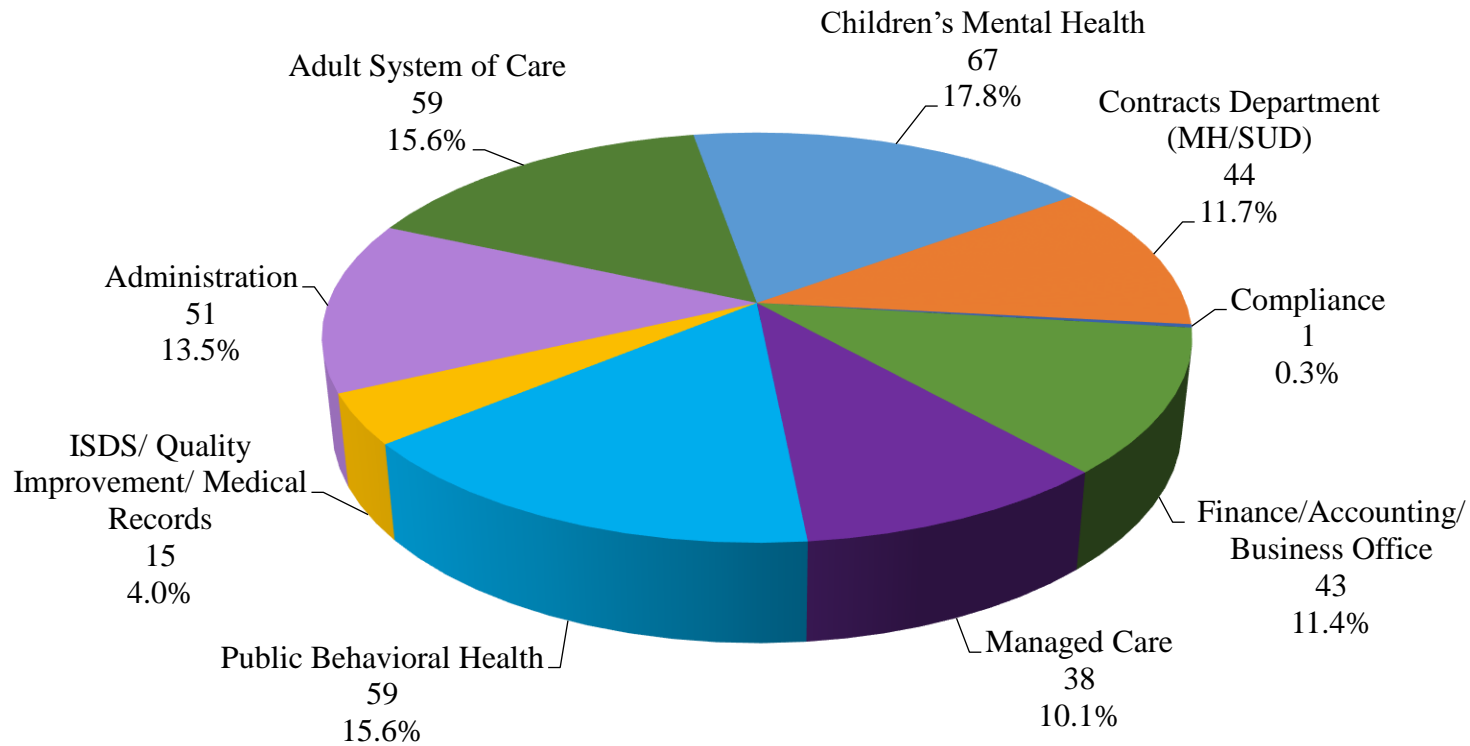
Fresno County Department of Behavioral Health
Staff Cultural Humility Survey
 Comparison Between 2021, 2022, 2023 and 2024 Survey Results

2023 Department/Program (N=550)



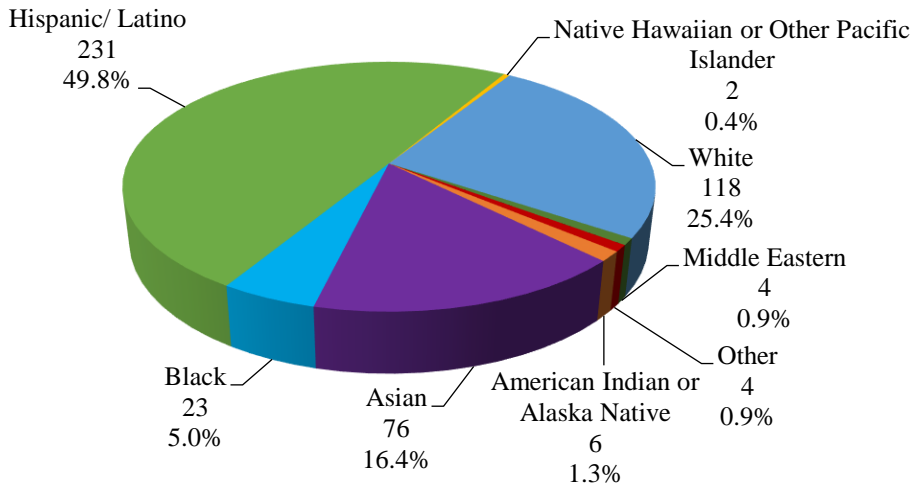
Fresno County Department of Behavioral Health
Staff Cultural Humility Survey
 Comparison Between 2021, 2022, 2023 and 2024 Survey Results

2024 Employment Status (N=377)

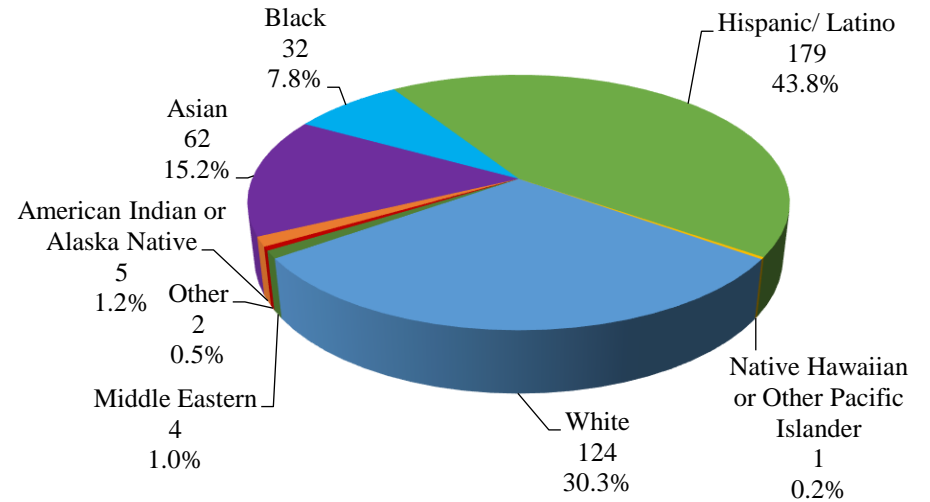


Fresno County Department of Behavioral Health
Staff Cultural Humility Survey
 Comparison Between 2021, 2022, 2023 and 2024 Survey Results

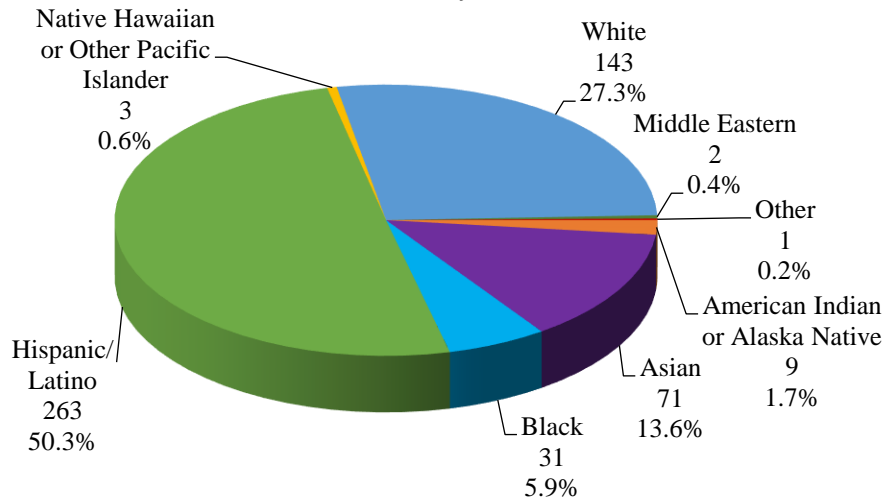
2021 Race/Ethnicity (N=464)



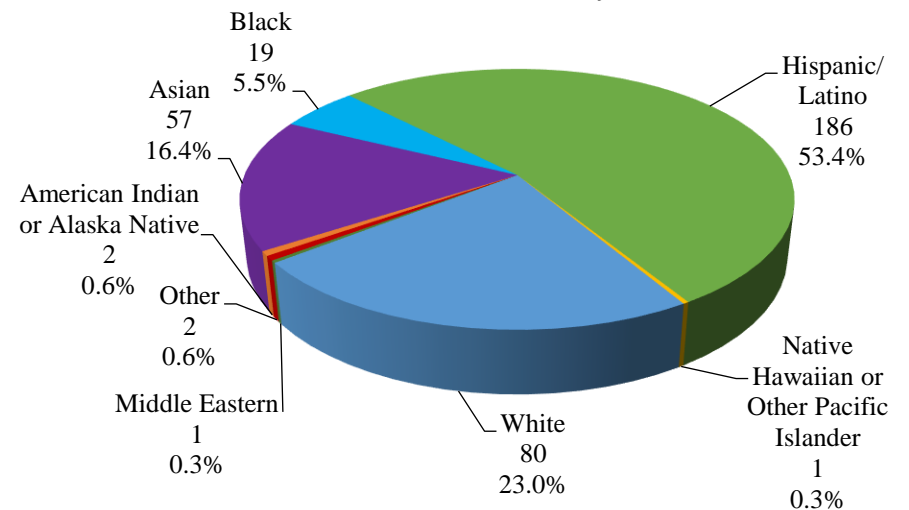
2022 Race/Ethnicity (N=409)



2023 Race/Ethnicity (N=523)

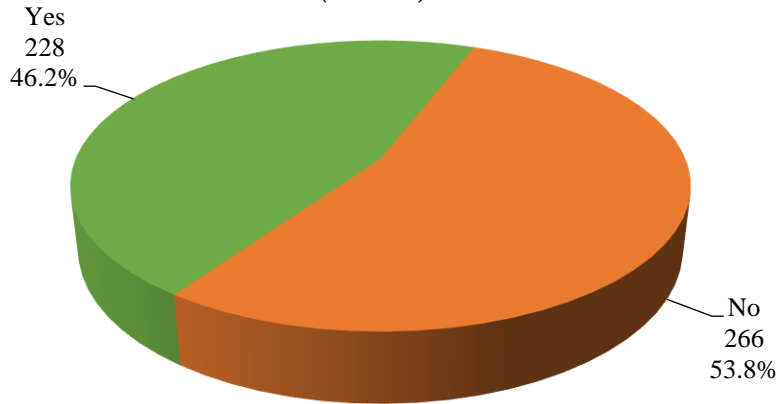


2024 Race/Ethnicity (N=348)

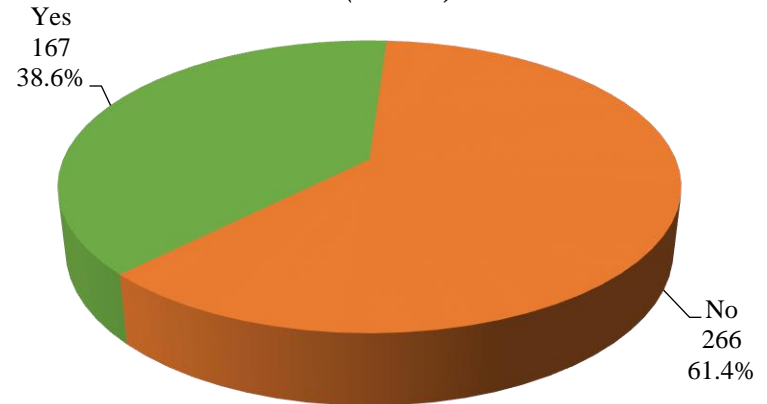


Fresno County Department of Behavioral Health
Staff Cultural Humility Survey
 Comparison Between 2021, 2022, 2023 and 2024 Survey Results

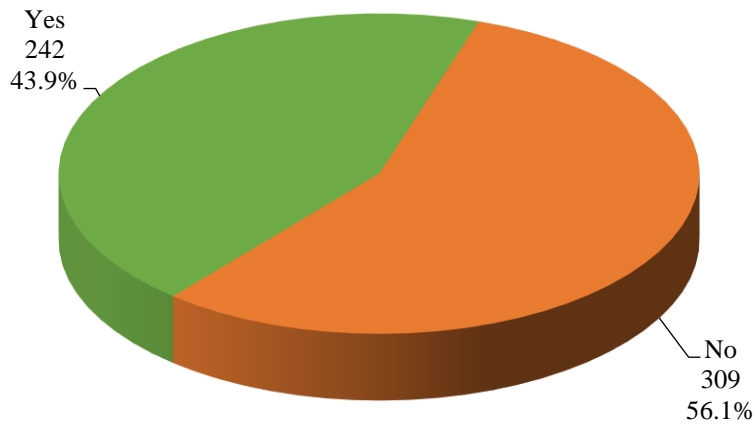
2021 Do you consider yourself Bilingual?
 (N=494)



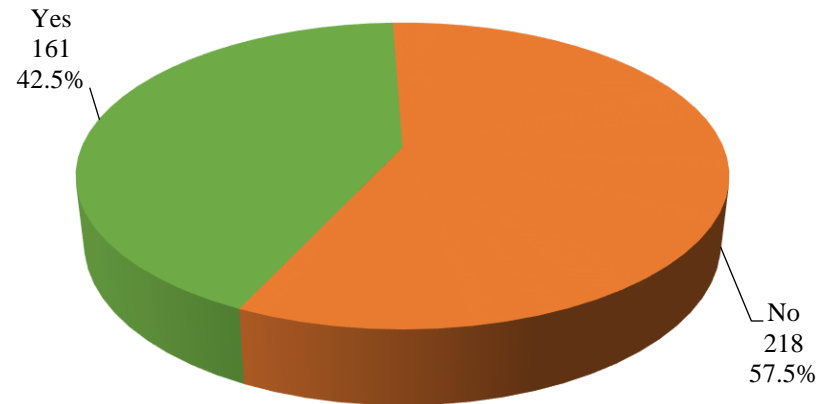
2022 Do you consider yourself Bilingual?
 (N=433)



2023 Do you consider yourself Bilingual?
 (N=551)



2024 Do you consider yourself Bilingual?
 (N=379)



**Fresno County Department of Behavioral Health
Staff Cultural Humility Survey**

Comparison Between 2021, 2022, 2023 and 2024 Survey Results

If Bilingual, which language(s) do you speak?

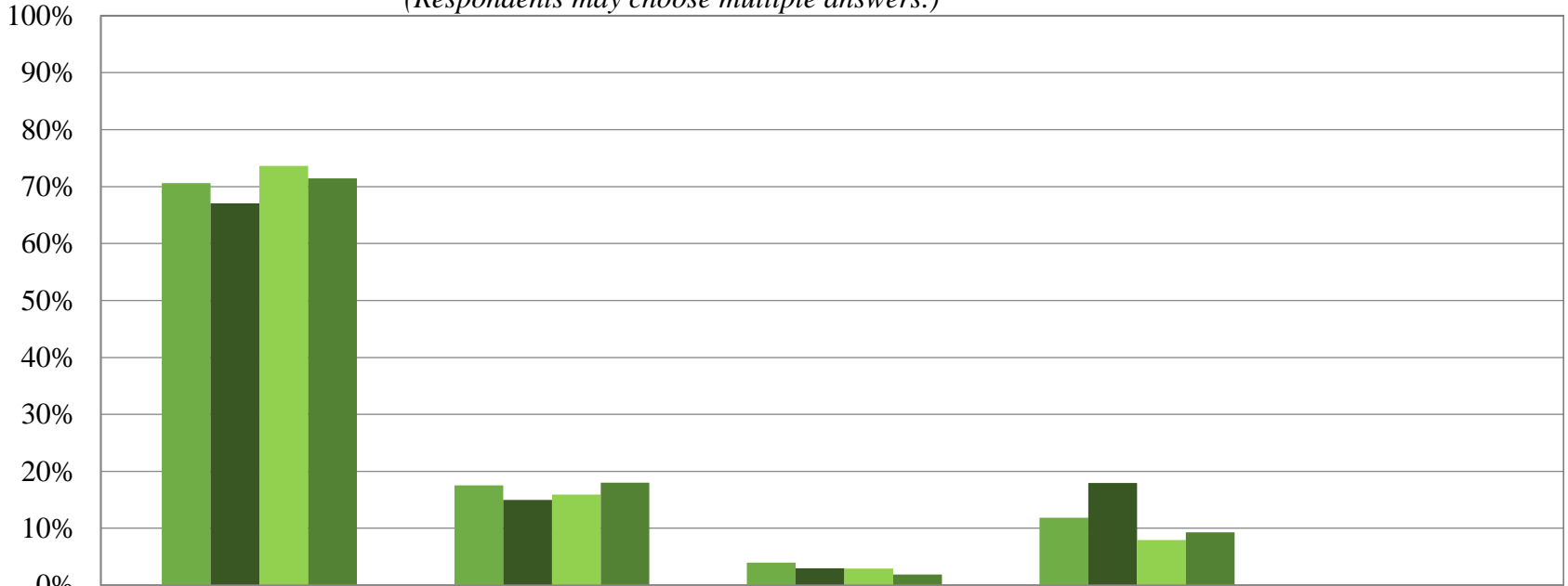
**2021 Bilingual Respondents
(N=228)**

**2022 Bilingual Respondents
(N=167)**

**2023 Bilingual Respondents
(N=239)**

**2024 Bilingual Respondents
(N=161)**

(Respondents may choose multiple answers.)



	Spanish	Hmong	Punjabi	Other	Total Bilingual
2021 # Respondents	161	40	9	27	228
■ 2021 % Respondents	71%	18%	4%	12%	100%
2022 # Respondents	112	25	5	30	167
■ 2022 % Respondents	67%	15%	3%	18%	100%
2023 # Respondents	176	38	7	19	239
■ 2023 % Respondents	74%	16%	3%	8%	100%
2024 # Respondents	115	29	3	15	161
■ 2024 % Respondents	71%	18%	2%	9%	100%

**Fresno County Department of Behavioral Health
Staff Cultural Humility Survey**

Comparison Between 2021, 2022, 2023 and 2024 Survey Results

If Bilingual, which language(s) are you proficient in reading and writing?

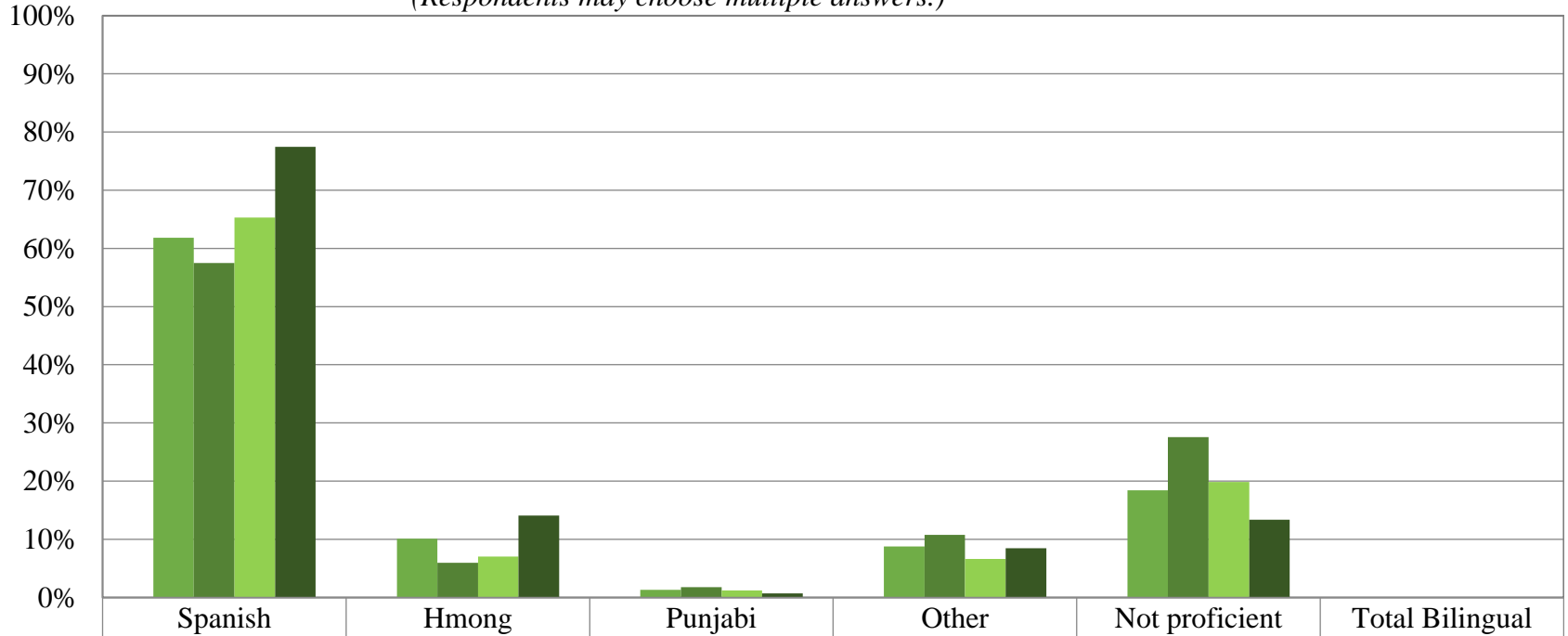
2021 Bilingual Respondents
(N=228)

2022 Bilingual Respondents
(N=167)

2023 Bilingual Respondents
(N=242)

2024 Bilingual Respondents
(N=142)

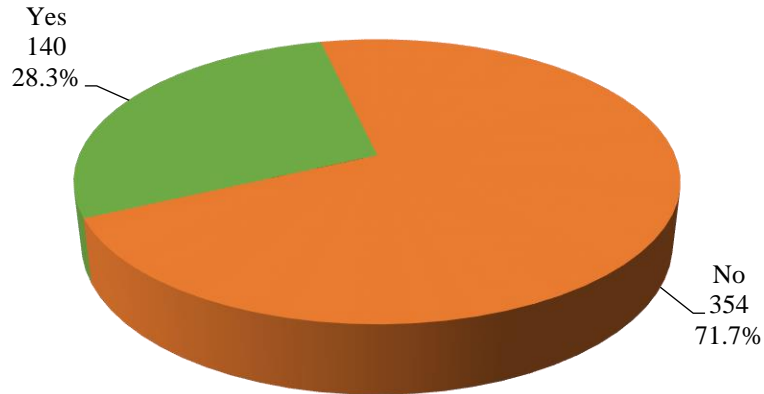
(Respondents may choose multiple answers.)



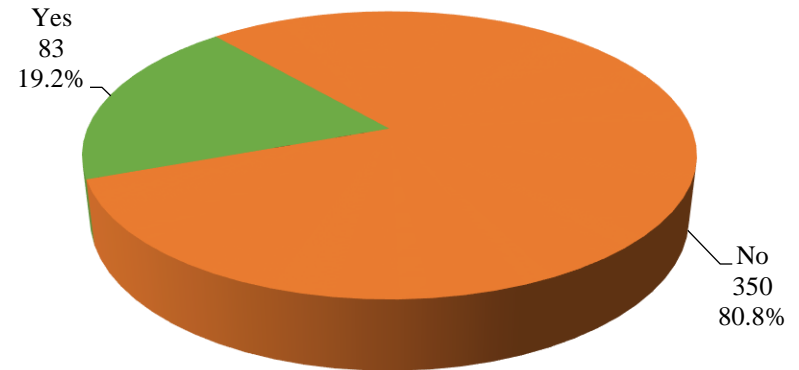
	Spanish	Hmong	Punjabi	Other	Not proficient	Total Bilingual
2021 # Respondents	141	23	3	20	42	228
2021 % Respondents	62%	10%	1%	9%	18%	100%
2022 # Respondents	96	10	3	18	46	167
2022 % Respondents	57%	6%	2%	11%	28%	100%
2023 # Respondents	158	17	3	16	48	242
2023 % Respondents	65%	7%	1%	7%	20%	100%
2024 # Respondents	110	20	1	12	19	142
2024 % Respondents	77%	14%	1%	8%	13%	100%

Fresno County Department of Behavioral Health
Staff Cultural Humility Survey
 Comparison Between 2021, 2022, 2023 and 2024 Survey Results

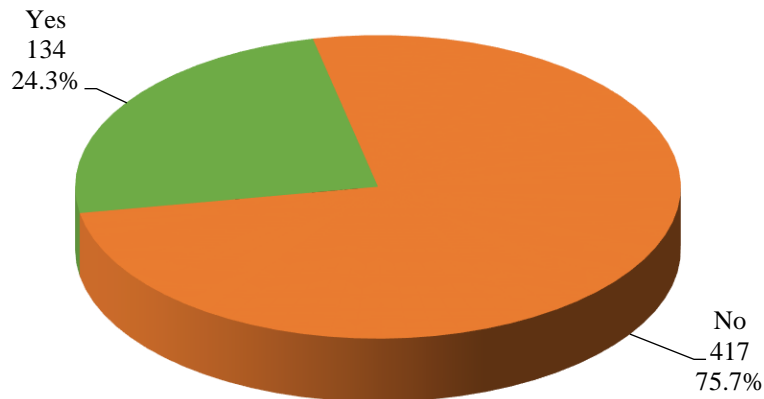
2021 Do you act as an Interpreter as part of your Job Function? (N=494)



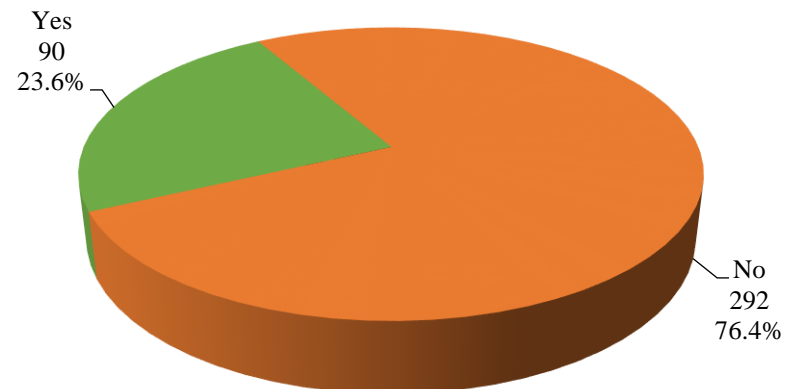
2022 Do you act as an Interpreter as part of your Job Function? (N=433)



2023 Do you act as an Interpreter as part of your Job Function? (N=551)

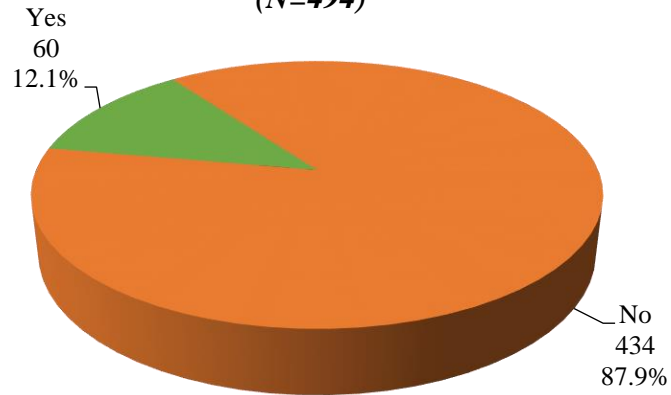


2024 Do you act as an Interpreter as part of your Job Function? (N=382)

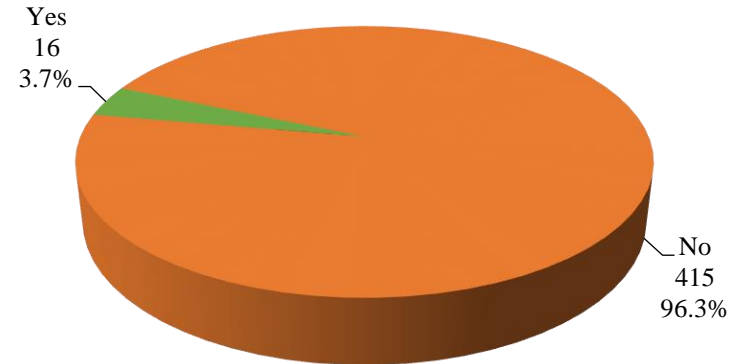


Fresno County Department of Behavioral Health
Staff Cultural Humility Survey
Comparison Between 2021, 2022, 2023 and 2024 Survey Results

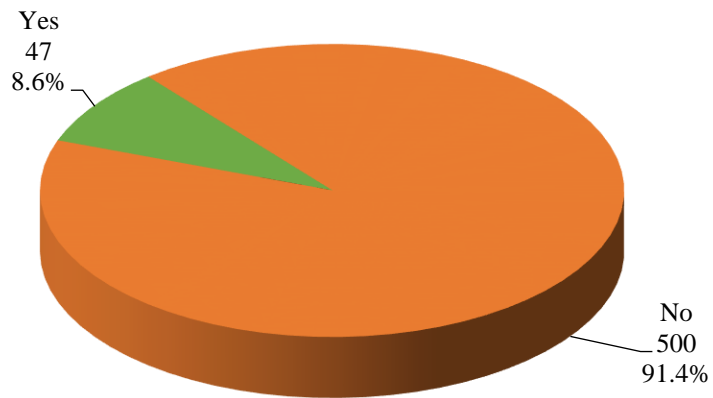
2021 Do you receive bilingual pay?
(N=494)



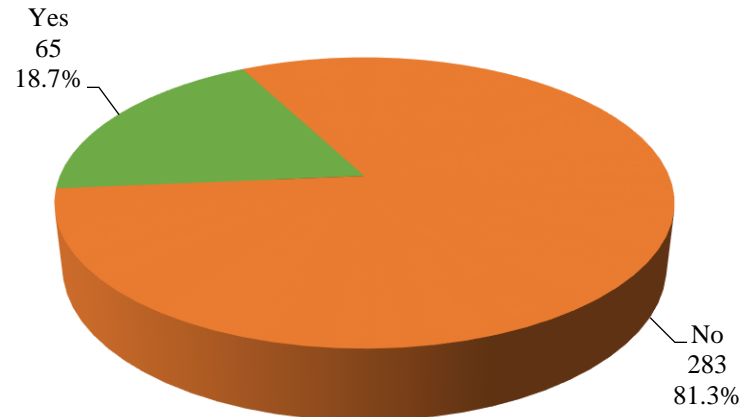
2022 Do you receive bilingual pay?
(N=431)



2023 Do you receive bilingual pay?
(N=547)

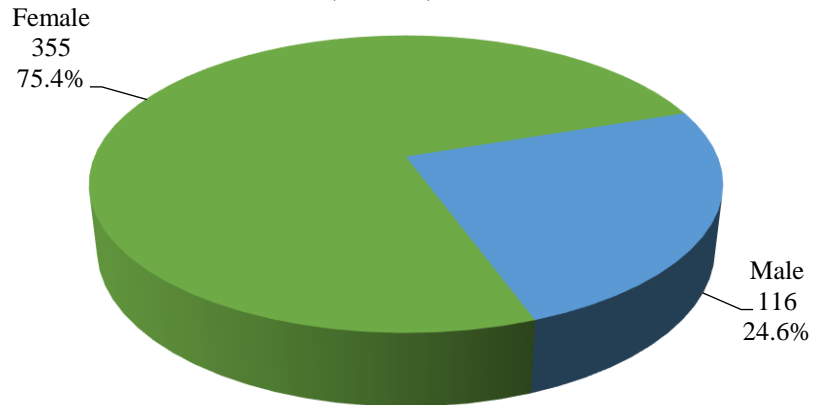


2024 Do you receive bilingual pay?
(N=348)

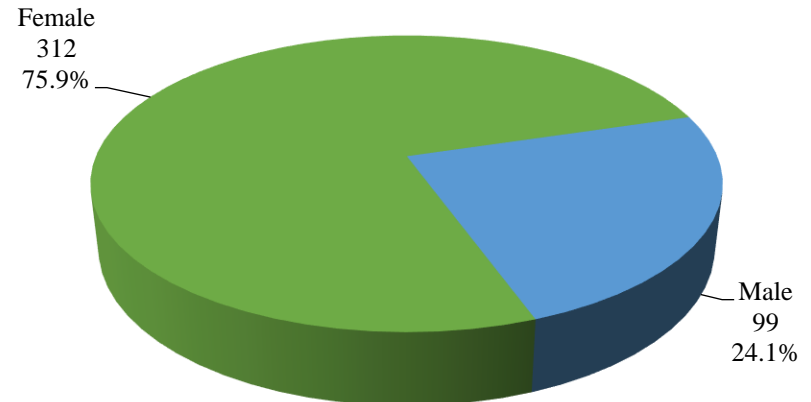


Fresno County Department of Behavioral Health
Staff Cultural Humility Survey
Comparison Between 2021, 2022, 2023 and 2024 Survey Results

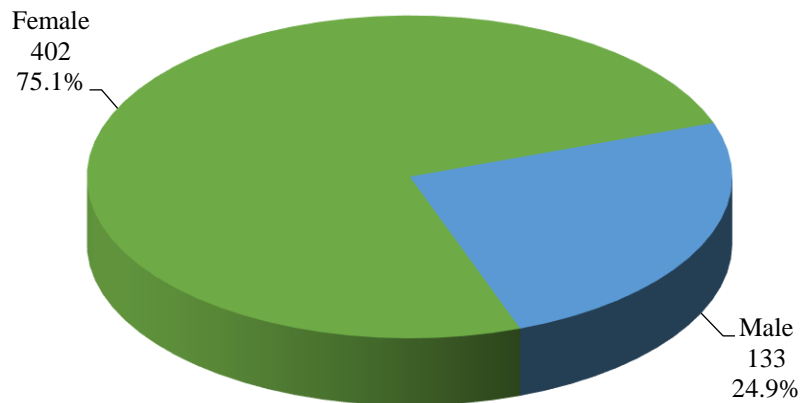
2021 Gender Assigned at Birth
(N=471)



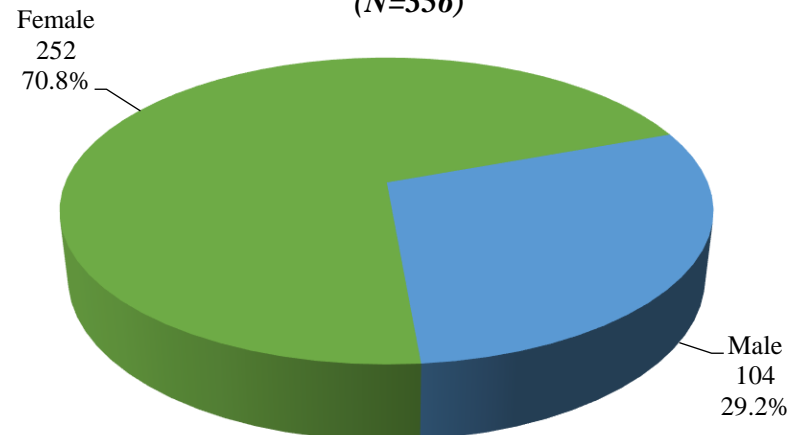
2022 Gender Assigned at Birth
(N=411)



2023 Gender Assigned at Birth
(N=535)

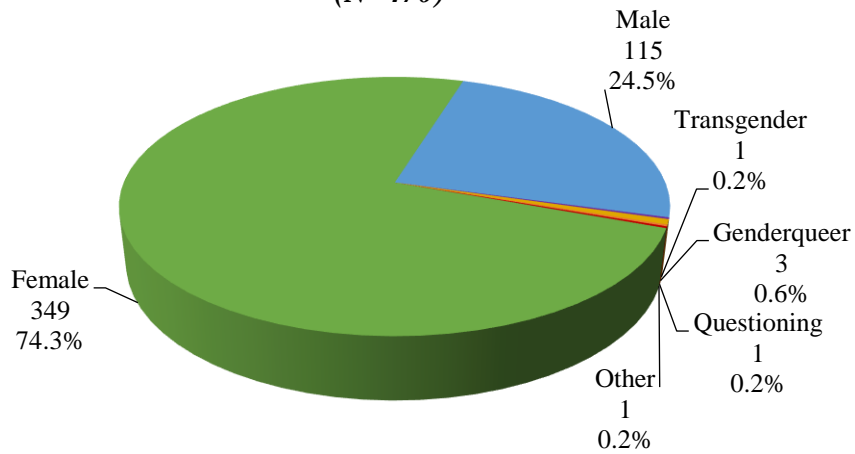


2024 Gender Assigned at Birth
(N=356)

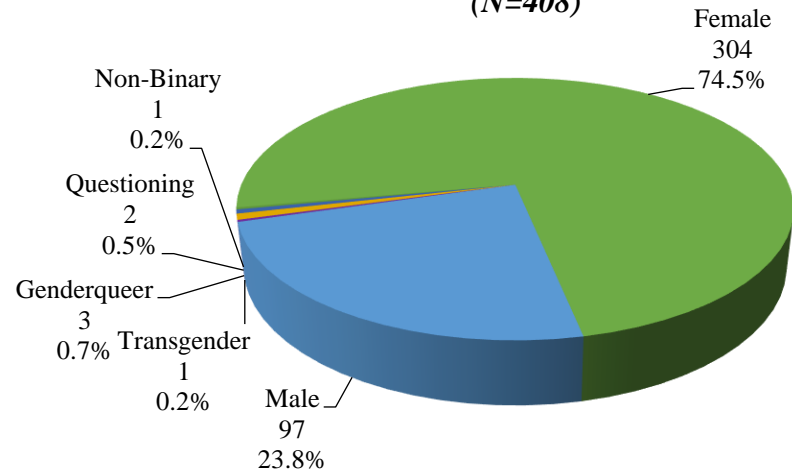


Fresno County Department of Behavioral Health
Staff Cultural Humility Survey
 Comparison Between 2021, 2022, 2023 and 2024 Survey Results

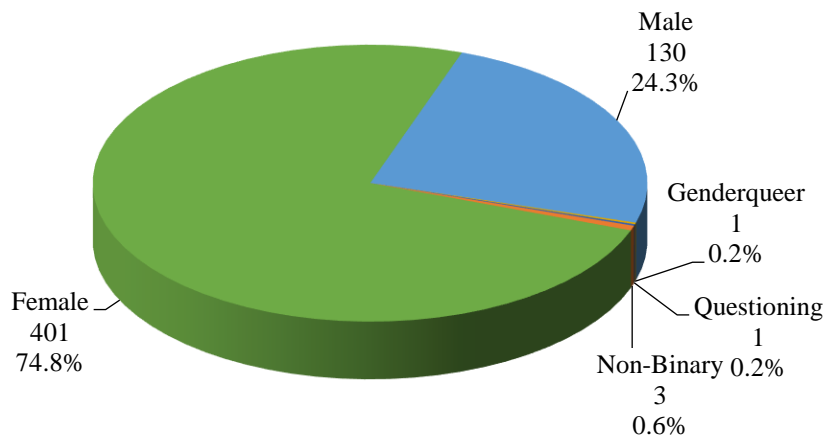
2021 Current Gender Identity
(N=470)



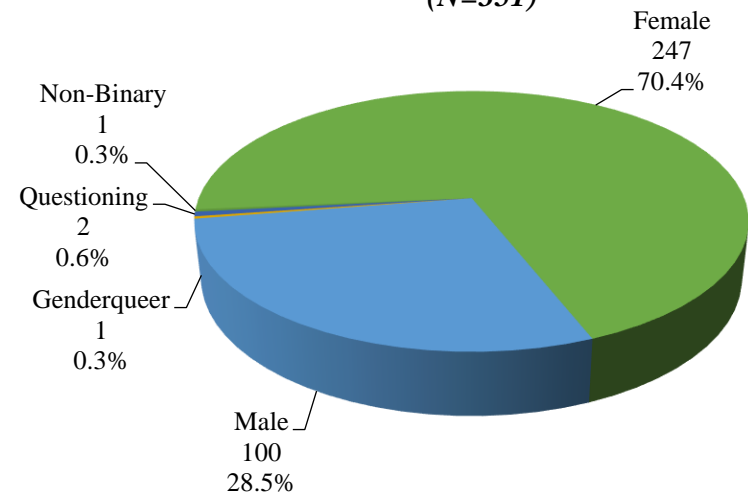
2022 Current Gender Identity
(N=408)



2023 Current Gender Identity
(N=536)

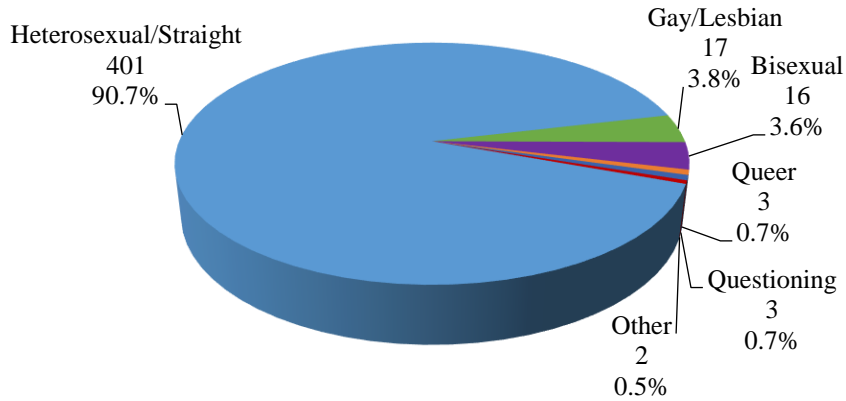


2024 Current Gender Identity
(N=351)

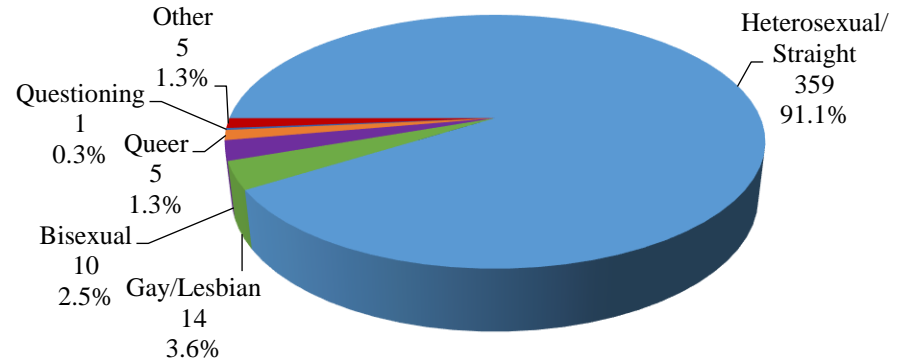


Fresno County Department of Behavioral Health
Staff Cultural Humility Survey
 Comparison Between 2021, 2022, 2023 and 2024 Survey Results

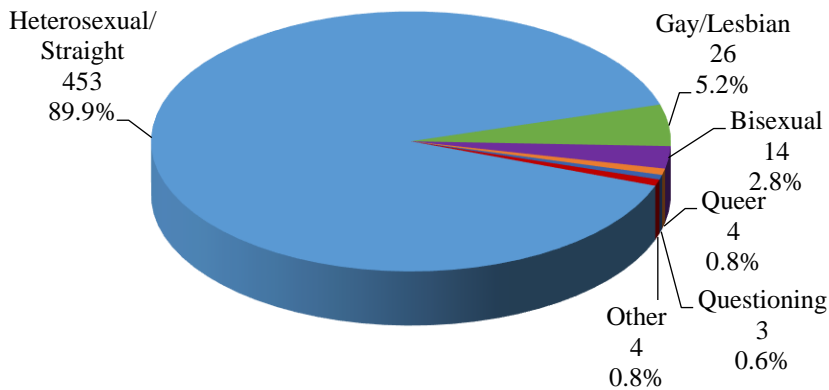
2021 Sexual Orientation (N=442)



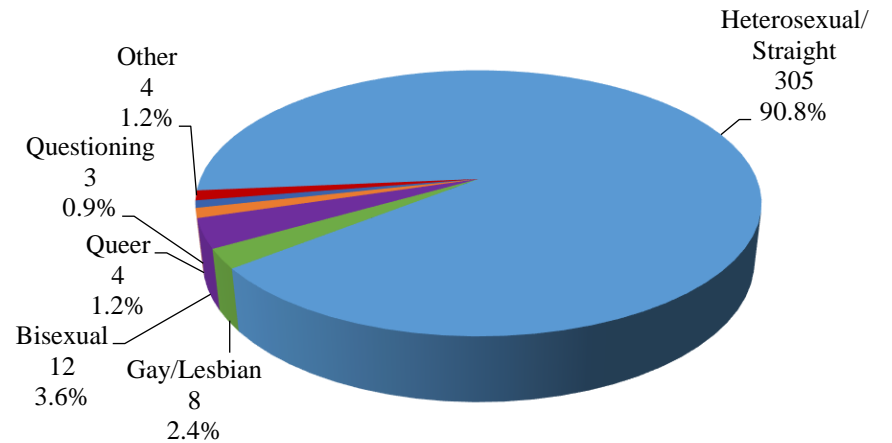
2022 Sexual Orientation (N=394)



2023 Sexual Orientation (N=504)

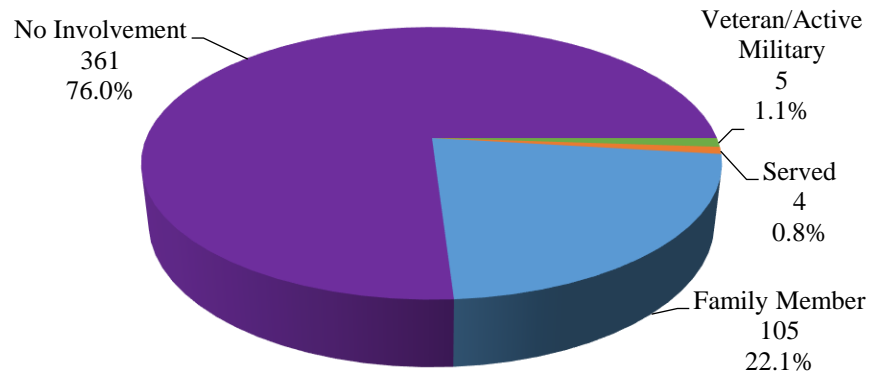


2024 Sexual Orientation (N=336)

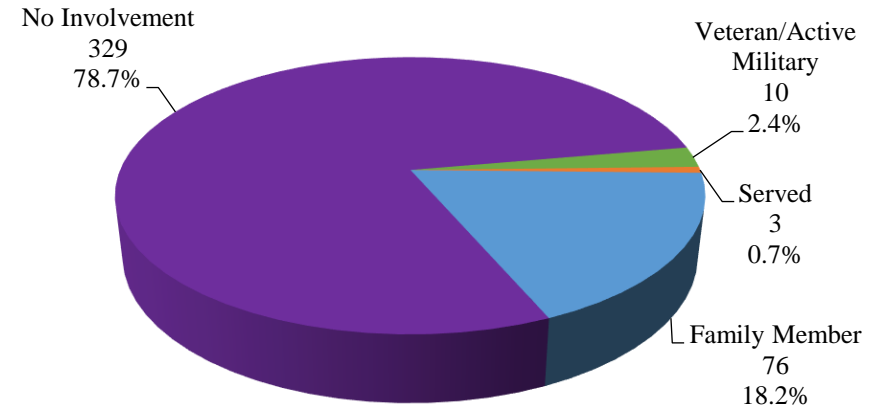


Fresno County Department of Behavioral Health
Staff Cultural Humility Survey
 Comparison Between 2021, 2022, 2023 and 2024 Survey Results

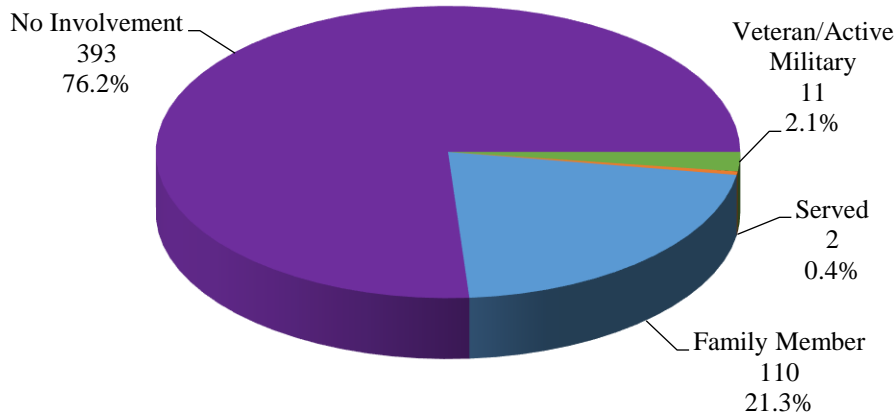
2021 Military/Service Involvement
(N=475)



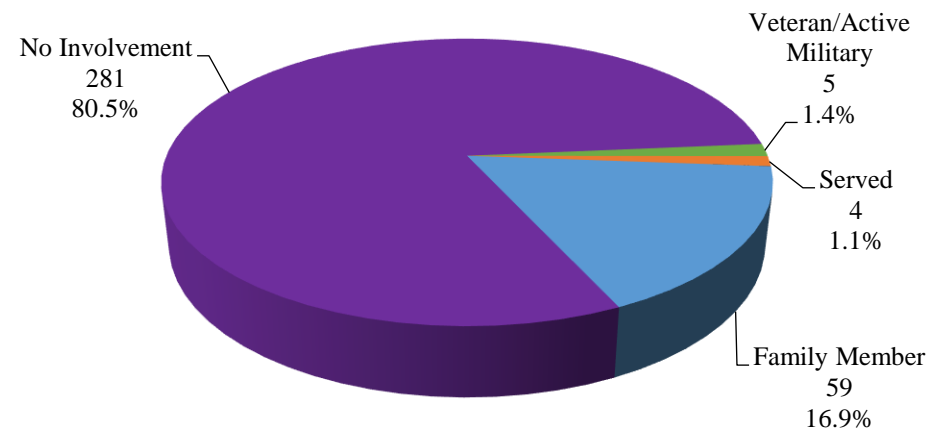
2022 Military/Service Involvement
(N=418)



2023 Military/Service Involvement
(N=516)

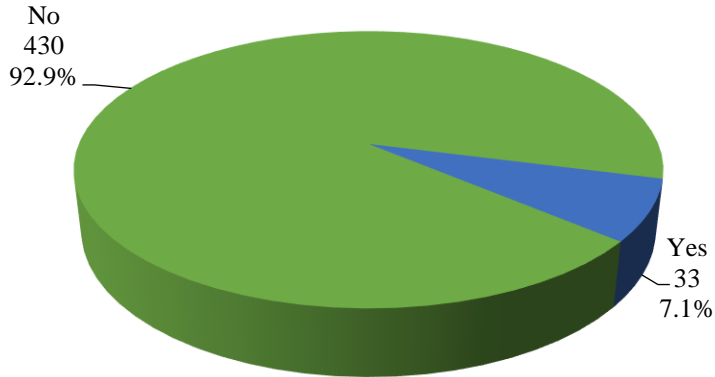


2024 Military/Service Involvement
(N=349)

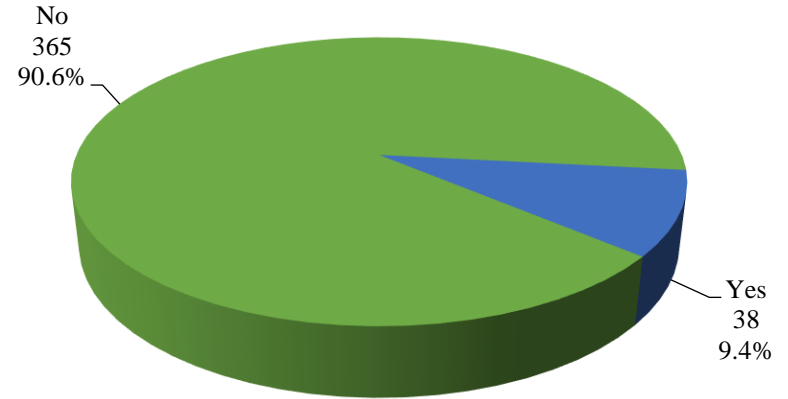


Fresno County Department of Behavioral Health
Staff Cultural Humility Survey
 Comparison Between 2021, 2022, 2023 and 2024 Survey Results

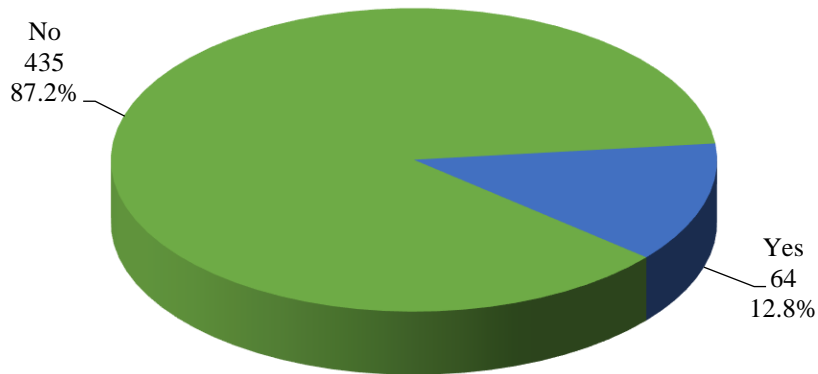
2021 Do you have a disability? (N=463)



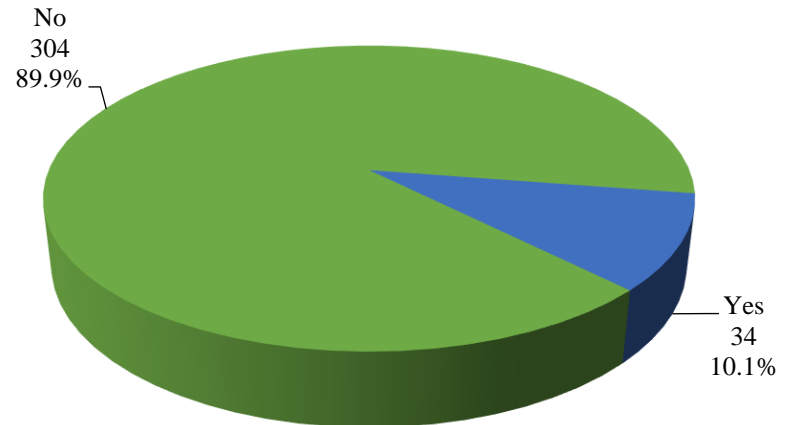
2022 Do you have a disability? (N=403)



2023 Do you have a disability? (N=499)

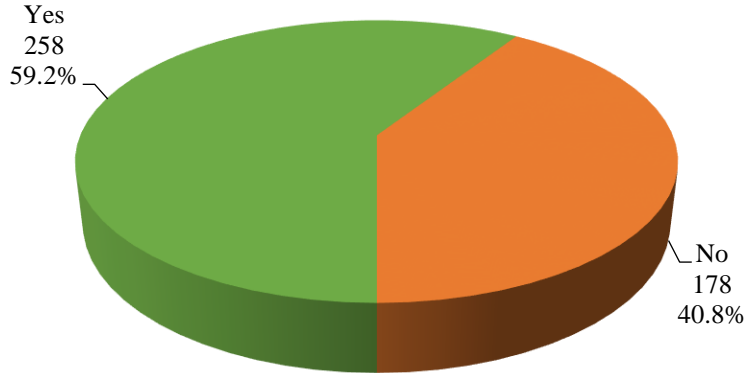


2024 Do you have a disability? (N=338)

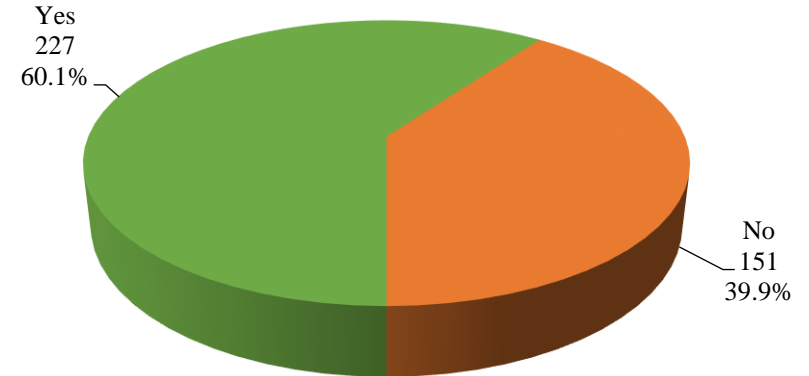


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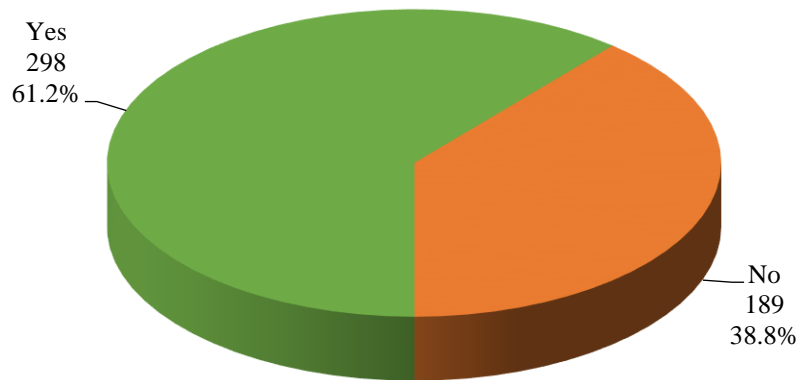
2021 Do you consider yourself to be a person with lived Mental Health experience?
 (N=436)



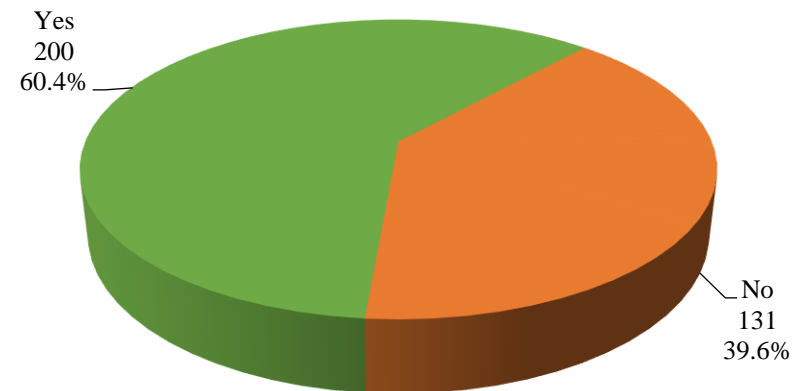
2022 Do you consider yourself to be a person with lived Mental Health experience?
 (N=378)



2023 Do you consider yourself to be a person with lived Mental Health experience?
 (N=487)

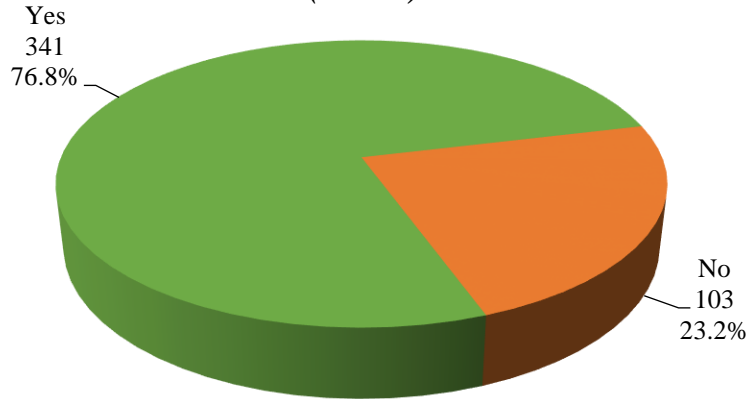


2024 Do you consider yourself to be a person with lived Mental Health experience?
 (N=331)

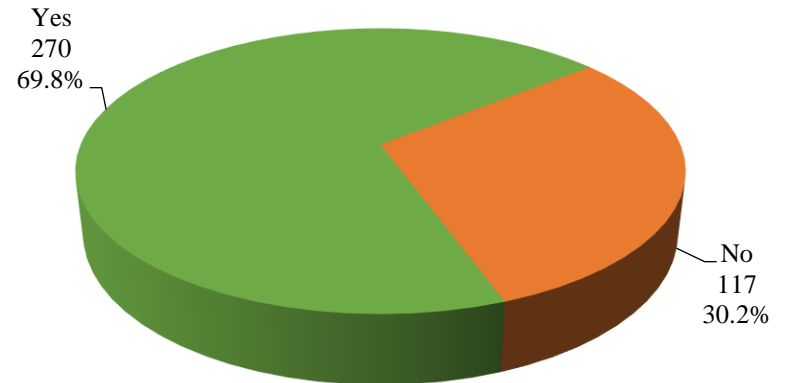


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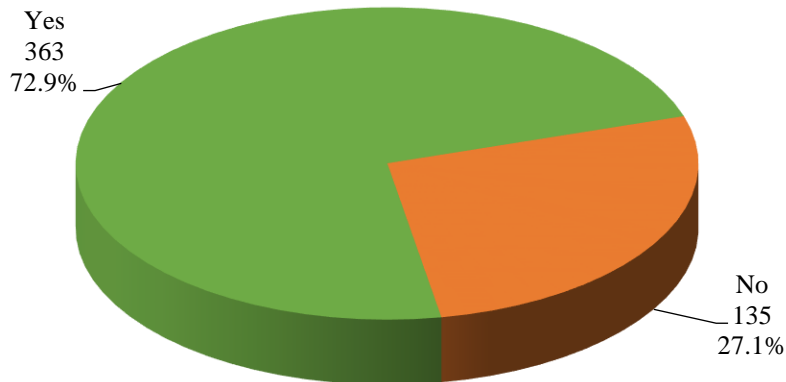
2021 Are you a family member of a person with lived Mental Health experience?
 (N=444)



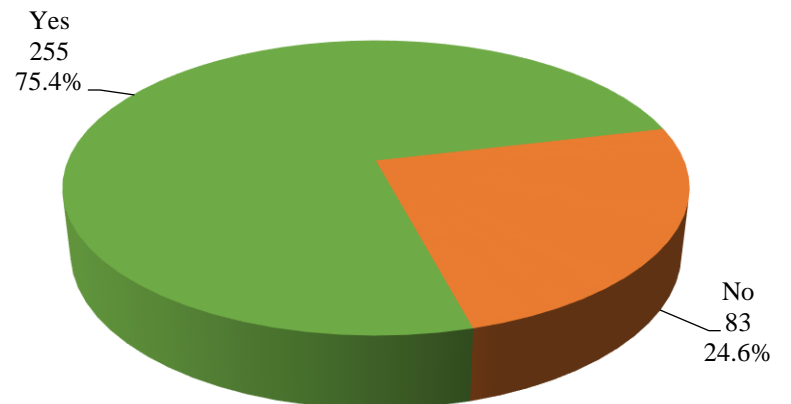
2022 Are you a family member of a person with lived Mental Health experience?
 (N=387)



2023 Are you a family member of a person with lived Mental Health experience?
 (N=498)

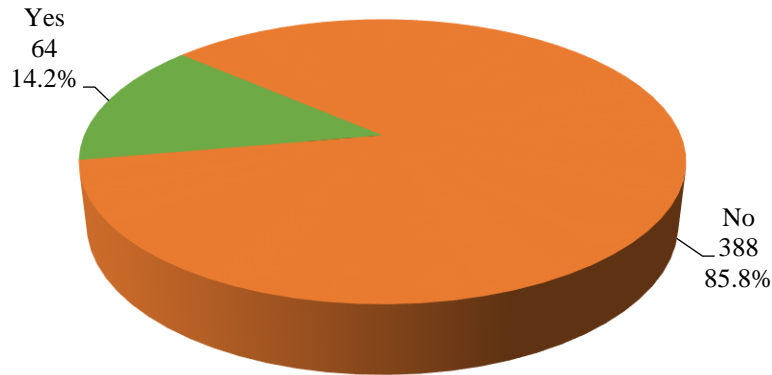


2024 Are you a family member of a person with lived Mental Health experience?
 (N=338)

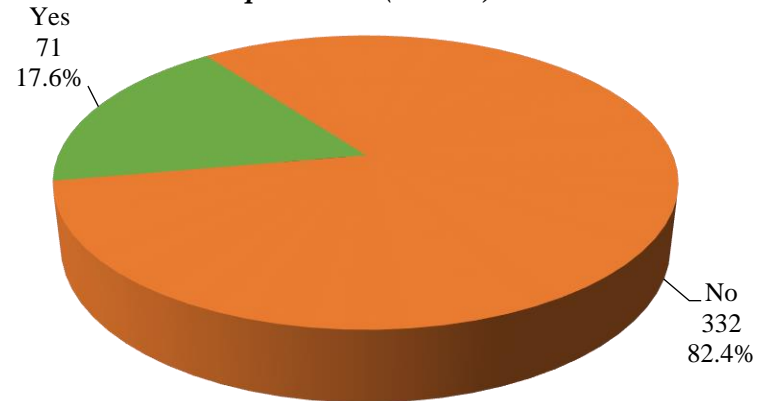


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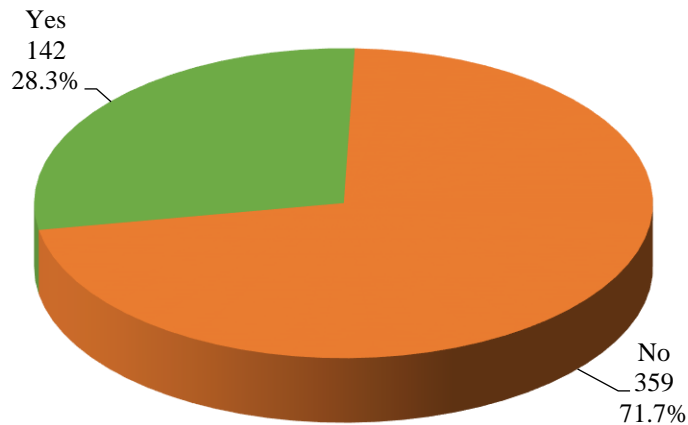
2021 Do you consider yourself to be a person with lived Substance Use Disorder experience? (N=452)



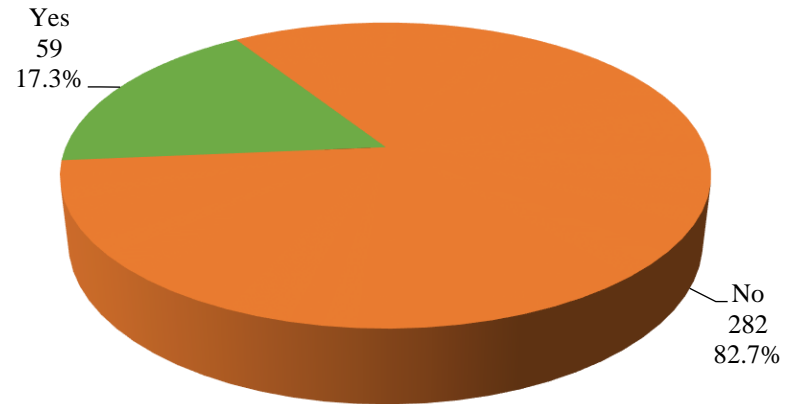
2022 Do you consider yourself to be a person with lived Substance Use Disorder experience? (N=403)



2023 Do you consider yourself to be a person with lived Substance Use Disorder experience? (N=501)



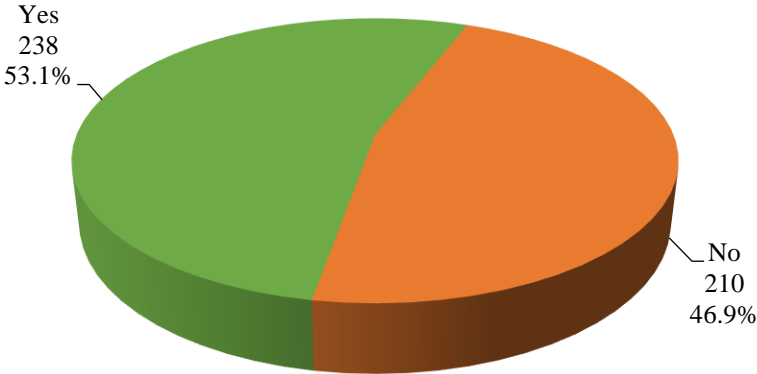
2024 Do you consider yourself to be a person with lived Substance Use Disorder experience? (N=341)



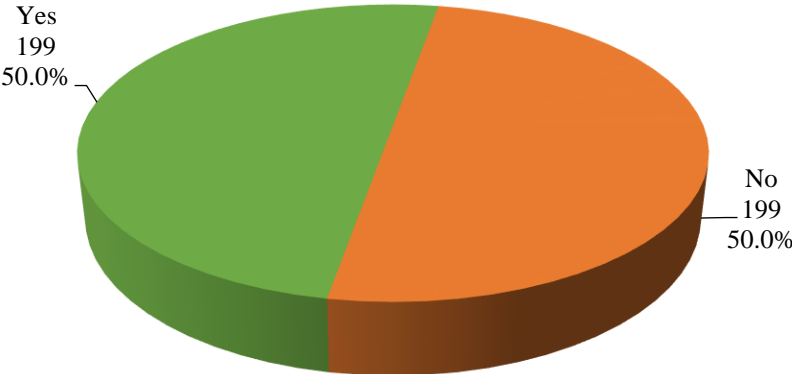
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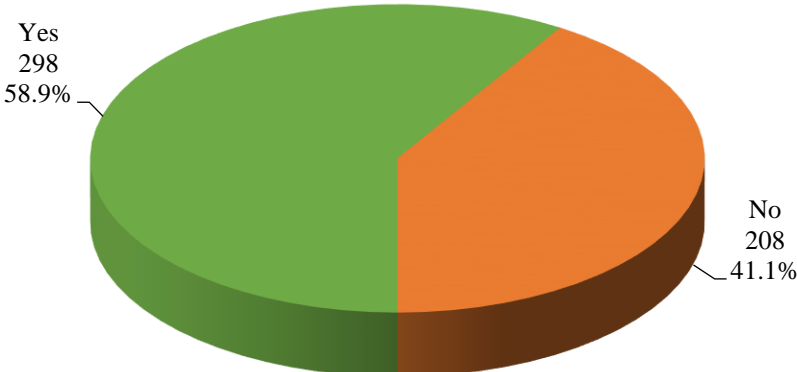
2021 Are you a family member of a person with lived Substance Use Disorder experience? (N=448)



2022 Are you a family member of a person with lived Substance Use Disorder experience? (N=398)



2023 Are you a family member of a person with lived Substance Use Disorder experience? (N=506)



2024 Are you a family member of a person with lived Substance Use Disorder experience? (N=346)

