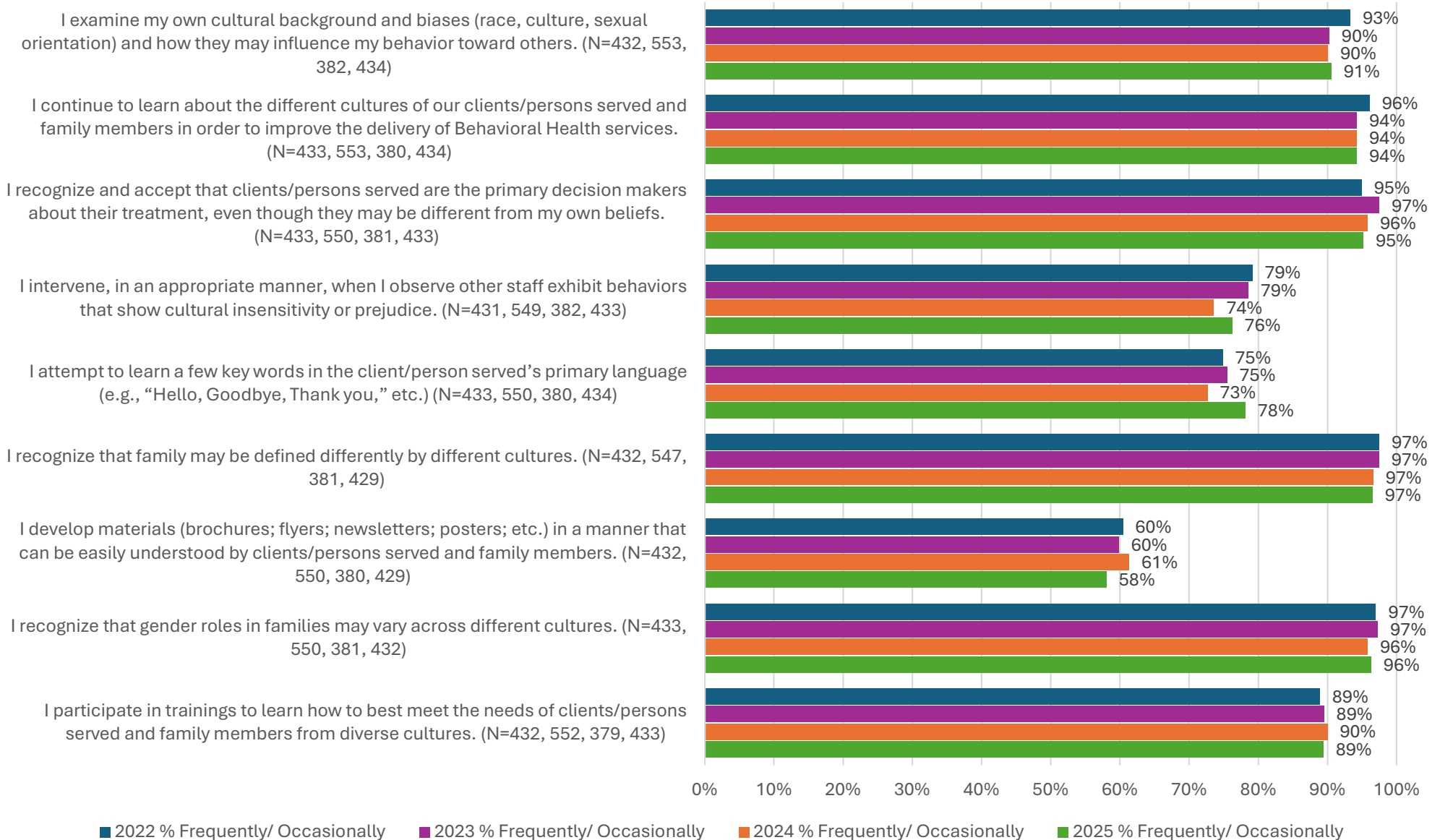


Fresno County Department of Behavioral Health

Staff Cultural Humility Survey

Comparison: 2022-2025

All Respondents

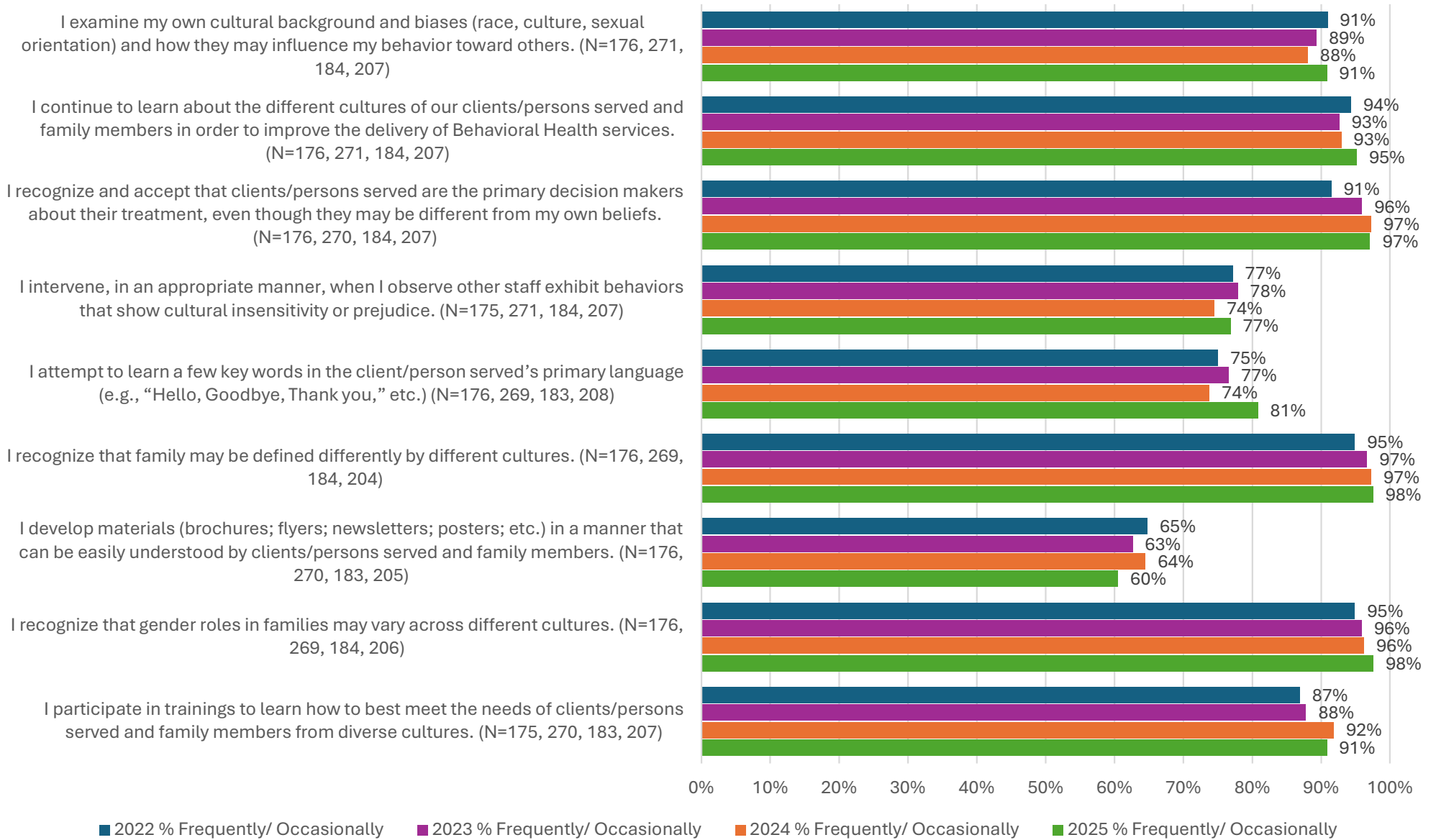


Fresno County Department of Behavioral Health

Staff Cultural Humility Survey

Comparison: 2022-2025

Hispanic/Latino Respondents

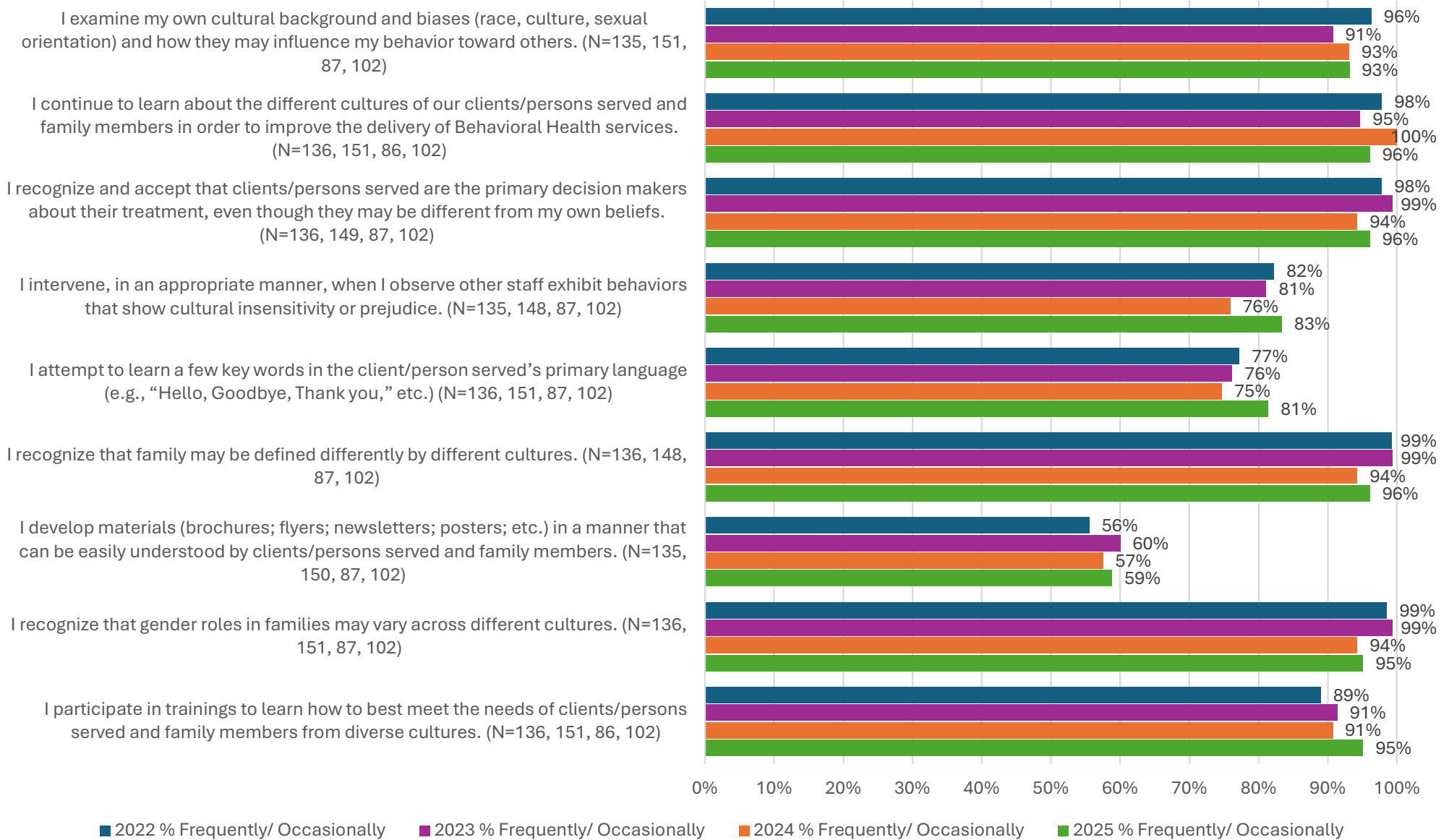


Fresno County Department of Behavioral Health

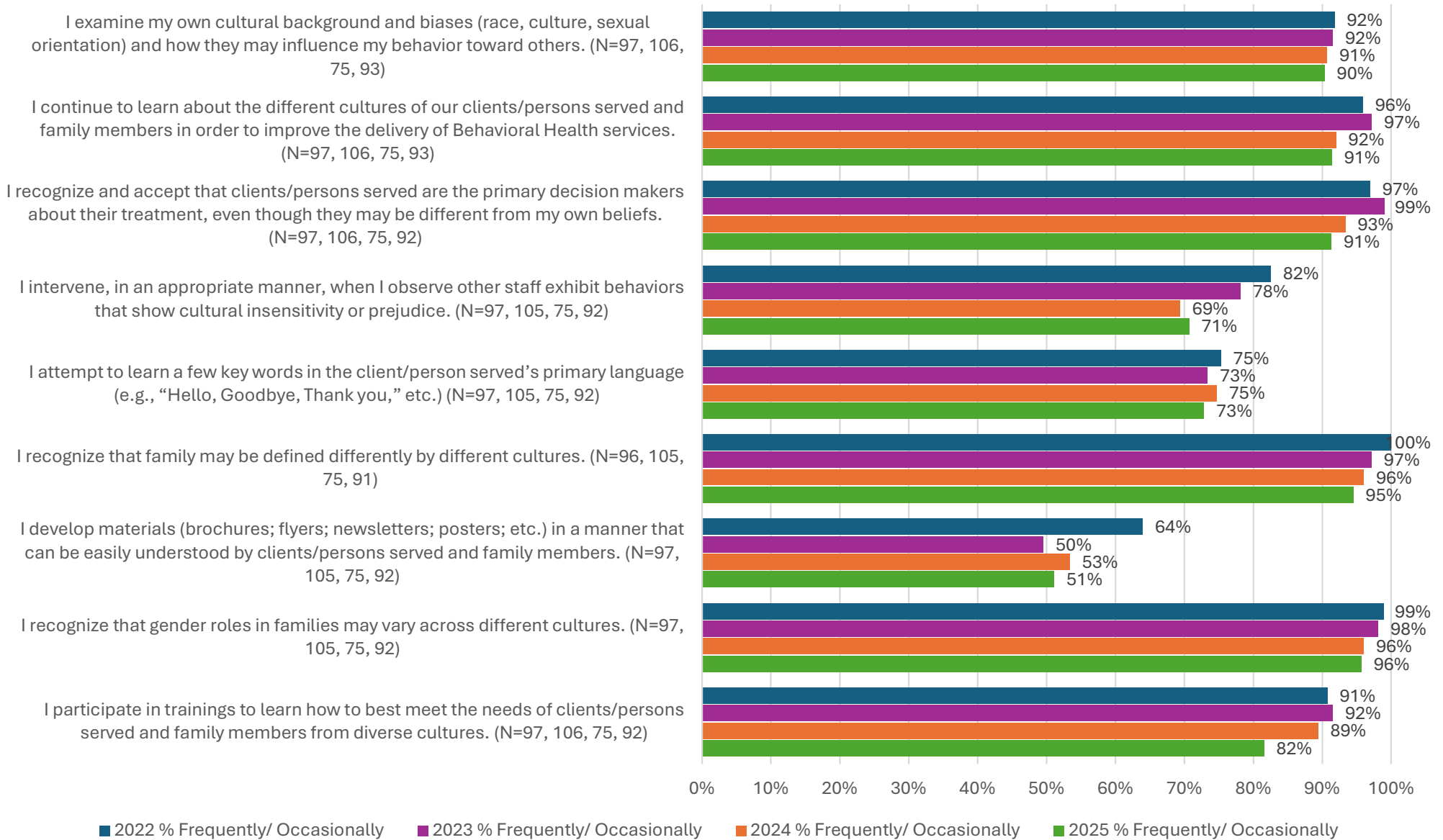
Staff Cultural Humility Survey

Comparison: 2022-2025

White, Non-Hispanic/Latino Respondents

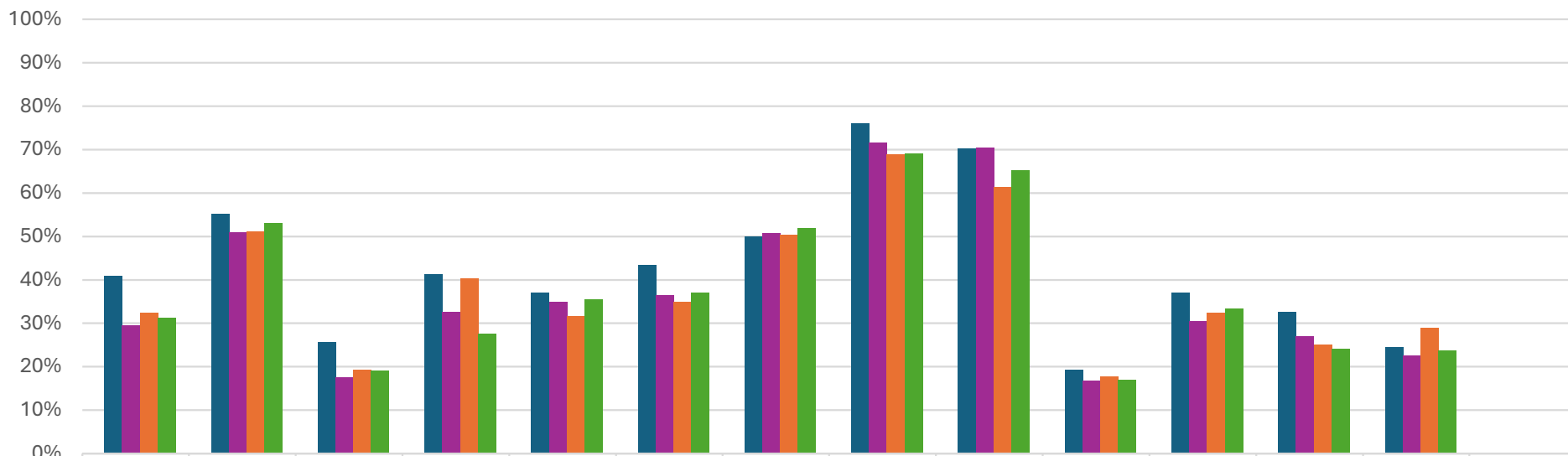


Fresno County Department of Behavioral Health Staff Cultural Humility Survey Comparison: 2022-2025 Non-White, Non-Hispanic/Latino Respondents



Fresno County Department of Behavioral Health Staff Cultural Humility Survey Comparison: 2022-2025

Participation in Professional Development (last 6 months): All Respondents

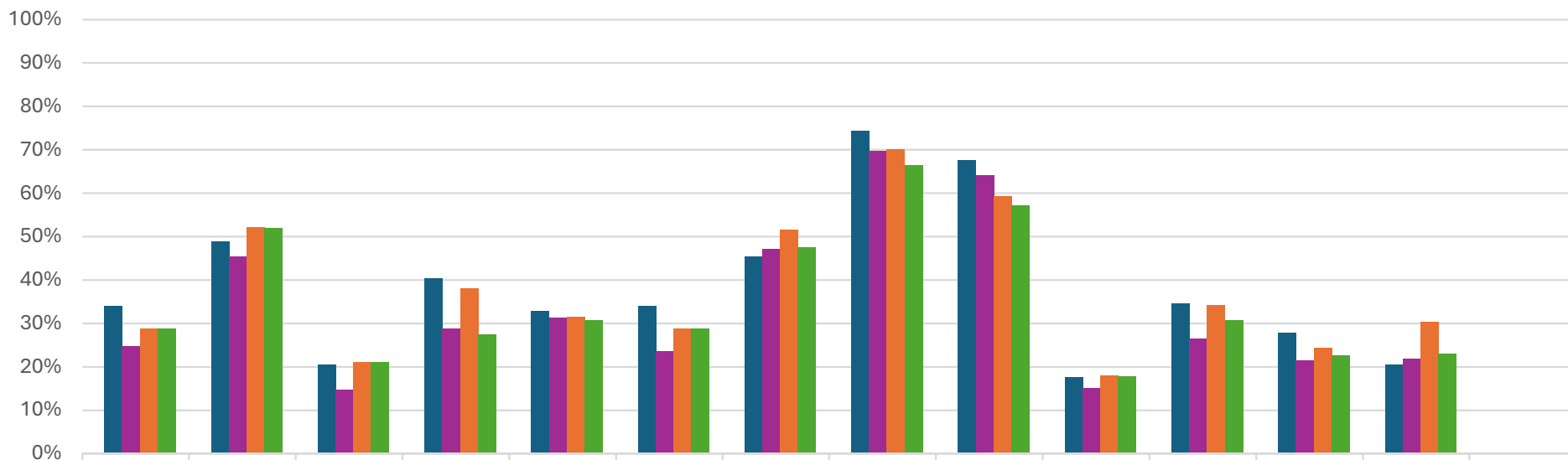


I recognized a prejudice I have about certain people.	I talked to a colleague about a racial and/or cultural issue.	I sought guidance about a racial/cultural issue that arose during therapy/service delivery.	I attended a multi-cultural training seminar.	I attended a multi-cultural event.	I attended an event in which most of the other people were not my race.	I reflected on my racial identity and how it affects my work with clients/persons served.	I read/watched/listened to media about multi-cultural issues.	I learned something about a racial and/or cultural group other than my own.	I sought consultation or supervision about multi-cultural issues.	I talked to a friend/associate about how our racial differences affect our relationship.	I challenged a racist remark – my own or someone else's.	I attended a training on Implicit Bias.	Total	
2022 # Respondents	177	239	111	179	160	188	216	329	304	83	160	141	106	433
2022 % Respondents	40.9%	55.2%	25.6%	41.3%	37.0%	43.4%	49.9%	76.0%	70.2%	19.2%	37.0%	32.6%	24.5%	100.0%
2023 # Respondents	163	282	97	180	193	201	280	396	389	93	168	149	124	553
2023 % Respondents	29.5%	51.0%	17.5%	32.5%	34.9%	36.3%	50.6%	71.6%	70.3%	16.8%	30.4%	26.9%	22.4%	100.0%
2024 # Respondents	124	196	74	154	121	134	193	264	235	68	124	96	111	383
2024 % Respondents	32.4%	51.2%	19.3%	40.2%	31.6%	35.0%	50.4%	68.9%	61.4%	17.8%	32.4%	25.1%	29.0%	100.0%
2025 # Respondents	136	231	83	120	155	161	226	301	284	74	145	105	103	436
2025 % Respondents	31.2%	53.0%	19.0%	27.5%	35.6%	36.9%	51.8%	69.0%	65.1%	17.0%	33.3%	24.1%	23.6%	100.0%

Respondents were able to provide multiple answers

Fresno County Department of Behavioral Health Staff Cultural Humility Survey Comparison: 2022-2025

Participation in Professional Development (last 6 months): Hispanic/Latino Respondents

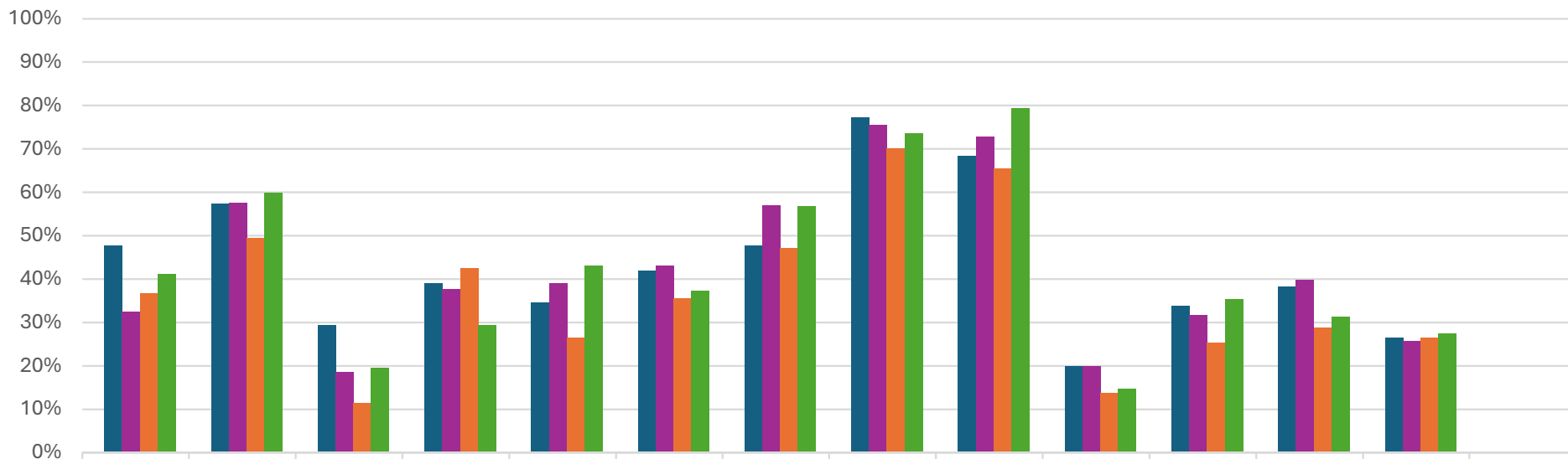


I recognized a prejudice I have about certain people.	I talked to a colleague about a racial and/or cultural issue.	I sought guidance about a racial/cultural issue that arose during therapy/service delivery.	I attended a multi-cultural training seminar.	I attended a multi-cultural event.	I attended an event in which most of the other people were not my race.	I reflected on my racial identity and how it affects my work with clients/persons served.	I read/watched/listened to media about multi-cultural issues.	I learned something about a racial and/or cultural group other than my own.	I sought consultation or supervision about multi-cultural issues.	I talked to a friend/associate about how our racial differences affect our relationship.	I challenged a racist remark – my own or someone else's.	I attended a training on Implicit Bias.	Total	
2022 # Respondents	60	86	36	71	58	60	80	131	119	31	61	49	36	176
2022 % Respondents	34.1%	48.9%	20.5%	40.3%	33.0%	34.1%	45.5%	74.4%	67.6%	17.6%	34.7%	27.8%	20.5%	100.0%
2023 # Respondents	67	123	40	78	85	64	128	189	174	41	72	58	59	271
2023 % Respondents	24.7%	45.4%	14.8%	28.8%	31.4%	23.6%	47.2%	69.7%	64.2%	15.1%	26.6%	21.4%	21.8%	100.0%
2024 # Respondents	53	96	39	70	58	53	95	129	109	33	63	45	56	184
2024 % Respondents	28.8%	52.2%	21.2%	38.0%	31.5%	28.8%	51.6%	70.1%	59.2%	17.9%	34.2%	24.5%	30.4%	100.0%
2025 # Respondents	60	108	44	57	64	60	99	138	119	37	64	47	48	208
2025 % Respondents	28.8%	51.9%	21.2%	27.4%	30.8%	28.8%	47.6%	66.3%	57.2%	17.8%	30.8%	22.6%	23.1%	100.0%

Respondents were able to provide multiple answers

Fresno County Department of Behavioral Health Staff Cultural Humility Survey Comparison: 2022-2025

Participation in Professional Development (last 6 months): White, Non-Hispanic/Latino Respondents

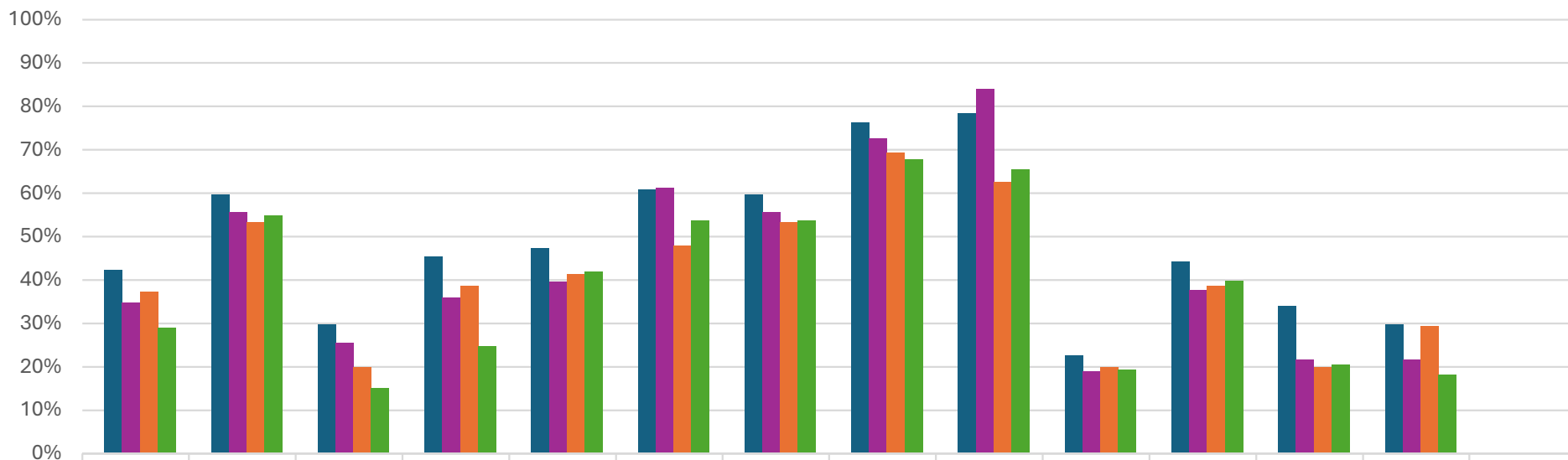


I recognized a prejudice I have about certain people.	I talked to a colleague about a racial and/or cultural issue.	I sought guidance about a racial/cultural issue that arose during therapy/service delivery.	I attended a multi-cultural training seminar.	I attended a multi-cultural event.	I attended an event in which most of the other people were not my race.	I reflected on my racial identity and how it affects my work with clients/persons served.	I read/watched/listened to media about multi-cultural issues.	I learned something about a racial and/or cultural group other than my own.	I sought consultation or supervision about multi-cultural issues.	I talked to a friend/associate about how our racial differences affect our relationship.	I challenged a racist remark – my own or someone else's.	I attended a training on Implicit Bias.	Total	
2022 # Respondents	65	78	40	53	47	57	65	105	93	27	46	52	36	136
2022 % Respondents	47.8%	57.4%	29.4%	39.0%	34.6%	41.9%	47.8%	77.2%	68.4%	19.9%	33.8%	38.2%	26.5%	100.0%
2023 # Respondents	49	87	28	57	59	65	86	114	110	30	48	60	39	151
2023 % Respondents	32.5%	57.6%	18.5%	37.7%	39.1%	43.0%	57.0%	75.5%	72.8%	19.9%	31.8%	39.7%	25.8%	100.0%
2024 # Respondents	32	43	10	37	23	31	41	61	57	12	22	25	23	87
2024 % Respondents	36.8%	49.4%	11.5%	42.5%	26.4%	35.6%	47.1%	70.1%	65.5%	13.8%	25.3%	28.7%	26.4%	100.0%
2025 # Respondents	42	61	20	30	44	38	58	75	81	15	36	32	28	102
2025 % Respondents	41.2%	59.8%	19.6%	29.4%	43.1%	37.3%	56.9%	73.5%	79.4%	14.7%	35.3%	31.4%	27.5%	100.0%

Respondents were able to provide multiple answers

Fresno County Department of Behavioral Health Staff Cultural Humility Survey Comparison: 2022-2025

Participation in Professional Development (last 6 months): Non-White, Non-Hispanic/Latino Respondents

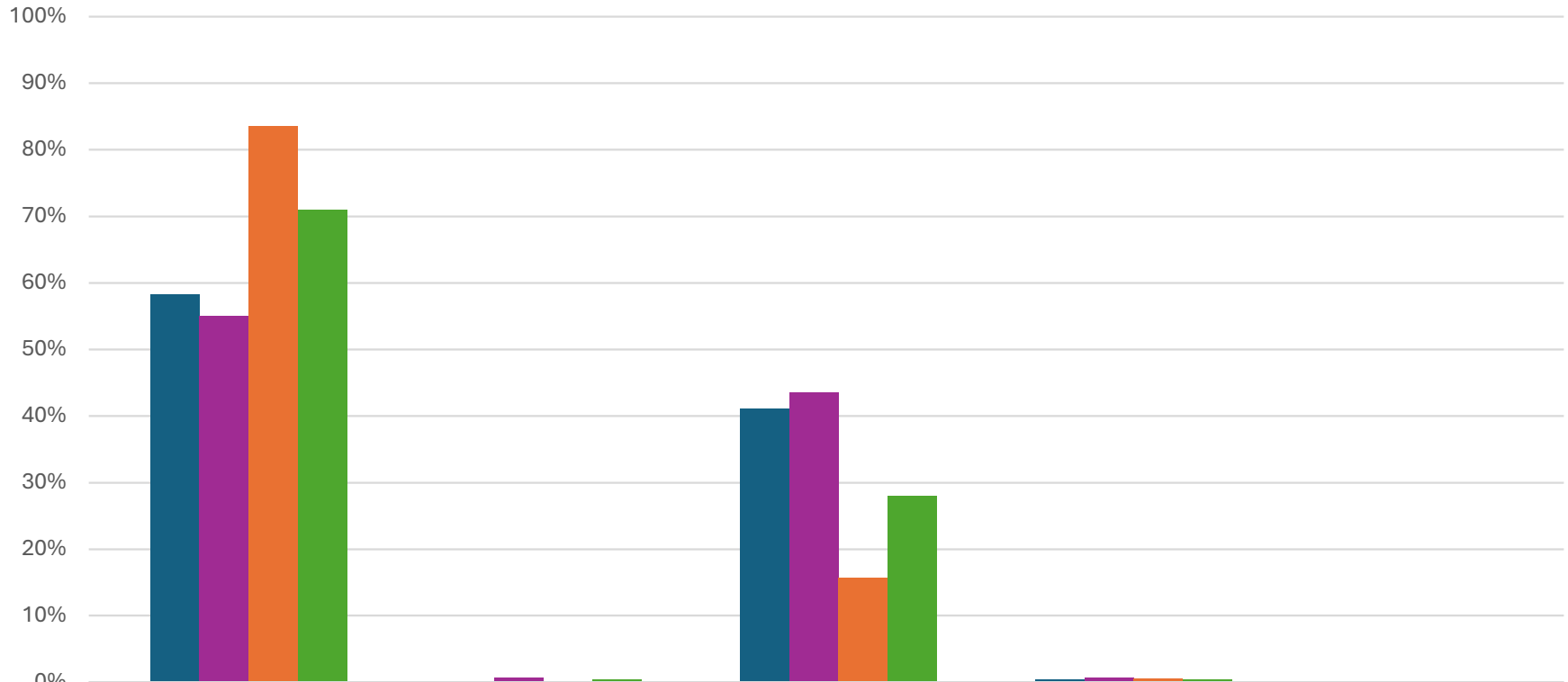


I recognized a prejudice I have about certain people.	I talked to a colleague about a racial and/or cultural issue.	I sought guidance about a racial/cultural issue that arose during therapy/service delivery.	I attended a multi-cultural training seminar.	I attended a multi-cultural event.	I attended an event in which most of the other people were not my race.	I reflected on my racial identity and how it affects my work with clients/persons served.	I read/watched/listened to media about multi-cultural issues.	I learned something about a racial and/or cultural group other than my own.	I sought consultation or supervision about multi-cultural issues.	I talked to a friend/associate about how our racial differences affect our relationship.	I challenged a racist remark – my own or someone else's.	I attended a training on Implicit Bias.	Total	
2022 # Respondents	41	58	29	44	46	59	58	74	76	22	43	33	29	97
2022 % Respondents	42.3%	59.8%	29.9%	45.4%	47.4%	60.8%	59.8%	76.3%	78.4%	22.7%	44.3%	34.0%	29.9%	100.0%
2023 # Respondents	37	59	27	38	42	65	59	77	89	20	40	23	23	106
2023 % Respondents	34.9%	55.7%	25.5%	35.8%	39.6%	61.3%	55.7%	72.6%	84.0%	18.9%	37.7%	21.7%	21.7%	100.0%
2024 # Respondents	28	40	15	29	31	36	40	52	47	15	29	15	22	75
2024 % Respondents	37.3%	53.3%	20.0%	38.7%	41.3%	48.0%	53.3%	69.3%	62.7%	20.0%	38.7%	20.0%	29.3%	100.0%
2025 # Respondents	27	51	14	23	39	50	50	63	61	18	37	19	17	93
2025 % Respondents	29.0%	54.8%	15.1%	24.7%	41.9%	53.8%	53.8%	67.7%	65.6%	19.4%	39.8%	20.4%	18.3%	100.0%

Respondents were able to provide multiple answers

**Fresno County Department of Behavioral Health
Staff Cultural Humility Survey
Comparison: 2022-2025**

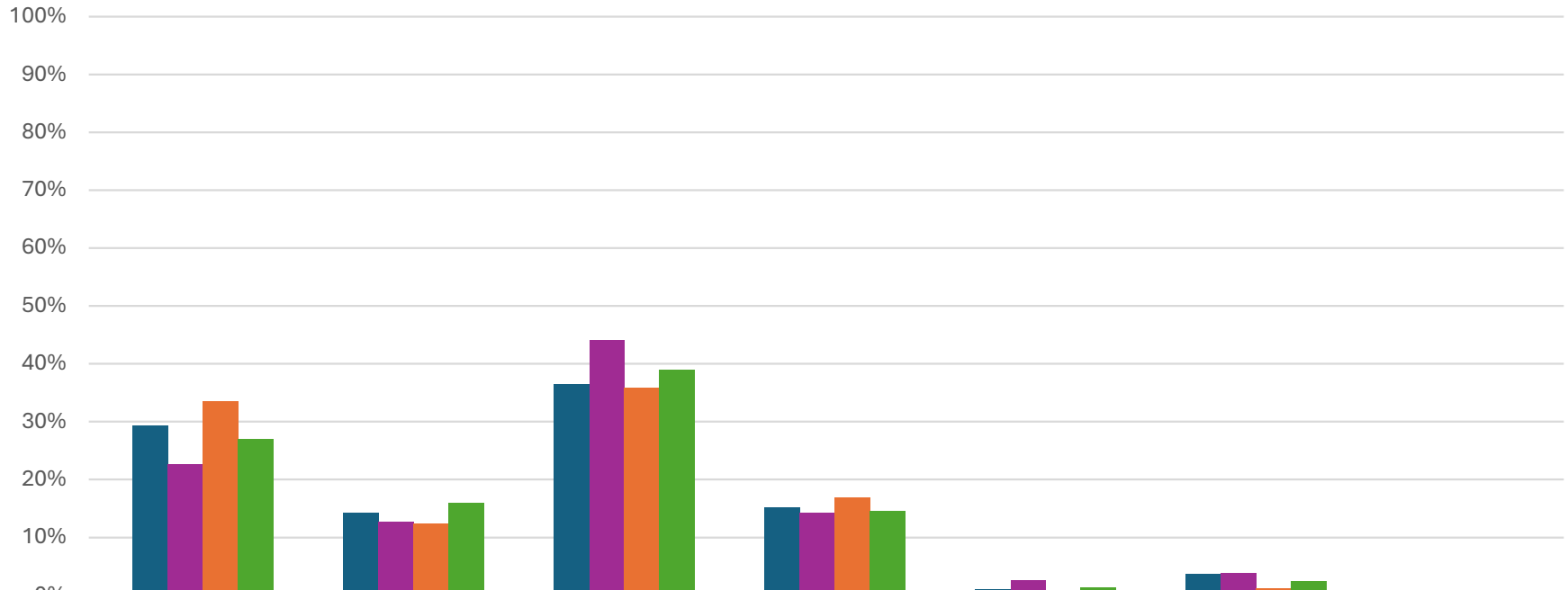
Employment Status



	County Staff	County Volunteer	Contract Provider Staff	Contract Provider Volunteer	Total
2022 # Respondents	252	0	178	2	432
■ 2022 % Respondents	58.3%	0.0%	41.2%	0.5%	100.0%
2023 # Respondents	303	4	240	4	551
■ 2023 % Respondents	55.0%	0.7%	43.6%	0.7%	100.0%
2024 # Respondents	315	0	59	2	377
■ 2024 % Respondents	83.6%	0.0%	15.6%	0.5%	100.0%
2025 # Respondents	303	2	120	2	427
■ 2025 % Respondents	71.0%	0.5%	28.1%	0.5%	100.0%

**Fresno County Department of Behavioral Health
Staff Cultural Humility Survey
Comparison: 2022-2025**

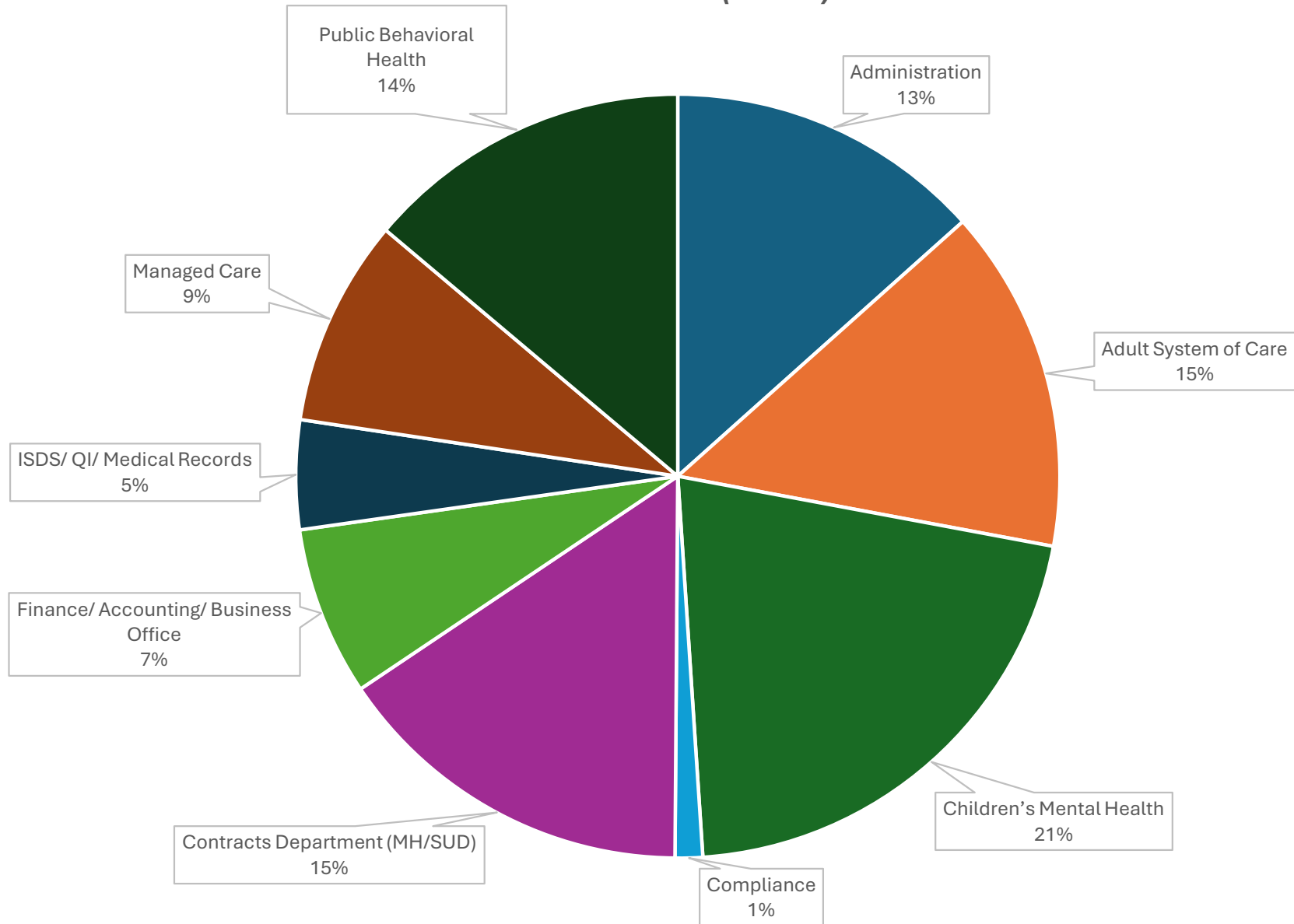
Primary Job Function



	Administration/ Clerical (Does not routinely interact with persons served)	Administration/ Clerical (Routinely interacts with persons served)	Direct Service/ Clinical/ Case Management	Management	Paid Peer Staff	Peer Support	Total
2022 # Respondents	127	62	158	66	4	16	433
■ 2022 % Respondents	29.3%	14.3%	36.5%	15.2%	0.9%	3.7%	100.0%
2023 # Respondents	124	70	242	78	14	21	549
■ 2023 % Respondents	22.6%	12.8%	44.1%	14.2%	2.6%	3.8%	100.0%
2024 # Respondents	127	47	136	64	2	4	380
■ 2024 % Respondents	33.4%	12.4%	35.8%	16.8%	0.5%	1.1%	100.0%
2025 # Respondents	117	69	169	63	6	10	434
■ 2025 % Respondents	27.0%	15.9%	38.9%	14.5%	1.4%	2.3%	100.0%

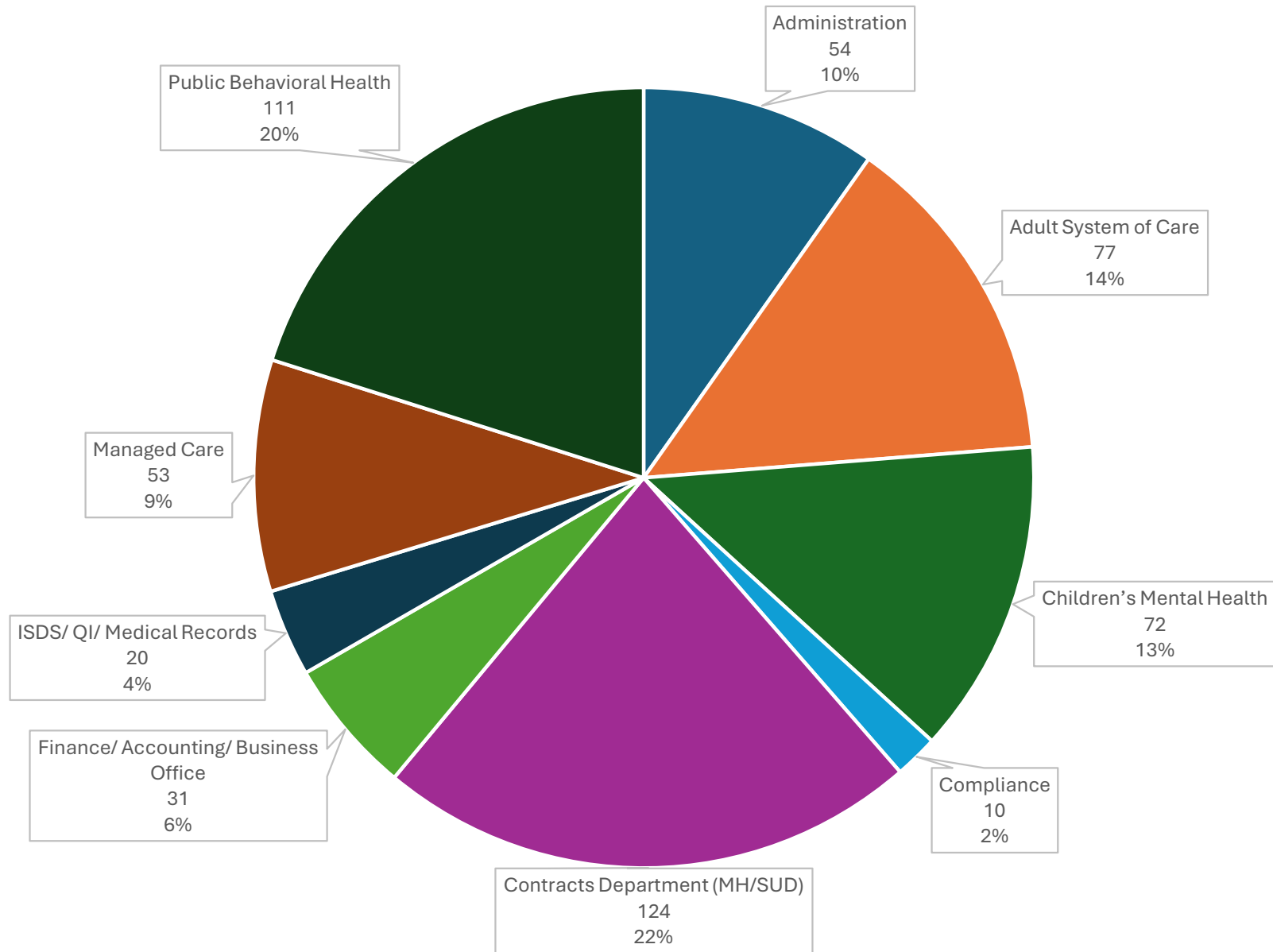
Fresno County Department of Behavioral Health
Staff Cultural Humility Survey
Comparison: 2022-2025

2022 Division (N=433)



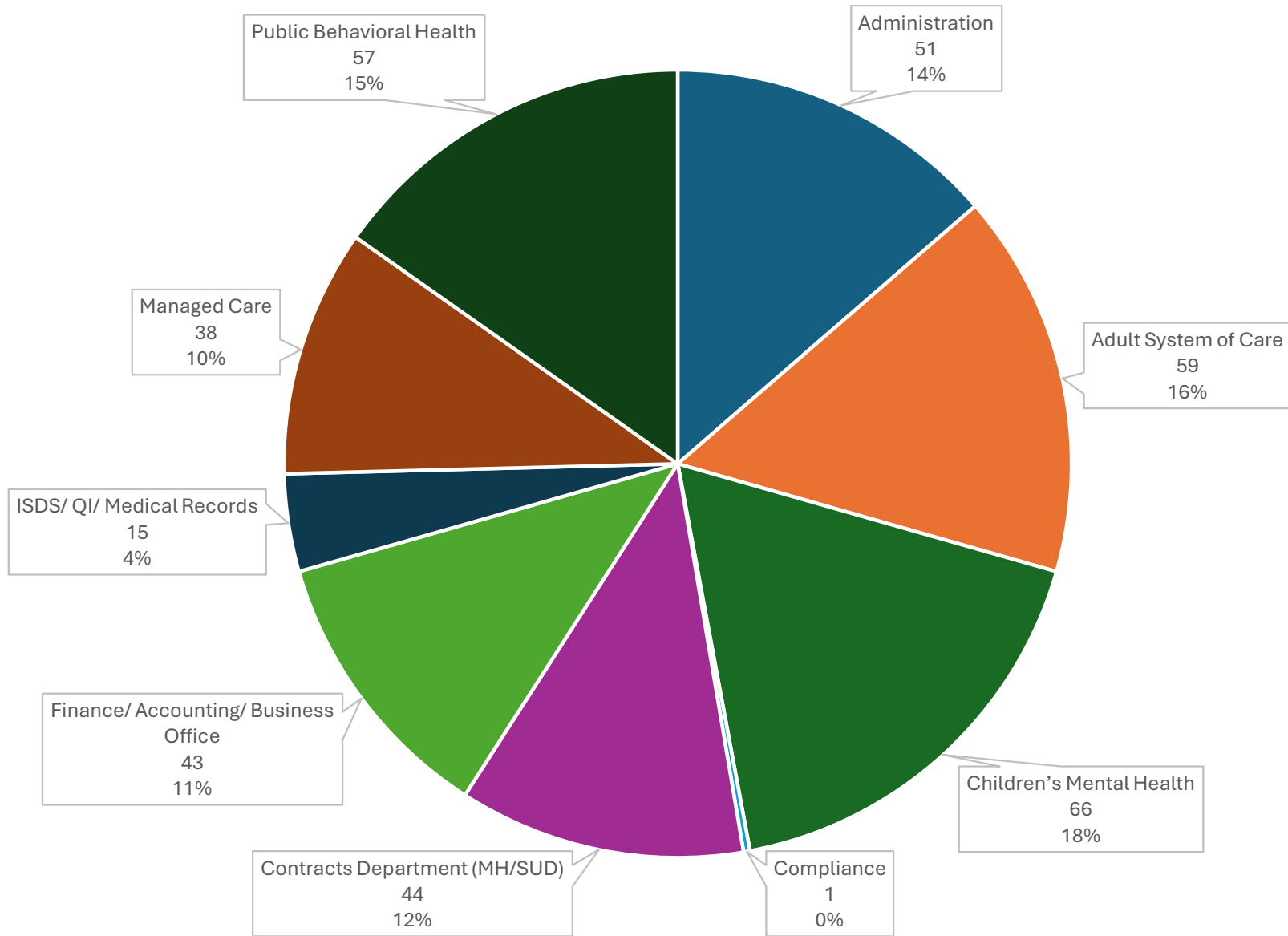
Fresno County Department of Behavioral Health
Staff Cultural Humility Survey
Comparison: 2022-2025

2023 Division (N=552)



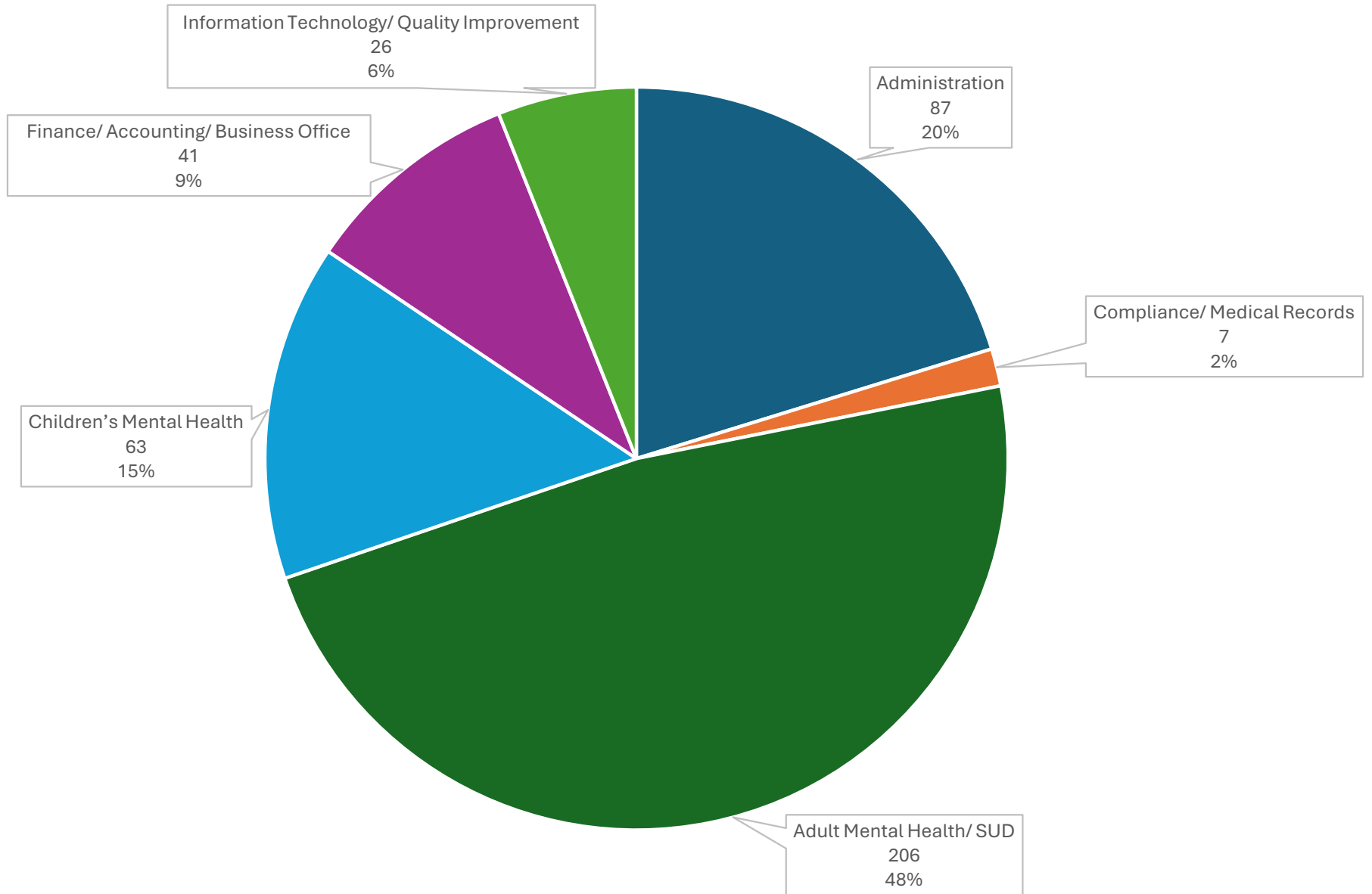
Fresno County Department of Behavioral Health
Staff Cultural Humility Survey
Comparison: 2022-2025

2024 Division (N=374)



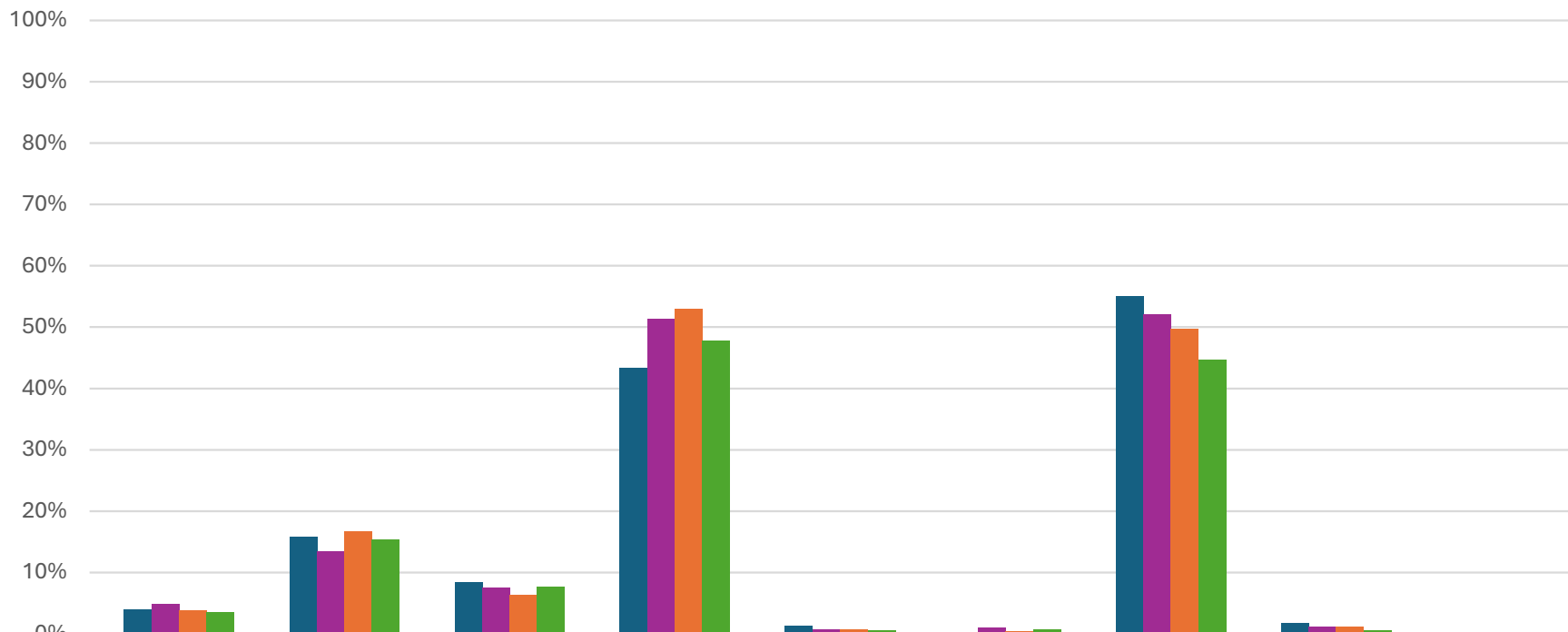
Fresno County Department of Behavioral Health
Staff Cultural Humility Survey
Comparison: 2022-2025

2025 Division (N=430)



**Fresno County Department of Behavioral Health
Staff Cultural Humility Survey
Comparison: 2022-2025**

Race and Ethnicity

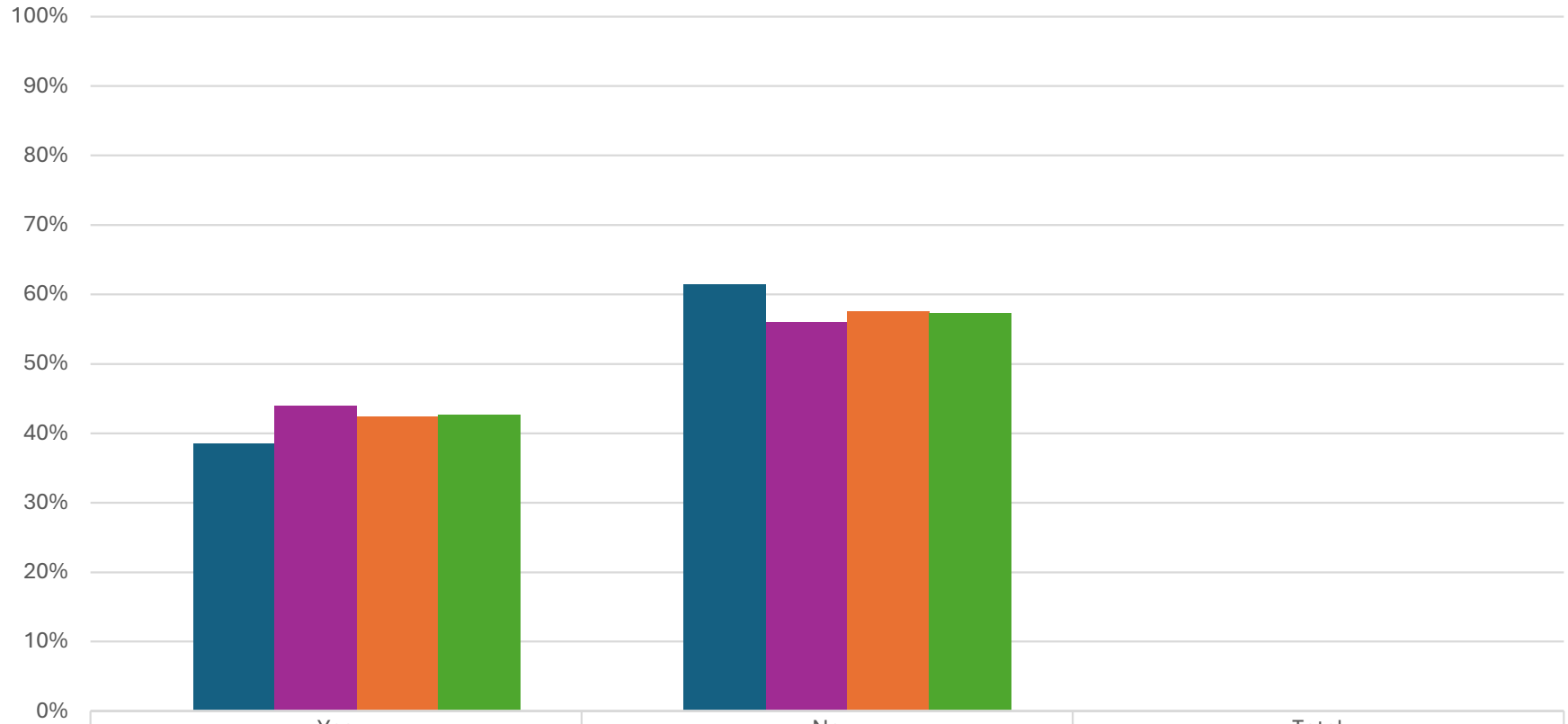


	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino	Middle Eastern	Native Hawaiian or Other Pacific Islander	White/Caucasian	Other	Total
2022 # Respondents	16	64	34	176	5	1	224	7	407
■ 2022 % Respondents	3.9%	15.7%	8.4%	43.2%	1.2%	0.2%	55.0%	1.7%	100.0%
2023 # Respondents	25	71	39	271	3	5	275	6	528
■ 2023 % Respondents	4.7%	13.4%	7.4%	51.3%	0.6%	0.9%	52.1%	1.1%	100.0%
2024 # Respondents	13	58	22	184	2	1	173	4	348
■ 2024 % Respondents	3.7%	16.7%	6.3%	52.9%	0.6%	0.3%	49.7%	1.1%	100.0%
2025 # Respondents	15	67	33	208	2	3	194	2	435
■ 2025 % Respondents	3.4%	15.4%	7.6%	47.8%	0.5%	0.7%	44.6%	0.5%	100.0%

Respondents were able to provide multiple answers

Fresno County Department of Behavioral Health
Staff Cultural Humility Survey
 Comparison: 2022-2025

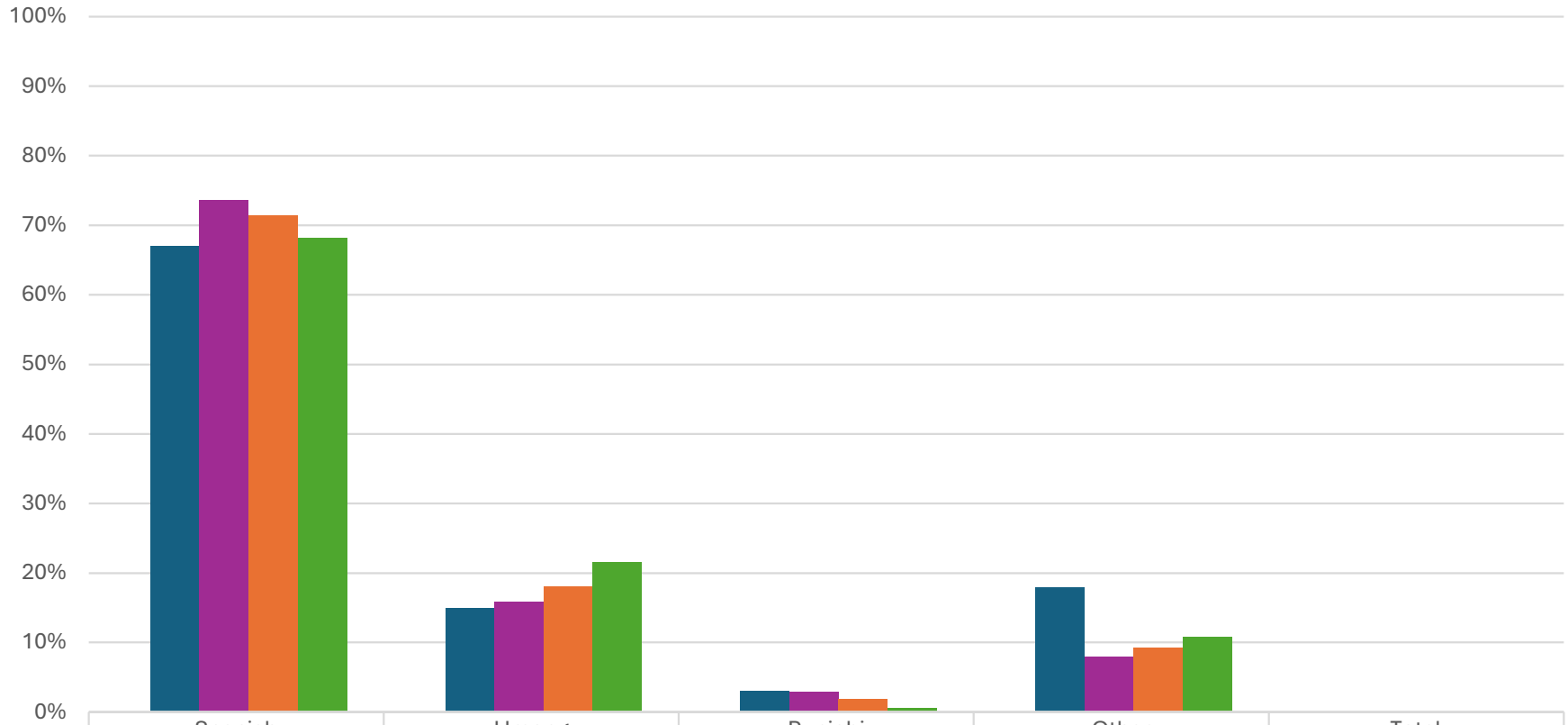
Do you consider yourself bilingual?



	Yes	No	Total
2022 # Respondents	167	266	433
■ 2022 % Respondents	38.6%	61.4%	100.0%
2023 # Respondents	242	309	551
■ 2023 % Respondents	43.9%	56.1%	100.0%
2024 # Respondents	161	218	379
■ 2024 % Respondents	42.5%	57.5%	100.0%
2025 # Respondents	185	248	433
■ 2025 % Respondents	42.7%	57.3%	100.0%

Fresno County Department of Behavioral Health
Staff Cultural Humility Survey
 Comparison: 2022-2025

If you are bilingual, what language(s) do you speak?

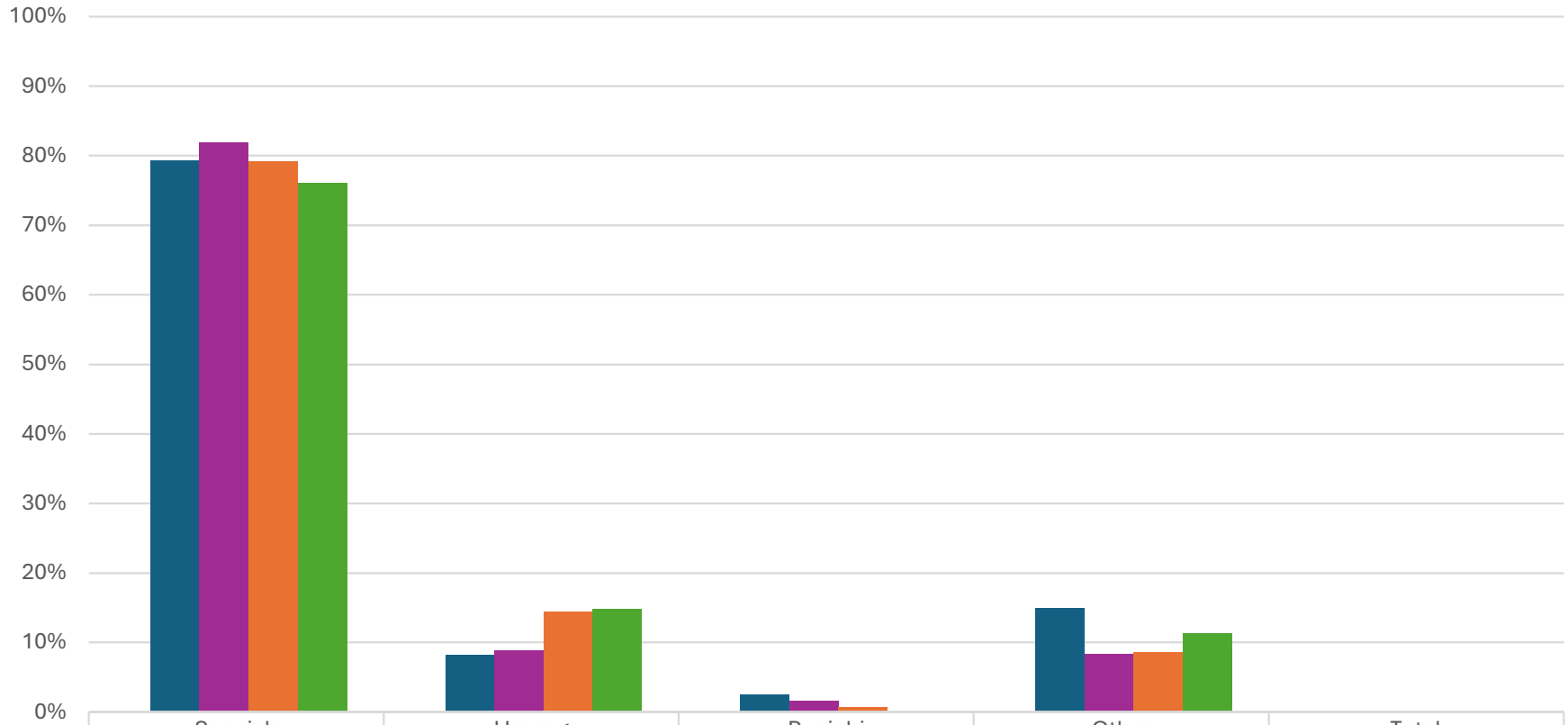


	Spanish	Hmong	Punjabi	Other	Total
2022 # Respondents	112	25	5	30	167
■ 2022 % Respondents	67.1%	15.0%	3.0%	18.0%	100.0%
2023 # Respondents	176	38	7	19	239
■ 2023 % Respondents	73.6%	15.9%	2.9%	7.9%	100.0%
2024 # Respondents	115	29	3	15	161
■ 2024 % Respondents	71.4%	18.0%	1.9%	9.3%	100.0%
2025 # Respondents	126	40	1	20	185
■ 2025 % Respondents	68.1%	21.6%	0.5%	10.8%	100.0%

Respondents were able to provide multiple answers

Fresno County Department of Behavioral Health
Staff Cultural Humility Survey
 Comparison: 2022-2025

If you are bilingual, what language(s) are you proficient in reading/writing?

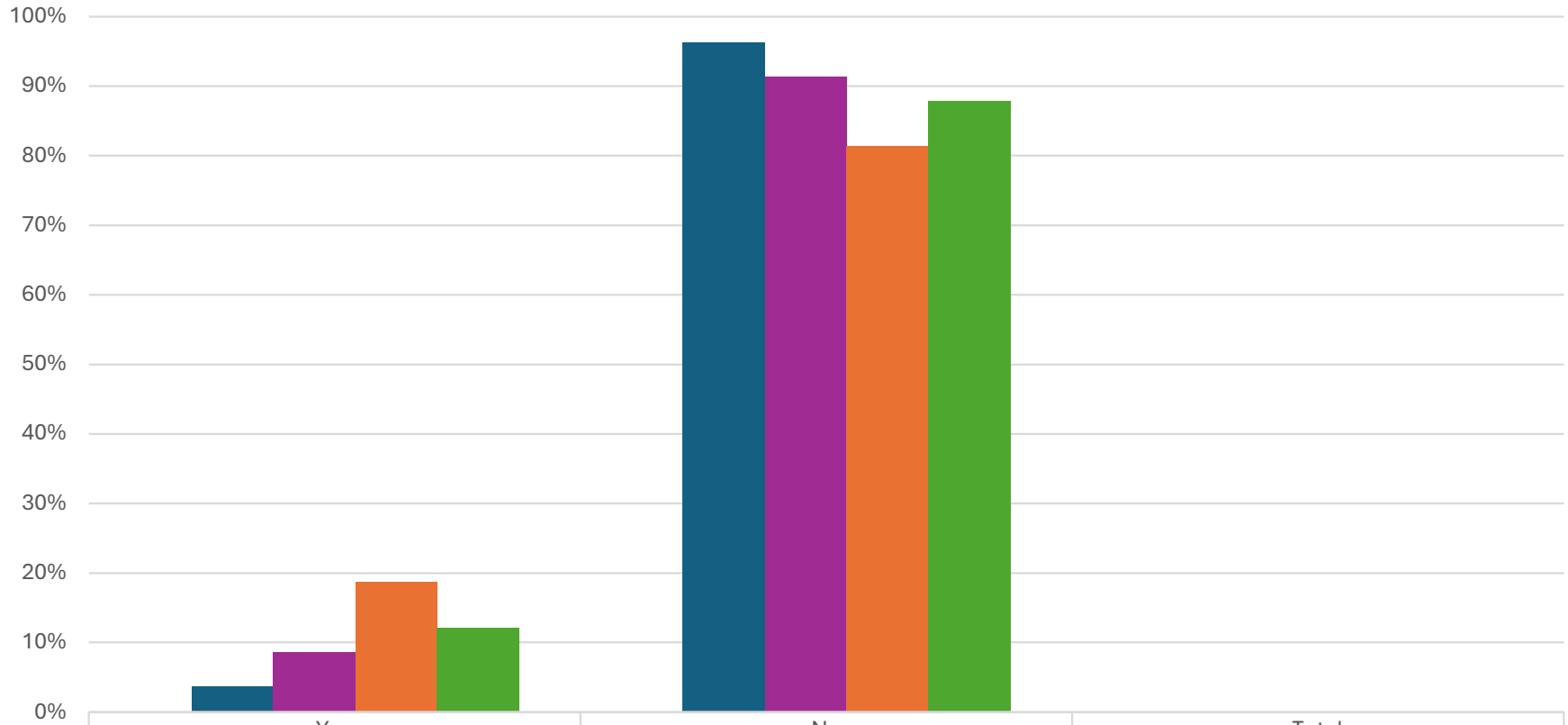


	Spanish	Hmong	Punjabi	Other	Total
2022 # Respondents	96	10	3	18	121
■ 2022 % Respondents	79.3%	8.3%	2.5%	14.9%	100.0%
2023 # Respondents	158	17	3	16	193
■ 2023 % Respondents	81.9%	8.8%	1.6%	8.3%	100.0%
2024 # Respondents	110	20	1	12	139
■ 2024 % Respondents	79.1%	14.4%	0.7%	8.6%	100.0%
2025 # Respondents	108	21	0	16	142
■ 2025 % Respondents	76.1%	14.8%	0.0%	11.3%	100.0%

Respondents were able to provide multiple answers

Fresno County Department of Behavioral Health
Staff Cultural Humility Survey
 Comparison: 2022-2025

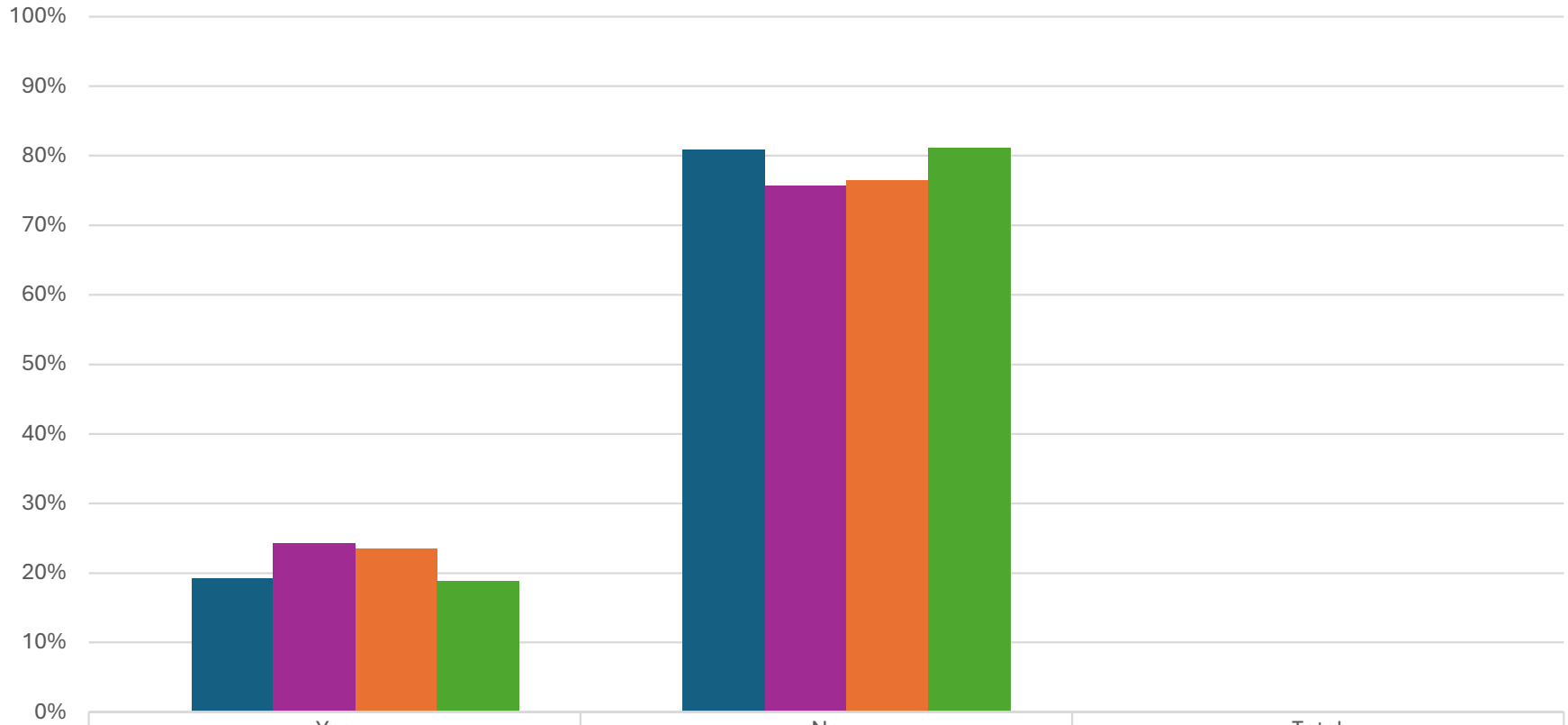
Do you receive bilingual pay?



	Yes	No	Total
2022 # Respondents	16	415	431
■ 2022 % Respondents	3.7%	96.3%	100.0%
2023 # Respondents	47	500	547
■ 2023 % Respondents	8.6%	91.4%	100.0%
2024 # Respondents	65	283	348
■ 2024 % Respondents	18.7%	81.3%	100.0%
2025 # Respondents	49	356	405
■ 2025 % Respondents	12.1%	87.9%	100.0%

**Fresno County Department of Behavioral Health
Staff Cultural Humility Survey
Comparison: 2022-2025**

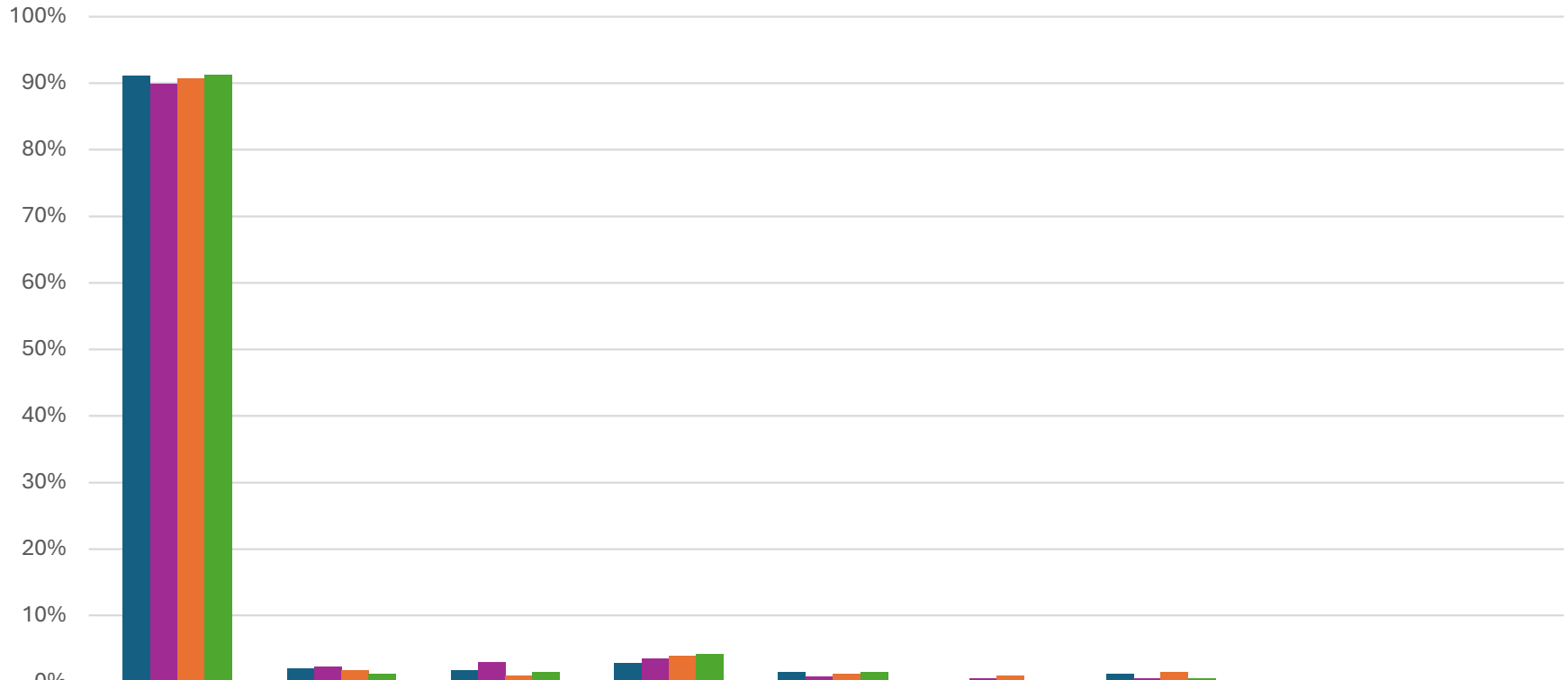
Do you act as an interpreter as part of your job function?



	Yes	No	Total
2022 # Respondents	83	350	433
■ 2022 % Respondents	19.2%	80.8%	100.0%
2023 # Respondents	134	417	551
■ 2023 % Respondents	24.3%	75.7%	100.0%
2024 # Respondents	90	292	382
■ 2024 % Respondents	23.6%	76.4%	100.0%
2025 # Respondents	79	341	420
■ 2025 % Respondents	18.8%	81.2%	100.0%

**Fresno County Department of Behavioral Health
Staff Cultural Humility Survey
Comparison: 2022-2025**

Sexual Orientation

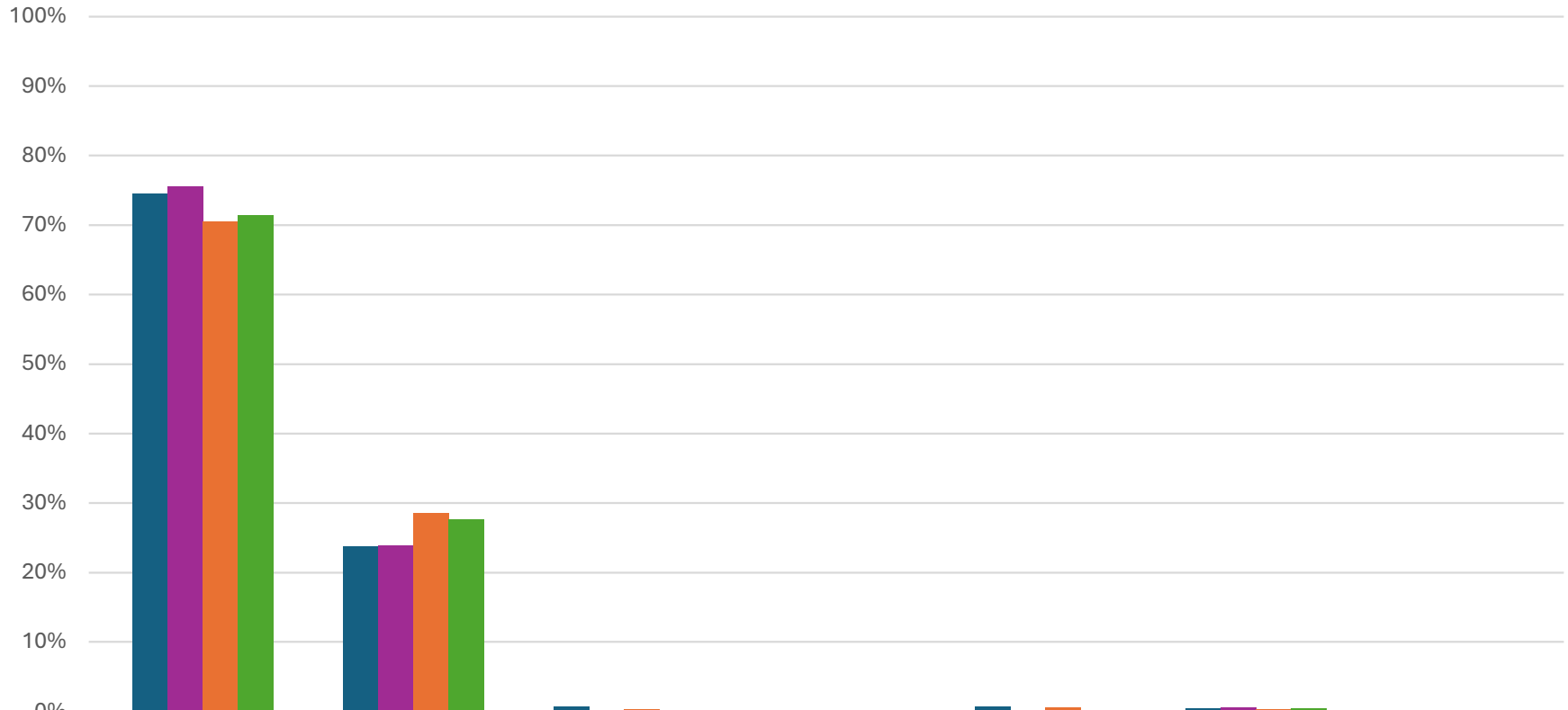


	Heterosexual/ Straight	Gay	Lesbian	Bisexual	Queer	Questioning	Other	Cat	Total
2022 # Respondents	359	8	7	11	6	1	5		394
2022 % Respondents	91.1%	2.0%	1.8%	2.8%	1.5%	0.3%	1.3%	0.0%	100.0%
2023 # Respondents	456	12	15	18	4	3	3		507
2023 % Respondents	89.9%	2.4%	3.0%	3.6%	0.8%	0.6%	0.6%	0.0%	100.0%
2024 # Respondents	305	6	3	13	4	3	5		336
2024 % Respondents	90.8%	1.8%	0.9%	3.9%	1.2%	0.9%	1.5%	0.0%	100.0%
2025 # Respondents	354	5	6	16	6	1	2		388
2025 % Respondents	91.2%	1.3%	1.5%	4.1%	1.5%	0.3%	0.5%	0.0%	100.0%

Respondents were able to provide multiple answers

**Fresno County Department of Behavioral Health
Staff Cultural Humility Survey
Comparison: 2022-2025**

Current Gender Identity

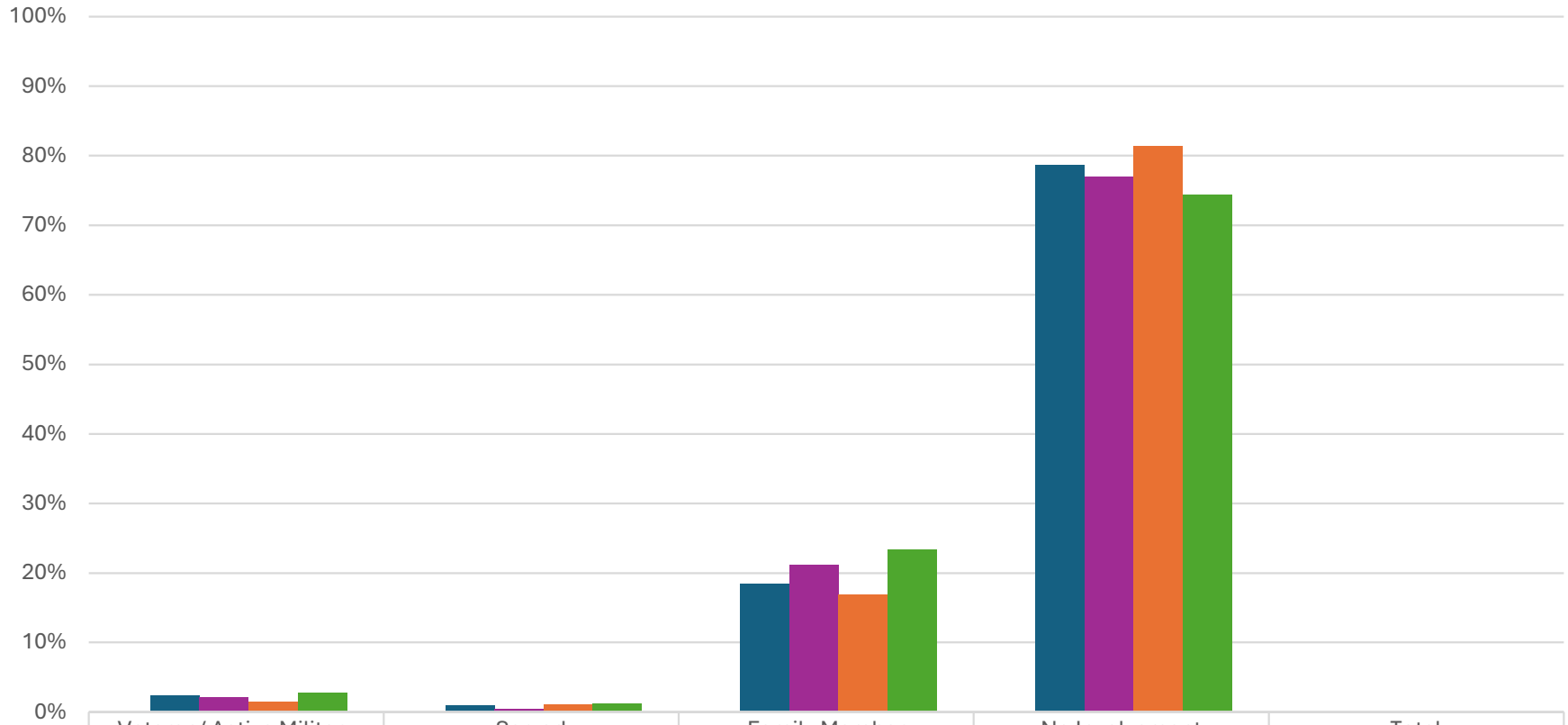


	Female	Male	Genderqueer	Transgender	Questioning	Non-Binary	Total
2022 # Respondents	304	97	3	1	3	2	408
■ 2022 % Respondents	74.5%	23.8%	0.7%	0.2%	0.7%	0.5%	100.0%
2023 # Respondents	402	127	1	0	1	3	532
■ 2023 % Respondents	75.6%	23.9%	0.2%	0.0%	0.2%	0.6%	100.0%
2024 # Respondents	247	100	1	0	2	1	350
■ 2024 % Respondents	70.6%	28.6%	0.3%	0.0%	0.6%	0.3%	100.0%
2025 # Respondents	292	113	1	0	1	2	409
■ 2025 % Respondents	71.4%	27.6%	0.2%	0.0%	0.2%	0.5%	100.0%

Respondents were able to provide multiple answers

**Fresno County Department of Behavioral Health
Staff Cultural Humility Survey
Comparison: 2022-2025**

Military Involvement

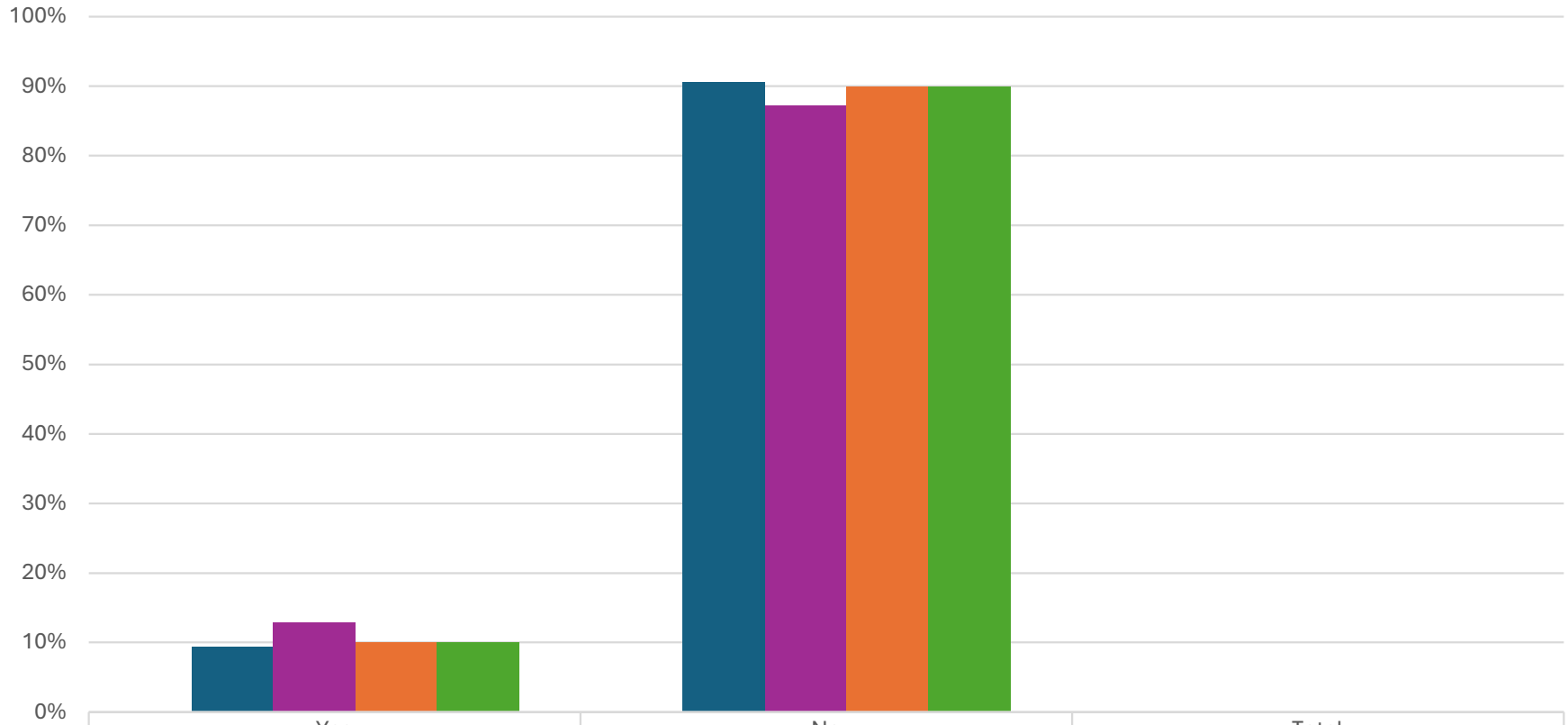


	Veteran/ Active Military	Served	Family Member	No Involvement	Total
2022 # Respondents	10	4	77	329	418
■ 2022 % Respondents	2.4%	1.0%	18.4%	78.7%	100.0%
2023 # Respondents	11	2	110	399	518
■ 2023 % Respondents	2.1%	0.4%	21.2%	77.0%	100.0%
2024 # Respondents	5	4	59	284	349
■ 2024 % Respondents	1.4%	1.1%	16.9%	81.4%	100.0%
2025 # Respondents	11	5	94	299	402
■ 2025 % Respondents	2.7%	1.2%	23.4%	74.4%	100.0%

Respondents were able to provide multiple answers

**Fresno County Department of Behavioral Health
Staff Cultural Humility Survey
Comparison: 2022-2025**

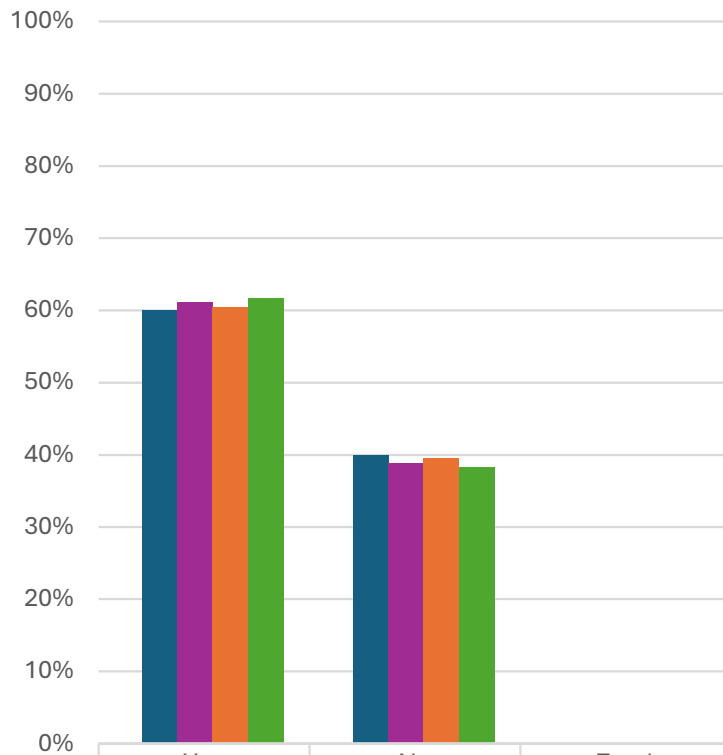
Do you have a disability?



	Yes	No	Total
2022 # Respondents	38	365	403
■ 2022 % Respondents	9.4%	90.6%	100.0%
2023 # Respondents	64	435	499
■ 2023 % Respondents	12.8%	87.2%	100.0%
2024 # Respondents	34	304	338
■ 2024 % Respondents	10.1%	89.9%	100.0%
2025 # Respondents	39	350	389
■ 2025 % Respondents	10.0%	90.0%	100.0%

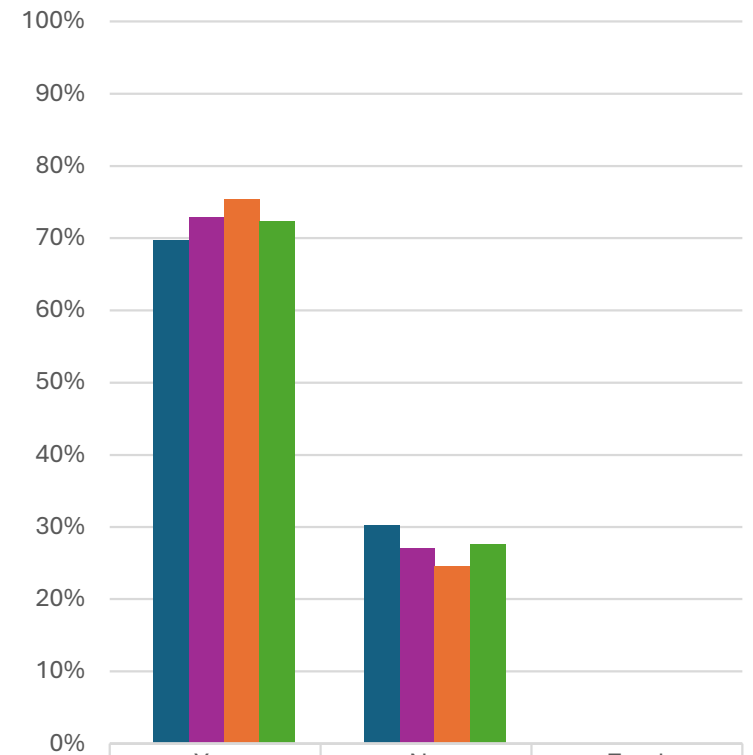
**Fresno County Department of Behavioral Health
Staff Cultural Humility Survey
Comparison: 2022-2025**

Do you consider yourself to be a person with lived Mental Health experience?



	Yes	No	Total
2022 # Respondents	227	151	378
■ 2022 % Respondents	60.1%	39.9%	100.0%
2023 # Respondents	298	189	487
■ 2023 % Respondents	61.2%	38.8%	100.0%
2024 # Respondents	200	131	331
■ 2024 % Respondents	60.4%	39.6%	100.0%
2025 # Respondents	238	148	386
■ 2025 % Respondents	61.7%	38.3%	100.0%

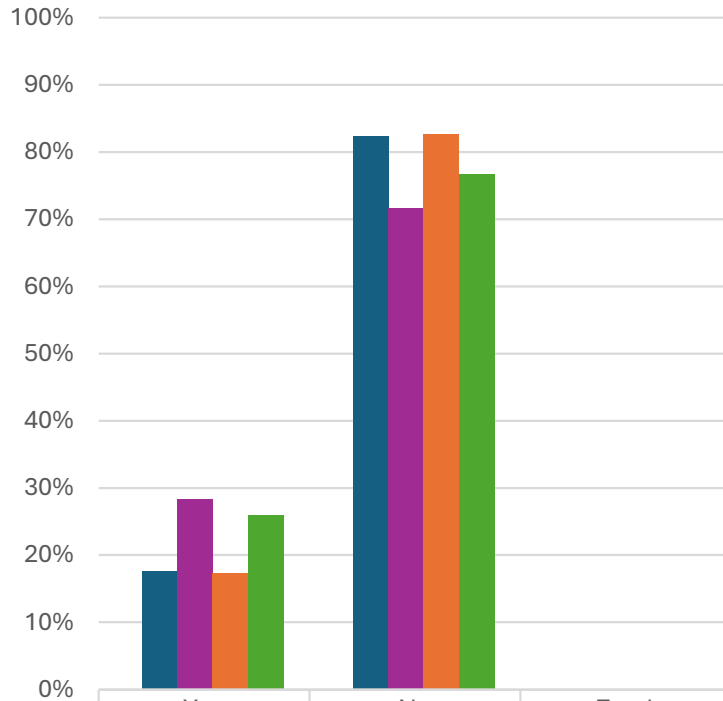
Are you a Family Member of a person with lived Mental Health experience?



	Yes	No	Total
2022 # Respondents	270	117	387
■ 2022 % Respondents	69.8%	30.2%	100.0%
2023 # Respondents	363	135	498
■ 2023 % Respondents	72.9%	27.1%	100.0%
2024 # Respondents	255	83	338
■ 2024 % Respondents	75.4%	24.6%	100.0%
2025 # Respondents	281	107	388
■ 2025 % Respondents	72.4%	27.6%	100.0%

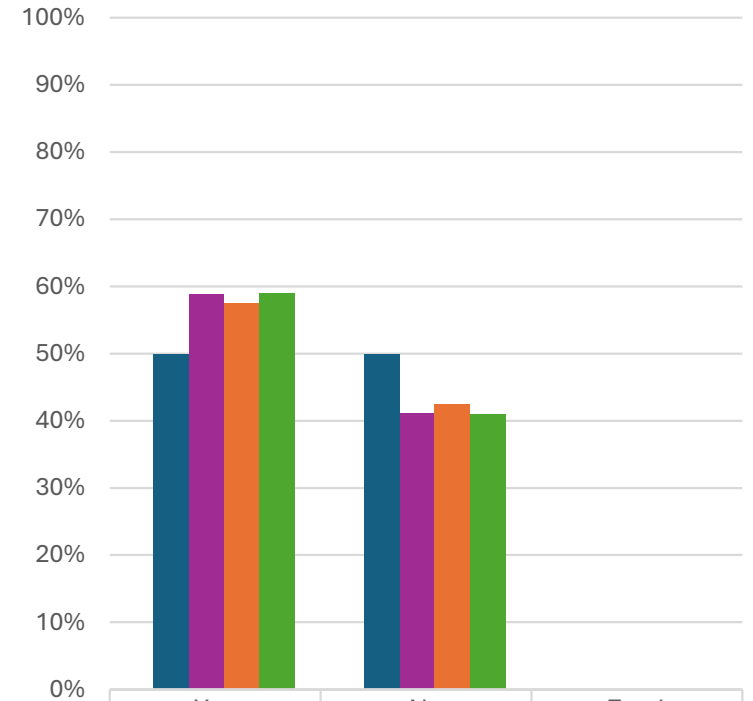
**Fresno County Department of Behavioral Health
Staff Cultural Humility Survey
Comparison: 2022-2025**

Do you consider yourself to be a person with lived Substance Use Disorder experience?



	Yes	No	Total
2022 # Respondents	71	332	403
■ 2022 % Respondents	17.6%	82.4%	100.0%
2023 # Respondents	142	359	501
■ 2023 % Respondents	28.3%	71.7%	100.0%
2024 # Respondents	59	282	341
■ 2024 % Respondents	17.3%	82.7%	100.0%
2025 # Respondents	100	296	386
■ 2025 % Respondents	25.9%	76.7%	100.0%

Are you a Family Member of a person with lived Substance Use Disorder experience?



	Yes	No	Total
2022 # Respondents	199	199	398
■ 2022 % Respondents	50.0%	50.0%	100.0%
2023 # Respondents	298	208	506
■ 2023 % Respondents	58.9%	41.1%	100.0%
2024 # Respondents	199	147	346
■ 2024 % Respondents	57.5%	42.5%	100.0%
2025 # Respondents	230	160	390
■ 2025 % Respondents	59.0%	41.0%	100.0%