

RESOLUTION 2024-0354

Adopted by the Sacramento City Council

December 3, 2024

Resolution to Operationalize Racial Equity in the City of Sacramento Government by Beginning an Institutional Transformation Process That Will Aim to Produce Material Outcomes for all Residents to Thrive and Will Foster a Culture of Shared Partnership and Accountability Between Community and Government

BACKGROUND

- A. WHEREAS, the City of Sacramento is enriched by numerous cultures and racial/ethnic identities, each offering richness to the City with their unique understandings, life experiences and histories which have shaped the City's culture and have cultivated and invigorated Sacramento to the benefit of all residents; and
- B. WHEREAS, persistent inequities that exist in Sacramento are disproportionately experienced by communities of color and marginalized groups, who are not a part of the process of offering solutions to the racial inequities they experience; and
- C. WHEREAS, the City of Sacramento defines racism as a social construction that has been used (historically and presently) to unjustly determine power and to distribute resources based upon a person's skin color, heritage, ethnicity, and/or national origin. The City also acknowledges that racism operates in various forms and levels that include internalized, interpersonal, institutional, and structural; and
- D. WHEREAS, Sacramento acknowledges that the foundation of the United States is inextricably linked with racist ideologies, policies, practices and culture, often compounded by government that has resulted in social violence, informed by racist narratives and tropes to oppress and dehumanize communities of color making communities more vulnerable to cycles of racial inequity still today; and
- E. WHEREAS, Sacramento's own history includes racially harmful policies and practices that affected communities, including but not limited to, the over-criminalization of Black and Brown people resulting in hyper-incarceration, the institutionalization of discriminatory housing policies and practices leading to underinvestment in neighborhoods where residents of color are more likely to reside, and controls on housing credit which concentrated non-white residents in the redlined northwest area of Downtown Sacramento formerly known as the West End neighborhood, until Federally-funded urban renewal policies pushed communities and people of color out; and

F. WHEREAS, today the City of Sacramento experiences profound racial inequities in our community, including but not limited to:

1. Disproportionate homeownership rates -According to the U.S. Census Bureau's American Community Survey, home ownership for white households in Sacramento County is around 59%, 30% for Black households and around 37% for Hispanic households. Home ownership for Asian households ranges from 35% (Cambodian) to 74.8% (Japanese). Additionally, only 19.8% Native Hawaiian Pacific Islander households were likely to own their home.
2. Homelessness rates - In Sacramento, Black people are three times more likely to experience homelessness than the general population, and Indigenous, American Indian/Alaskan Native people are four times more likely. Native Hawaiian Pacific Islanders were approximately twice as likely to experience homelessness compared to Whites.
3. Incarceration rates - Black residents in Sacramento County make up only 11% of Sacramento County's population but represent over 37% of the county jail population and around 30% of the state prison population from Sacramento County. Additionally, Black residents of the City of Sacramento are arrested at a rate more than twice that of white residents, despite similar rates of reported crime.
4. School discipline rates -According to data from the California Department of Education, Black students in Sacramento area schools are suspended at higher rates than white students. This exacerbates the racial inequities experienced by youth of color and their families in employment, housing, transportation, criminalization, and other key determinants.

G. WHEREAS, understanding Sacramento's own racial history and the current extent of racial inequities is critical to the City's responsibility to advance racial equity by: requiring transformative policies and practices utilizing data disaggregated by race and ethnicity; addressing the root causes that drive inequitable outcomes, and creating solutions to improve outcomes with communities who have been most adversely impacted; and

H. WHEREAS, the City of Sacramento has implemented strategies and programs to promote racial equity such as the establishment of the Office of Diversity and Equity (ODE) in July 2018 as an effort to build a more representative, equitable, and inclusive City of Sacramento organization through strategic planning, capacity building, and policy and procedure change; and

I. WHEREAS, ODE has internally advanced workforce equity through the City's Race and Gender Equity Action Plan 2020-2025 (RGEAP); established Department Equity Teams to support the implementation of the RGEAP, facilitated capacity building efforts through

equity convenings, trainings, roundtables, and workshops including the 21-Day Racial Equity Habit Building Challenge, initiated a Sacramento Area GARE Practitioners Network, and supported mandatory Diversity, Equity, Inclusion, and Belonging/Racial Equity Training for City Elected Officials, Council Staff, and Appointed Officers; and

J. WHEREAS, ODE has worked to externally advanced racial equity through the development of:

1. The Sacramento Equity Explore Design (SEED) GIS Tool. An internal and external tool to help decision makers apply a racial equity lens and other equity considerations that informs allocation of resources, services, programs, and funding to promote opportunity and growth and identifying methods that address undesired and unintended impacts, harm, or burdens.
2. A Citywide Racial Equity Study scope of work for a future Request for Proposals to develop and include indicators and benchmark metrics that will be used for annual assessment of citywide impact.
3. The Cities for Financial Empowerment (CFE) CityStart Initiative aimed to address and find solution to address the African American wealth gap for Sacramento residents.
4. A Citywide Racial Equity Repository a centralized online list of all equity centered programs, projects, and initiatives across the city.
5. Racial equity impact tools to apply a racial equity lens on outcomes of ARPA program and project design and funding processes; and to review parts of the budget to understand and minimize harm resulting from budget decisions.

K. WHEREAS, the City of Sacramento is a member of Government Alliance on Race and Equity (GARE), a national initiative of Race Forward, which aims to eliminate racial inequities in government and to identify and eliminate barriers to an inclusive, just, and sustainable society to create transformative change; and

L. WHEREAS, on September 15, 2020, Race Forward and ODE presented the Strategic Actions and Workforce Equity plan to the Law and Legislation Committee where members requested a working group to develop a workplan to address racial inequities in the City of Sacramento with a community-owned approach that will achieve measurable outcomes, actions, and benchmarks; and

M. WHEREAS, on December 8, 2020, a working group comprised of Mayor, City Council and City staff presented the Citywide Racial Equity Initiative at Council, now known as the Sacramento Centered on Race and Equity (SCORE) Initiative; and

N. WHEREAS, in institutionalizing racial equity into the City's practices the Sacramento City Council affirms a sustained commitment to:

1. Progress as an equity and justice-oriented organization, with the Mayor, Councilmembers, City leadership and staff continuing to encourage and implement specific initiatives and activities to further promote diversity and to ensure anti-racism principles across the City of Sacramento including its organizational structure and leadership, staffing, programs, laws, and contracts.
2. Promoting and considering equity across policies and decisions approved by the City Council, and enhance educational efforts aimed at understanding, addressing and dismantling racism and how it impacts the delivery of human and social services, economic development, and public safety, among other areas.
3. Continuing community engagement rooted in partnership to develop credibility, trust, and accountability with communities of color that result in proactive and purposeful community partnerships to address and uplift racial equity.
4. Continuing the implementation of mandatory racial equity training and implicit bias trainings with the goal of reaching all the City of Sacramento's leadership and staff in a timely manner.
5. Encouraging racial equity policies, practices and training among all community partners, grantees, vendors, and contractors.
6. Identifying the resources needed to support this initiative.
7. Identifying clear goals and objectives including periodic reports and continued refinement of tools, including a racial equity impact assessment, a systematic examination of how different racial and ethnic groups will likely be affected by a proposed action or decision, to allow the City Council to assess progress and capitalize on opportunities to further advance racial equity.
8. Supporting local, state, regional, and federal initiatives that advance efforts to dismantle systemic racism and continue to advocate for relevant policies that improve health and safety in communities of color.

O. WHEREAS, to implement the SCORE initiative the City of Sacramento worked with Race Forward to create a City-community partnership through the leadership of Racial Equity Alliance (REA), a multiracial network of area organizations working to achieve racial equity in Sacramento, and a Racial Equity Council (REC), residents selected to

collaborate with the City to develop a set of key deliverables designed to begin to institutionalize racial equity in City government in collaboration with community; and

- P. WHEREAS, the REA has established a vision for a racially equitable Sacramento where all communities are valued and have collective power to lead in the solutions to the racial inequities they face; where all thrive, not just survive; and where a culture of racial solidarity contributes to building a truly just, multiracial democracy to benefit all of Sacramento; and
- Q. WHEREAS, early impacts of this City-community partnership include deepened mutual understanding and trust between the City and local leaders and a growing interest from communities of color in the City's racial equity work; and
- R. WHEREAS, the REA and REC worked in partnership with the City over the summer of 2024 to execute multiple community listening sessions during which residents shared stories about instances of racism they and fellow community members have experienced in Sacramento including: surveillance and over-policing; lack of follow through, communication and accountability from the City; lack of voice and power in City's key decisions and decision-making processes; poor treatment experienced by residents of color in attempts to access City spaces and services; and economic injustices in how resources and services are allocated by the City; and
- S. WHEREAS, the continued conflation of "equality" with "equity" or a "one-size fits all" approach tends to silo and pit ethnic and racial groups against one another, often producing more racial inequities and leaving some groups out altogether; and
- T. WHEREAS, the City of Sacramento acknowledges that residents identified community safety as a top priority and shared a desire for communities of color to feel safe. To create a safe community residents see many opportunities for improvements such as, implementing de-escalation tactics, building cultural competence and understanding of systemic racism, sharing public safety information without stigmatizing communities of color, and strengthening City-community partnerships to improve conditions and invest in alternatives to policing.

BASED ON THE FACTS SET FORTH IN THE BACKGROUND, THE CITY COUNCIL RESOLVES AS FOLLOWS:

SECTION 1.

Commits to becoming an equity and justice-oriented organization with the Council and the organization continuing to implement current efforts and identifying additional strategies to further enhance racial equity and social justice and to ensure the application of anti-racist

principles across Council leadership, staffing, and public resources through continued work on the SCORE initiative and future racial equity efforts.

SECTION 2.

Affirms the City's commitment to racial equity must be comprehensive, enduring and institutionalized. In doing so, the Council commits to prioritize comprehensive and sustained transformation of all the institutions, systems, policies, practices, and contracts obstructed by structural or systemic racism in the City of Sacramento.

SECTION 3.

Adopts the following definition of racial equity: Closing the gaps in outcomes so that race does not predict one's success. This requires strategies focused on making improvements for those who are worst off so that everyone thrives. It is the intentional and continual practice of changing policies, procedures, systems, and structures by prioritizing measurable change in the lives of people of color and marginalized populations; understanding that racial equity is both the outcome we seek, and the process that we use to get there.

SECTION 4.

Directs the City Manager to:

- A. Continue the development and application of racial equity impact assessment tools to evaluate budgets, policies, planning documents, procedures and practices as practical using a racial equity analysis, and prioritizing budget proposals, and refine or create additional tools as needed in consultation with community. Analysis generated from the use of racial equity assessment tools shall be presented to the City Council. The tools shall be shared publicly and updated as new information becomes available.
- B. Apply racial equity impact assessments and related tools to identify how different racial and ethnic groups could be affected by a proposed action or decision. Racial equity tools and other equity considerations should inform the allocation of resources, services, programs, and funding, and internal systems and processes such as requests for proposals and grant and contracting processes. Using these tools will help to promote and consider ways to remove barriers to opportunity and growth and identify methods that address undesired and unintended impacts, harm, or burdens for all. These tools can be vital to prevent institutional racism and for identifying new options to remedy long-standing inequities.
- C. Continue to advance the development of a Racial Equity Action Plan with a goal to have a draft Racial Equity Action Plan presented to the Council by the end of 2026; providing quarterly status reports and updates to the City's Racial Equity Committee on the

progress of the development of the plan, including performance metrics and reporting tools to promote accountability. This will guide the City in the effort to implement, resource and measure progress toward meeting racial equity goals.

- i. This multi-year effort will include clearly defined goals, strategies that address key racial inequities, responsible parties (City leads, responsible offices and departments), clear timelines, and resources to allow for the planning and implementation of the plan. This should include strategies to advance the above efforts with periodic community listening sessions and forums, and utilize the best practices and learnings highlighted in the REA's and REC's forthcoming, "Community Partnership & Accountability" report.
 - ii. Upon completion of the plan, Council will explore the creation of an ordinance that can further institutionalize and preserve key strategies and processes to ensure sustainability of institutional practices to advancing racial equity, leveraging existing City-community partnerships and entities to provide guidance and feedback.
- D. Continue to work in collaboration with the REA, community-based groups, and/or relevant community advisory bodies to develop, refine, implement and measure impacts of the City's racial equity strategies. This should include continued participation in progress reporting and work meetings with key community careholders.
- E. On an annual basis, provide updates to the Racial Equity Committee and City Council on the status of activities related to implementing the Council commitments and direction set forth in this resolution as well as the activities of ODE; and make recommendations on the structure, positionality, and capacities needed for the greatest impact in advancing the City's stated goals and commitment toward racial equity.

Adopted by the City of Sacramento City Council on December 3, 2024, by the following vote:

Ayes: Members Guerra, Jennings, Kaplan, Maple, Talamantes, Thao, Valenzuela, Vang, and Mayor Steinberg

Noes: None

Abstain: None

Absent: None

Attest:  12/12/2024

Mindy Cuppy, City Clerk

The presence of an electronic signature certifies that the foregoing is a true and correct copy as approved by the Sacramento City Council.