


Sacramento Youth Commission

SYC Racial Equity Toolkit



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Racial Equity Means

“Closing the gaps”

so that race does not predict one’s success, while also improving outcomes for all

To do so, we have to:

Target strategies to close the gaps

Move beyond “services” and “talk” and focus on changing policies, practices, and procedures

What is a racial equity tool?

It is both a **product** and a **process** that helps integrate equity considerations into policies, practices, procedures, programs, and budgets. **Most often, it is a series of questions that help individuals and groups develop strategies that can reduce racial inequities, improving success for all groups.** Racial Equity tools and toolkits provide structure for embedding considerations of racial equity into whatever you may be doing.

Who should use a racial equity tool?

- **Government staff**
- **Elected officials**
- **Community based organizations**

When should you use a racial equity tool?

Using it as early as you can means equity can be incorporated throughout all phases from development to implementation and evaluation.

Toolkit Development at Youth Commission Meetings

- February 3, 2025 – What is a Racial Equity Tool? What do you want to see in this toolkit?
- August 4, 2025 – Draft Toolkit with feedback and considerations from Office of Diversity & Equity (ODE)

August 2025 to January 2026, working with SYC staff on refinement

Recommendation

Commissioners approve use of toolkit to guide work. ODE will follow up in six months to receive any additional feedback, refine toolkit, and develop a Glossary.

Thank you for your time, energy, and leadership!

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