



# Sacramento Youth Commission

## SYC Racial Equity Toolkit

A dark blue silhouette of the Sacramento city skyline, featuring various buildings of different heights and architectural styles, including the Transamerica Pyramid and the K Street Tower.

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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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