

## RESOLUTION 2023-0113

Adopted by the Sacramento City Council

May 2, 2023

### **Approving Mandatory Diversity, Equity, Inclusion, and Belonging Training for all City Elected Officials, Council Staff, and Appointed Officers**

#### **BACKGROUND**

- A. The memo attached to this Resolution as Exhibit A outlines the requirement for mandatory training for Elected Officials, their staff, and Appointed Officers (Charter Offices and Director of OPSA).
- B. As a member of the Government Alliance on Race and Equity (GARE) we are committed to applying the national best practices of normalizing, organizing, and operationalizing racial equity throughout the City's systems. The City has committed to racial equity work through: (1) the establishment of the Office of Diversity & Equity; (2) the design and implementation of the Race & Gender Equity Action Plan (2022-2025); (3) the signing of a contract with Race Forward to assist City staff in establishing and implementing a plan for creating the City Racial Equity Resolution; and (4) the Sacramento Centered on Racial Equity (SCORE) initiative and workplan.

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

##### **SECTION 1.**

The memo attached to this Resolution as Exhibit A is adopted as guidance for the Office of Diversity & Equity on developing and implementing a mandatory DEIB training program of at least four hours every two years for City Elected Officials, their staff, and Appointed Officers.

##### **SECTION 2.**

The Office of Diversity & Equity will establish recurring training, including a racial equity assessment to establish a baseline for these trainings.

##### **SECTION 3.**

As the City's racial equity efforts continue, and the SCORE initiative progresses, there may be a need to adapt the training procedures and topics to reflect new best practices and to align with

the community guided work. We recognize our City is at the infancy in creating a racial equity plan and there may be a need for required training more than a minimum of every two years.

**SECTION 4.**

Whereas the makeup of the City Council may shift every two years, this may require more frequent training.

**SECTION 5.**

The Council is committed to expanding this program to all employees citywide.

**SECTION 6.**

The Office of Diversity & Equity is authorized to make minor changes or adjustments to Exhibit A and the subsequent developed trainings based on guidance from the SCORE initiative and future racial equity developments in the City.

**SECTION 7.**

Exhibit A is part of this Resolution.

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Exhibit A – Memo


Adopted by the City of Sacramento City Council on May 2, 2023, by the following vote:

Ayes: Members Guerra, Jennings, Kaplan, Maple, Loloee, Valenzuela, and Vang

Noes: None

Abstain: None

Absent: Member Talamantes and Mayor Steinberg

Attest:  05/12/2023  
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.*

Exhibit A

**MEMORANDUM**

**DATE:** \_\_\_\_\_

**TO:** All Mayor/Council Offices

**FROM:** Mayor Darrell Steinberg, Co-Chair, Racial Equity Committee, Mayor Pro Tem Mai Vang, Co-Chair, Racial Equity Committee

**SUBJECT: Diversity, Equity, Inclusion, and Belonging (DEIB) Training for all City Elected Officials, Council Staff, and Appointed Officers**

Dear Colleagues,

As part of our continued efforts around race and gender equity, we are recommending a requirement for all City elected officials and their staff, and appointed officers to complete DEIB training every two (2) years from date of appointment or hire. We are also committed to expanding this requirement to all programs Citywide. It is important that we, as an elected body, are aligned with both the internal and external race and gender equity work the City has committed to implementing. Through the implementation of the Race and Gender Equity Action Plan (RGEAP), each Department in the City of Sacramento has been tasked with supporting collective efforts to ensure the workforce reflects the City to better serve the City. We recognize that elected officials, council staff, and appointed officials also require support and training to be effective in our roles and engage with community in a way that honors their humanity and best supports their needs and interests. Given recent meetings at the City Council level, it is evident that we all have room to grow in this area if we are to fully align ourselves with the City's race and gender equity work.

In addition to this internal work, we are committed to moving racial equity work forward throughout the City. We have just begun the Sacramento Centered on Race Equity (SCORE) Initiative, led in partnership with the community Racial Equity Alliance and Committee, the Office of Diversity & Equity, and the Council's Racial Equity Committee. The emerging work of the SCORE Initiative will inform regular training on an ongoing basis. It is important we lead by example, both for our community and our employees, to demonstrate that we are serious about anti-racist/racial equity/DEIB training. We recognize that we need a shared understanding of these concepts in order to move forward as a City. This training will create the foundation to have these important conversations within the City Council, key staff, and with the community, in a way that uplifts their complexity and nuance and honors different lived experiences.

As such, we propose that beginning in 2023, this mandatory four-hour training, including an in-person engagement piece, will be required for all City elected officials, Council staff, and appointed officials (Charter officers and OPSA Director) at least every two years, to mirror the training requirements for sexual harassment training required by the State. They will also be required to complete the self-guided Advancing Racial Equity course through the Government Alliance on Race and Equity (GARE) online learning center, which is comprised of four 2-hour modules. Leveraging the GARE learning center provides basic equity understanding and the role of government historically and moving forward. Training will be iterative and evaluated on an ongoing basis.

Sincerely,

Darrell Steinberg  
Mayor, City of Sacramento

Mai Vang  
Mayor Pro Tem, District 8, City of Sacramento

## Background Proposed Training Content

**Alignment with Current Procedures and Rules:** This training will be aligned with the following existing rules on misconduct/grounds for removal for Council members, and current initiatives.

1. Chapter 3, Council Rules of Procedure

**Content of Council Training:** This training will be designed to meet the role and function of the elected Council members and their staff, with a particular emphasis on anti-racism. This training will help develop a vocabulary, a shared understanding of core concepts described below, and skills necessary to manage change and transformation on an individual, Council, and community level.

### Core topics that training intends to address may include:

- Why the Council is concerned about bias in any form in public meetings, staff workplaces, and all levels of interaction with residents and community members particularly race-based bias and racism
- Anti-racism/DEIB terminology
- White supremacy culture
- White privilege
- Maintaining a respectful work environment including microaggressions
- Improving relationships and interactions across race, gender, and sexual orientation
- Valuing and not tokenizing diversity
- Cultural competence and cultural fluency
- Addressing bias, including implicit, explicit, and cognitive bias
- Anti-racism
- Intersectionality
- Racial identity
- History of racism
- The historical and current impact of racism in the Sacramento community
- Use of humanizing, inclusive, and just language when describing places, communities, and behavior that centers economic, social, and physical well-being
- The connection between race equity, decision making, and programs and services
- What is a race equity lens, some models, and what can be accomplished

### Outcomes of proposed training can include:

- Shared or common understanding of and familiarity with racism and racial justice terms/concepts/theories to facilitate and confidently converse in shared discussions on race, racism, and exclusion.
- Helps Councilmembers develop an equity mindset to discuss and nurture racial equity with their staff, residents, and community.
- Allows Council to further embrace a racial justice/race equity priority.
- Helps Council and staff to address the feelings and concerns that iteratively and dynamically come up in meetings and interactions with community and residents.
- Helps inform our priority setting process.
- Provides clear understanding and expectations in working functions and relationships with all charter offices.
- Generates ideas and possible actions for a racial justice/race equity work priority in 2023 and beyond, including assessment and recommendations for further training and skill development of Council and staff.
- Project-wide curriculum to include development of shared language, terms, analytical frameworks, basic social and historical contexts, and key factors that relate to policy, economic, legal, and social advocacy.

- Develop capacity at a personal level to manage the learning, and to develop and utilize inclusive and equitable communication, conflict resolution, decision making and group norms.
- Providing training videos for replay.
- Know the difference between equity and equality.