
File ID: 2024-01837

10/29/2024

Discussion Item 4.

Consideration of Racial Equity Resolution Developed by the SCORE Initiative

File ID: 2024-01837

Location: Citywide

Recommendation: 1) Review a resolution related to how the City can operationalize racial equity in Sacramento government to produce material outcomes for all residents to thrive and foster a culture of shared partnership and accountability between community and government. and 2) pass a **motion** forwarding the resolution to City Council for consideration.

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Presenter: Aimée Zenzele Barnes, Diversity & Equity Manager, (916) 808-1174, abarnes@cityofsacramento.org, Department of Human Resources; Jesse Villalobos, Race Forward, info@raceforward.org

Attachments:

1-Description/Analysis

2-Draft Resolution

3-Summary of Racial Equity Alliance (REA) and Racial Equity Council (REC) - hosted Listening Sessions - **TBD**

4-**Scope of Work for SCORE initiative - Revised**

5-Outreach related to the development of the draft resolution from the August 13, 2024, Racial Equity Committee meeting

6-~~Workplan for the SCORE initiative from the April 30 City Racial Equity Committee - TBD~~

Description/Analysis

Issue Detail: The draft resolution included as Attachment 2 is one of the deliverables related to the City's work with Race Forward, the Racial Equity Alliance (REA), and the Racial Equity Council (REC) as part of the multi-year Sacramento Centered on Racial Equity (SCORE) initiative and workplan.

The goal of the SCORE process is to define racial equity, develop a racial equity resolution for Council consideration and guide the development of racial equity capacity building and racial equity

tools for the City to apply a racial equity lens to decision making. Staff from Race Forward and members of the Racial Equity Alliance will present key elements of the draft resolution, how it was developed with community, and next steps for implementation.

Policy Considerations: On February 15, 2022, the City Council passed a midyear budget adjustment including a recommendation from Mayor Steinberg to continue the City's commitment of establishing racial equity in culture and policy, by investing \$500,000 to be allocated to support the City's ongoing initiatives. Of that amount, \$100,000 was directed to support the work of the REA as a durable collaboration of Sacramento's racial justice leaders- to lead the City's SCORE Initiative and lift up the expertise, vision and goals of those communities of color who have experienced the outcomes of institutional and systemic racism.

This item directly advances Phase 2 of the SCORE Initiative (Attachment 4) to finalize a City Racial Equity Resolution. In presenting the proposed resolution to the Racial Equity Committee, the Racial Equity Alliance (REA) and Council will work to help define what racial equity and community engagement looks like to ensure the resolution speaks to and for everyone in the City.

Economic Impacts: None.

Environmental Considerations: This action does not constitute a "project" as defined by the California Environmental Quality Act Guidelines.

Sustainability: Not applicable.

Commission/Committee Action: The Racial Equity Committee has heard several presentations from Race Forward, the REA and REC and staff on the development of the proposed resolution.

Rationale for Recommendation: Phase 2 of the SCORE Initiative as outlined in the workplan is to Finalize the City's Racial Equity Resolution. Staff recommendation requests review and direction from the Racial Equity Committee on the proposed resolution and recommends forwarding to Council for consideration.

Financial Considerations: None.

Local Business Enterprise (LBE): None.



What We Heard
Sacramento Community Listening Sessions, Summer 2024
Data Analysis Overview

Presented by the Racial Equity Alliance & Racial Equity Council with support from Race Forward

This is a summary of feedback that Sacramento residents provided during a series of four listening sessions held during July and August 2024. This summary was organized by transcribing all notes captured at the sessions (both full group and table discussions) by designated notetakers from the Racial Equity Alliance (REA) & the Racial Equity Council (REC), Race Forward and the City of Sacramento; highlighting key points; grouped by themes; and finally condensed into statements.

The REA and REC hosted four listening sessions in July and August 2024 with a focus on participants from community-based organizations and communities typically under-represented in citywide discussions. The REA and REC collaborated with the City’s Office of Diversity and Equity, Office of Community Engagement and Council District 8, Councilmember Mai Vang.

1. Does racism exist in Sacramento?

Q 0: Have you yourself or a community member you’ve worked with had experiences with racial inequities in Sacramento? [ONLY USED IN CBO SESSIONS]

YES, THERE IS RACISM IN

SCHOOLS

- **How students are treated:** ie discipline, attention, opportunities, resources, programs, academic rigor, etc.
- **Curriculum & programs:** racist exclusion in content and materials
- **Teachers & Staff** do not reflect the student population: leads to intolerance, refusal to teach certain curricula, lack of context/understanding, and role models.

CARING FOR OUR COMMUNITY

- Healthcare
- Mental Healthcare
- Eldercare
- For All Abilities

LAW ENFORCEMENT & JUSTICE SYSTEM

- Who is surveilled
- Who is impacted by crime
- Policing
- Criminal justice system

INSTITUTIONS

- Accountability
- Decision-making power

- Resource allocation
- How people are treated
- Who tells our story
 - Narrative
 - Identity
- Arts & Culture: where racism in all of the above interlocks and becomes palpable and visible

2. What attracted / attracts you to Sacramento?

Q 1: How did you come to live in Sacramento? Why Sacramento?

- Community / comfort
- Diversity
- Cultural Heritage
- Family roots / born & raised here
- Work: Immigrated / moved for work
- Safety: fled war / violence / racism
- Affordability
- Infrastructure
- For the kids

3. What attracts you to your neighborhood? What needs work?

Q 2: What are some words you would use to describe the area or neighborhood you live in?

ASSETS

- Diversity
- Pride in who we are
- Sense of security
- Sense of community

CHALLENGES (input used to inform responses to Q3)

- Overlooked / disrespected
- People are scared of us
- Unjust treatment
- Siloed and separated
- Disinvestment
- Unsafe
- Poor schools
- Untold history of colonization impacts lives today

4. What must be addressed / prioritized to eliminate racism in Sacramento?

Question 3: What do you wish were different or better about it?

INVEST IN:

OUR YOUTH

-
- Programs & Activities – Fund programs / build spaces

- Like the Stanford program
- Youth violence prevention
- Police activity League
- Readiness / Vocational Training / Employment - viable alternatives to college
 - Job readiness programs
 - Youth employment opportunities
 - Programs start businesses
- Hope / Safety / Safe Places - places to go to for help and safety
 - Example: Boys & Girls Club that hired parents
- Youth Leadership / Voice / Truth
 - Prioritize / lift up youth as we work to eliminate inequities
 - Let young people take over and help honor the legacy
 - Publicly recognize and promote youth achievement and leadership
- Schools: eliminate racial disparities in student treatment, discipline; resources; curriculum & approach
 - **Lead by Example:** Work w School District and County to prioritize listening sessions similar to REA listening sessions. Include students, families, teachers - to educate and promote racial equity
 - **Build Collaboration:** School Districts, Counties and Cities collaborate on a regional level to eliminate racial inequities
 - **Deploy City Power:** to improve the many aspects of going to school that touch the lives of our youth - whether through transit, after school programs, etc.

OUR COMMUNITIES / OUR PEOPLE

- Invest the money in the community - with the people of the community.
- **Especially** our indigenous communities: youth programs, workforce programs, representation, etc
- Create and maintain common spaces - like these listening sessions
- Make sure “equity” is understood across the city. Communities have different needs to achieve the same outcomes.

OUR ECONOMIC SUCCESS

- Fair benefits and fair wages
- Remove barriers to hire people of color!
- Remove barriers to contract with people of color owned businesses
- You can have a successful business
- Individuals have financial and job readiness skills; and job opportunities
- Business owners have financial and entrepreneurial skills

OUR SAFETY

- Feel Safe / Safe Places - in their neighborhoods
- Freedom from Violence / Crime
- Equitable Law Enforcement and Justice System
 - Police training to de-escalate so people are not afraid to call 911
 - Police training to deepen understanding and build relationships with communities of color
 - DA and County to share public safety information without politicizing crime

- Build collaboration to Improve conditions and operations in jails
- Equitably fund other priorities to create public safety. Police are not the only solution.

TELLING OUR OWN STORIES

- Our History
 - The colonization of the region
 - The genocide that has occurred
 - The sacred / burial sites that have been built over
 - The institutions of overt racism such as the KKK
 - The history of institutional racism
- Our Strengths / Our Cultures
- Our Identities

OUR HEALTH - strengthen racial equity leadership & County collaboration for greater impact

- Healthcare
 - Eliminate racial inequity in: access, knowledge, quality, treatment, outcomes
 - Make healthcare universal
- Eldercare
 - Eliminate barriers in navigating and accessing care and support
- Mental Healthcare
 - More and better tools to address and respond to mental health crises
- For all Abilities
- Resources
 - Eliminate barriers in navigating and accessing care and support

HOUSING AFFORDABILITY & HOMELESSNESS

- Housing Affordability
 - Create legislation to disallow large corporations to profit from the purchase properties
 - Create and implement strong and enforceable Community Benefits Agreements
 - Address the regional need for 75k additional homes
- Displacement
 - Prioritize community preservation
 - Address past and current impacts of red-lining
- Homelessness
 - Prioritize people that are sick on the streets. The most at risk.

OUR NEIGHBORHOODS / OUR PLACES

- Resources such as community centers that are affordable and accessible
- Basic Needs and Services such as quality food that are affordable and accessible
- Public Transportation & Accessibility resources
- Infrastructure such as well-maintained streets and sidewalks that are clean and cleared of garbage, well-functioning utilities

How City structures & practices must be transformed to make real & sustainable change / to achieve racial equity?

Question 3: What do you wish were different or better about it?

EQUITABLE STRUCTURE, PROCESSES, OUTCOMES, ACCOUNTABILITY, CULTURE

- **Decision-making Power:** form partnerships with communities with lived experiences of institutional racism, with real power to inform and decide - from policy to implementation
- **Real and inclusive outreach & engagement** with those with lived experiences about what the City is working on - at all phases
- **Defining the Problem / Informing Solutions**
 - Address root causes
 - Community partners define the problem and shape the solutions
 - Use a racial equity lens in all decision-making across the city
 - INVEST now & over the long-term.
- **Outcomes / Metrics**
 - Create and track metrics to see if people are being helped.
 - Make sure these programs create real change in the community
- **Accountability**
 - Racial Equity legislation must have teeth
 - Racial Equity Work Plan must be strong & resourced; and have metrics, accountability and trained staff.
 - Govt Accountability: there must be commitment from CMO and direction for City Manager to implement racial equity lenses/work
 - Transparency
 - This work must be accountable to those communities with lived experience of institutional racism
- **Change Institutional Culture and Practices**
 - Make it real. Transition racial equity from a theory to a practice, from legislation to full implementation
 - Staff are educated and truly centered and intentional in equity. People who care (ex. Aimee)
 - Authentic and honest dialogue across the City
 - There's no racial equity without racial justice
 - Keep the focus on racial equity AND encourage the City to be more intentional about supporting and encouraging communities to work together.

EQUITABLE RESOURCES

- Create a clear definition of "resources" to include what, beyond funding, it takes to achieve racial equity.
- Equitable funding and resources
- Equitable allocation of funding and resources

EQUITABLE GRANT STRUCTURE, PROCESSES, OUTCOMES, ACCOUNTABILITY

- Remove barriers to grant funding. There are too many criteria to get access funding

- Make it real. Budget for what must be done. Do not pit communities against each other for the funding.
- Distribute funds *equitably* from city to community of color-serving organizations.
- Transparency on funding, “I want to know the board and full transparency” “I want to feel like the community and feel heard”
- Clear and accessible information about City resources