## Community Development Department (CDD) Progress Report FY2023/24

### Message from the CDD Director Tom Pace

The Community Development Equity Team is committed to racial equity in all aspects of our work. We recognize that achieving racial equity requires intentional effort and continuous action. We are dedicated to addressing systemic disparities, discrimination, and biases to create a more equitable and just society.

Our direct work in this regard has been carried out through our Equity Team and DEI Committee and I'd like to acknowledge the many hours dedicated to this important change that is necessary for a successful organization.

Our goals for the upcoming year include:

1. CDD supervisors and managers – participate in a survey and include the results in an assessment of DEI knowledgebase. The outcome would be a training and outreach strategy for increasing DEI knowledge.
2. Channel CDD's DEI Committee's efforts and energies into three pathways:
    a) CDD RGEAP team,
    b) Employee Engagement team,
    c) Citywide learning opportunities led by the Office of Diversity and Equity. The outcome would be to reduce redundancies in DEI work and learning opportunities.
3. Consider changes to CDD policies or procedures to advance racial and gender equity in CDD. The outcome would be the creation of opportunities for all levels of staff to recommend ways to advance racial and gender equity as a department.

I'd like to note that in February the City Council adopted the 2040 General Plan and committed CDD and other City staff to implementing policies and programs that further racial equity and environmental justice. These policies also guide staff's recommendations on development projects that impact underserved communities in the City.

Some of the Department's specific actions taken to advance equity last year include:

1. Customized, updated, and administered the assessment/survey for CDD supervisors and managers
2. Met with staff and current DEI team to introduce new pathways for continued participation: 1) CDD RGEAP team, 2) Employee Engagement team, 3) COS DEI citywide activities and learning resources and opportunities.
3. Sent Quarterly CDD Newsletters to staff which continue to include informational articles that focus on topics relating to DEI
4. CDD HR recruitment efforts including
    a) outreach to communities, professional organizations, and universities to help increase the diversity of applicants.
    b) assembling diverse interview panels and including diversity-related questions in the interview process.

In the spirit of innovation and collaboration, the CDD equity team members have also taken interest in the IT department's speed mentoring program, which creates new opportunities for mentoring upward mobility available to all employees.

I'd like to acknowledge Candace Noguchi and Frances Chong who participated on both the Equity Team and DEI Committee. Candace retired in October after decades of work in inclusion, notably her leadership in the AAPI Employee Resource Group. Matt Hertel, my new assistant director will be taking over for Candace and will be providing a leadership role in the Equity Team.

A key milestone was reached this year when members of the Equity Team and DEI Committee met on October 3 to discuss the three pathways for DEI participation and training noted above. Much work in this past year has been dedicated to accommodating staff transitions/turnover and to better aligning the energy of staff in the Equity Team and the former DEI Committee. The Equity Team is now committed to meeting on a monthly basis and will be recruiting new

members from the DEI Committee and the department at large. I'm excited to see how new Equity Team members will be bringing energy and innovation to our efforts.

Sincerely,

Tom Pace

Director of Community Development

## CDD Equity Team

Establishing a culture of racial equity demands deliberate action and dedication. The Community Development Department's working racial equity statement serves as a catalyst for enhanced collaboration with a strong commitment to fostering equity. Guided by our racial equity statement, we pledge to seamlessly integrate racial equity across all facets of our operations and initiatives.

For Fiscal Year 2024, the CDD Equity Team focused on a variety of action strategies to operationalize and implement RGEAP outcome 13, investing and identifying professional development, capacity building, and training among the work force. The CDD RGEAP team has channeled DEI efforts and identified three pathways for staff to participate, the Employee Engagement Team, the CDD RGEAP Team, and through the Office of Diversity and Equity Citywide learning opportunities.

## CDD's Working Racial Equity Statement (September 2024)

The Community Development Department (CDD) is committed to racial equity in all aspects of our work. We recognize that achieving racial equity[i] requires intentional effort and continuous action. We are dedicated to addressing systemic disparities, discrimination, and biases to create a more equitable and just society.

At the Community Development Department, we advance racial equity by:

- Helping plan, build, and maintain a great City that is inclusive of all community members and partners.
- Promoting broad-based economic development and community resilience where race does not affect life outcomes.
- Acknowledging historical racial inequities and committing to transparent, deliberate, and actionable solutions that will remedy those inequities and serve all our diverse communities. Solutions include:
    - Improving language access in engaging the community and at the public counter.
    - Focusing direct assistance to low-income communities and the unhoused.
    - Ensuring code compliance of rental units.
- Being accountable to our community, partners, and department staff which includes:
    - The City Council;
    - Donors and grantors;
    - Partner Agencies;
    - Other City departments and charter offices;
    - Historically underrepresented groups; and
    - Coworkers, staff, peers.
- Measuring progress and informing decisions through:
    - Customized assessments for CDD teams (Leadership team, Supervisors, etc.);
    - Utilizing community outreach data, GIS data on Code and Animal Control cases, permit-related data, and community demographics; and
    - Performance measures including:
        - A decrease in code violations and increased compliance rates;
        - Reduction of code complaints in concentrated geographic areas and populations;
        - Reduction in renters and owners experiencing housing burden; and
        - Reduction in the number of disadvantaged communities[ii] lacking a healthy food retail sales point within a half mile of home[iii].
- Acknowledging the historical context of racial harm by commissioning studies such as "Race and Place in Sacramento" and implementing 2040 General Plan Environmental Justice Element policies that address:
    - Clean air, water, and soil with no segment of the community disproportionately burdened by environment conditions (Goal EJ-1).
    - Equitable access to fresh, healthy, and affordable food and wider access to healthy food resources in disadvantaged communities (Goal EJ-2).
    - Coordination of resources to ensure stable, safe, and sanitary housing for all Sacramentans (Goal EJ-3).
    - Active participation of all segments of the community - particularly historically underrepresented groups - in civic life and in the development and implementation of solutions for neighborhood priorities (Goal EJ 4).
    - Investments that address long-standing inequities, empower disadvantaged residents, and build neighborhood resilience (Goal EJ-5).

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[i] The 2040 General Plan's glossary defines Racial Equity as when "Race is no longer a predictor of outcomes, leading to more just outcomes in policies, practices, attitudes, and cultural messages."

[ii] The 2040 General Plan's glossary defines a Disadvantaged Community as when "An area identified by the California Environmental Protection Agency Pursuant to Section 39711 of the Health and Safety Code or an area that is a low-income area that is disproportionately affected by environmental pollution and other hazards that can lead to negative health effects, exposure, or environmental degradation." These areas are mapped in the Environmental Justice Element of the 2040 General Plan (Map EJ-1).

[iii] These areas can be found in Map EJ-4 of the 2040 General Plan's Environmental Justice Element.

| Outcome Statement, Actions and Objectives | Status/Progress to Date | Performance Measures | Careholders | Successes |
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| From the 14 Outcomes of the Race & Gender Equity Action Plan (RGEAP). Include any areas of the 43-Equity Point Assessment Roadmap Tool connected to this outcome, and any specific actions or objectives from the Outcome. | Share major steps your team has taken to move toward the stated objectives. | What indicators did you use to measure success? (Quality and Quantity of Effort) | | Provide a narrative of notable best practices and successes that have been achieved beyond just restating the performance measures achieved. |
| #13. City of Sacramento demonstrates a commitment to investing in professional development, capacity building, and training to advancing racial and gender equity among the workforce<br><br>Dept Assessment Roadmap Tool Section E:<br>D&I learning opportunities go beyond educating staff about policies, meeting legal requirement, or assisting with language use.<br>D&I learning and education is an on-going, developmental curriculm that takes employees through graduated stages of learning. | Introduced DEIB section to quarterly department newsletter, highlighting Equity Team work, articles, and resources for staff.<br><br>Hosted monthly Lunch and Learns (held in March, April, July) led by different team members on topics such as workplace accessibility, Gender identity, and history of racism in Sacramento.<br><br>Dept leadership team worked with ODE team to develop and implement an assessment on DEIB competencies in preparation for future training (three one hour mtgs with ODE). Results were presented to the Leadership Team in the Fall 2023. The assessment will be rolled out to CDD supervisors and managers there after.<br><br>6.7.23 CDD DEI committee organized and held a multicultural luncheon to share food and culture.<br><br>11.16.23 CDD RGEAP and DEI committees toured the Sacamento History Center to gain awareness/education and had a disussion with center staff on racism and housing in Sacramento. "Desegregating Sacramento: A Fight for Fair Housing" films. | **Percent** of CDD managers taking DEIB assessment : 21 Leadership team members - 18 = 86%<br><br>**Number** of CDD newsletters featuring DEIB content - 4 newsletters: | CDD Managers, CDD employees, Leadership Team | The Leadership team continues to make DEI a priority for the Leadership Team, notably during the CDD Leadership Team's annual retreat held on December 1, 2023 and to be held in December 2024.<br><br>The results of the leadership team assessment were presented to the Leadership team in October 2023.<br><br>The Leadership team provided direction to implement the assessment to CDD Supervisors and Managers. As a next step the CDD RGEAP Team will develop target dates to udpdate, implement, and complete this assessment. |