Office of the City Manager's Office of Innovation and Economic Development (OIED) Progress Report FY2023/24

Message from Assistant City Manager and OIED Director Michael Jasso

Dear Colleagues and Community Members,

As we close out this year, I want to take a moment to reflect on the progress our Office of Innovation and Economic Development (OIED)'s Equity Core Team (ECT) has made in advancing racial equity. Guided by our racial equity statement, we have embraced intentional efforts to address systemic disparities and foster collaboration toward a more just and equitable workplace and city.

Our **Racial Equity Statement** is not just words but a guiding principle for our work:

OIED is committed to racial equity in all aspects of our work. We recognize that achieving racial equity requires intentional effort, continuous action, and must be collaborative. We are dedicated to addressing systemic disparities, discrimination, and biases to create a more equitable and just society. Advancing our racial equity goals must be collaborative and iterative, and we are committed to working with community and supportive individuals across departments to make change.

Over the past fiscal year, we've turned this commitment into action through meaningful steps forward. Below are highlights of our collective accomplishments:

1. **Engaging with OIED through Orientation on RGEAP**
    a. This year, the ECT facilitated an orientation for OIED staff to introduce the Racial Gender Equity Action Plan (RGEAP). The session sparked dynamic conversations about our work, surfaced important questions, and inspired new interest in participation. This moment demonstrated the power of open dialogue and the commitment of our team to equity.

2. **Expanding ECT Membership**
    a. We successfully recruited and onboarded two new members to the ECT. With their expertise and energy, the team has grown its capacity to be able to take on more ambitious equity initiatives. Their addition strengthens our collective ability to make a meaningful impact.

3. **Hosting a Successful Lunch and Learn Event**
    a. A special thanks to the two team members for organizing a well-received "Lunch and Learn" event that deepened awareness of racial equity efforts within OIED. This event not only shared valuable insights but also inspired interest from potential new members, amplifying the team's reach and influence.

4. **Launching Our Quarterly Newsletter**

    a. The ECT sent out its first quarterly newsletter across the City Manager's Office, sharing updates on the ECT's work, providing helpful articles and training opportunities, and outlining ways for colleagues to engage. This newsletter fosters a consistent channel for learning and involvement, keeping equity at the forefront of our work.

These achievements underscore the importance of collaboration and intentionality. Each step forward reflects the dedication of our team and the shared commitment to equity that drives us. However, our work is far from complete. Advancing racial equity is a continuous journey that requires all of us to listen, learn, and act together.

As we conclude this year, I want to highlight the OIED's commitment to inclusive economic development, complementing the internal focus of our Equity Core Team. Our efforts have extended beyond internal policies to foster economic growth that benefits all members of our community.

Highlighting a few initiatives:

1. **ScaleUp Report**: A Blueprint for Economic Inclusion – The *ScaleUp Report* provides a data-driven framework for addressing economic disparities in Sacramento. It outlines key strategies to support underrepresented entrepreneurs, strengthen local business ecosystems, and create pathways for wealth-building opportunities. This report serves as a foundation for our ongoing efforts to advance inclusive economic growth.
2. **Small Business Assistance**: Expanding Access to Resources – OIED has implemented various initiatives to support small businesses, particularly those in underserved communities. From technical assistance programs like economic gardening to grant opportunities such as the Innovation and Ecosystem Grants, we are working to lower barriers to entry, increase access to capital, and help businesses scale successfully.
3. **Community Engagement**: Partnering for Inclusive Growth – True economic equity requires collaboration. OIED actively engages with local businesses, entrepreneurs, and community organizations to co-develop solutions that address systemic challenges. Through mixers, targeted outreach via community ambassadors, and innovative digital engagement tactics, we ensure that voices previously excluded from the conversation are now shaping the future of Sacramento's economic development.

These initiatives reflect our dedication to creating economic mobility and opportunity for all businesses and residents. By focusing on inclusive economic development, we aim to build a community where prosperity is accessible to everyone.

As we look ahead, we remain committed to a collaborative approach to further these efforts. Whether through participation in future events, contributing to the newsletter, or joining the ECT, more involvement from diverse voices is critical to our success. Together, we can build a community where opportunity and prosperity are accessible to everyone.

Thank you for your support and dedication to our shared mission.

Sincerely,

Michael Jasso, Assistant City Manager and Director, Office of Innovation and Economic Development

OIED Equity Team

This past fiscal year, the CMO ECT began a period of growth. Since the team's formation, we've been a small, scrappy team, but have had difficulty gaining traction because of team member turnover and the myriad time constraints of day-to-day work. When two new members joined our team, they helped catalyze some of our team's movement. In this fiscal year, we were able to begin sessions socializing with our colleagues outside of the ECT with the RGEAP work. In September, we led a session for OIED that resulted in two additional staff members joining the team. With more staff on board, we were able to continue capitalizing on this momentum. In June we put out a newsletter with links to learning resources, training, and general information on the RGEAP for the whole CMO. We followed this with a brown bag lunch event where our team members showed videos around relevant topics and led discussions with attendees. This event was so successful that we were able to recruit three new members that joined us in the new fiscal year. Since then, we've had some staff transitions, so our team is entirely comprised of staff from OIED. Our messaging for this report reflects that as it helps our team to speak from this lens, but we will continue to engage the rest of CMO in this important work.

OIED Racial Equity Statement

OIED is committed to racial equity in all aspects of our work. We recognize that achieving racial equity requires intentional effort, continuous action and must be collaborative. We are dedicated to addressing systemic disparities, discrimination, and biases to create a more equitable and just society. Advancing our racial equity goals must be collaborative and iterative and we are committed to working with community and supportive individuals across departments to make change.

Outcome Statement, Actions and Objectives	Status/Progress to Date	Performance Measures	Careholders	Successes
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.
Outcome 11 The City of Sacramento demonstrates a commitment to investing in professional development by supporting supervisors in utilizing performance review processes to collaboratively identify opportunities, resources, and pathways towards individual employee goals. Actions/Objectives Performance feedback should communicate expectations of roles (knowledge, skills, and abilities) racial and gender equity values, and eliminate bias. Training and clear performance expectations will be provided for both supervisors and supervisees.	1) Promoted EILS resources and trainings listed on Nexus and ODE webpage. 2) recruited and onboarded 2 new ECT members 3) 4) data reporting TBD *(awaiting HR's response on data request)*	**1) Percent** of supervisors trained in preparing development plans and conducting equitable performance evaluations. - 25% of supervisors trained in first year; -50% of supervisors trained in the second year; -75% supervisors trained by the third year. 2) Promote at least 1 training/resources per month through email, staff meeting announcements, or other	CMO Cabinet, CMO ECT, CMO supervisors and managers with direct reports	
Outcome 13 The City of Sacramento demonstrates a commitment to investing in professional development, capacity building, and training to advancing racial and gender equity among the workforce. Actions/Objectives To advance this goal training opportunities will be offered that focus on equitable hiring practices for all hiring managers, including intercultural communication and race and gender just practices. In addition, non-management staff will be encouraged to participate in training and take advantage of resources that advance racial equity goals and actions.	1) hosted OIED staff orientation to ECT work; encouraged Acumen trainings for staff and supervisors 2) Sent first quarterly newsletter in June 2024; 3) held first lunch and learn on June 18, 2024 4) data reporting TBD *(awaiting HR's response on data request)*	1) Number of CMO staff who complete at least one training from the CityYou Equity & Inclusion Leadership Series per year - 50% of CMO Staff complete at least 1 training of CityYou Equity & Inclusion Leadership Series in first year - 75% of CMO Staff complete at least 2 trainings of CityYou Equity & Inclusion Leadership Series in second year) 2) Percent of CMO staff training in intercultural communication and race and gender just practices. 3) Percent of hiring managers trained in equitable hiring practices. 4) Promote at least 1 training/resources per month through email, staff meeting announcements, or other	CMO Cabinet, CMO ECT, CMO supervisors and managers with direct reports, all CMO staff	ECT held an orientation to OIED about our work and the RGEAP. This led to a productive converastion about our work, lifted up new questions, and garnered interest in new members following the event. We recruited and onboarded two new members from OIED. The ECT's capacity is growing and we're able to take on more. Lunch and learn was a huge success. We received interest in new members following that event. Sent our first quarterly newsletter to CMO wide about the work of the ECT, helpful articles and trainings and ways to engage/participate.