

## **Department of Public Works (PW) Progress report FY2023/24**

### **Message from PW Director Matt Eierman**

As the Public Works Director, I am committed to ensuring that our department exemplifies the highest standards of equity, diversity, and inclusion. It is essential that our work reflects the diverse needs of the communities we serve, and that every resident has equitable access to the infrastructure and services we provide.

At the Department of Public Works, we are dedicated to cultivating an environment where every employee, community member, and partner feels valued, respected, and heard. Our work services a diverse population, and we recognize our responsibility to ensure that our services reflect the needs and voices of all individuals, regardless of race, ethnicity, gender, age, sexual orientation, ability, or socioeconomic background.

Equity goes beyond fairness; it involves dismantling barriers that hinder full participation and representation. We are committed to fostering a culture that embraces diverse thoughts, experiences, and identities, recognizing that these differences enhance our ability to deliver innovative solutions and ensure that our public infrastructure meets the needs of all communities equitably.

Our department remains committed to ongoing learning and improvement in this area. We actively work to eliminate systemic inequalities within our operations and services, address biases, and increase opportunities for historically underrepresented groups. This commitment includes building a diverse workforce, ensuring equitable access to resources and professional growth, and engaging meaningfully with the communities we serve.

## Public Works Equity Team

### Public Works RGEAP Efforts 2023-2024:

- Currently working on a **Public Works RGEAP informational pamphlet** (attach draft of pamphlet).
- RGEAP updates are a **standing agenda item** for every Public Works Leadership Team meeting.
- Developing a Public Works Women's Group in 2025
- Strategic Planning starting winter 2024-2025 that will include developing and revising the department's current equity statement to align with Public Works Mission, Vision, and Values
- Continuing to host PW RGEAP educational opportunities for the Core Team and the department

### **Recruitment Outreach and Sourcing:**

Public Works continues to participate in many community career fairs with focus on diversity in recruitment/hiring, such as the following:

- Fruitridge Community Collaborative Career and Resource Fair – 4/19/24
- Sacramento City Unified School District (SCUSD) College & Career Fair – 9/24/22; 9/23/23; and upcoming on 10/19/24.
- American River College Fall 2023 and Spring 2024 Career Fair – 4/18/24
- The Greater Sacramento Urban League's (GSUL) 2023 Diversity Job & Career Fair, Advancing You – 10/9/23
- Sacramento LGBT Community Center's "You Betta Work" LGBTQ+ Career Fair - 10/05/23
- Public Works Community Career Resource Fair at Luther Burbank High School – 4/26/23

### **Advertising:**

Public Works **purchased a recruitment advertisement in Square Biz magazine** which is a publication of the Florin Square Community Development Corporation (FSCDC).

As a result of these combined efforts, we have been able to **hire more women than in the past in our male-dominated classifications in Recycling & Solid Waste and Fleet.**

- Fleet hired their first woman Equipment Mechanic and we are about to hire our first woman Fleet Service Coordinator.
- RSW has four women Integrated Waste Equipment Operators - two that have been hired in the last year.

To date, PW has **hired eight (8) interns through the Californians for All Youth Internship program.** The interns worked in the Fleet Division and the Office of Climate Action & Sustainability. Candidates in the Californians for All Youth Internship program had to meet two of the following criteria:

CANDIDATES MUST BE BETWEEN THE AGES OF 16 - 30 YEARS OLD \*\*

75% of ALL Program Fellows hires must meet a priority eligibility defined as (must meet two criteria)  
25% of applicants can meet one or none of these criteria:

- Have not participated in an AmeriCorps program;
- May have difficulty finding employment;
- Are low-income;
- Are unemployed and/or out of school;
- Are or were justice-involved;
- Are in/or transitioning from foster care; AND/OR
- Are engaged with the mental health or substance abuse system.

### **Public Works Racial Equity Statement**

The Department of Public Works is committed to maintaining and operating the city's infrastructure in a fair and equitable manner. We recognize the historical inequities that have shaped our city's development and are dedicated to using our role to help address and repair harm done to disinvested communities. We will prioritize services and projects that benefit underserved populations, ensuring that equity is a guiding principle.

As Sacramento stands among the top five most diverse cities in the United States, it is critical that our department reflect the communities we serve. Public Works plays a vital role in customer service, and to effectively meet the needs of our city, our workforce must mirror the diversity of its residents.

Our careholders include the diverse communities across Sacramento, including residents, visitors, state and international representatives, and our fellow city employees. We are committed to servicing each of these groups with integrity, inclusivity and focus on advancing racial equity in every aspect of our work.

**2024** IS IT POSSIBLE TO GROW/PROTECT YOUR WEALTH, AND GAIN THAT PROTECTION IN MINUTES?

KEEP READING TO FIND OUT AND SEE FOR YOURSELF NOW!

SCAN HERE:



*Hazina Grundy*

"GET APPROVED IN MINUTES!! COMPLETELY AUTOMATED! AS SIMPLE AS A FEW CLICKS."

POWERED BY ETHOS!!

- HAZINA GRUNDY  
FINANCIAL PROFESSIONAL



Greater Sacramento Urban League PRESENTS

**JUNETEENTH JUBILEE**  
2.5-MILE RUN/WALK  
*Celebrating Resilience*

**SAVE THE DATE!**  
SATURDAY, JUNE 15  
AT WILLIAM LAND PARK



FOR MORE INFORMATION



<https://bit.ly/CSOC-juneteenth-jubilee-run>

City of  
**SACRAMENTO**  
Department of Public Works

## WE ARE HIRING

Open & continuous recruitments:



- Equipment Serviceworker
- Equipment Mechanic I & II
- Integrated Waste Equipment Operator
- Marina Aide
- Tree Pruner II

- Parking Enforcement Officer
- Survey Party Chief
- Parking Lot Attendant
- Senior Engineer (Electrical)



FOR MORE INFO AND TO APPLY VISIT:

<https://www.governmentjobs.com/careers/saccity>

311 Español | 中文 | Tagalog | Tiếng Việt | Hmong | Pусский

### Choices –Stand Up and Be Counted!

Stand up and be counted – **YOU** have a voice

What you do matters – you **HAVE** a choice

Make viable decisions for **THE** kind of world you seek to maintain

Effectuate change –use your **POWER** to endorse and enable things to be attained

Consider all of your options –**CHOOSE** wisely and you may then see

Your actions can surely lead **TO** systemic changes for you and me

So, think about the future –**BE** proactive –think about the impact you can make

Remember, stand up –be **HEARD** and, also, remember what is at stake!

Choices –Stand Up and Be Counted  
March 2024  
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**NOW HIRING**

BRAIDERS, NAIL TECHS  
LOCTICIANS & BARBERS

**916.931.0305**

2251 FLORIN RD, SUITE 103  
SACRAMENTO, CA 95822

@DRTDOEZLOCS



**Dr. T. Does**

Outcome Statement, Action and Objectives	Status/Progress to Date	End of Year 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.
#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	<p>Introduced DEIB section to quarterly department newsletter, highlighting Equity Team work, articles, and resources for staff.</p> <p>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.</p> <p>Dept leadership team worked with ODE team to develop assessment on DEIB competencies in preparation for future training (three one hour mtgs with ODE)</p> <p>Strategic Planning starting winter 2024-2025 that will include developing and revising the department’s current equity statement to align with Public Works Mission, Vision, and Values</p>	4 newsletters featuring DEIB content, 3 PW Leadership Team DEIB workshops, three one hour meetings with ODE team, approximately 14 attendees at lunch and learns	Managers, employees, Executive Leadership	
#2. Sacramento youth of color and young women have a basic knowledge of careers in government service and receive opportunities for preparing for those careers  #4. The applicant pool for all positions reflects the racial and gender diversity of the City of Sacramento	<p><b>Recruitment Outreach and Sourcing</b></p> <p>Public Works continues to participate in many community career fairs with focus on diversity in recruitment/hiring, such as the following: Fruitridge Community Collaborative Career and Resource Fair – 4/19/24 Sacramento City Unified School District (SCUSD) College &amp; Career Fair – 9/24/22; 9/23/23; 10/19/24. American River College Fall 2023 and Spring 2024 Career Fair – 4/18/24 The Greater Sacramento Urban League’s (GSUL) 2023 Diversity Job &amp; Career Fair, Advancing You – 10/9/23 Sacramento LGBT Community Center’s “You Betta Work” LGBTQ+ Career Fair - 10/05/23 Public Works Community Career Resource Fair at Luther Burbank High School – 4/26/23</p> <p>Public Works purchased a recruitment advertisement in Square Biz magazine which is a publication of the Florin Square Community Development Corporation (FSCDC).</p> <p>As a result of these combined efforts, we have been able to hire more women than in the past in our male dominated classifications in Recycling &amp; Solid Waste and Fleet.</p> <p>To date, PW has hired eight (8) interns through the Californians for All Youth Internship program. The interns worked in the Fleet Division and the Office of Climate Action &amp; Sustainability. Candidates in the Californians for All Youth</p>	3-6 outside advertising and events promoting DEIB recruitment efforts	Residents/Job seekers in the communities where these career fairs take place, which are often underserved communities.	