

RESOLUTION NO. _____

A RESOLUTION OF THE BOARD OF SUPERVISORS OF THE COUNTY OF SACRAMENTO CREATING A DIVERSITY, EQUITY & INCLUSION POLICY CABINET

WHEREAS, Sacramento County is one of the Nation’s most diverse communities, broadly recognized for celebrating its multi-cultural, socially and ethnically diverse population, and it is the diversity of the people of Sacramento County that makes Sacramento County a wonderful and enriching place to live, work, play, learn, worship and raise a family; and

WHEREAS Equity is fair treatment, opportunity, access, and advancement for all. Equity is different from equality. Equity brings about approaches to address historic and present-day structural and policy barriers that produce disparities and disparate impacts. Equity is actualized fairness and justice and is the condition that would be achieved if one’s identity no longer predicted how one fares. Sacramento County’s goal is to identify and eliminate any barriers (e.g., policies, practices, attitudes, and cultural messages) that have prevented Black, Indigenous, and People of Color (BIPOC), lesbian, gay, bisexual, queer, or questioning (LGBTQ) people, people with disabilities, and any marginalized communities’ full and equitable participation; and

WHEREAS, it is incumbent on all locally elected and appointed officials to embrace, nurture, and protect the diversity of our community, and to

ensure that everyone has the opportunity to enjoy life and an environment free from institutional, structural, systemic, and interpersonal prejudice, discrimination, bigotry, bias, derision, hate, and intolerance; and

WHEREAS, an emerging body of research demonstrates that intolerance threatens and negatively impacts an individual's physical, mental, spiritual, and emotional health; and

WHEREAS, the Sacramento County Board of Supervisors welcomes its responsibility to use an equity lens to review and shape policies and practices; to identify appropriate resources, implement programs, and issue directives; and to otherwise advocate and advance equity; and

WHEREAS Sacramento County is dedicated to improving health and wellness, eliminating health disparities and inequities, and to achieving health and equity for all residents; and

WHEREAS, Sacramento County is committed to initiatives that support and foster diversity, equity, and inclusion in the County workplace and in the services and programs that are provided to County residents; and

WHEREAS, it is pivotal that the County be thoughtful and intentional in its actions to enact this resolution. In so doing, the County recognizes that with the number of responsibilities given to the Cabinet and the desire of the County to work collaboratively across the organization and the

community, this work and any associated cultural and organizational change will take time to achieve.

NOW, THEREFORE, BE IT RESOLVED by the Board of Supervisors of the County of Sacramento that a Diversity, Equity, and Inclusion Cabinet (Cabinet) is hereby created.

A. Responsibilities

1. Implement an equity lens in the day-to-day operation of public service delivery to address inequities and engage the community on topics of equity; and
2. Review the County service delivery and outcomes data as it relates to racial, gender, class, ability, sexual orientation, and other identities; analyze factors leading to disparities and inequities; and develop solutions in partnership with the community; and
3. Work to shape the County as an inclusive, well-informed governmental organization whose awareness of injustice and inequity has been heightened through robust training and continuing education; and
4. Actively work to nurture and enhance diversity across the County workforce, especially in leadership and management positions; and
5. Ensure that racial, gender, class, ability, sexual orientation, and other identities are considered in all Sacramento County policies,

procedures, and practices, and work to eliminate those that facilitate and/or harbor discrimination against any populations; and

6. Coordinate with other County initiatives, including implementation of the County’s Environmental Justice Element, which seeks to ensure the “fair treatment and meaningful participation of people of all races, genders, classes, abilities, sexual orientation, with respect to the development, adoption, implementation, and enforcement of environmental laws, regulations, and policies” (Government Code Section 65040.12); and to address public health risks and environmental injustice concerns of those living in disadvantaged communities, many of which are the result of geographic or procedural inequities; and

7. Ensure the consistent collection, analysis, and transparent reporting of disaggregated demographic, socioeconomic, and public health data to measure progress towards eliminating racial, gender, class, ability, sexual orientation, and other identities inequities; and

8. Identify, deploy and expand upon best practices used in other jurisdictions to promote equity and address institutional, structural, systemic, and interpersonal bias and intolerance; and

9. Identify and implement solutions to eliminate inequity in all community services provided by the County; and

10. Design, develop, enhance, and deploy communication strategies and outreach efforts to increase understanding and awareness around systemic inequities with special attention to the experiences of BIPOC communities, people of different genders, different backgrounds, sexual orientations, class, abilities, etc.; and

11. Design, develop, enhance, and deploy community-based alternatives and programming to prevent trauma, mitigate, and eliminate harm and negative health outcomes associated with inequities and disparities; and

12. Advocate for relevant local, state, and federal policies that improve health and wellness in BIPOC communities, people of different genders, different backgrounds, sexual orientations, classes, abilities, identities, etc., and support local, state, and federal initiatives and legislation that advance equity; and

13. Establish goals, strategies, and objectives to further this Resolution; and

14. Report to the Board of Supervisors on progress made to further this Resolution, including progress on established goals, strategies, and objectives identified by the Cabinet in furthering this Resolution. The report should also provide a summary of community engagement activities, including how feedback received by the Cabinet was used; and

B. Cabinet Membership

1. The County Executive shall appoint members to the Cabinet consisting of County staff from all levels of the organization.

2. When selecting Cabinet members, the County Executive shall consider staff who work in departments that serve marginalized communities and, in operationally diverse county departments, and who possess the following attributes:

- a. A commitment to and knowledge of the deep-rooted issues related to diversity, equity, and inclusion.
- b. A history working with community-based organizations and/or commissions that serve the public.
- c. Experience or expertise in reviewing and analyzing data.
- d. Experience in community trauma and mental health.
- e. Experience or expertise in the field of homelessness.
- f. A strong understanding of the importance of upholding civil rights and civil liberties.

C. Cabinet Bylaws

The Cabinet shall establish bylaws that set forth the Purpose, Guiding Principles, Membership, Meetings, Quorum requirements, Rules

governing bylaws amendments, and conflict-of-interest reporting requirements.

On a motion by Supervisor _____, seconded by Supervisor _____, the foregoing Resolution was passed and adopted by the Board of Supervisors of the County of Sacramento, State of California this 13th day of December 2022, by the following vote, to wit:

AYES: Supervisors,

NOES: Supervisors,

ABSENT: Supervisors,

ABSTAIN: Supervisors,

RECUSAL: Supervisors,

(PER POLITICAL REFORM ACT (§ 18702.5.))

Chair of the Board of Supervisors
of Sacramento County, California

(SEAL)

ATTEST: _____
Clerk, Board of Supervisors