



Regular Meeting Agenda

Wednesday, August 5, 2026

5:30 PM

City Hall Complex, 915 I Street, Sacramento, CA 95814

Disabilities Advisory Commission

*Sylvia Kramer, Chair
Keith Ellis, Vice Chair
Michael Barnbaum
Jacqueline Dyson
Alexa Greenbaum
Elsie Guerrero*

*Maryclaire Igwegbe
Satty Kaur
Leslie Napper
Ashlee Patel
Karenn Pullen
Joseph Wilson*

Open Session**Roll Call****Land Acknowledgement****Pledge of Allegiance****Consent Calendar**

All items listed under the Consent Calendar are considered and acted upon by one Motion.

1. Approval of Disabilities Advisory Commission Meeting Minutes

File ID: 2026-00081

Location: Citywide**Recommendation:** Pass a **Motion** approving Disabilities Advisory Commission Meeting Minutes dated June 3, 2026.**Contact:** Cecelia Ventress, Deputy City Clerk, (916) 808-5928, cventress@cityofsacramento.org, Office of the City Clerk**Attachments:** [2026-00081 STAFF REPORT](#)**2. Disabilities Advisory Commission Follow-Up Log**

File ID: 2026-00216

Location: Citywide**Recommendation:** Pass a **Motion** approving Disabilities Advisory Commission Follow Up Log.**Contact:** Jesse Gothan, Supervising Engineer, (916) 808-6897, jgothan@cityofsacramento.org, Public Works Department**Attachments:** [2026-00216 STAFF REPORT](#)**Discussion Calendar****3. Digital Accessibility Compliance Roadmap**

File ID: 2026-01429

Location: Citywide**Recommendation:** Review and comment.**Contact:** IT Service Desk (Website accessibility and remediation support) itservicedesk@cityofsacramento.org, Khyra Blackman (ADA training questions) kblackman@cityofsacramento.org**Attachments:** [2026-01429 STAFF REPORT](#)

4. T Street Bikeway Gap Closure Project (R15200000)

File ID: 2026-01430

Location: T Street between 34th Street and Stockton Boulevard, Districts 4, 5, and 6**Recommendation:** Review and comment.

Contact: Kelli Lacy, Assistant Civil Engineer, (916) 808-8157, kelacy@cityofsacramento.org; Matthew Johns, Supervising Engineer, (916) 808-5760, mjohns@cityofsacramento.org;
Ofelia Avalos, Engineering Services Division Manager, (916) 808-5054, OAvalos@cityofsacramento.org; Department of Public Works

Attachments: [2026-01430 STAFF REPORT](#)

5. Language Access Program

File ID: 2026-01431

Location: Citywide**Recommendation:** Review and comment.

Contact: Alicia Scholer, Language Access Coordinator, (916) 808-6073, ascholer@cityofsacramento.org, Economic Development Department

Attachments: [2026-01431 STAFF REPORT](#)

Commission Staff Report (Oral Report)**Commissioner Comments-Ideas and Questions****Public Comments-Matters Not on the Agenda****Adjournment**

Where to Find the Agenda and Staff Reports: The agenda provides a general description and staff recommendation; however, legislative bodies may take action other than what is recommended.

Watch the Meeting Online: <https://www.youtube.com/user/TheCityofSacramento>

Watch the Meeting on Metro Cable 14.

Archives of past meetings are available at: <https://meetings.cityofsacramento.org>.

Submit Written Comments Online: Written comments received are filed in the record, and will not be read aloud. Members of the public are encouraged to submit public comments electronically through the City's Upcoming Meetings website at <https://publiccomment.cityofsacramento.gov>.

Public Comment Speaker Time Limits: In the interest of facilitating the legislative body's conduct of the business of the City, members of the public (speakers) who wish to address the legislative body during the meeting will have two minutes per item with the maximum of four items. All items on the Consent Calendar are considered one item. Speakers may only speak on four items per meeting.

Notice to Lobbyists: When addressing the legislative body, you must identify yourself as a lobbyist and announce the client/business/organization you are representing.

In compliance with the Americans with Disabilities Act, if you need special assistance, a disability-related modification or accommodation, agenda materials in an alternative format, or auxiliary aids to participate in this meeting, please contact the Office of the City Clerk at 916-808-7200 as soon as possible. Providing at least 5 business days will help ensure that reasonable arrangements can be made.

AI-Generated Content Notice: Captions, translated audio are generated on the City's YouTube Channel use artificial intelligence and may contain errors. They are provided to improve accessibility and help viewers navigate meeting content. Please refer to the official meeting agenda, minutes, and records for authoritative information.

City of Sacramento
Disabilities Advisory Commission Report
915 I Street Sacramento, CA 95814
www.cityofsacramento.org

File ID: 2026-00081

8/5/2026

Approval of Disabilities Advisory Commission Meeting Minutes

File ID: 2026-00081

Location: Citywide

Recommendation: Pass a **Motion** approving Disabilities Advisory Commission Meeting Minutes dated June 3, 2026.

Contact: Cecelia Ventress, Deputy City Clerk, (916) 808-5928, cventress@cityofsacramento.org, Office of the City Clerk

Presenter: None

Attachments:

1-Description/Analysis

2-June 3, 2026, Disabilities Advisory Commission Draft Meeting Minutes

Description/Analysis

Issue Detail: It is best practice for the Disabilities Advisory Commission to approve the minutes for each meeting.

Policy Considerations: The City Clerk keeps a permanent record of the Disabilities Advisory Commission proceedings, showing all action considered and taken and the vote of each member on matters before the Commission.

Economic Impacts: None.

Environmental Considerations: None.

Sustainability: None.

Commission/Committee Action: None.

Rationale for Recommendation: After each Disabilities Advisory Commission meeting, the City Clerk composes the DRAFT Minutes noting the action taken by the Commission. The attached

DRAFT Minutes are presented to the Commission for its approval as a permanent record of the meeting actions.

Financial Considerations: None.

Local Business Enterprise (LBE): None.



DRAFT Minutes

Wednesday, June 3, 2026

5:30 PM

City Hall Complex, 915 I Street, Sacramento, CA 95814

Disabilities Advisory Commission

*Sylvia Kramer, Chair
Keith Ellis, Vice Chair
Michael Barnbaum
Jacqueline Dyson
Alexa Greenbaum
Elsie Guerrero*

*Maryclaire Igwegbe
Satty Kaur
Leslie Napper
Ashlee Patel
Karenn Pullen
Joseph Wilson*

Open Session

Regular meeting called to order by Vice Chair Ellis at 5:40 p.m. on Wednesday, June 3, 2026, at the Sacramento City Hall Council Chamber.

Commissioners Present: Michael Barnbaum, Elsie Guerrero (at 5:43 p.m.), Leslie Napper, Ashlee Patel, Karenna Pullen, Joseph Wilson, and Keith Ellis.

Commissioners Absent: Jacqueline Dyson, Alexa Greenbaum, Maryclaire Igwegbe, Satty Kaur, and Chair Sylvia Kramer.

Land Acknowledgment – Led by Commissioner Barnbaum.

Pledge of Allegiance – Led by Vice Chair Ellis.

Consent Calendar

All items listed under the Consent Calendar are considered and acted upon by one Motion.

1. Approval of Disabilities Advisory Commission Meeting Minutes

File ID: 2026-00079

Location: Citywide

Action: Moved/Seconded: Commissioner Barnbaum / Commissioner Patel.

Yes: Commissioners Michael Barnbaum, Leslie Napper, Ashlee Patel, Karenn Pullen, Joseph Wilson, and Vice Chair Ellis.

Absent: Commissioners Jacqueline Dyson, Alexa Greenbaum, Elsie Guerrero, Maryclaire Igwegbe, Satty Kaur, and Chair Sylvia Kramer.

Passed a **Motion** approving Disabilities Advisory Commission Meeting Minutes dated May 6, 2026.

Contact: Cecelia Ventress, Deputy City Clerk, (916) 808-5928, cventress@cityofsacramento.org, Office of the City Clerk

2. Disabilities Advisory Commission Follow-Up Log

File ID: 2026-00215

Location: Citywide

Action: Moved/Seconded: Commissioner Pullen / Commissioner Barnbaum.

Yes: Commissioners Michael Barnbaum, Elsie Guerrero, Leslie Napper, Ashlee Patel, Karenn Pullen, Joseph Wilson, and Vice Chair Ellis.

Absent: Commissioners Jacqueline Dyson, Alexa Greenbaum, Maryclaire Igwegbe, Satty Kaur, and Chair Sylvia Kramer.

Passed a **Motion** approving Disabilities Advisory Commission Follow Up Log.

Contact: Jesse Gothan, Supervising Engineer, (916) 808-6897, jgothan@cityofsacramento.org, Public Works Department

Discussion Calendar**3. Disabilities Advisory Commission's Recommendation from 2025 Annual Report for Citywide ADA Coordinator**

File ID: 2026-01095

Location: Citywide**Action:** Reviewed and commented.**Contact:** Jesse Gothan, Supervising Engineer, (916) 808-6897, jgothan@cityofsacramento.org; Ofelia Avalos, Engineering Manager, (916) 808-5054, oavalos@cityofsacramento.org; Department of Public Works**4. Vision Zero School Safety Project - Phase 2**

File ID: 2026-01112

Location: Districts 1, 2, 3, 4, 5, 7, and 8**Action:** Received and commented.**Contact:** Anthony Grace, Assistant Civil Engineer, (916) 808-6841, agrace@cityofsacramento.org, Department of Public Works**Commission Staff Report (Oral Report)**

Jennifer Donlon Wyant, Planning Director, provided a brief update.

Commissioner Comments-Ideas and Questions

Members of the commission provided comments.

Public Comments-Matters Not on the Agenda

None.

Adjourned – 7:16 p.m.

Where to Find the Agenda and Staff Reports: The agenda provides a general description and staff recommendation; however, legislative bodies may take action other than what is recommended. Full staff reports are available at <https://meetings.cityofsacramento.org>.

Watch the Legislative Body Meeting Online: Live video streams and archives of past meetings are available at <https://meetings.cityofsacramento.org>.

Submit Written Comments Online: Written comments received are distributed to members, filed in the record, and will not be read aloud. Members of the public are encouraged to submit public comments electronically via eComment through the City's Upcoming Meetings website at <https://meetings.cityofsacramento.org>.

Public Comment Speaker Time Limits: In the interest of facilitating the legislative body's conduct of the business of the City, members of the public (speakers) who wish to address the legislative body during the meeting will have two minutes per speaker for Consent Calendar Items, Public Hearing Items, Discussion Calendar Items, and Matters not on the Agenda for a maximum total of eight minutes per speaker per meeting. Each speaker shall limit his/her remarks to the specified time allotment.

Notice to Lobbyists: When addressing the legislative body, you must identify yourself as a lobbyist and announce the client/business/organization you are representing.

Assistance: In compliance with the Americans with Disabilities Act, if you need special assistance, a disability-related modification or accommodation, agenda materials in an alternative format, or auxiliary aids to participate in this meeting, please contact the Office of the City Clerk at 916-808 7200 or clerk@cityofsacramento.org as soon as possible. Providing at least 72 hours' notice will help ensure that reasonable arrangements can be made.

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Disabilities Advisory Commission Report
915 I Street Sacramento, CA 95814
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File ID: 2026-00216

8/5/2026

Disabilities Advisory Commission Follow-Up Log

File ID: 2026-00216

Location: Citywide

Recommendation: Pass a **Motion** approving Disabilities Advisory Commission Follow Up Log.

Contact: Jesse Gothan, Supervising Engineer, (916) 808-6897, jgothan@cityofsacramento.org, Public Works Department

Presenter: None

Attachments:

1-Description/Analysis

2-Disabilities Advisory Commission Follow-Up Log

Description/Analysis

Issue Detail: The log lists items to be reviewed at future Disabilities Advisory Commission meetings. The list notes active projects or other city activities that may appear on a future agenda but have yet to be scheduled. Commissioners may request an item or activity be included at a future meeting. Staff will consider items that pertain to the Commissions duties, that are within the City's jurisdiction, and that may be reasonably accommodated by staff.

Policy Considerations: None.

Economic Impacts: None.

Environmental Considerations: None.

Sustainability: None.

Commission/Committee Action: None.

Rationale for Recommendation: The Commission's adoption of the updated Agenda Log is the action by which the Commission places potential items on future meeting agendas.

Financial Considerations: Not applicable.

Public/Neighborhood Outreach and Comments: Not applicable.

Disabilities Advisory Commission 2026 Follow-up Log (DRAFT)

2026 Annual Report Workplan

Annual Report Recommendations

Future Project and Activity Reviews

Workplan

08/05/2026

Item	Description	Disposition
A. Workshop on Project Specific Construction Drawings Reviews	Details: Presentation regarding best practices for reviewing projects. Identifying issues in the ROW and issues for accessibility. Examples could include, curb ramps, cross slopes, utility pole barriers, and other items. Cost: Staff time related to report and presentation.	Scheduled for 2026.
B. Riverside Boulevard Update	Details: Status update on crossings or other safety related improvements along Riverside Boulevard in the Pocket Greenhaven neighborhood particularly at the intersection of Lelandhaven Way. Cost: Staff time related to write report and commission presentation.	Scheduled for 2026.
C. SacRT Go Guidance	Details: Collaborate with SacRT Go to guide paratransit drivers on dropping off passengers closer to accessible entrances at City Hall and the County Administrative building downtown. Cost: Contact SacRT and request better drop-off location information. This may be done through a letter from the commission to the appropriate staff at SacRT.	Scheduled for 2026.

D. Community events	Details: Review the process for permitting special events in the city and reviewing for accessibility. Status Update: This item was presented to the DAC on June 4 and August 6. Judy Matsui-Drury, Supervising Engineer, provided information regarding best practices for accessibility at special events as well as solicited feedback and advice from the DAC for other recommended resources to consider. Judy had performed some outreach and engagement to special event organizers in the City to develop an initial approach for improved accessibility guidance in the public right-of-way as part of the event permitting process. The City received feedback from the DAC at the meetings, and continues to develop materials for common use cases and easy to follow guidance given the variable conditions at special events throughout the City.	Scheduled for 2026.
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E. Transition Plan Update	Details: The Department of Public Works is in the process of updating the FHWA mandated Self Evaluation and Transition Plan for the Public Right-of-Way (PROW). The Self Evaluation examines the existing condition of the PROW and assesses barriers to accessible travel which create inequity for persons with disabilities. The Transition Plan identifies means, methods, and schedule for remediation of these barriers. The Transition Plan also specifies asset management procedures for tracking and documenting the barrier removal implemented by routine maintenance efforts, private development projects, and Capital Improvement Projects. Through this effort, the City has implemented a policy to provide audible signals (APS) with every new and modified traffic signal project moving forward. As an ongoing part of this discussion the DAC may consider further recommendations for maintenance of audible signals (APS). To this end, the Transition Plan has prescribed a GIS based asset management procedure to document the presence (or lack) of APS at every signal in the City so barriers to accessible travel can be quickly identified and remediated as projects are implemented. Similar asset management procedures will be implemented to track sidewalk and curb ramp reconstruction. Status Update: The ADA transition plan was presented to the DAC on May 7, 2025. ADA Transition plan was approved at City Council on July 1st 2025. The GIS capabilities are still being finalized. The GIS ramp repository is in place and users in Public Works may enter ramp upgrades	Scheduled for 2026.
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	occurring between development, maintenance and CIP projects. Staff is working with City IT to finalize the GIS modules for tracking APS upgrades and sidewalk reconstruction limits. There have been recent meetings to coordinate these efforts and we hope to roll it out to staff in early 2026.	
F. The Saving Our Legacy (SOL) presentation and program	The Saving Our Legacy (SOL) program focuses on eliminating tobacco use and protecting health in multi-unit housing, particularly for African American communities and populations disproportionately affected by secondhand smoke. It aligns with the Disability Advisory Commission's mission by addressing the impact of smoking on residents with disabilities and chronic health conditions. SOL seeks to present to the commission to highlight their work, the effects of smoking on people with disabilities, and ways the commission can support their efforts within Sacramento.	This was reviewed and determined to be more of an issue for the Planning Commission as it pertains to an issue with the zoning ordinance.

Annual Report Recommendations

Recommendation	Commission Status	Staff Status
2024 Recommendation 1: Carried forward from 2023. Reinstate the citywide ADA coordinator position in the next budget cycle. This position would be responsible for enhancing ADA programs citywide; working with internal and external stakeholders; coordinating ADA activities and providing leadership relative to the City's commitment to a strong and effective ADA program. The ADA Coordinator would serve as the City's spokesperson on ADA issues; staff the City's Disabilities Advisory Commission and bring at least one matter in each of the Powers and Duties on an annual basis and recommend policy and programs to the City Council and City Manager. This position is not on the current salary schedule and classification listing.	No citywide ADA coordinator position has been established. It is the will of the commission that this happens. The federal Americans with Disabilities Act (ADA) is broken up into five different sections, which are called titles. Titles I, II, and III are of particular importance to local government agencies such as the City of Sacramento. Title I covers employment, Title II covers state and local government services, and Title III covers public accommodation. The responsibility of ensuring the City's compliance with the various titles of the ADA has been divided among various staff City-wide. This includes City engineering staff currently acting as a liaison to the rest of the City for the commission. The commission believes a citywide ADA coordinator position versed in all titles of the ADA would better serve the city at large and ensure regulatory compliance.	No citywide ADA coordinator has been established. Public Works Engineering Services continues to staff the DAC. The various city departments and divisions collectively implement and follow various titles of ADA with respect to their job duties. Recommended by the P&PE Committee on June 17, 2025 to the City Council on August 12, 2025.
2024 Recommendation 2: Carried forward from 2023. The IT Department staff has updated the website. However, the City should provide instructions to the public for utilizing closed captioning as is available on some web browser	IT Department staff has updated the website. However, the city should provide instructions to the public for utilizing closed captioning as is available on some web browser functions and look at other closed captioning technologies that assist commenting at public meetings.	Recommended by the P&PE Committee on June 17, 2025 to the City Council on August 12, 2025.

Recommendations

08/05/2026

Recommendation	Commission Status	Staff Status
functions and look at other closed captioning technologies that assist commenting at public meetings.		
2024 Recommendation 3: The City should evaluate the accessibility of the first-floor restrooms in New City Hall. While the doors may meet minimum accessibility requirements, automatic doors should be considered for the facilities to be accessible.	Included in the 2024 Annual Report	Recommended by the P&PE Committee on June 17, 2025 to the City Council on August 12, 2025.
2024 Recommendation 4: Carried forward from 2023. The Commission recommends that the opportunity for open public comment be added at the beginning of all City boards and commission meetings as reasonable accommodation and submit speaker slips electronically.	Included in the 2024 Annual Report	Recommended by the P&PE Committee on June 17, 2025 to the City Council on August 12, 2025.

Recommendations

08/05/2026

Recommendation	Commission Status	Staff Status
2024 Recommendation 5: The City should establish a communications plan for all of its commissions including a policy for commissioners to make social media posts. Posts are intended to be used to communicate how to participate in future meetings or other community announcements.	Included in the 2024 Annual Report	Recommended by the P&PE Committee on June 17, 2025 to the City Council on August 12, 2025.
2024 Recommendation 6: Carried forward from 2023. Update the City's Mandatory Diversity, Equity, Inclusion, and Belonging Training for City Elected Officials, Council Staff, and Appointed officers to include "Disability Awareness & Etiquette," and ableist person-first and third-person language, and self-description training for inclusive meetings.	Not implemented. Included in the 2024 Annual Report	DAC Commissioners presented at October 21 2025 Racial Equity Commission Meeting. Recommended by the P&PE Committee on June 17, 2025 to the City Council on August 12, 2025. City Manager's Office committed that Phase 2 of the mandatory DEI/Racial Equity Training would include disability content and future Phase 1 makeup sessions would as well.
2024 Recommendation 7: Carried forward from 2023. Update the City's Race & Gender Equity Plan 2020-2025 and future plans addressing Diversity, Equity and Inclusion to include individuals with observable and non-observable disabilities.	Not implemented. Included in the 2024 Annual Report	DAC Commissioners presented at October 21 2025 Racial Equity Commission Meeting. Recommended by the P&PE Committee on June 17, 2025 to the City Council on August 12, 2025. The Diversity and Equity Manager

Recommendations

08/05/2026

Recommendation	Commission Status	Staff Status
		stated that the ODE convened in September 2025 to develop a results-based accountability framework, and that she is open to reimagining what the DAC is recommending to include disability using that framework, but it expires this year. Council member Vang encouraged the DAC and ODE to connect directly on that work. The workplace diversity and salary trends audit was heard at budget and audit on May 26th, the audit does not mention disability. The audit doesn't engage recommendation 7.
2024 Recommendation 8: Carried forward from 2023. Invite the Disabilities Advisory Commission to present to the Council's Racial Equity Committee regarding the intersectionality of disability with race and gender in diversity, equity and inclusion efforts.	Included in the 2024 Annual Report. The DAC is invited to attend the October 21, 2025, 9 am Racial Equity Committee meeting.	DAC Commissioners presented at October 21 2025 Racial Equity Commission Meeting. Recommended by the P&PE Committee on June 17, 2025 to the City Council on August 12, 2025.

2026 Future Activities and Project Reviews

Project	Notes	Date Complete	Tentative Date
SAC Adapt Transportation Plan		Complete	February 2026
H Street Cycle Track		Complete	March 2026
Stockton Boulevard Multi-Modal Partnership and BRT		Complete	March 2026
SVS Regional Bus Stop		Complete	March 2026
L & N Street Bikeways Project		Complete	May 2026
Florin Road Vision Zero - Safety (Phase 2)		Complete	May 2026
Vision Zero School Safety Phase 2		Complete	June 2026
Franklin Boulevard Complete Street Phase 3			September 2026
S Street Improvements Project			December 2026
Sacramento Valley Station – Capital Improvement Project		Complete	March 2026
I Street Bridge Update			TBD 2026
Accessibility in Historic Buildings			TBD 2026
Closed or Open Captioning for Commission Meetings (February 2026)			TBD 2026
T Street Bikeways			August 2026
Human Resources – Phase 2 Training	DAC Commissioner requested the three offices on recommendations 6 and 7 to respond: Human Resources on Phase 2 training scope, language, and whether it requires disability awareness content; ODE on the successor training;		
ODE – Successor Training			
Office of the City Auditor – workforce diversity audit			

Activity and Project Reviews

08/05/2026

	and the Office of the City Auditor on the scope of the workforce diversity audit.		
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City of Sacramento
Disabilities Advisory Commission Report
915 I Street Sacramento, CA 95814
www.cityofsacramento.org

File ID: 2026-01429

8/5/2026

Digital Accessibility Compliance Roadmap

File ID: 2026-01429

Location: Citywide

Recommendation: Review and comment.

Contact: IT Service Desk (Website accessibility and remediation support)
itservicedesk@cityofsacramento.org, Khyra Blackman (ADA training questions)
kblackman@cityofsacramento.org

Presenter: Natasha Greer, Program Specialist, (916) 808-7920, ngreer@cityofsacramento.org,
Information Technology Department

Attachments:

- 1-Description/Analysis
- 2-Presentation

Description/Analysis

Issue Detail:

The City is actively working toward compliance with the U.S. Department of Justice (DOJ) digital accessibility rule that requires state and local governments to ensure that public-facing digital content complies with the Web Content Accessibility Guidelines (WCAG) 2.1 Level AA. This includes websites, mobile applications, online documents, forms, and videos. These standards help ensure people with disabilities can access City services and information online.

Significant progress toward compliance has been made, and multiple coordinated efforts are underway across departments to improve accessibility of our digital services and information.

While much of this work involves staff who manage websites or digital content, accessibility is a citywide responsibility because all employees contribute to how the public receives information and services online.

This presentation outlines the work that the City has done to ensure compliance from an IT project management standpoint. Any information regarding specific coursework is handled by Human

Resources.

Policy Considerations: Not applicable.

Economic Impacts: Not applicable.

Environmental Considerations: Not applicable.

Sustainability: Not applicable.

Commission/Committee Action: None.

Rationale for Recommendation: Information Only.

Financial Considerations: Not applicable.

Public/Neighborhood Outreach and Comments: Not applicable.

City of Sacramento

Digital Accessibility Compliance Roadmap

What the City is doing to work toward
compliance with the DOJ Web Content
Accessibility Guidelines (WCAG) 2.1 Level AA.

Natasha Greer, PMP
Program Specialist
Information Technology Department



Title II of the ADA: Key Compliance Points

- Title II of the ADA mandates that state and local governments ensure their services, programs, and activities are accessible to individuals with disabilities.
- Vendors contracted by the City are also required to adhere to Title II standards
- This compliance encompasses all web content and mobile applications
- The compliance deadline for Title II has been extended to April 26, 2027



Digital Accessibility Training Project Background



- City lacked a standardized, comprehensive training program for staff on ADA Title II requirements
- Project ensures employees understand and meet digital accessibility requirements while mitigating risk of noncompliance, legal exposure, and public dissatisfaction
- Project covered the procurement of digital accessibility training software, creation of internal resource website, and establishment of classification - based courses

Current IT Efforts

Web Team Site Audit

The Web Team is auditing and remediating the City's primary website to meet accessibility standards.



Accessibility Reports

Rolled out a weekly City website content accessibility report to make web authors aware of any accessibility issues in their webpage or PDF content



Microsite Reviews

IT is working with departments to review microsites and department-managed web content for accessibility compliance.

Resource Website

Created an intranet portal with modules that showcase foundational digital accessibility concepts and best practices.

Vendor Compliance

IT is coordinating with software vendors to obtain accessibility certifications and documentation for systems that provide City services.



Digital Accessibility Training Completions

as of 7/28/26

ADA Digital Accessibility	
Activity Name	Total Activity Completions
Accessibility Fundamentals - Disabilities, Guidelines, and Laws	4,068
Accessibility Program Management	190
Disability Etiquette Basics	2,135
Effective Communication, Part 1: Communicating in Person	158
Effective Communication, Part 2: Remote Communication	158
Fast Track to Accessibility for Any Role (Non-Technical)	431
Fast Track to Accessibility for Designers	45
Fast Track to Accessibility for Web Developers, Part 1: Core Techniques	44
Fast Track to Accessibility for Web Developers, Part 2: Advanced Techniques	44
Overview of the ADA: Basic Concepts	189
Responsible AI for Public Professionals: Understanding Risks and Building Resilience	1
Section 508: Fundamentals of the Law and Technical Standards	155
Serving Customers with Disabilities	2,139
Grand Total	9,757

Questions or Support



itservicedesk@cityofsacramento.org

Website accessibility and
remediation support

KBlackman@cityofsacramento.org

ADA training questions:
Khyra R. Blackman

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File ID: 2026-01430

8/5/2026

T Street Bikeway Gap Closure Project (R15200000)

File ID: 2026-01430

Location: T Street between 34th Street and Stockton Boulevard, Districts 4, 5, and 6

Recommendation: Review and comment.

Contact: Kelli Lacy, Assistant Civil Engineer, (916) 808-8157, kelacy@cityofsacramento.org;
Matthew Johns, Supervising Engineer, (916) 808-5760, mjohns@cityofsacramento.org;
Ofelia Avalos, Engineering Services Division Manager, (916) 808-5054,
OAvalos@cityofsacramento.org; Department of Public Works

Presenter: Kelli Lacy, Assistant Civil Engineer, (916) 808-8157, kelacy@cityofsacramento.org,
Department of Public Works

Attachments:

- 1-Description/Analysis
- 2-Presentation

Description/Analysis

Issue Detail: The T Street Bikeway Gap Closure Project implements recommendations identified in the Stockton Boulevard Corridor Plan, which was developed to better understand community transportation needs and identify opportunities to improve safety, connectivity, and mobility for all roadway users. Based on extensive community input, the adopted Plan identified T Street as a priority corridor for pedestrian and multimodal improvements. Following adoption of the Plan, City staff initiated feasibility and preliminary design efforts along T Street from 34th Street to Stockton Boulevard and along 34th Street from Truckee Way to T Street.

T Street is an east-west local roadway that varies between one and two travel lanes in each direction. The corridor serves motorists, bicyclists, pedestrians, and transit users while providing an important connection between Downtown Sacramento and the Tahoe Park neighborhood. It primarily fronts single-family residential properties with limited commercial uses and carries approximately 10,000 vehicles per day. Existing conditions include on-street parking, discontinuous bicycle lanes, and aging roadway infrastructure that limit safety and connectivity for all users.

Project development identified several design constraints along the corridor, including:

- The skewed intersection of Stockton Boulevard and T Street creates visibility challenges for pedestrians and bicyclists due to higher-speed turning movements, truck traffic, and vehicle queuing during peak travel periods.
- Narrow residential streets, constrained sidewalks, and on-street parking limit the available space for expanded pedestrian and bicycle facilities.
- Long crossing distances at Stockton Boulevard reduce pedestrian comfort and increase exposure to traffic.

The T Street Bikeway Gap Closure Project will improve safety, accessibility, and multimodal connectivity through a comprehensive package of roadway, bicycle, and pedestrian improvements. Proposed improvements include new and upgraded ADA-compliant curb ramps, high-visibility crosswalks, bicycle lanes with green conflict markings, updated traffic lane striping, and pavement rehabilitation. At the intersection of T Street and 35th Street, the project will construct curb extensions (bulb-outs), install rectangular rapid flashing beacons (RRFBs), and add a pedestrian refuge island to improve crossing safety. Additional improvements include revised travel lane configurations and traffic signal upgrades at the Stockton Boulevard intersection to enhance traffic operations and safety for all roadway users.

Collectively, these improvements will close a critical gap in Sacramento's bicycle network while enhancing pedestrian safety, improving accessibility, and creating a safer, more connected, and more comfortable corridor for residents, businesses, and visitors.

Policy Considerations: The Project is consistent with the City's 2040 General Plan goals and key policies of promoting safety and enhancing livability, sustainability, and economic vitality. The Project promotes barrier removal (General Plan M-1.16), walking safety (General Plan M-1.19), application of safety (General Plan M-4.1), and bicycle safety (General Plan M-1.18). The Project is consistent with the Mobility Element to create a well-connected transportation network through integration of recreation and community facilities with other public spaces. The Project is a near-term goal for the implementation of pedestrian safety.

The Stockton Boulevard Corridor Plan was adopted by the City Council on September 21, 2021. The Plan is the City's guiding concept plan for a common transportation vision for the Stockton Boulevard corridor from Alhambra Boulevard to 47th Avenue. Project specific efforts related to environmental clearance and final design will be taken to the City Council for approval.

Economic Impacts: Not applicable.

Environmental Considerations:

California Environmental Quality Act (CEQA): This action is not a project that is subject to CEQA because it is an organizational or administrative activity that will not result in direct or indirect physical

changes in the environment. (CEQA Guidelines §15378(b)(5).)

Sustainability: The project is consistent with sustainability goals of promoting walking and bicycling by developing a universally accessible, safe, convenient, integrated, and well-connected pedestrian system and bicycle network.

Commission/Committee Action: Not applicable.

Rationale for Recommendation: Informational item.

Financial Considerations: This project is included in the Transportation Corridor Program, to receive Road Maintenance and Rehabilitation Account (RMRA) funds. The project currently has \$1.3 million programmed for preliminary engineering, environmental clearance and final design.

Public/Neighborhood Outreach and Comments: In December 2025, the City held an online meeting for the residents on Gerber Avenue and the businesses that would be impacted by the project to discuss the proposed project scope as it affects Gerber Avenue, as well as an in-person Community Open House for the local community members who regularly use T Street for different modes of travel. Overall, the feedback was positive, and attendees were in support of the project.

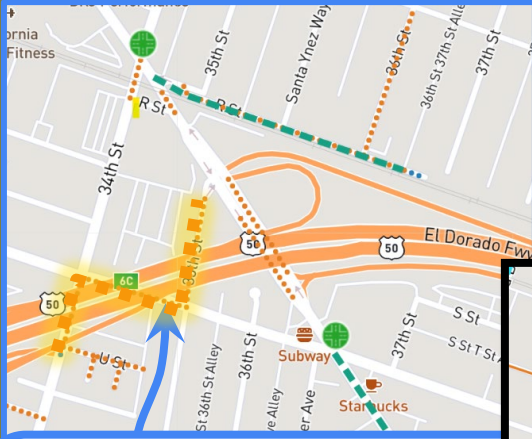
T Street Bikeway Gap Closure Project



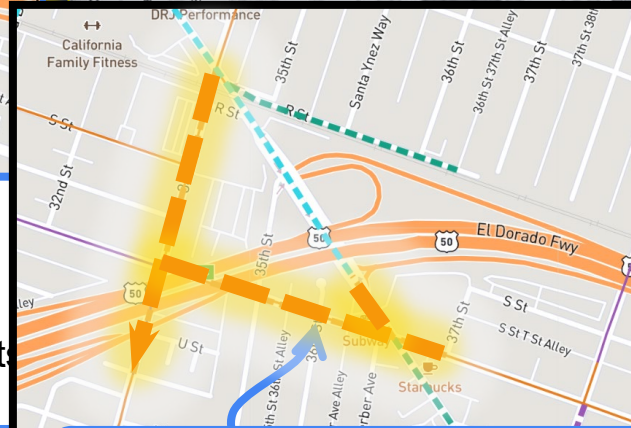
Project Background



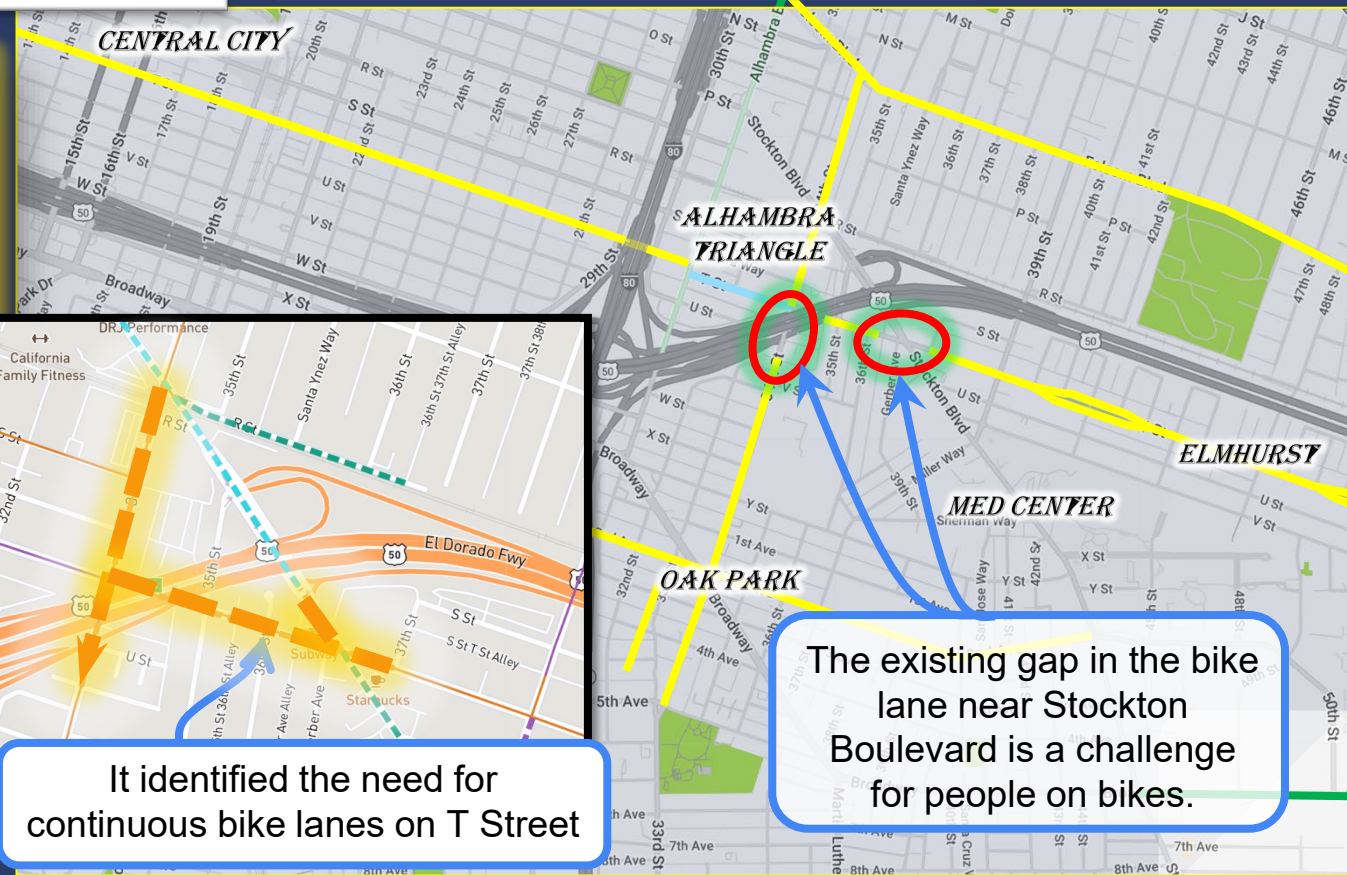
The “**Streets for People**” planning study used public input to identify priorities for safety, bicycle and pedestrian improvements.



It identified the need for pedestrian crossing improvements at 35th Street and intersection improvements at Stockton Blvd



It identified the need for continuous bike lanes on T Street



The existing gap in the bike lane near Stockton Boulevard is a challenge for people on bikes.

Why T Street



NEED

- T Street is a **critical transportation link** between the Central City, employment centers, health services, and residential neighborhoods
- T Street is a **popular travel route** for bicyclists, pedestrians, transit, and vehicles
- These **neighborhoods** have higher rates of **commute by bicycling and walking**
- There is a **gap in bicycle facilities** on T Street
- Stockton Blvd/T Street/Gerber Ave Intersection has **complex geometry and signal operations**
- T Street is on the high injury network

GOAL

- Improve safety, mobility, and better serve the community

T Street Bikeway Gap Closure Project Location



Existing Conditions

- T Street varies from one to two lanes in each direction
- Carries about 10,000 cars a day
- Two signalized intersections at 34th/T Street and Stockton Boulevard/T Street
- Provides vehicular, bicycle and pedestrian movement from Downtown Sacramento to the Tahoe Park area



Existing Conditions

*Intersection of T Street, Stockton
Boulevard and Gerber Avenue*

- Signal phase for Gerber Avenue
- Long crossing distances
- Highway 50 ramps & queuing
- 15,800 ADT
- Designated City truck route



Existing Conditions

T Street and 34th Street

- Curb Ramps
- Crosswalks
- Bike Lanes

Community Feedback

- Pedestrian and Bicyclist
Visibility

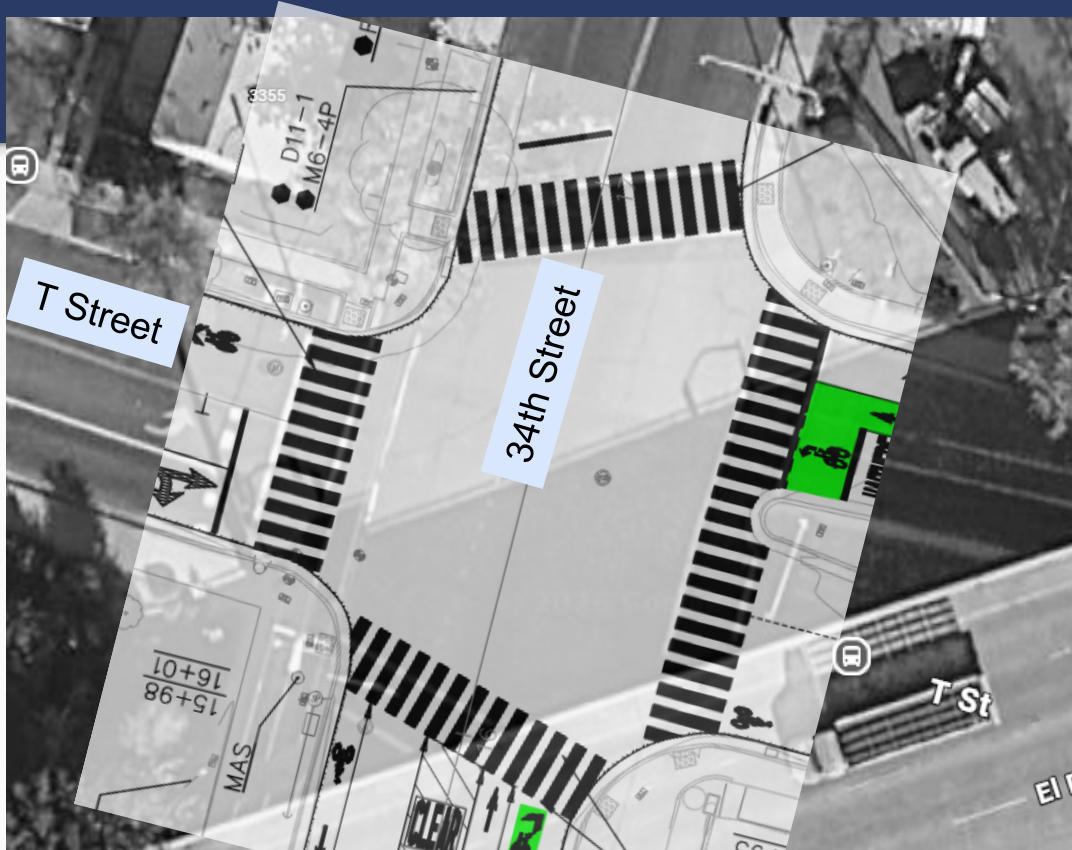


Intersection of 34th Street and T Street



Proposed Improvements

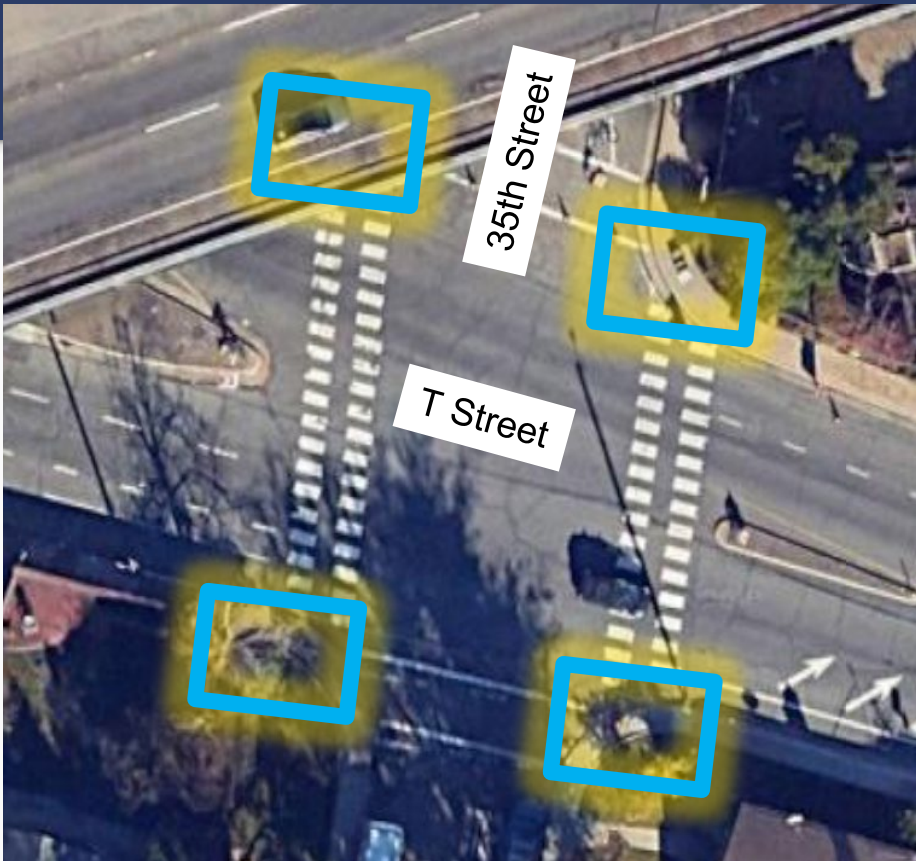
Intersection of 34th Street and T Street



- New crosswalks
- Green Visibility Markings
- Traffic signal upgrades

Proposed Improvements

Intersection of 35th Street and T Street



- Pedestrian Ramps and Bulb Outs

Proposed Improvements

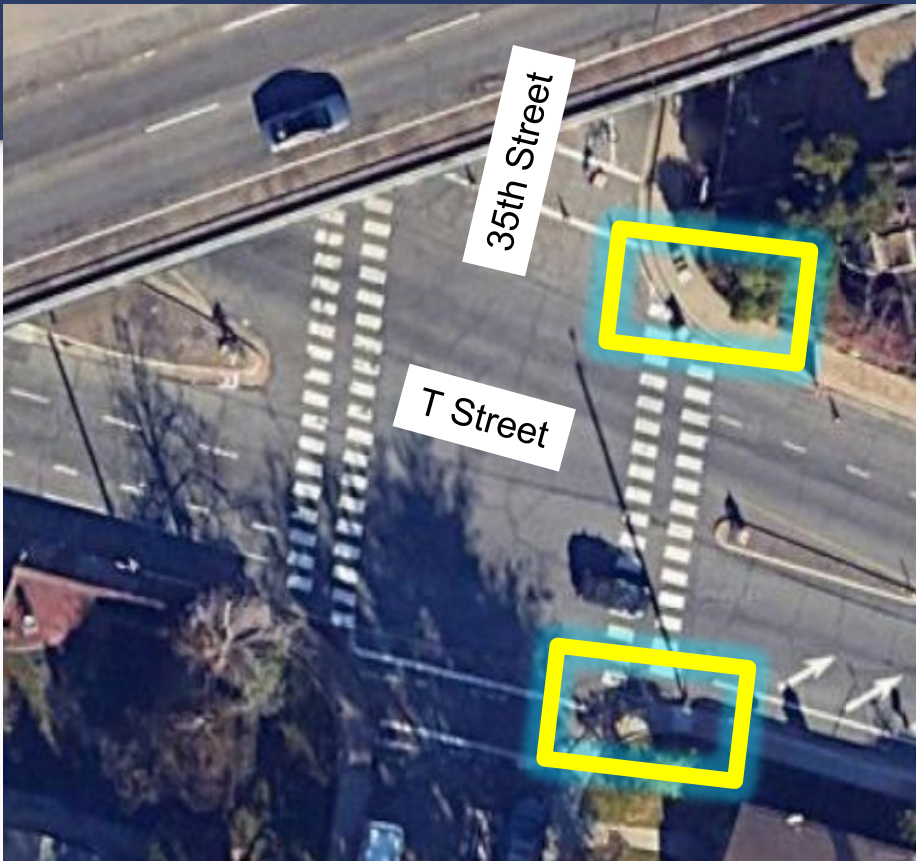
Intersection of 35th Street and T Street



- Pedestrian Ramps and Bulb Outs
- Crosswalk removal

Proposed Improvements

Intersection of 35th Street and T Street



- Pedestrian Ramps and Bulb Outs
- Crosswalk removal
- Rectangular rapid flashing beacon

Proposed Improvements

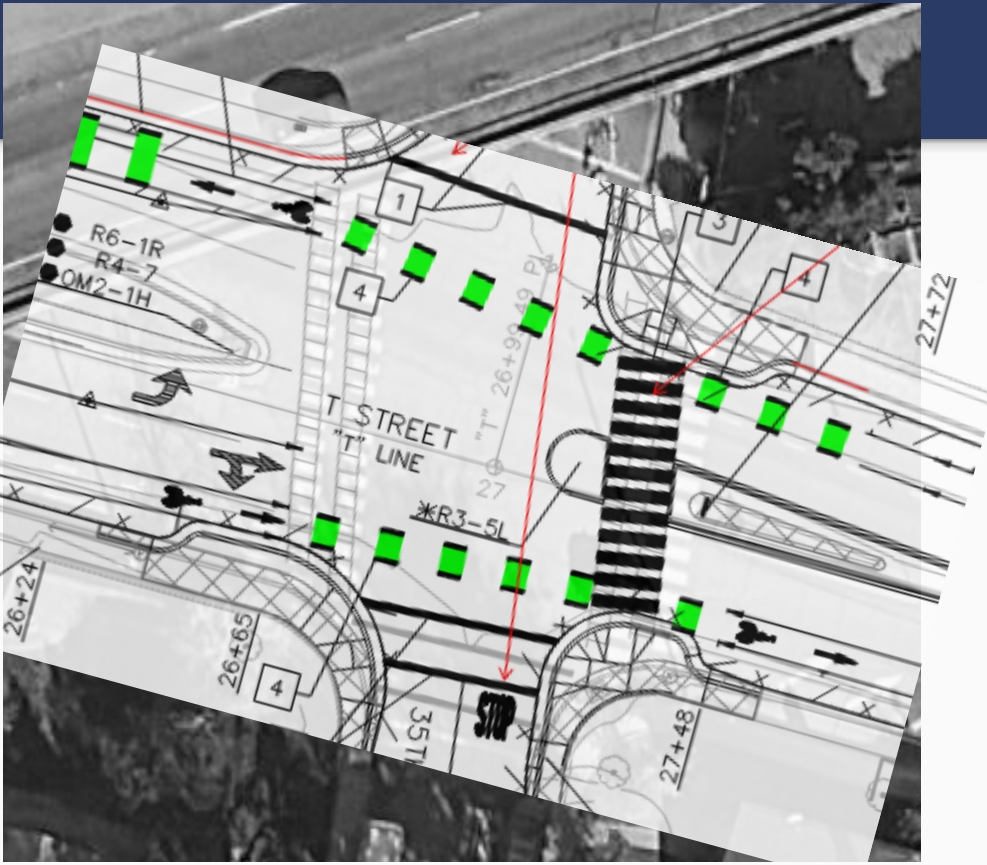
Intersection of 35th Street and T Street



- Pedestrian Ramps and Bulb Outs
- Crosswalk removal
- Rectangular rapid flashing beacon
- Pedestrian refuge island

Proposed Improvements

Intersection of 35th Street and T Street



- Eastbound traffic reduced to single lane across intersection with dedicated left turn lane onto 35th Street.
- APS with on RRFB

Proposed Improvements

Intersection of T Street and Stockton Boulevard



- Restriped crosswalks
- Improved street lighting
- Traffic signal upgrades
- Removal of KEEP CLEAR area and signal phase at Gerber Avenue
- Right In/Right Out for Gerber Avenue

Intersection of T Street and Stockton Boulevard

Subway Sandwich #11

Gerber Ave

Technical drawing annotations include:
 - Stationing: 33+04, 33+17, 34+83, 34+90, 35+03, 35+17
 - Bearings: 07°13'29"E
 - Distances: 350.00
 - Labels: MAS, GERBER, L=102', L=164', 39, 41, 3, 4, 5, 1
 - Symbols: Green squares, black hatched areas, red lines

- 16

Additional Proposed Improvements

Intersection of T Street and Stockton Boulevard

- Class II Bike Lanes
- Standard-width travel lanes
- Pavement rehabilitation
- RT bus stop relocation



T Street: West of the Intersection with Gerber Ave

Project Schedule and Budget

Details	T Street Bikeway Gap Closure
Final Design	Winter 2027
Construction Contract Award	Spring 2028
Begin Construction	Summer 2028
Construction Budget	\$4.6 Million**

Questions?

Please email me at:
kelacy@cityofsacramento.org



City of Sacramento
Disabilities Advisory Commission Report
915 I Street Sacramento, CA 95814
www.cityofsacramento.org

File ID: 2026-01431

8/5/2026

Language Access Program

File ID: 2026-01431

Location: Citywide

Recommendation: Review and comment.

Contact: Alicia Scholer, Language Access Coordinator, (916) 808-6073,
ascholer@cityofsacramento.org, Economic Development Department

Presenter: Alicia Scholer, Language Access Coordinator, (916) 808-6073,
ascholer@cityofsacramento.org, Economic Development Department

Attachments:

- 1-Description/Analysis
- 2-City of Sacramento Language Access Policy
- 3-City of Sacramento Language Access Gap Analysis, Survey Results, and Policy Recommendations
- 4-Presentation

Description/Analysis

Issue Detail: The City of Sacramento is committed to ensuring all residents, regardless of English proficiency, have meaningful access to City programs, services, resources, and information. To support this commitment, the City hired a Language Access Coordinator, which started in February 2025, and adopted the Citywide Language Access Policy in May 2025.

The policy expands access to interpretation services and the translation of public-facing documents. Spanish translations are prioritized due to Spanish being the most prevalent non-English language spoken at home by 17.7% of the population in the City of Sacramento according to 2024 census data. In comparison, 61% of residents speak only English. Further, the City's Language Access Policy adopts the state's policy where any language that meets or exceeds a 5% threshold of non-English speakers requires "state and local agencies....to effectively communicate with them through certified bilingual persons and translated materials," per the Dymally-Alatorre Bilingual Services Act. According to the City's policy, additional languages for translation can be provided as needed to support outreach to Limited English Proficiency (LEP) communities and as funding and resources allow.

Sacramento is one of the most linguistically diverse cities in California. Nearly 39% of residents (197,902 people) speak a language other than English at home, and more than 84,577 residents (16.7%) have Limited English Proficiency. The City provides free language assistance in multiple languages, including Spanish, Cantonese, Mandarin, Hmong, Vietnamese, Tagalog, Punjabi, Russian, Persian (Dari/Farsi), Hindi, and others as needed. (U.S. Census Bureau, American Community Survey, 2024 1-Year Estimates).

An estimated 10% of the population in the City of Sacramento has a form of hearing loss ranging from deaf to hard of hearing (NorCal Services 2025). The City of Sacramento has recently received an unprecedented number of American Sign Language (ASL) requests. The City fulfilled 12 American Sign Language (ASL) requests in fiscal year 2026. The scope of the Language Access Coordinator role does not include facilitation of citywide accessibility needs or ADA accommodations. The position is to coordinate spoken and written languages, but the City's vendor does provide ASL interpretation, so the Language Access Coordinator has helped coordinate this service.

As part of the policy's implementation, the City recently launched the "I Speak" campaign to improve public awareness of available language services. Language identification displays are now available at the 19 most commonly utilized public-facing City service counters, including police facilities, community centers, the Department of Utilities customer service counter, the Planning and Building counter, Front Street Animal Shelter, the Revenue Division counter at New City Hall, and Hart Senior Center. Residents identify their preferred language so City staff can connect them with free interpretation services. The displays include "I Speak" cards in the City's eight most requested LEP languages: Spanish, Hmong, Mandarin, Cantonese, Russian, Vietnamese, Tagalog, and Punjabi.

Policy Considerations: The City Auditor's Office partnered with the City Manager's Office and third-party consultant, Nimdzi Insights, LLC., to perform a language access gap analysis, conduct surveys, and provide recommendations for improvement. The audit was released in October 2022, titled, "Language Access Gap Analysis, Survey Results, and Policy Recommendations." The audit identified 16 recommendations, including hiring of a dedicated Language Access Coordinator. It was noted in the audit that a Language Access Policy was being drafted by the City Manager's Office to address areas for improvement that were identified by the gap analysis and survey results.

Economic Impacts: Not applicable.

Environmental Considerations: The informal update is an administrative activity and is not a project under the California Environmental Quality Act (CEQA), per CEQA Guidelines Section 15378 (b)(5).

Sustainability: Not applicable.

Commission/Committee Action: Not applicable.

Rationale for Recommendation: Information Only.

Financial Considerations: Not applicable.

Public/Neighborhood Outreach and Comments: Not applicable.

Language Access Policy

Scope: CITYWIDE

Policy Contact:

Office of the City Manager

(916) 808-5704

citypublicinformation@cityofsacramento.org

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Supersedes:

N/A - New

Reviewed/Effective:

05/15/2025

I. Purpose

The City of Sacramento (City) has one of the most diverse populations in the United States. With that diversity, comes many people who speak a wide range of different languages and have different levels of English proficiency.

The Dymally-Alatorre Bilingual Services Act ([Government Code §§ 7290-7299.8](#)) requires that State and local agencies that serve a substantial number of non-English-speaking people be able to effectively communicate with them through certified bilingual persons and translated materials. As it applies to State agencies, the law defines “substantial number of non-English-speaking people” to be five percent (5%) or more of the population served by the State agency.

This policy adopts the same five percent (5%) standard as the City’s commitment to language access and establishes that, to identify the languages that are needed, the City will use the data on persons with limited English proficiency (LEP) collected by the United States Department of Homeland Security, Office of Civil Rights and Civil Liberties, Limited English Proficiency Division ([LEP.gov](#)). As of 2024, Spanish is the only non-English language that meets the five percent (5%) threshold in Sacramento County.

The provisions of this policy shall be implemented to the extent that local, state, or federal funds are available, and to the extent permissible under the law.

II. Definitions

- **Bilingual employee** – a City employee who is proficient in both the English language and a language other than English.
- **City** – the City of Sacramento.
- **Interpretation** – oral language assistance provided by an interpreter either in person or via a telephone interpretation service.
- **Limited English proficiency (LEP) individual** – someone who does not speak English as their primary language and is limited in their ability to read, write, speak, or understand English. Many LEP persons are in the process of learning English and may read, write, speak, and/or understand some English, but not proficiently. LEP status may be context-specific. An individual may have sufficient language skills to communicate basic information (e.g., name, address, etc.,) but may not have sufficient skills to communicate detailed information in English.
- **Language Access Coordinator (LAC)** – Citywide position responsible for the implementation and monitoring of the policy.
- **Language service company (LSC)** – a company that provides professional language

services such as translation, interpretation, and localization.

- **Meaningful access** – language assistance that results in accurate, timely, and effective communication at no cost to the individual who is LEP. Meaningful access means access that is not significantly restricted, delayed, or inferior as compared to programs or services provided to persons who are proficient in the English language.
- **Over the phone interpretation (OPI)** – also known as "telephonic interpretation," is a service that connects human interpreters via telephone to individuals who do not share a common language. It is a type of remote interpreting service that involves a 3-way conference call with the interpreter, a City staff member, and a LEP individual.
- **Sight-translation** – the *oral* conversion of what is *written* in one (source) language into another (target) language without adding, omitting, or distorting meaning.
- **Substantial number of LEP individuals** – a group of LEP individuals within the City who speak a shared language other than English and whose numbers are at least five percent (5%) of the total City population
- **Translation** – written language assistance provided by a translator.
- **Video remote interpretation (VRI)** – is a video telecommunication service that uses devices such as web cameras or videophones to provide sign language or spoken language interpreting services.

III. Policy

This policy establishes the language access program and the role of the Language Access Coordinator. This policy endeavors to formalize processes, training, marketing and outreach, and protocols. This policy shall be implemented to the extent that funding is available and to the extent permissible under the law.

A. Language Access Program

The City will strive to utilize certified bilingual staff members and maintain contracts with language service companies (LSCs) to provide Citywide language access services, including document translations, interpretation, and website and social media translation.

1. Document Translations

The City will expand and proactively translate key public documents into Spanish, within reason and to the extent funding is available. The following written City-produced documents may be considered for translation:

- Written materials disseminated to the public including, but not limited to, brochures, flyers, and other outreach materials.

- Applications or forms to participate in City programs, services, or activities, or to receive benefits or services from City programs.
- Materials explaining a City department's services or programs.
- Public service announcements, community alerts, and educational material.
- Complaint forms.
- Each City department's main website page will have a written notice regarding the availability of translation of materials.
- Any other written documents that have the potential for determining eligibility for, or access to, services from, or participating in, a program of a City department.

An individual City department or office that services other LEP groups may elect to proactively translate documents into languages other than Spanish if the department or office has reason to believe that the LEP group makes up five percent (5%) or more of the population served by that particular department or office, or that it is necessary to achieve the department's or office's outreach objectives.

The City will also make reasonable efforts to provide translated documents to LEP individuals in a timely manner to ensure meaningful access to all benefits and services. The City will endeavor to ensure that LSCs it contracts with are able to translate documents as quickly as possible.

2. Interpretation

Interpreters can be provided to LEP individuals during key encounters that concern benefits or services to which the individual is entitled or may affect the LEP individual's rights, health, or safety.

Except in emergency situations or to obtain non-essential information, such as identifying the language that the person speaks, the City will take reasonable measures to ensure that non-certified interpreters, such as minor children or other family members of the LEP individuals, are not used as interpreters in key encounters, as described above. If an LEP individual indicates that a non-certified interpreter, such as a minor child, family member, or community member, can serve as an interpreter in key encounters, City staff will:

- Use a certified interpreter to inform the LEP person that the City can provide a certified interpreter at no cost and in a reasonable amount of time; and
- Obtain verbal confirmation from the LEP individual that they do not want a certified interpreter supplied by the City.

In fulfilling its obligation to provide interpretation services, the City may choose among qualified bilingual employees, in-person interpreters, OPI interpretation, or VRI services in accordance with the needs of the LEP individual and the type of encounter.

City departments that respond in exigent or emergency circumstances involving LEP individuals shall strive to provide interpretation services as quickly as possible. The City will take measures to contract with LSCs that can provide OPI or VRI interpreters on short notice.

3. Automatic Translation and Interpretation Technology

The City will continue to provide automatic translation (also known as machine translation) technologies to translate webpages of the City's website that are commonly used by the public. City staff will expand automatic translation technology to translate other digital communications when feasible.

4. Certified Bilingual Staff

The City's Human Resources (HR) Department manages the certified bilingual staff program. Employees who are certified bilingual City staff may serve as interpreters or translators.

An LSC will be utilized if there is any doubt that a City-certified bilingual staff member is not sufficiently skilled in interpretation or possesses the necessary knowledge of terminology to interpret a medical, legal, or technical document correctly.

Bilingual staff who have not been certified through HR will not be utilized to translate documents.

5. Employee Training

The City will endeavor to ensure that employees have the appropriate training for successful interactions with LEP individuals. Staff members who interact with LEP individuals directly or have management responsibilities for ensuring the effective implementation of this policy will receive training in the following areas:

- Understanding the City's policy.
- Notifying City residents of the availability of language access.
- Providing direction on proactively identifying LEP communities in the early stages of programs and projects.
- Determining that an individual is LEP and offering assistance.
- Understanding with which LSCs the City has contracts and what services each

provides.

- Arranging for language services, including:
 - Contacting bilingual staff for in-person interpreting.
 - Dialing LSCs for OPI, VRI, and sight-translation services.
 - Arranging for professional in-person interpreters for meetings or other live events.
 - Contacting LSCs for document translations.
- Responding to non-emergency situations where an LEP individual requests to use a minor child or family member as an interpreter.
- Responding to complaints about language access services.

6. Marketing of Language Services

To ensure that LEP individuals are provided with meaningful access to City benefits and services, the City may proactively notify individuals that language services are available. Types of notification may include:

- Phone menus that offer to connect users to OPI interpreters.
- Multilingual posters in City offices that notify LEP individuals that phone interpreters are available.
- Multilingual notices of documents alerting recipients that translations are available.
- Email, website posts, social media, and other advertising campaigns, including print and radio, that serve or reach LEP populations.
- "I speak" cards in multiple languages that LEP individuals can use to alert staff of their language preferences and ensure staff know their obligations to provide an interpreter. "I speak" cards will be available in high-traffic public counters, offices, and community events as well as on the City's website for download and printing.
- Continue leveraging the Office of Community Engagement's relationship with community-based organizations to foster civic engagement with LEP groups.

Notices for public meetings will contain information alerting residents that the City endeavors to provide spoken-language interpreters when requested at least seventy-

two (72) hours in advance. City staff in lead of the program, service, and/or event outreach will make accommodations and arrangements.

7. Complaints and Resolution

The City will post a form on its website that allows LEP individuals to file a complaint concerning the City's provision of language access services. This form will also be marketed. In addition, further input will be gathered through the City's 311 operations system and the Language Access Coordinator will take this information into account.

B. Language Access Coordinator

The City's Language Access Coordinator will endeavor to ensure the effective implementation of this policy and program. The Language Access Coordinator's duties will include, but are not limited to:

- Implementing the language access policy, including educating employees about the policy, tracking policy implementation, marketing, monitoring engagement, and providing ongoing professional expertise to staff.
- Tracking data concerning the City's LEP population and the frequency of City staff's encounters with LEP individuals. To evaluate the number and proportion of LEP individuals, the City will refer to the data provided by LEP.gov, U.S. Census Bureau, LSCs, and the City's 311 and 911 programs. This information will be collectively used to assess the sufficiency of the City's language access services.
- Tracking the City's overall budget and funding for language services and determining whether a request should be made for increased funding.
- Developing guidance for City departments to identify their documents and determine areas where language access expansion can occur, within reason, and when funding allows.
- Investigating and responding to complaints regarding language access services that the City receives through the 311 service and online complaint form.
- Reviewing and updating the policy and the language access program as needed, including providing ideas for ongoing improvements.
- Regularly check with the federal LEP.gov website to leverage available resources and stay informed about developing technologies that will improve translation accuracy.



Charter Officer Review and Acknowledgement

LANGUAGE ACCESS POLICY

(Signature by all Charter Officers is not a requirement for policy adoption)

A handwritten signature in black ink, appearing to read "Leyne Milstein".

Leyne Milstein (May 15, 2025 15:11 PDT)

City Manager

05/15/2025

City Attorney

City Clerk

A handwritten signature in black ink, appearing to read "John P. Gohda".

City Treasurer

05/15/2025

City Auditor

Language Access Gap Analysis, Survey Results, and Policy Recommendations

Report# 2022/23-05 | October 2022



Nimdzi

Tucker Johnson
Alyssa Yorgan
Bill Rivers

City of
SACRAMENTO
Office of the City Auditor

Performance Audit Division

Jorge Oseguera, City Auditor
Lynn Bashaw, Assistant City Auditor



The City of Sacramento's Office of the City Auditor can be contacted by phone at 916-808-7270 or at the address below:

915 I Street
MC09100
Historic City Hall, Floor 2
Sacramento, CA 95814

Whistleblower Hotline

In the interest of public accountability and being responsible stewards of public funds, the City has established a whistleblower hotline. The hotline protects the anonymity of those leaving tips to the extent permitted by law. The service is available 24 hours a day, 7 days week, 365 days per year. Through this service, all phone calls and emails will be received anonymously by third party staff.

Report online at <https://www.reportlineweb.com/cityofsacramento> or call
toll-free: 888-245-8859.

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BACKGROUND

The City Auditor's Office partnered with the City Manager's Office and third-party consultant Nimdzi Insights, LLC. to perform a language access gap analysis, conduct surveys, and provide recommendations for improvement. Nimdzi Insights, LLC is a market research and international consulting company that works with language services providers, enterprises, and government agencies.

METHODOLOGY

Over the course of this project, Nimdzi Insights, LLC interviewed City of Sacramento employees, administered a citywide employee survey, and conducted outreach to community groups and community members.

Overall, Nimdzi Insights, LLC found that the City has mechanisms in place to assist limited English proficient (LEP) individuals with language access resources. In many cases, City staff make efforts to reach the City's LEP communities. However, implementing the recommendations outlined in this report can help to improve and expand these efforts.

SURVEY RESULTS

The survey of City employees found that employees were not always aware of the language access resources the City provides, or in what situations to offer language services, and that additional training is recommended.

The survey of LEP community members found that community members are not always aware of the language services the City provides and that additional marketing and language service efforts are recommended.

RECOMMENDATIONS

Nimdzi Insights, LLC made several recommendations aimed at improving language access services.

Recommendations include:

- Periodically tracking changes to the City's LEP populations.
- Providing more language access services in Spanish, the most frequently encountered LEP language.
- Applying additional language services resources towards programs that serve a higher proportion of LEP individuals.
- Increasing marketing to LEP individuals on the availability of language access services.
- Offering a complaint process to use if such services are not provided or are of poor quality.
- Providing employee training on identifying situations that would benefit from an interpreter.
- Providing guidance on understanding which situations would benefit from professional language resources vs. using bilingual City staff.
- Formulating procedures for identifying vital documents that would benefit from written translation; and
- Consulting LEP.gov guidance on the use of websites and multilanguage digital content.

NEXT STEPS

A Language Access Policy is currently being drafted by the City Manager's Office to address areas for improvement that were identified by the gap analysis and survey results.

In accordance with the City Auditor's 2022/23 Audit Plan, we have completed the *Language Access Gap Analysis, Survey, and Policy Recommendations*. We conducted this analysis in accordance with Generally Accepted Government Auditing Standards. Those standards require that we plan and perform the audit to obtain sufficient, appropriate evidence to provide a reasonable basis for our findings and conclusions based on our audit objectives. We believe that the evidence obtained provides a reasonable basis for our findings and conclusions based on our audit objectives.

Both the Auditor's Office and the City Manager's Office had been tasked by City Council with evaluating the City's language access services. For the sake of efficiency and not to duplicate efforts, the City Auditor's Office partnered with the City Manager's Office and third-party language services provider Nimdzi Insights, LLC to review language access best practices, compare it to the City's current practices, survey City employees and community members, and provide recommendations for improvement. Nimdzi Insights, LLC is a market research and international consulting company that works with language services providers, enterprises, and government agencies. The City Auditor's Office worked with Nimdzi Insights, LLC to maintain independence and to form our own separate conclusions based on Nimdzi Insights LLC's work. The City Manager's Office retains responsibility for the policy development process.

The purpose of this document is to detail Nimdzi Insights, LLC's findings on the provision of language access and to provide recommendations for the procedures and protocols that will shape the City's language access policy currently being developed by the City Manager's Office.

Background

According to the U.S. Census, the U.S. is home to over 70 million individuals who speak a language other than English in the home, this is equivalent to 22 percent of the overall U.S. population.¹ An estimated 25 million Americans, ages 5 and up, speak English 'less than very well'. Language translation and interpretation services help to ensure access to important information and activities offered to the public. Determining how and when these services are delivered can be a complex matter that requires collaboration and feedback.

Federal and State Guidance on Developing and Implementing Language Access Services

Nimdzi Insights, LLC reviewed federal and state law, regulations, and guidance on language access services to use as a benchmark in evaluating the City's language access services and in providing recommendations for improvement. While the City of Sacramento may not be *required* to adhere to much of the guidance referenced in this report, this guidance can be leveraged to assist the City in developing a language access policy and in ensuring robust language access services are available to the community.

Executive Order 13166 *Improving Access to Services for Persons with Limited English Proficiency*², issued by President Bill Clinton in 2000, states that recipients of federal funding have a responsibility to ensure

¹ U.S. Census American Community Survey. *S1601 Languages Spoken At Home*. 2019: ACS 1-Year Estimates Tables. https://data.census.gov/cedsci/table?t=Language%20Spoken%20at%20Home&g=1600000US0664000_310XX00US40900&tid=ACSST1Y2019.S1601

² U.S. Department of Justice, Civil Rights Division. Executive Order 13166 *Improving Access to Services for Persons with Limited English Proficiency*. <https://www.justice.gov/crt/executive-order-13166>. 2000.

meaningful access to their programs and activities by persons with limited English proficiency. “LEP” is an abbreviated term used in Executive Order 13166 to describe individuals that are limited in their English proficiency. In general, individuals who have a limited ability to read or write the English language are considered LEP.

Federal guidance issued by the U.S. Department of Justice in 2002 to supplement Executive Order 13166³ recommends that agencies conduct a four-factor analysis when determining the extent with which to provide language access services. These factors include:

1. The number or proportion of LEP persons eligible to be served by the program.
2. The frequency and type of LEP encounters.
3. Relative importance and nature of the benefits or services that the program offers.
4. Resources available for the program in relation to the cost of providing language services.

The guidance states that it is intended to suggest a balance that ensures meaningful access to critical services while not imposing undue burdens on small business, small local governments, or small nonprofits.

In 2011, the U.S. Department of Justice Civil Rights Division issued the *Language Access Assessment and Planning Tool*⁴ to help agencies evaluate their language assistance services and to draft language access policies. The figure on the right shows the steps involved in conducting a self-assessment and considerations for developing a language access policy. These steps include identifying LEP communities, training staff, providing notice of language services, and monitoring the progress of implementation. The guidance notes that language access policies will differ depending on the nature of the agency and its points of contact with the public.

The LEP.gov website provides a list of several federal agencies that have enacted language access policies that can be found at <https://www.lep.gov/language-access-plans>.

California Government Code Chapter 17.5 *Use of a Foreign Language in Public Services* (also known as the Dymally-Alatorre Act) requires California State agencies that serve a substantial number of non-English speaking individuals to provide translated materials or bilingual employees in order to facilitate meaningful access to written materials, services,

Figure 1: Language Access Self-Assessment Steps



Source: U.S. Department of Justice, Civil Rights Division. *Language Access Assessment and Planning Tool for Federally Conducted and Federally Assisted Programs*. 2011.

³ U.S. Department of Justice. *Guidance to Federal Financial Assistance Recipients Regarding Title VI Prohibition Against National Origin Discrimination Affecting Limited English Proficient Persons*. <https://www.govinfo.gov/content/pkg/FR-2002-06-18/pdf/02-15207.pdf>. 2002.

⁴ U.S. Department of Justice, Civil Rights Division. *Language Access Assessment and Planning Tool for Federally Conducted and Federally Assisted Programs*. https://www.lep.gov/sites/lep/files/resources/2011_Language_Access_Assessment_and_Planning_Tool.pdf. 2011.

and benefits.⁵ The Dymally-Alatorre Act defines the threshold at which State agencies are required to provide these services as any language group whose non-English speakers “comprise 5 percent or more of the people served by the statewide or any local office or facility of a state agency.”⁶

In addition, the Dymally-Alatorre Act⁷ defines the broad types of written material that should be distributed when a State agency serves a substantial number of non-English-speaking persons. These include:

- Written materials that require the individual to provide information (forms, applications, questionnaires, or notices); and
- Materials that affect or may affect an individual’s rights, duties, or privileges with regard to that agency’s services or benefits.

Local Agency Standards

The Dymally-Alatorre Act states that local agencies are required to provide a sufficient number of qualified bilingual persons in public contact positions to ensure provision of information and services in the language of the non-English-speaking person. The determination of what constitutes a substantial number of non-English-speaking people and a sufficient number of qualified bilingual persons shall be made by the local agency.⁸ In addition, the determination of when translated materials are necessary is left to the discretion of local agencies as well.⁹ The provisions of the act shall be implemented to the extent that local, state, or federal funds are available.¹⁰

Study of Language Access Policies in Other California Cities

Nimdzi Insights, LLC notes that although guidance from federal and state agencies establishes important standards for serving LEP individuals seeking services from federal and state agencies, language access represents a wider set of practical issues for local governments, especially those which have significant LEP communities. In addition to enabling meaningful access in contexts related to public health, public safety, and promoting the availability of services, local governments should develop oversight and accountability mechanisms that help to support language access services for the community they serve.

⁵ California Government Code Chapter 17.5 *Use of A foreign Language in Public Services* [7295.4]
https://leginfo.ca.gov/faces/codes_displayText.xhtml?division=7.&chapter=17.5.&lawCode=GOV&title=1.

⁶ California Government Code Chapter 17.5 *Use of A foreign Language in Public Services* [7296.2]
https://leginfo.ca.gov/faces/codes_displayText.xhtml?division=7.&chapter=17.5.&lawCode=GOV&title=1.

⁷ California Government Code Chapter 17.5 *Use of A foreign Language in Public Services* [7295.4]
https://leginfo.ca.gov/faces/codes_displayText.xhtml?division=7.&chapter=17.5.&lawCode=GOV&title=1.

⁸ California Government Code Chapter 17.5 *Use of A foreign Language in Public Services* [7292]
https://leginfo.ca.gov/faces/codes_displayText.xhtml?division=7.&chapter=17.5.&lawCode=GOV&title=1.

⁹ California Government Code Chapter 17.5 *Use of A foreign Language in Public Services* [7295]
https://leginfo.ca.gov/faces/codes_displayText.xhtml?division=7.&chapter=17.5.&lawCode=GOV&title=1.

¹⁰ California Government Code Chapter 17.5 *Use of A foreign Language in Public Services* [7299]
https://leginfo.ca.gov/faces/codes_displayText.xhtml?division=7.&chapter=17.5.&lawCode=GOV&title=1.

Local language access policies can take many forms to govern language access services in their respective jurisdictions. Nimdzi Insights, LLC found the following agencies in California have adopted language access policies.

- City of Long Beach
- City of Oakland
- City/County of San Francisco
- City of San Jose
- City of Buena Park
- City of Santa Maria
- City of Arcadia
- City of Alameda
- City of Monterey Park
- Monterey County
- San Diego County
- Orange County

These policies apply across all agencies providing services within the jurisdiction of their local government, however there are other municipalities that have policies that apply to individual agencies or departments. For example, the cities of Roseville and Bakersfield have adopted policies that apply to their respective police departments. Many other cities that are similar demographically to Sacramento have yet to adopt either municipality-wide or department-specific policies, including the cities of Fresno and Stockton.

Though policies differ in how they determine which LEP language groups to prioritize, their procedures for tracking usage of language services, protocols for training staff, and other factors, they tend to include a core group of agency responsibilities and policy administration guidelines. This includes processes for translating documents, providing interpreters, ensuring accuracy in interpretation and translation, assigning bilingual staff, providing public notice of language access rights, and updating language access usage reports. Policies also included oversight and accountability mechanisms used to maintain and update the policy, including population tracking, requirements for community input, annual compliance plans, and complaint procedures.

The next few figures are comparison charts developed by Nimdzi Insights, LLC of the language access policies of six cities that the City of Sacramento regularly uses for benchmarking purposes. Four of the policies apply across all agencies (the cities of Long Beach, Oakland, San Francisco, and San Jose), the remaining two apply to the police department only (the cities of Roseville and Bakersfield).

Figure 2: Specified Languages and Threshold Determination

City	Languages Specified in Policy	Threshold Determination
Long Beach	Khmer (Cambodian), Spanish, Tagalog	3% of language speakers in the total population
Oakland	Chinese, Spanish	10,000 limited English proficiency (LEP) individuals
San Francisco	Chinese, Spanish	10,000 limited English proficiency (LEP) individuals OR 5% of individuals who use the service
San Jose	Not Stated	Not Stated
Bakersfield (PD*)	Not Stated	Not Stated
Roseville (PD*)	Not Stated	Not Stated

Figure 3: Use of Bilingual Staff, Interpreters, and Third-Party Providers

City	Policy for Using Bilingual Staff	Policy for Interpreter Skill	External Service Providers
Long Beach	Must maintain a directory of qualified bilingual staff	Internal bilingual certification process	Partnerships with local community groups
Oakland	Must maintain sufficient bilingual staff for threshold groups	Internal bilingual certification process	Professional service providers
San Francisco	Must maintain sufficient bilingual staff for threshold groups	Internal or accredited bilingual certification process	Professional service providers
San Jose	Must maintain a directory of qualified bilingual staff	Internal bilingual certification process	Professional service providers
Bakersfield (PD)	Designated by PD as fluent in interpretation or translation	Demonstrate basic knowledge of interpreter functions and competence	Partnerships with local community groups and Professional service providers
Roseville (PD)	Designated by PD as fluent in interpretation or translation	Internal bilingual certification process	Partnerships with local community groups and Professional service providers

Figure 4: Types of Materials Translated, Procedures for Notifying Public, and Data Tracking

City	Types of Materials Translated	Procedures for Notifying Public of Language Services	Procedures for Tracking Data on LEP Interactions
Long Beach	Materials specified in Dymally-Alatorre Act	Posted notices in public areas and on websites that translations are available. Recorded phone messages in threshold languages.	None specified
Oakland	Materials specified in Dymally-Alatorre Act	Posted notices in public areas and on websites that translations are available. Recorded phone messages in threshold languages and “I speak” language identification cards.	Feedback is solicited from bilingual staff and local community groups. Departments must collect, review and share data with the Equity Access Office annually.
San Francisco	Materials specified in Dymally-Alatorre Act and written tests	Posted notices in public areas and on websites that translations are available. Recorded phone messages in threshold languages.	Annual surveys of all contacts with the public OR analyze information during the intake process OR calculate total number of requests.

San Jose	Materials specified in Dymally-Alatorre Act and Automated website translation	Posted notices in public areas and on website that translations are available. Recorded phone messages in threshold languages and “I speak” language identification cards.	Track usage using vendor invoices
Bakersfield (PD)	Vital Documents	Language identification cards and signage that interpreters are available	Annual assessment of usage data and feedback from community-based organizations
Roseville (PD)	Vital Documents	Language identification cards and signage that interpreters are available	Use of services noted on police report

Figure 5: Procedures for Training Staff, Requesting Interpreters, and Complaints

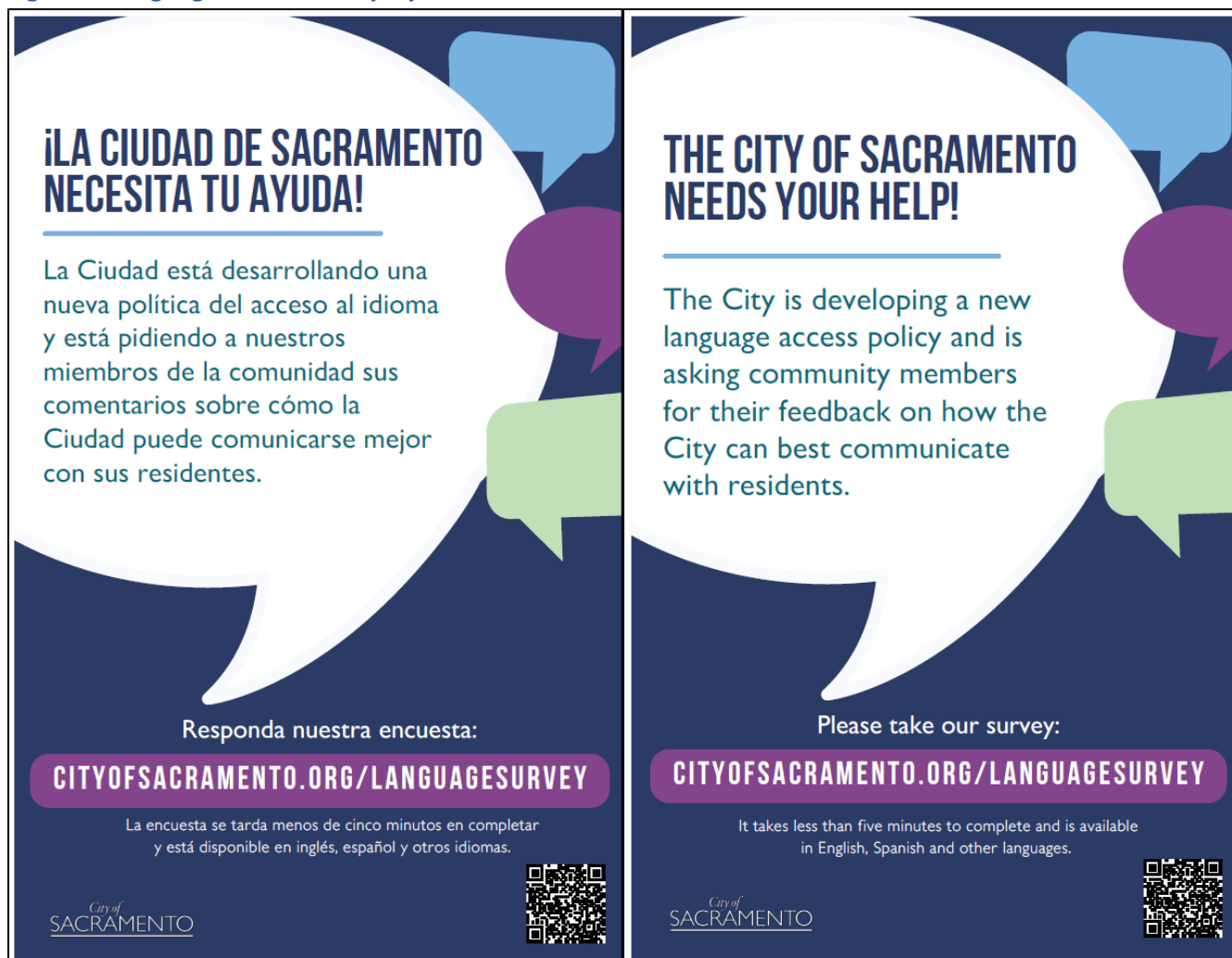
City	Procedure for Training Staff	Procedure for Requesting Interpreters for Public Events	Complaint Procedure
Long Beach	None specified	24-hour notice required	None specified
Oakland	Departments must periodically train staff on their responsibilities for identifying and implementing language services	Threshold languages provided, with 48-hour notice	Referred to City’s discrimination complaint and compliance review/grievance procedure
San Francisco	Ongoing training required as part of an annual compliance plan	48-hour notice required	Office of Civic Engagement and Immigrant Affairs (OCEIA) is responsible for investigating complaints
San Jose	Training in how to identify LEP individuals and requesting translations	Departments must include interpreters if they know ahead of time that participants will need them	None specified.
Bakersfield (PD)	Training for new members, refresher training every two years	Not specified	LEP Coordinator receives and responds to complaints
Roseville (PD)	Training for new members, refresher training every two years	Not specified	Complaints referred to professional standards unit, with assistance from LEP Coordinator

Community Member Language Access Survey

Nimdzi Insights, LLC conducted a community member language access survey that was open from April 8, 2022 to May 20, 2022. The survey asked community members to provide feedback on the City's language access services to assist the City in identifying any gaps in service. In an effort to make the survey accessible to the largest language groups, the survey was translated into Spanish, Chinese (Traditional and Simplified), Vietnamese, and Hmong. The survey invitation was sent to over 70 community stakeholder groups, marketed through Councilmember offices, and invitations to take the survey were highlighted at more than 10 events, workshops, and festivals. The City's Community Engagement Team also marketed the survey to Community Ambassador Groups, which include speakers of Spanish, Hmong, Vietnamese, Mandarin, and Cantonese.

This figure includes examples of some of the marketing efforts Nimdzi Insights, LLC and the City of Sacramento engaged in to get community feedback on the City's language access services.

Figure 6: Language Access Survey Flyers



Source: City of Sacramento.

The survey received 141 responses.¹¹ Of those responses, 118 completed the survey in English. 23 respondents completed the survey in a non-English language. Even though most completed the survey in English, a total of 44 respondents self-identified as “somewhat comfortable” or “not very comfortable” communicating in English. For this reason, it is important to note that responses per language is not an accurate reflection of total responses from individuals who have limited English proficiency. Some individuals who have limited English proficiency, may still be proficient enough to take the English version, and some individuals who chose to take the survey in a non-English language may also be proficient in English. Survey respondents took the survey in the following languages:

- English - 118
- Spanish - 21
- Vietnamese - 1
- Chinese simplified - 1
- Chinese traditional - 0
- Hmong – 0

The next two figures show survey responses in English and Spanish, respectively. The survey revealed that over 55% of the respondents to the English version said they were not aware the City offered free translation and interpretation services. Results from the Spanish version of the survey indicated that 33% of respondents were not aware that the City offered these free services.

¹¹ A number of individuals only responded to the first question asking whether they resided in the City of Sacramento and then closed out the survey. These responses are not included in the total.

Figure 7: LEP Community Survey Responses to the Question on Whether They Were Aware of the Free Translation and Interpretation Services Offered by the City (English Version)

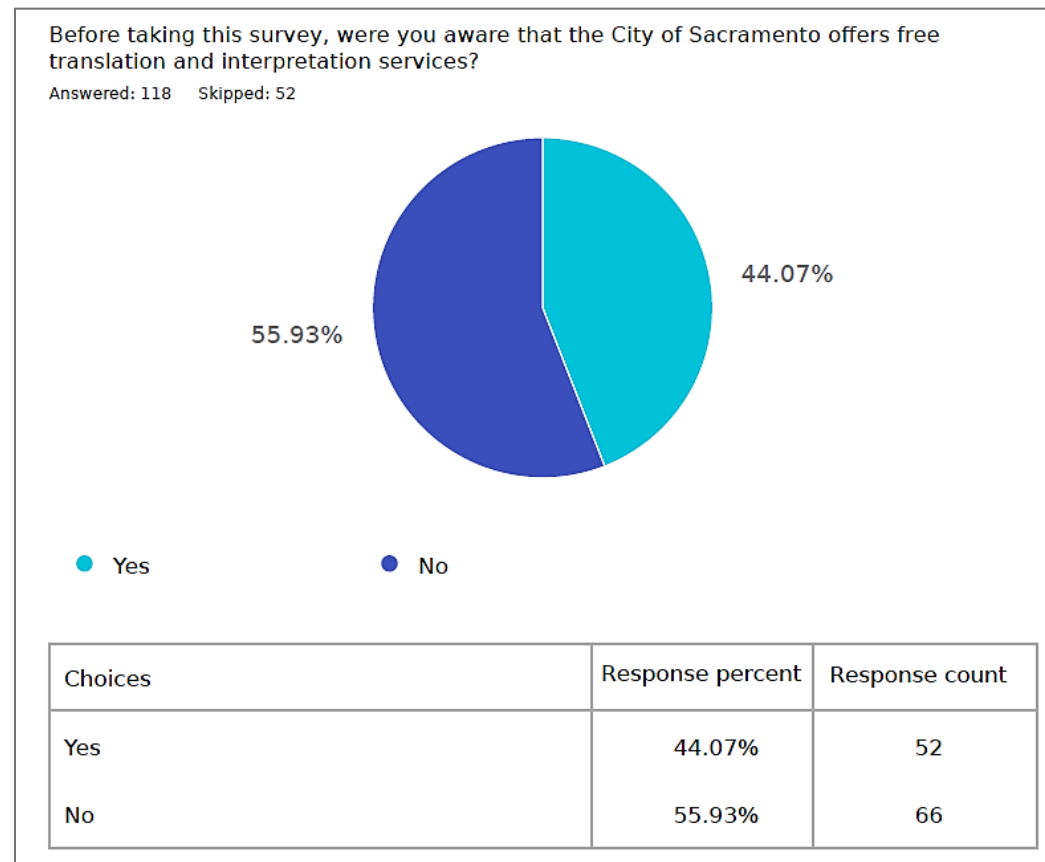
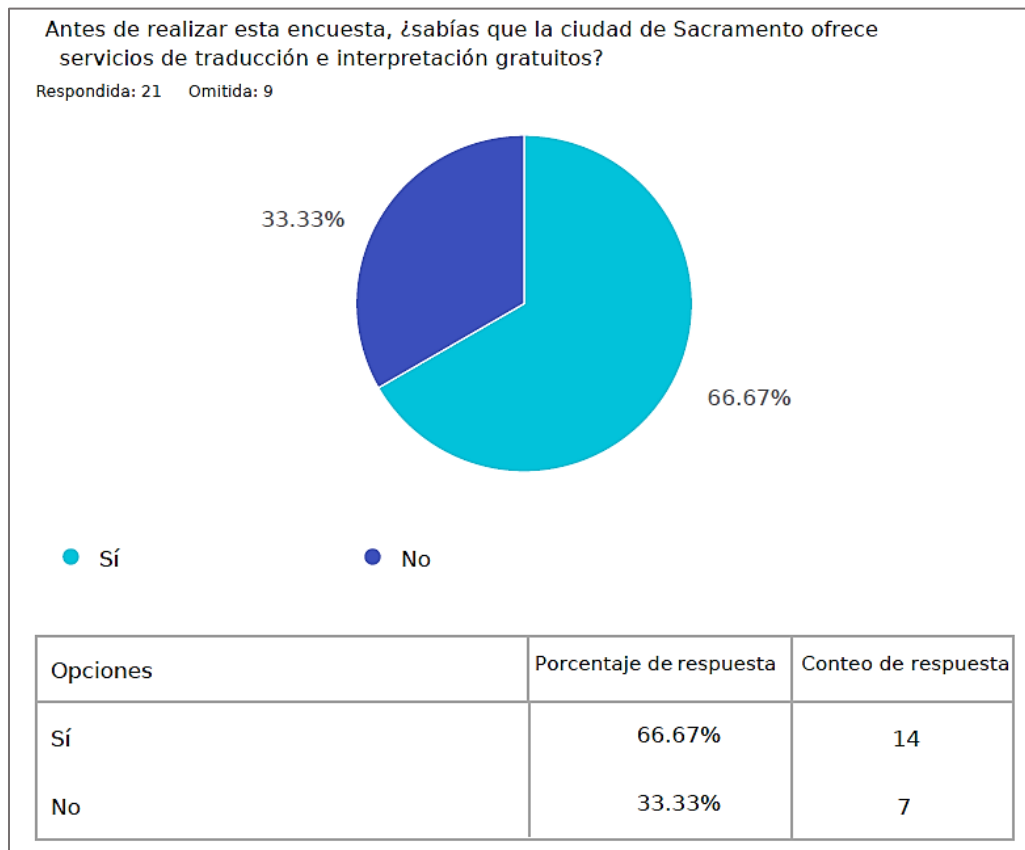


Figure 8: LEP Community Survey Responses to the Question on Whether They Were Aware of the Free Translation and Interpretation Services Offered by the City (Spanish Version)



Overall, the community survey helped to provide insight into the community's awareness of the City's language services and to help identify areas where the City may fall short. Additional survey results are discussed later in the report.

Language Access Services Offered by the City of Sacramento

As part of the gap analysis, Nimdzi Insights, LLC identified and categorized the language services already being offered and funded by the City of Sacramento.

Telephone Interpretation Services

Language Link is a third-party telephone interpretation service, paid for by the City, which allows City employees to effectively communicate with LEP community members during a phone interaction.

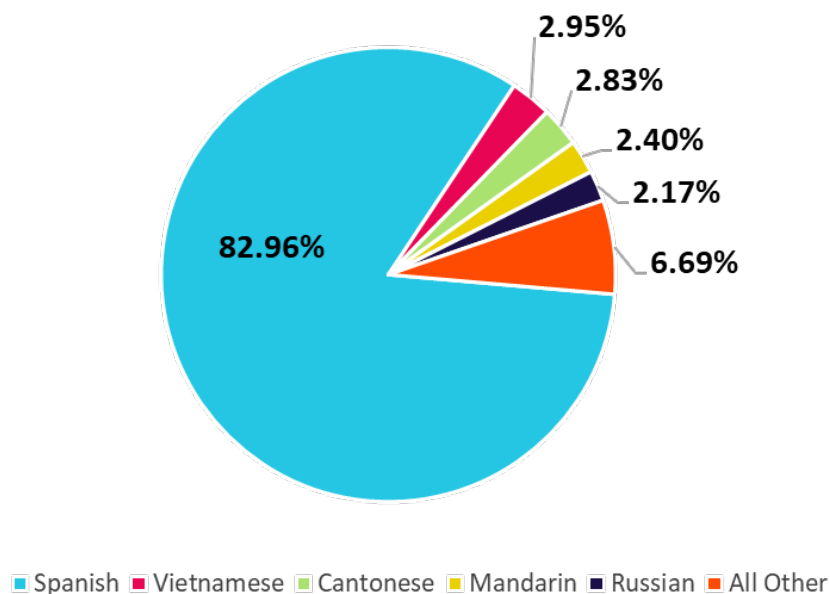
When a call is received from a caller requesting an interpreter or the caller is not able to communicate effectively in English, City employees can contact Language Link to provide interpretation services through a conference call. These calls are most



frequently made by the City's 311 agents and 911 dispatchers.

This figure shows the total number of Language Link interpreter calls (5,143) made by the Police Department from January through August 2021, by language. Representing nearly 83% of Language Link calls, Spanish is the most frequently requested language, by a wide margin. Vietnamese and Cantonese speakers accounted for just under 3%, each.

Figure 9: Police Department Language Link Use by Language (5,143 Calls)



To provide some context on the cost associated with offering this service, the not-to-exceed amount for the Citywide Language Link contract is \$99,000.

On-Site Interpreter/ Translation Services

Interlingva Inc. is an interpreting and translating agency located in Sacramento, CA. The City of Sacramento contracts with Interlingva to provide on-demand and on-site interpretation services and translation of written documents. Interlingva provides experienced and licensed interpreters/translators during routine situations, public communication, or scheduled events. Examples of interpretation and translation services offered by Interlingva include:



- Meetings, live public events, broadcasts, TV, social media, radio and print.
- Works directly with the public, on-site, by phone, or via telecommunications device.
- Works as part of the City's Joint Information Center during a crisis activation.

The City's contract with Interlingva has a \$99,000 not-to-exceed amount and stipulates that routine requests for on-site services should be made at least 48-hours prior to an event.

American Sign Language (ASL) Interpretation Services

NorCal Services for the Deaf and Hard of Hearing is a community-based organization, headquartered in Sacramento, that serves Deaf and hard of hearing individuals. The City of Sacramento contracts with NorCal Services to provide on-demand and on-site translation services for the Deaf and hard of hearing.



The services are provided with certified ASL interpreters. Examples of services provided include:

- Meetings, live public events, and TV broadcasts.
- Works directly with the public, on-site.
- Works as part of the City's Joint Information Center during a crisis activation.

The City's contract with NorCal Services includes a not-to-exceed amount of \$99,000.

Bilingual City Employees

The City of Sacramento offers bilingual incentive pay to City employees who desire to provide interpretation/translation services and can demonstrate proficiency in a specified language. If available, bilingual employees can be contacted by other City employees to provide language services, however they must receive supervisor permission prior to engaging in a transaction and the call must take place during the employee's regular business hours. The next figure shows the number of employees receiving bilingual pay and the languages they speak. Three employees are counted twice because they speak multiple languages.

Figure 10: Bilingual Pay Incentive by Employee

Language	Count
Spanish	90
Russian	11
Punjabi	3
Ukrainian	3
Hmong	3
Chinese (Mandarin)	2
Vietnamese	2
Chinese (Cantonese)	2
Mien	2
Hindi	2
Bosnian	1
Korean	1
Croatian	1
Farsi (Persian)	1
Dari	1
German	1
Grand Total	126

The cost of the bilingual pay incentive is funded by the department in which the employee works. This figure shows the number of employees who are listed as part of the bilingual pay program, by City Department. Three employees speak multiple languages and are counted more than once.

Figure 11: Bilingual Pay Incentive by City Department

Department	Count
Police	60
Fire	24
YPCE	11
Utilities	8
Information Technology	8
Community Development	6
Finance	4
City Manager	2
Public Works	2
Mayor/Council	1
Grand Total	126

Some employees are paid a flat rate for their bilingual services and others receive a 2% increase to their base pay. The amount of bilingual pay is determined by the labor union the employee belongs to and the terms that were negotiated with the City in their respective labor agreements. We estimate the cost of providing this service at over \$200,000 per year.

Written Material

Nimdzi Insights, LLC noted that the City website is equipped with a plugin for automated translation via Google Translate, which can help convey general or informal information to those that struggle to read English, while this may be sufficient for some non-vital content, it is important to note this option may not be appropriate for translations of vital content as it is not always accurate or complete.

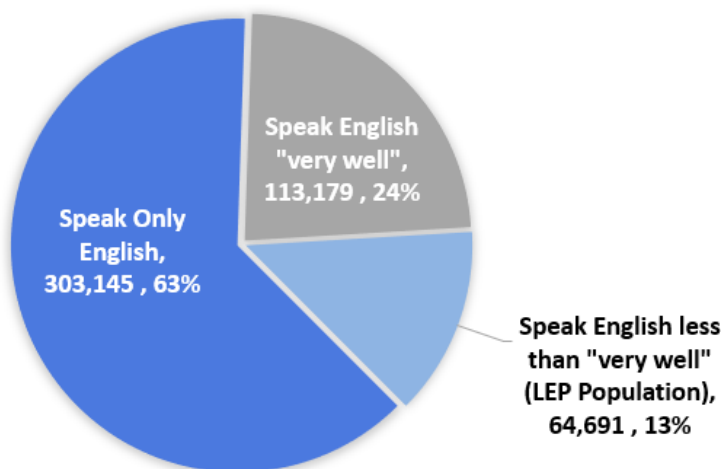
Nimdzi Insights, LLC also found that there is not currently a citywide policy regarding what materials to translate, the resources required to translate them, or what languages to translate into. These decisions are currently being made at the department level. While the City has provided translations of certain content that relates to one's rights or benefits (for example, COVID-related information, grant applications), as well as certain proactive social outreach content (for example, flyers for community events), there is no standard to guide staff in their decision-making process.

Factor 1: Number and Proportion of LEP Individuals in the City of Sacramento

Language access guidance for federal and state agencies suggests that the first step in drafting a language policy is to identify the total population and languages spoken by individuals that have limited English proficiency.

According to the U.S. Census data¹², individuals who speak English less than “very well” comprise 13% of the total population in the City of Sacramento. The figure below shows the composition of those that speak only English, in comparison to the number of people that speak another language at home, but also speak English either “very well” or “less than very well.” The nearly 65,000 individuals estimated to speak English “less than very well” could be considered the City of Sacramento’s LEP population.

Figure 12: City of Sacramento U.S. Census Data on English Proficiency



Source: U.S. Census Bureau. American Community Survey 2019.

Spanish is the Most Prevalent Non-English Language Spoken at Home

The U.S. Census data also provides a breakdown of the languages spoken at home by the City’s LEP population. This figure shows the languages spoken, the percentage of the City’s total population, and the number of individuals this represents.

¹² U.S. Census Bureau. American Community Survey. 2019
<https://data.census.gov/cedsci/table?t=Language%20Spoken%20at%20Home&g=1600000US0664000&tid=ACSDT1Y2019.B1600>

Figure 13: City of Sacramento Estimated LEP Population

Language Spoken at Home	Estimated LEP Population	Percent of Total City Population Over 5 (481,015)
Spanish	26,134	5.4%
Chinese (all dialects)	11,366	2.4%
Hmong	5,051	1.1%
Vietnamese	4,659	1.0%
Tagalog	2,344	0.5%
Punjabi	1,870	0.4%
Russian	1,799	0.4%
Hindi	1,556	0.3%
Arabic	1,273	0.3%
All other languages	8,639	1.8%
Total	64,691	13.4%

Source: U.S. Census Bureau. American Community Survey 2019. 5 Years of Age and Over.

The Dymally-Alatorre Bilingual Services Act requires State agencies who are directly involved in the furnishing of information or providing of services to the public, when contact is made with a substantial number of non-English speaking people, to provide language services (bilingual staff, translated written materials, etc.) The Dymally-Alatorre Bilingual Services Act defines a “substantial number” of non-English-speaking people as members of a group who either do not speak English, or who are unable to effectively communicate in English because it is not their native language, and who comprise 5% or more of the people served by the state agency.

If the City of Sacramento were to apply the 5% threshold applicable to State agencies, then Spanish would be the only language to meet this threshold. This is based on the following Census data and Language Link user data.

- Number and proportion of LEP individuals by population: Spanish-speakers are the only group whose LEP population comprises more than 5% of the total population of the city of Sacramento
- Extrapolating out from Language Link user data, we can estimate that Spanish is the language spoken in 80-90% of LEP encounters.

To reach the largest percentage of LEP speakers by language, the City may establish and/or maintain more robust means of language assistance in Spanish than are afforded to other languages in order to support this larger population of LEP individuals. However, Nimdzi Insights, LLC notes that this guidance should not be interpreted to mean that the City should not make efforts to procure language services in LEP languages other than Spanish. Rather, this analysis means that policies and procedures that apply to the provision of Spanish-language services may differ in some cases to the procedures used to provision language services for other LEP language groups.

For example, if a City department (or even an individual unit of a department, such as a police precinct, a parks & rec facility, etc.) serves a large population of LEP individuals that speak a language other than Spanish, that program may want to proactively provide language access services in that language. For example, if a given City Department or program serves a population that consists of 5%+ Chinese

speakers who are also LEP, then that program could proactively translate vital documents into Chinese and be able to provide Chinese interpreters during their live meetings. If an individual unit of a department suspects that such an exception exists, they may proactively follow the same procedure as they do for Spanish, even absent any formal tracking that demonstrates that the other LEP language passes the 5% threshold.

We Recommend the City Manager:

Recommendation 1: Establish and maintain robust language access capabilities for Spanish speaking LEP residents.

Recommendation 2: Evaluate whether any department programs serve a significantly higher LEP population than that of the overall City-wide population and apply more robust language services towards those programs.

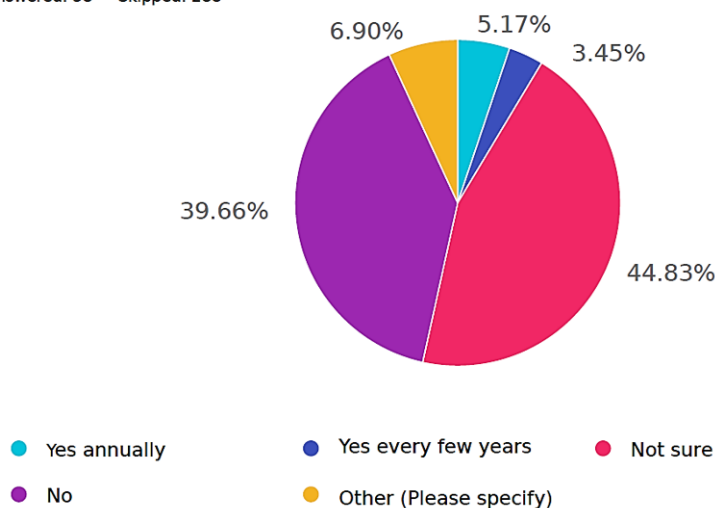
More than 40% of Respondents Did Not Know How Often LEP Data Was Being Updated

It is important to regularly update the statistics related to the number and proportion of LEP individuals to ensure the City is providing language access services in the languages that are the most relevant to those being served by the program. The survey of City employees found that nearly 45% of employees did not know how often their department's LEP data was being updated. Another 40% of employees said that it was not being updated. The next figure shows the responses from a recent City employee language access survey.

Figure 14: Employee Survey Responses on Frequency of Updating LEP Data

Does your department regularly update its data on the LEP communities in your service area (for example, by checking Census data, usage data on interpretation and translation requests by language, etc.)?

Answered: 58 Skipped: 288



Failure to regularly update LEP data could result in the City not providing services in the most frequent and most used languages. This could result in a reduction in the effectiveness of the City's outreach and language access services.

We Recommend the City Manager:

Recommendation 3: The City should refer to the U.S. Census and Language Link usage data from the City's 311 and 911 departments to regularly evaluate the number and proportion of LEP individuals and use this information in assessing the sufficiency of the City's language access services. The City may also wish to review demographic data from other local organizations (school systems, community organizations, legal aid entities, etc.)

Factor 2: Frequency and Type of LEP Encounters

Federal guidance recommends that agencies should also assess the frequency with which they have or should have contact with LEP individuals from different language groups seeking assistance. The more frequent the contact with a particular language group, the more likely that enhanced language services in that language are needed. For example, the steps that are reasonable for a program that serves a LEP person on a one-time basis will be very different from those expected from a program that serves LEP persons daily.

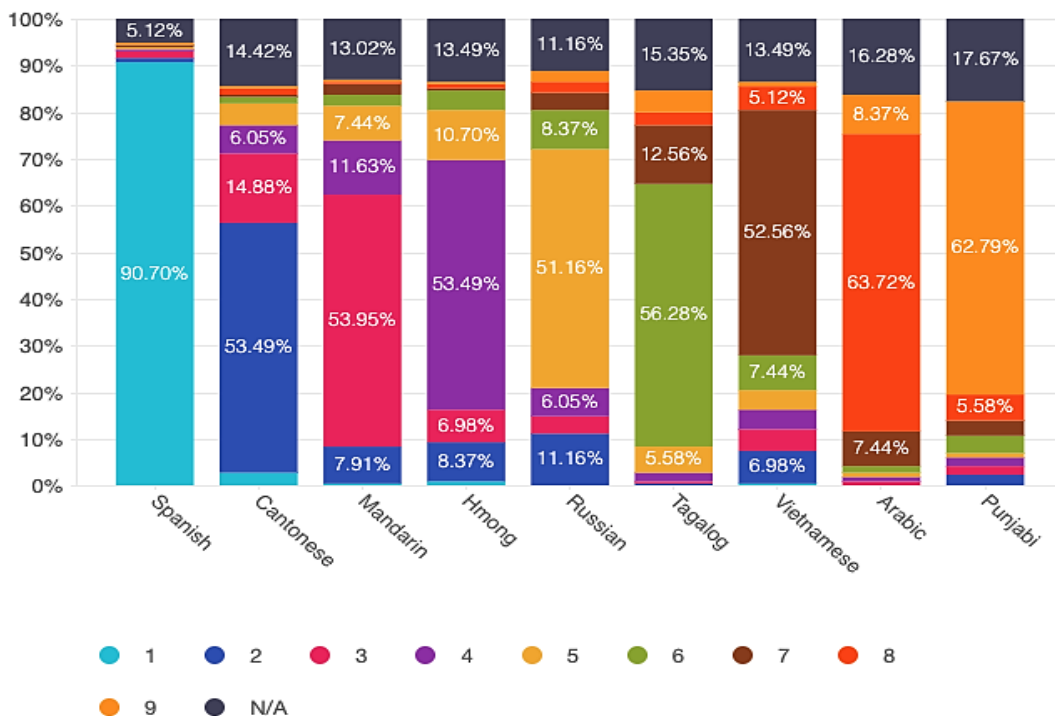
In applying this standard, the guidance recommends considering whether appropriate outreach to LEP persons could increase the frequency of contact with LEP language groups.

Nimdzi Insights, LLC surveyed City employees to gauge the frequency of interactions with LEP individuals. The figure below shows the results of a survey question asking City employees to rank from 1-9 how frequently they provide services in non-English languages. 90.70% of respondents ranked Spanish as the most frequently encountered language. 53.49% of respondents listed Cantonese as the second-most encountered language. 53.95% of respondents identified Mandarin as the third-most encountered language.

Figure 15: Employee Survey Data on Frequency of Providing Language Services

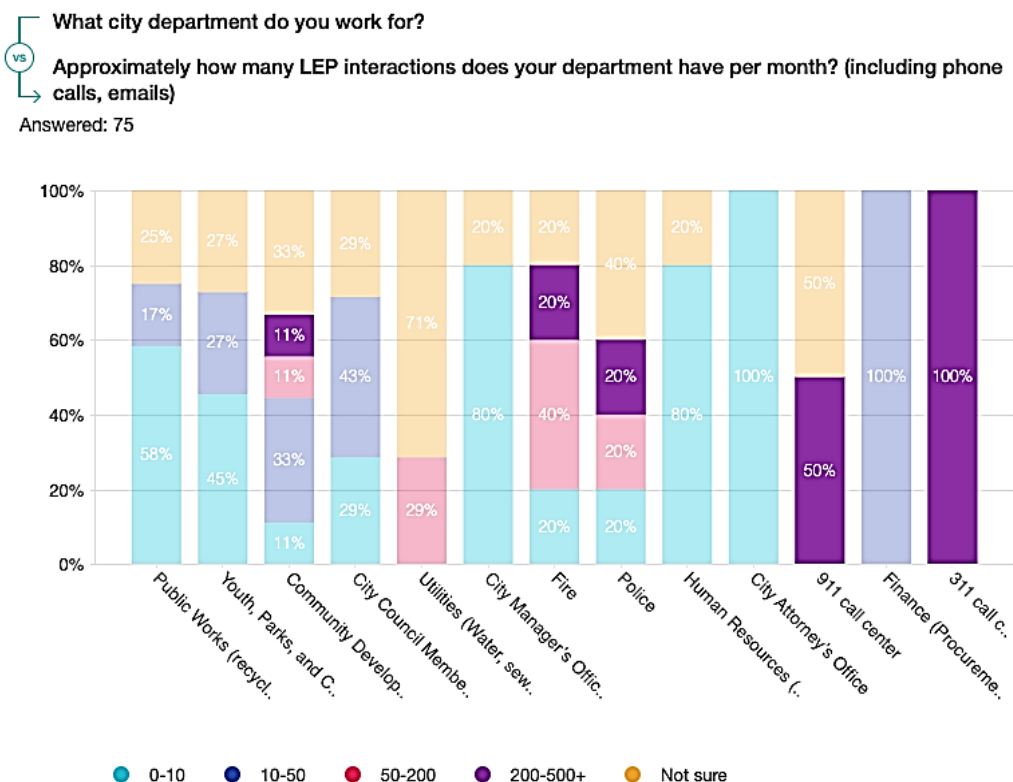
What non-English languages (in order of frequency) does your department provide services in?

Answered: 215 Skipped: 131



The employee survey also asked employees to estimate how often they interacted with LEP individuals on a monthly basis. Survey results indicate that City departments vary considerably in the volume of LEP interactions they handle per month, ranging from less than 10 to over 200. For example, 100% of the 311 Call Center employees who responded to the survey stated they encounter more than 200 LEP individuals per month. In comparison, only 20% of Police Department and 20% of Fire Department employees that responded to the survey stated that they come in contact with LEP individuals more than 200 times per month.

Figure 16: Survey Data on the Number of Interactions Per Month



Nimdzi Insights, LLC noted that departments that interact with LEP individuals most frequently tended to be those that also handle exigent needs and/or individual rights and benefits, such as the 311 Call Center, the 911 Call Center, the Police Department and the Fire Department.

In developing a Citywide language access policy, the City should consider providing guidance on whether some programs require additional outreach to LEP persons to increase the frequency of LEP participation. The policy should also consider how the City will provide meaningful access at a broader scale for programs that have more frequent LEP encounters.

We Recommend the City Manager:

Recommendation 4: Provide guidance on whether programs should perform additional outreach to LEP persons to increase the frequency of contact with LEP language groups.

Recommendation 5: Provide guidance on whether programs that interact frequently with LEP individuals should provide meaningful language access services at a broader scale than departments who have infrequent encounters.

Recommendation 6: Evaluate whether funding for language services is sufficient based on the volume of LEP individuals that interact with City departments or programs and the relative importance of the services they provide.

Some City Employees Who Engage with LEP Individuals Do Not Know How to Use the City's Language Access Services

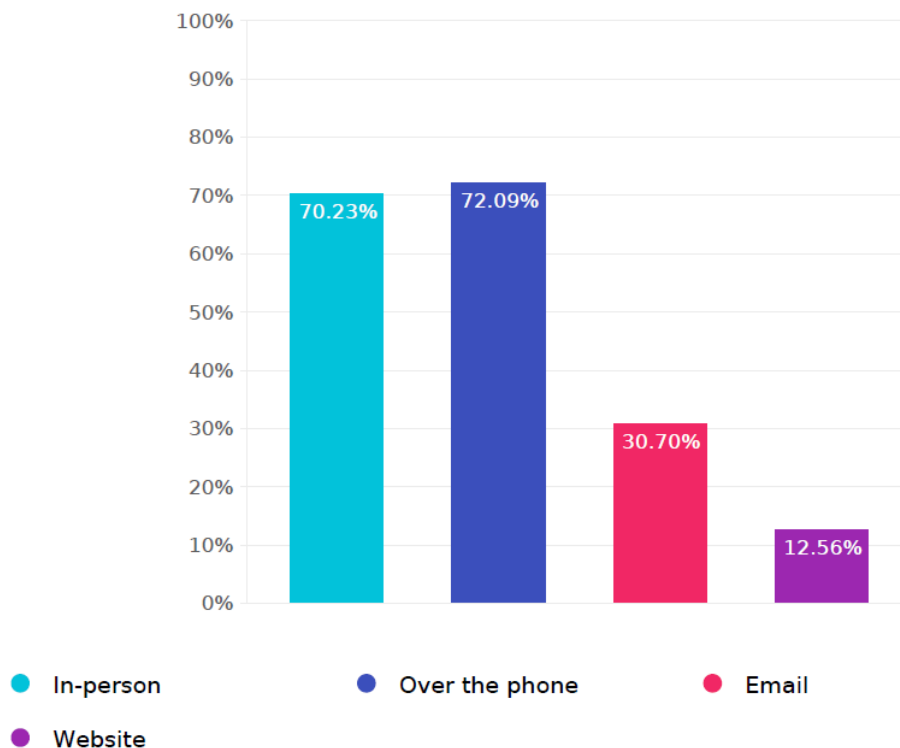
The U.S. Department of Justice Civil Rights Division's *Language Access Assessment and Planning Tool* designed for Federal and State agencies states that "Staff will not be able to provide meaningful access to LEP individuals if they do not receive training on language access policies and procedures, including how to access language assistance services. This training should be mandatory for staff who have the potential to interact or communicate with LEP individuals, staff whose job it is to arrange for language assistance services, and managers. Training should explain how staff can identify the language needs of an LEP individual, access and provide the necessary language assistance services, work with interpreters, request document translations, and track the use of language assistance services. Bilingual staff members who communicate "in-language" to LEP individuals, or who serve as interpreters or translators, should be assessed and receive regular training on proper interpreting and translation techniques, ethics, specialized terminology, and other topics as needed."

Nimdzi Insights, LLC surveyed City employees to determine how their departments typically interact with LEP individuals. Approximately 70% of respondents stated that they interact in-person and 72% of respondents stated that they also interact with LEP individuals over the phone.

Figure 17: Employee Survey Data on Types of Interactions with LEP Individuals

How does your agency typically interact with individuals who are limited in English proficiency? (Please select all that apply.)

Answered: 215 Skipped: 131

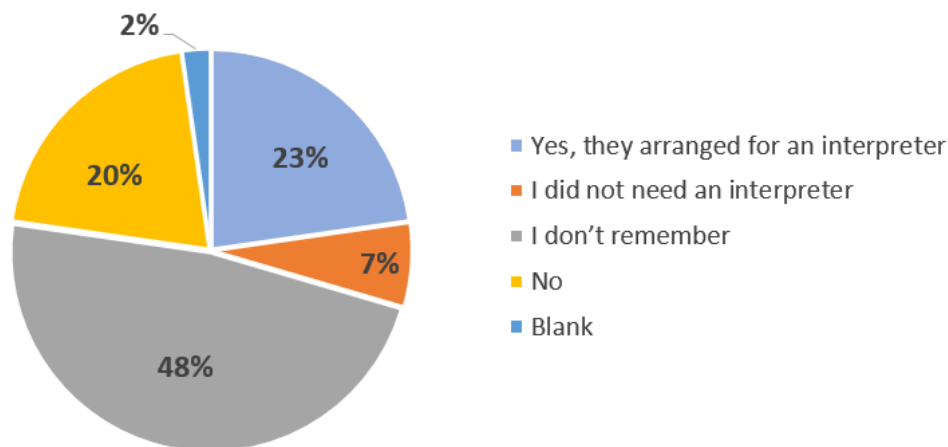


Roughly as many city employees indicated that they interact with LEP individuals in-person as over the phone, yet there appeared to be much more confusion about how to arrange interpreters for in-person encounters. Two areas of confusion came to light:

- City employees are not aware of which professional language service companies the city currently has contracts with, apart from Language Link (write-in answers include contractors who do not have city contracts (One Call, Eaton Interpreting Services) and there are no mentions of current contractors including Interlingva, International Effectiveness Centers, or NorCal Services for the Deaf and Hard of Hearing.
- Employees do not consistently distinguish between translation and interpretation or know who to contact for which service.

Nimdzi Insights, LLC conducted a survey of LEP community members and the survey results indicate that the City may not be providing interpreters when one would have been preferred. Of the 44 respondents that self-identified as LEP, 20% indicated they had not been offered an interpreter. The survey results are shown in the next figure.

Figure 18: Survey of LEP Community Members on Whether They Had Been Offered an Interpreter



While not every situation requires an interpreter, several individual responses raised concerns that interpreters are not being provided in cases where rights, benefits, health, and/or safety are involved. We recommend the City provide training to employees on offering interpreter services.

Without periodic assessment and training, staff may not be able to provide the language assistance services necessary to ensure LEP individuals have meaningful access to the City's programs. We recommend the language access policy consider that City staff be regularly trained on the City's language access procedures.

We Recommend the City Manager:

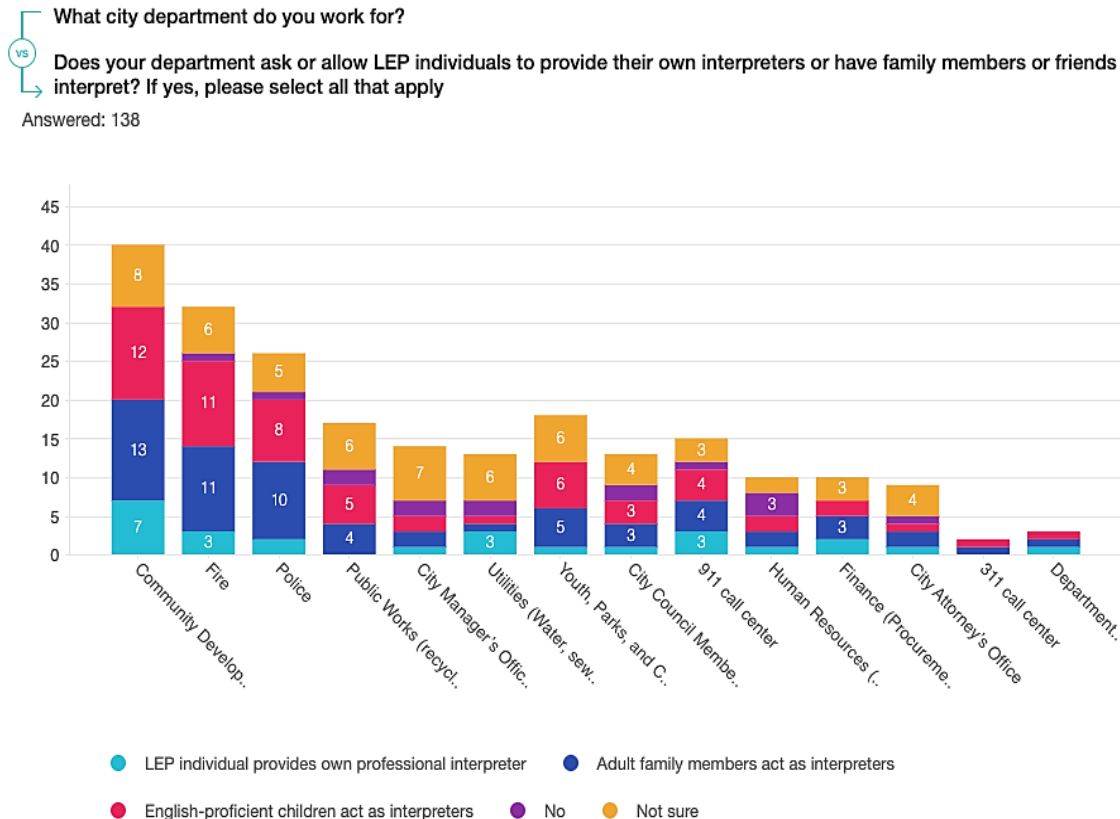
Recommendation 7: Train City staff on language access procedures. This training may include the process for arranging interpreters where appropriate, the list of providers the City currently contracts with and what services they provide, and the differences between translation and interpretation services.

The City Should Train Staff on How to Respond in Situations Where a Minor or Family Member is Asked to Serve as an Interpreter

According to Federal guidance, agencies should avoid using family members, children, friends, and untrained volunteers as interpreters because it is difficult to ensure that they interpret accurately. The overarching concern on the use of un-vetted, informal interpreters is the quality of language access provided. Absent rigorous establishment of the qualification of the informal interpreter, the City will have no way to assure that "meaningful language access" is in fact being provided. In addition, the use of a minor child or family member could present ethical conflicts.

Nimdzi Insights, LLC surveyed City employees and found that roughly 40% of respondents across departments indicated that English-proficient children act as interpreters, and 42% have adult family members act as interpreters.

Figure 19: Employee Survey on Use of Family Members for Interpreters



Federal guidance suggests that when language services are required by law and LEP individuals indicate that a minor child, family member, or community member will serve as an interpreter, the agency should inform the LEP individual, in their language, that they can provide an interpreter at no cost and in a reasonable amount of time. Under federal guidance, if the individual declines the service, then the agency should document the refusal.

Similarly, the Americans with Disabilities Act (ADA), which stipulates that covered agencies provide translation services for Deaf and hard-of-hearing individuals, places responsibility for providing sign language interpreters on the agency. They recommend not relying on children or other family members to provide sign language services and instead contacting a qualified interpreter.¹³

We recommend the City's language access policy provide guidance to staff how to respond in situations where a minor or family member is asked to serve as an interpreter.

We Recommend the City Manager:

Recommendation 8: Provide guidance and train staff on how to respond in situations where a minor or family member is asked to serve as an interpreter.

¹³ U.S. Department of Justice. Civil Rights Division. Disability Rights Section. ADA Requirements. *Effective Communication*. <https://www.ada.gov/effective-comm.htm>. 2014.

City Employees Should Be Trained on the Use of Bilingual Staff

Federal guidance states that when particular languages are encountered often, hiring bilingual staff offers one of the best, and often most economical options. Bilingual staff can, for example, fill public contact positions, such as 911 operators, police officers, or program directors, with staff who are bilingual and competent to communicate directly with LEP persons in their language. If bilingual staff are also used to interpret between English speakers and LEP persons, or to orally interpret written documents from English into another language, they should be competent in the skill of interpreting. However, the guidance cautions that being bilingual does not necessarily mean that a person has the ability to interpret.

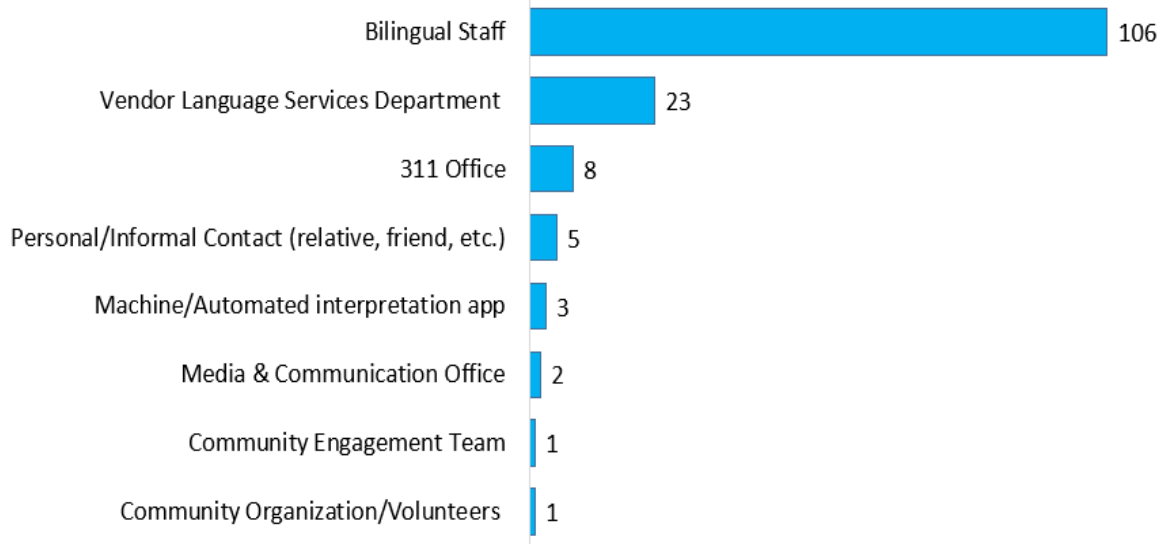
The U.S. Department of Justice Civil Rights Division's *Language Access Assessment and Planning Tool* states that "Bilingual staff members who communicate "in-language" to LEP individuals, or who serve as interpreters or translators, should be assessed and receive regular training on proper interpreting and translation techniques, ethics, specialized terminology, and other topics as needed. Without periodic assessment and training, bilingual staff may not be able to provide the language assistance services necessary to ensure LEP individuals have meaningful access to your agency's programs."

Qualified bilingual staff should be able to demonstrate skill in interpreting, as not every bilingual person is able to transfer meaning between languages with accuracy and verbal fluency. Additionally, staff should be versed in the terminology particular to the situation. For example, a bilingual staff member whose interpretation skills are verified may not be familiar with police department terminology, medical terminology, and so forth.

The guidance recommends that in cases where a LEP individual's legal rights, health, safety, or benefits are concerned, a professional interpreter should be utilized if there is any doubt that bilingual staff is sufficiently skilled in interpretation or possesses the necessary knowledge of terminology.

Nimdzi Insights, LLC surveyed City employees to find out who they turn to when they need an interpreter, either in-person or over the phone. As figure 20 shows, the majority of respondents indicated that bilingual staff are their first resource.

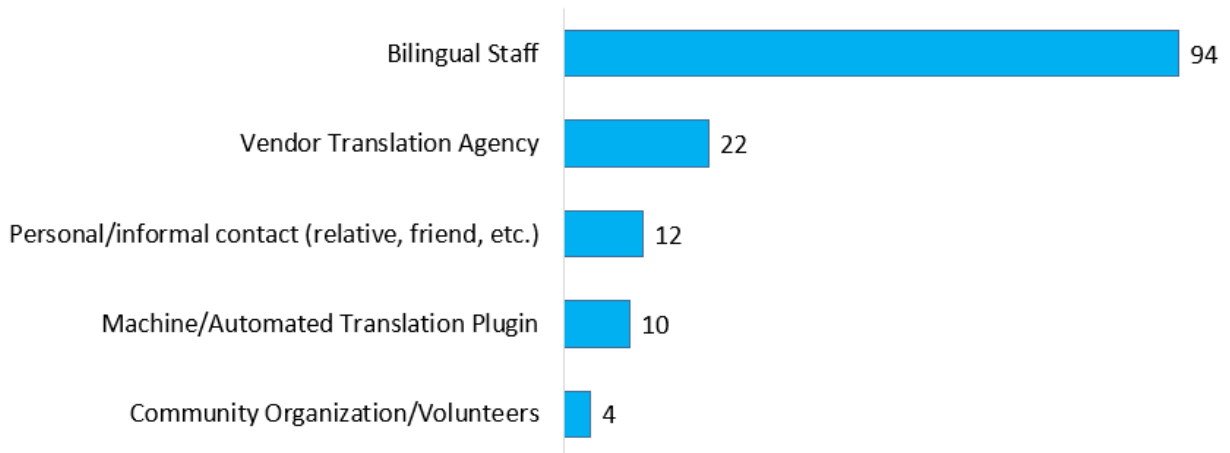
Figure 20: Employee Survey Data on Preference for Use of Interpretation Services



The guidance also cautions not to over-utilize bilingual staff for translation (written) assignments. Asking staff to translate content that is more than one-page in length may impact staff member's ability to perform their core duties and/or extend the time it takes to complete translations.

As the next figure shows, the survey of City employees found that when they need written content translated, they turned to the City's bilingual employees first.

Figure 21: Employee Survey Data on Preference for Use of Translation Services



For certain less-frequently encountered languages, it may be difficult to find a professional translator. Additionally, certain languages are largely spoken rather than written and LEP individuals may not be literate in their native language. Sight translation services with third-party language services providers typically have access to more than 200 languages. The federal LEP guidance recommends the following:

- Vital documents should be translated by qualified professionals or community members who have demonstrated competency via certifications, professional references, etc.
- Outreach content (social media posts, event fliers, etc.) should be translated using any qualified resources.

In addition, translations that are not provided in a timely manner do not meet the standard of “meaningful access”, so city employees should carefully consider whether bilingual staff can complete a translation with minimal turnaround time before assigning it to them. Even with outreach content, employees may wish to use professional translators if turnaround time is an issue, as delays between the English-language publication of information and its appearance in other languages can foster a negative impression among some LEP communities. Professional translators can generally complete translations in a fraction of the time as non-professionals, as they have access to professional translation workflow tools that bilingual staff may not have. In addition, some survey responses from the LEP community noted that the quality of the translations were not always very good.

We recommend the City Manager provide guidance on the use of bilingual employees, training of bilingual employees, and provide examples of when the use of bilingual staff is appropriate or inappropriate.

We Recommend the City Manager:

Recommendation 9: Provide direction on how and when bilingual staff are used for translation services and when professional translators should be used for vital documents, website content, and for lengthy documents.

The City Should Consult Best Practices When Developing LEP Websites and Digital Services

LEP.gov is a website that is operated and maintained by the Civil Rights Division of the U.S. Department of Justice. Their mission is “to share resources and information to help expand and improve language assistance services for individuals with limited English proficiency, in compliance with federal law.”

LEP.gov published a resource guide in December 2021 called *Improving Access to Public Websites and Digital Services for Limited English Proficient (LEP) Persons*¹⁴ that provides best practices and examples to help anyone seeking to improve language access to their websites and digital services.

This is important because digital services involve the electronic delivery of information, including data and content, across multiple platforms or devices, such as text, audio, video, mobile applications, and graphics that are transmitted for viewing over the internet. This includes social media (YouTube, Twitter, Facebook, etc.), websites, and applications that enable users to create and share information and content or to participate in social networking. Vital information displayed on these platforms or devices should be accessible in frequently encountered languages.

However, our employee survey found that relatively few survey respondents indicated that LEP individuals use email or the city website to contact city employees. There are many possible reasons for this: potentially poor-quality automated translations, incomplete website localization (i.e., the Google

¹⁴ LEP.gov. *Improving Access to Public Websites and Digital Services for Limited English Proficient (LEP) Persons*. December 2021. [Improving Access to Public Websites and Digital Services for Limited English Proficient \(LEP\) Persons](#)

Translate extension does not work on every page), or that the City directs LEP individuals to the 311 line to service their needs.¹⁵

LEP.gov makes several recommendations for effective design strategies to attract and keep LEP visitors on the agency's website. This includes:

- Prominently display multilingual content on your homepage. LEP website visitors are more likely to stay on websites with content in frequently encountered languages other than English or a widely recognized icon representing translated content.
- Post hyperlinks that lead to language-specific landing pages with translated content in one or more non-English languages. These hyperlinks direct LEP visitors to the section of the website where information is available in their preferred language.
- Machine translation applications or software convert written text from one language to another without the involvement of a qualified human translator. This process can reduce the accuracy of posted information when read in translated form. The LEP.gov guidance recommends that, when using machine translation, the agency should have a human translator proofread all content containing vital information before posting it to ensure the accuracy of the translated information. Website content that is translated and checked by qualified human translators is more likely to be accurate and locatable by LEP users.
- Usability testing is a process where LEP users test a website or digital service for ease of use. During a typical usability test session, LEP participants will try to complete specific tasks while observers watch, listen, and take notes. The goal of usability testing is to collect data, identify features or components that are useful to LEP audiences, and identify any usability problems that need to be addressed to improve access for LEP users.

We recommend the City leverage the resources and best practices on the LEP.gov website in developing the Citywide language access policy, to ensure the City's websites are accessible and that the use of machine translation is accurate.

We Recommend the City Manager:

Recommendation 10: We recommend the City leverage the resources and best practices on the LEP.gov website in developing the Citywide language access policy, to ensure the City's websites are accessible and that the use of machine translation is accurate.

¹⁵ Clicking "Translate" in the header of the City's official website directs users to call the 311 customer service center, explaining that over 150 languages are offered for callers that "feel more comfortable speaking a language other than English."

Factor 3: Relative Importance and Nature of the Benefits or Services that the Program Offers

The more important the activity, information, service, or program, the more likely language services are needed. Agencies should determine whether denial or delay of access to services or information could have serious or even life-threatening implications for the LEP individual.

The City Should Identify Vital Documents and Determine if they Should be Translated

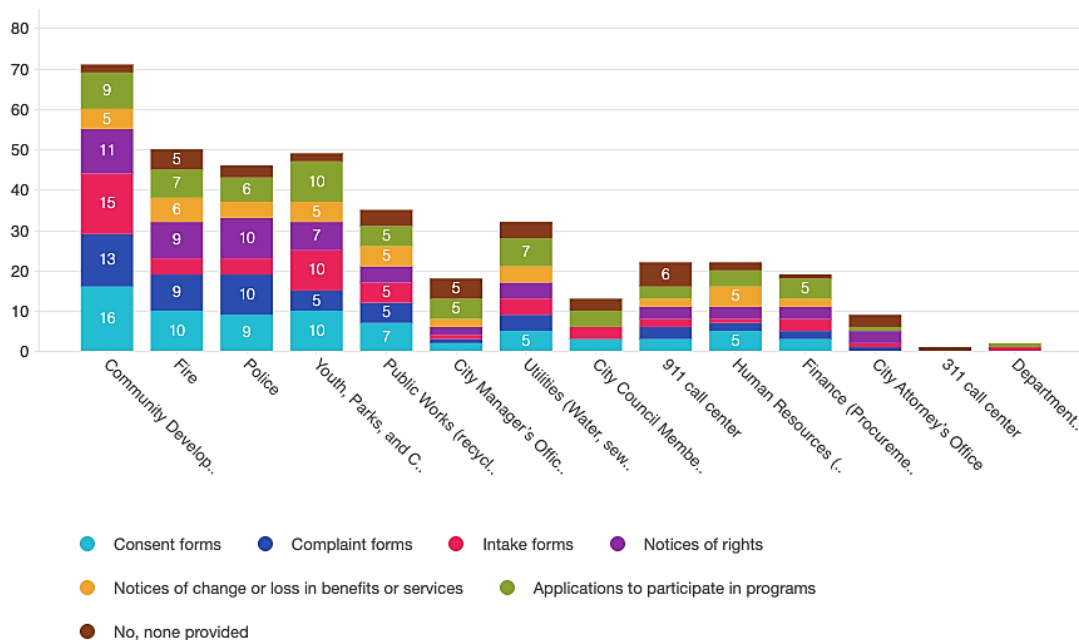
Federal guidance from LEP.gov states that it is important to ensure written materials routinely provided in English are also provided in regularly encountered languages other than English. It is particularly important to ensure that vital documents are translated into languages of regularly encountered LEP groups affected by the program or service. The federal guidance states that:

“A document will be considered vital if it contains information that is critical for obtaining federal services and/or benefits or is required by law. Vital documents include, for example: applications, consent and complaint forms; notices of rights and disciplinary action; notices advising LEP persons of the availability of free language assistance; prison rulebooks; written tests that do not assess English language competency, but rather competency for a particular license, job, or skill for which English competency is not required; and letters or notices that require a response from the beneficiary or client. For instance, if a complaint form is necessary to file a claim with an agency, that complaint form would be vital.”

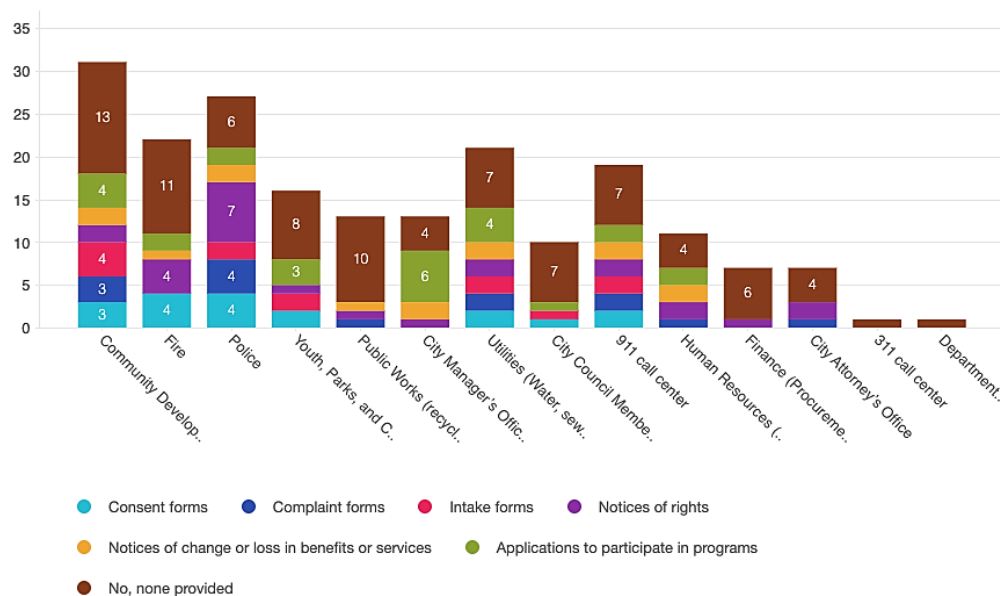
When Nimdzi Insights, LLC surveyed City employees, they found that employees reported providing more documents in English than in other languages. This could potentially indicate that the City has room for improvement regarding the translation of documents. The figures below compare the responses for the distribution of documents in English compared to the number of documents translated in any other language.

Figure 22: Distribution of Documents in English and Non-English Languages

What city department do you work for?
 Does your department distribute any of the following types of content *in English*? (Please select all that apply.)
 Answered: 140

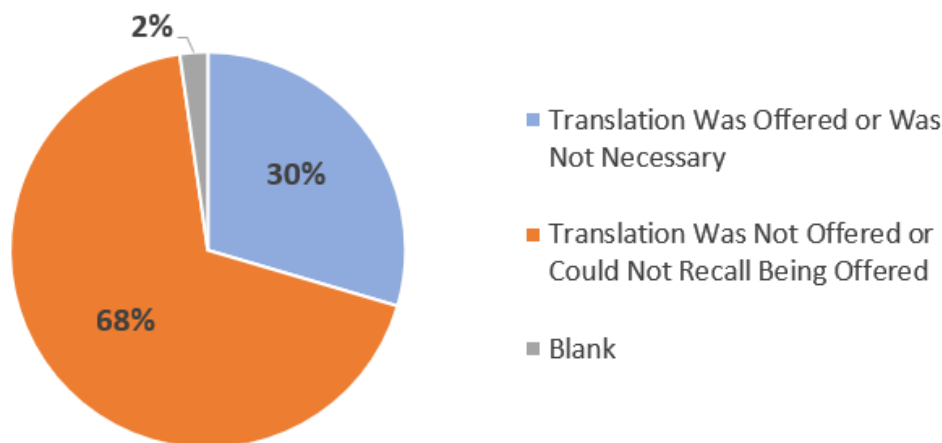


What city department do you work for?
 Which written documents has your department translated into non-English languages? (Please select all that apply.)
 Answered: 140



Nimdzi Insights, LLC survey of LEP community members also indicated that LEP individuals are not always provided with translations in situations where vital information is likely to be conveyed. As shown in the next figure, of the 44 LEP individuals that responded to the survey, 68% indicated that they were not offered translation services, or they did not recall being offered translation services.

Figure 23: LEP Community Member Survey Results on Translation Services



As some City departments provide written information on a regular basis, we noted the following:

- Two survey respondents indicated that the Police Department did not supply translations. Those individuals identified as Vietnamese and ASL speakers, respectively.
- Three survey respondents indicated that 911 did not supply translations (with those individuals identifying as Spanish speakers), 9 more could not recall being offered them.
- Two survey respondents indicated that they could not recall whether the Fire Department had offered translations.
- Two could not recall whether 311 had offered translations.

As noted previously in this report, Spanish is the most prevalent non-English language spoken by LEP individuals in Sacramento. For all other LEP languages (including those that are encountered on a very infrequent basis) options for translating vital documents include:

- Make translations available upon request.
- Provide vital documents to interpreters (whether in-person, or by phone) who can explain the contents of the written documents to the LEP individual (i.e., “sight-translate” and assist in filling out any documents that require the LEP individual to provide information.

Federal LEP guidance recognizes that translating all written materials into all languages likely present in a large city is unrealistic. Although recent technological advances have made it easier for agencies to store and share translated documents, such an undertaking would incur substantial costs and require substantial resources. The decision as to what program-related documents should be translated into languages other than English is a difficult one. While documents generated by an agency may be helpful in understanding a program or activity, not all are critical or vital to ensuring meaningful access. We

recommend developing guidance for City departments to identify their vital documents and determine how to provide robust language services for those documents.

We Recommend the City Manager:

Recommendation 11: Develop guidance for City departments to identify their vital documents and determine how to provide robust language services for those documents.

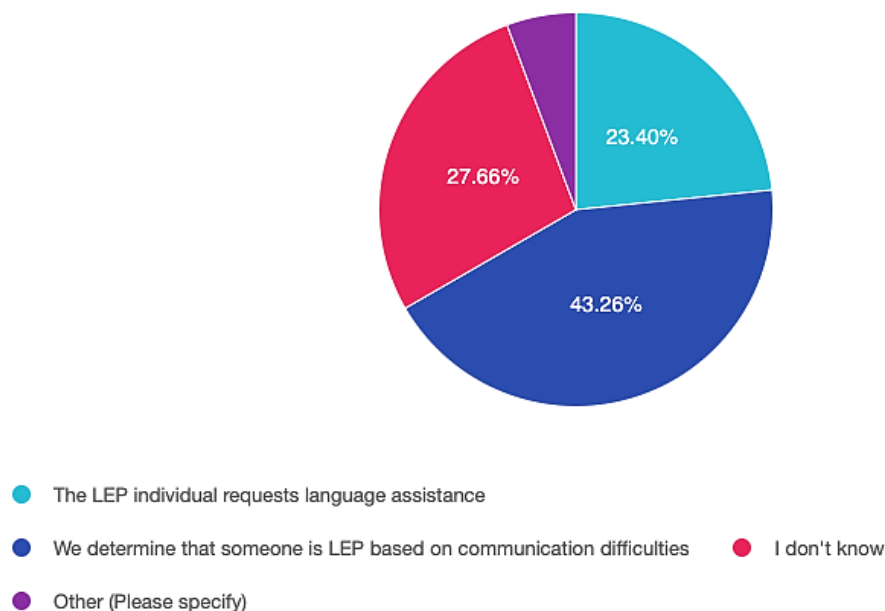
City Employees Should Be Trained on How to Determine if an Individual is LEP and How and When to Offer Language Assistance

As shown in the next figure, the City employee survey revealed that 27% of respondents indicated that they do not know how their department determines LEP status.

Figure 24: Employee Survey Data on Identifying LEP Individuals

How does your department usually identify that someone is LEP?

Answered: 141 Skipped: 205

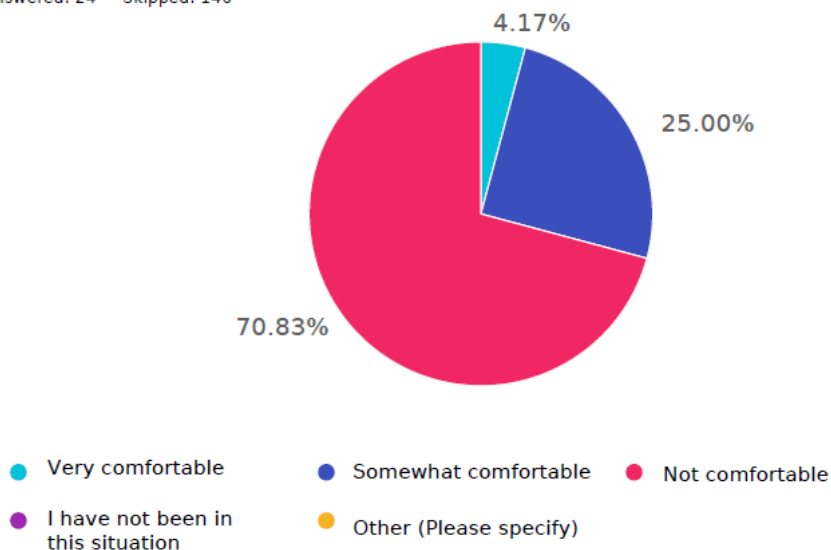


Furthermore, the majority of LEP respondents indicated that they were less than very comfortable asking city employees for language assistance. Of the 24 self-identified LEP respondents who completed the English version of the survey, 17 indicated that they were not comfortable at all. Some of the write-in responses indicated that community members were shy about their lack of English proficiency. Others were not aware the City offered language services or thought that it might be a hassle to use the service.

Figure 25: LEP Community Member Survey Responses on Comfort Level of Asking for Help (English Version)

How comfortable are you asking a City employee for help when you have difficulty communicating in English?

Answered: 24 Skipped: 146

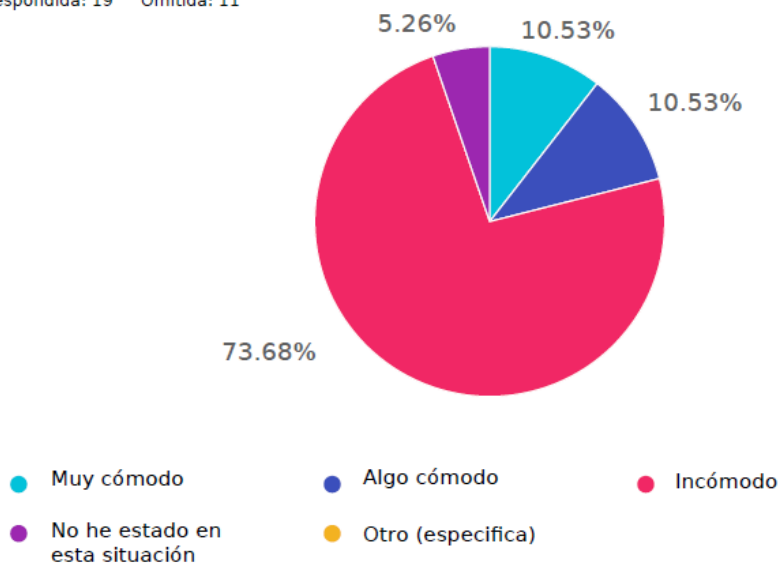


The Spanish version of the survey mirrors the results in the English version: 16 out of 19 indicated they are less than very comfortable, with 14 indicating that they are not comfortable at all.

Figure 26: LEP Community Member Survey Responses on Comfort Level of Asking for Help (Spanish Version)

¿Qué tan cómodo te sientes pidiendo ayuda a un servidor público de la ciudad cuando tienes dificultades para comunicarte en inglés?

Respondida: 19 Omitida: 11



Federal guidance suggest that assistance should be offered at the first sign of communication difficulties if the situation concerns the individual's rights, benefits, health, or safety. As indicated in the LEP survey data, some individuals are not comfortable proactively requesting assistance. City employees can help by asking what language the individual is most comfortable communicating in and offering an interpreter (whether bilingual staff or an over-the-phone or video-remote interpreter).

When interacting in person, visual aids such as language identification posters and nametags identifying bilingual staff can be especially helpful in allowing individuals to indicate their language preference.

As some individuals may not be comfortable asking for assistance, or even aware that the City offer languages services, we recommend that City employees be trained on how to identify LEP individuals and when to offer language assistance.

We Recommend the City Manager:

Recommendation 12: Train City employees on how to determine if an individual is LEP and how and when to offer language assistance.

The City Should More Proactively Inform the Public About the Availability of Language Access Services

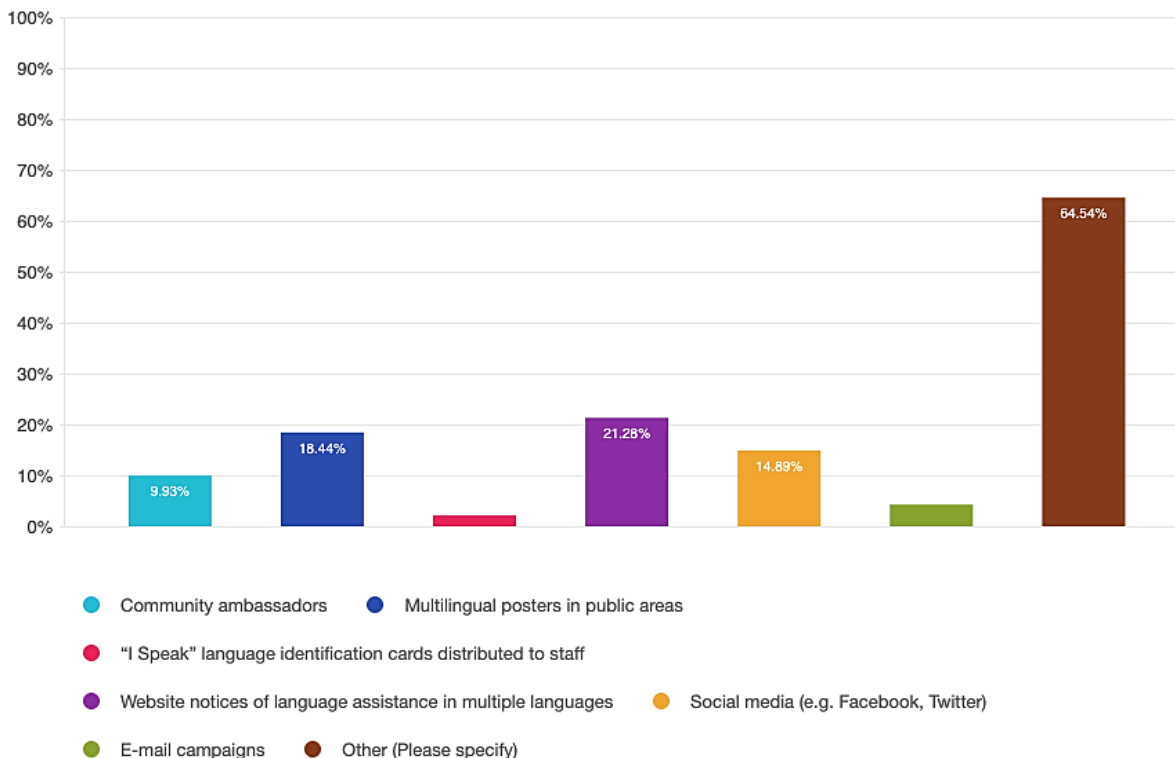
Proactively informing the public about the availability of language access services will help to foster engagement. Based on survey results, it is likely that the City is not using sufficient resources to proactively inform the public about the availability of language access services and/or City employees are unaware of what steps they can take to communicate with LEP individuals about their programs and services.

The next figure shows the results of the employee survey question that asked how members of the public are informed about language assistance services.

Figure 27: Employee Survey Data on Informing the Public About Language Access Services

How do you inform members of the public about the availability of language assistance services?
Select all that apply.

Answered: 141 Skipped: 205



Of the 91 write-in responses to the question “How do you inform members of the public about the availability of language assistance services?” Indicated as “Other (Please specify)” in the above chart, the results were as follows:

- 32 indicated that they are unaware of any means their department uses.
- 10 indicated that they don’t use any means.
- 14 indicated that the question was not applicable (for example, if they don’t interact with the public.)
- 9 indicated that they inform LEP individuals on the phone.
- 9 indicated that staff notify the LEP individual onsite when communication difficulties become apparent.
- 6 indicated that notices were printed on city forms, letters, etc.
- The remaining 11 were left blank.

Additionally, the LEP community survey data indicate that the majority (74 out of 141) of respondents were not aware that the City provides free translation and interpretation services.

Other means of proactively notifying LEP and Deaf individuals of the availability of language services should also be employed. One example of how to overcome hesitancy about requesting language access services is the use of “I Speak” language ID cards. King County, Washington has developed an “I Speak” toolkit. The toolkit includes an “I Speak” card for consumers to bring with them when seeking care, which identifies the language they speak, and a “Know Your Rights” text to inform both consumers and providers regarding the use of interpreter services. The figure below is an example of the “I Speak” card for Chinese Simplified (Mandarin and Cantonese.)

Figure 28: Example of "I Speak" Cards Offered by King County, WA



Source: King County Website. https://kingcounty.gov/~media/elected/executive/equity-social-justice/Immigrant-and-Refugee/LanguageAccessOrd/I_Speak_Cards_FINAL.ashx?la=en

Furthermore, public entities should take appropriate steps to ensure that communications with Deaf individuals are as effective as communications with others. Additionally, public entities must furnish appropriate aids and services where necessary to ensure that such communications are possible.

Ensuring that Deaf individuals are also notified of the availability of interpreters is one way to demonstrate that all appropriate steps have been taken to ensure effective and timely communication. As another example, the Minnesota Department of Human Services offers this card for Deaf community members to provide when they require in-person services.

Figure 29: Example of a Communication Card for Deaf Individuals Offered by the Minnesota Department of Health and Human Services



Source: Minnesota Department of Human Services. <https://edocs.dhs.state.mn.us/lfserver/Public/DHS-6556A-ENG>

Website notices and email campaigns are additional methods the City might consider implementing at a broader scale so that LEP and Deaf individuals are informed of the City's language access services.

Another service the City may want to proactively consider marketing is including a protocol for allowing both LEP and Deaf individuals to request an interpreter for live events. Advance notice of up to 48 hours

would be in line with timeframes other California municipalities have adopted in their language access plans. Notice of this option could be printed on event flyers, posted on relevant social media posts, etc.

We recommend the City employ additional means to proactively notify LEP individuals of the availability of language services.

We Recommend the City Manager:

Recommendation 13: Employ additional means to proactively notify LEP individuals of the availability of language services.

The City Should Provide a Complaint Process so that LEP Individuals Can File a Complaint if they Receive Poor Service

The Dymally-Alatorre Bilingual Services Act¹⁶ requires that State agencies “translate and make accessible on the homepage of its Internet Web site, forms and processes for submitting complaints of alleged violations of this chapter, as referenced in paragraph (15) of subdivision (b) of Section 7299.4. The forms and processes shall be translated into all languages spoken by a substantial number of non-English-speaking people served by the state agency. Translated copies of the forms shall be printed and made available in the statewide office and any local office or facility of the state agency.” While this requirement applies to State agencies, the City of Sacramento could leverage this guidance in providing services to the residents of Sacramento.

The U.S. Department of Justice Civil Rights Division *Language Access Assessment and Planning Tool*¹⁷ also recommends a process for “soliciting feedback from community-based organizations and other stakeholders about the agency’s effectiveness and performance in ensuring meaningful access for LEP individuals” and “monitoring your agency’s response rate to complaints or suggestions by LEP individuals, community members, and employees regarding language assistance services provided.”

Nimdzi Insights, LLC noted that the City website does not have a complaint form that LEP individuals can file if the language services they were provided were not of good quality. While a complaint form is not required, providing a formal feedback mechanism for LEP community input on an ongoing basis will provide the City with the opportunity to adjust to any shortcomings in the City’s language access services. We recommend the City establish a language access complaint process to provide feedback about the City’s language access services.

We Recommend the City Manager:

Recommendation 14: Develop a mechanism that allows LEP individuals to file a complaint to provide feedback about the City’s language access services.

¹⁶ California Government Code Chapter 17.5. *Use of A foreign Language in Public Services*. [7299.3] https://leginfo.ca.gov/faces/codes_displayText.xhtml?division=7.&chapter=17.5.&lawCode=GOV&title=1

¹⁷ U.S. Department of Justice, Civil Rights Division. *Language Access Assessment and Planning Tool* for Federally Conducted and Federally Assisted Programs. 2011. https://www.lep.gov/sites/lep/files/resources/2011_Language_Access_Assessment_and_Planning_Tool.pdf

Factor 4: The Resources Available in Relation to the Cost of Providing Language Services

Agencies should consider the most cost-effective means of delivering competent and accurate language services and determine the resources available to assist persons with limited English proficiency. City employees were surveyed to evaluate how much their departments spend on language access services, unfortunately this method did not produce sufficient data on the resources allocated to individual departments for language services.

As previously mentioned, City departments can leverage citywide contracts with language services providers (oral and written) for an amount not-to-exceed \$300,000. The City also provides bilingual employee incentives at a cost of about \$200,000 per year.

The City's current processes require that City employees determine how and when to provide language access services. These services are funded by the department the employee works in, or the department that contacted the language services provider. City Departments leverage the existing citywide contracts and then the language services provider bills the department per use. It is important to note that smaller programs with more limited budgets are not expected to provide the same level of language services as larger programs with larger budgets. In addition, "reasonable steps" may cease to be reasonable where the costs imposed substantially exceed the benefits.

The City Manager's Office may want to consider providing on-going funding for citywide language access marketing, so that more community members are aware of the language access services provided by the City. Federal guidance suggest that marketing efforts should be targeted based on the volume of LEP individuals that interact with the program or department. Another suggestion is to tie LEP efforts to the mission of the larger agency to enable budgeting for LEP access when it falls in line with mission-critical objectives (such as national security or emergency preparedness.)

The U.S. Department of Justice Civil Rights Division *Language Access Assessment and Planning Tool*¹⁸ also recommends appointing a centralized LEP coordinator, or group of individuals, that can answer questions about LEP resources and monitor/update the agency's response to LEP needs.

We Recommend the City Manager:

Recommendation 15: Consider providing on-going funding for citywide language access marketing, so that more community members are aware of the language access services provided by the City.

Recommendation 16: Consider appointing a citywide LEP coordinator or a working group of individuals from different departments to regularly monitor/update the agency's response to LEP needs.

¹⁸ U.S. Department of Justice, Civil Rights Division. *Language Access Assessment and Planning Tool for Federally Conducted and Federally Assisted Programs*. 2011.
https://www.lep.gov/sites/lep/files/resources/2011_Language_Access_Assessment_and_Planning_Tool.pdf

Appendix: Language Access Survey Questions for Community Members and LEP Individuals



City of Sacramento Language Access Survey

The City of Sacramento Language Access Survey

For Community Organizations and LEP individuals

The City of Sacramento has contracted with Nimdzi Insights, an independent research organization, to design a citywide language access policy. The goal of this policy is to ensure that individuals who are not fluent in English can still access public services and benefits and participate fully in civic life.

Throughout this survey, we will use the abbreviation LEP to refer to individuals who are limited in English proficiency. This term refers to anyone who speaks, reads, and/or understands English less than fluently, usually because they are not native English speakers. Not all non-native English speakers classify as LEP, however (even if they speak another language at home). For the purposes of this survey, the term refers to anyone who would require language assistance (translation or interpretation) in order to understand the full content of a written communication or spoken interaction without any omissions or simplifications.

*How comfortable are you communicating in English?

- ☐ Very comfortable; I am fully fluent in English
- ☐ Somewhat comfortable; discussions of less-common topics like medical or legal can be difficult to understand
- ☐ Not very comfortable; everyday communications can be difficult
- ☐ Not at all comfortable

Any additional comments?

*What language do you use most often when you communicate with City employees?

- ☐ English
- ☐ Spanish
- ☐ Mandarin
- ☐ Cantonese
- ☐ Hmong
- ☐ Tagalog
- ☐ Vietnamese
- ☐ Russian
- ☐ Arabic
- ☐ Other (Please specify)

*Before taking this survey, were you aware that the City of Sacramento offers free translation and interpretation services?

- ☐ Yes ☐ No
-

*How comfortable are you asking a City employee for help when you have difficulty communicating in English?

- ☐ Very comfortable ☐ Somewhat comfortable ☐ Not comfortable
☐ I have not been in this situation
☐ Other (Please specify)

*Which City department do you communicate with most frequently? (including in-person, by email, text or on social media).

- | | | |
|--|--|--|
| ☐ City Council Member or Council Staff | ☐ City Manager's Office (Media, cannabis, climate, diversity) | ☐ Community Development (Animal Care Services, code compliance, building permits) |
| ☐ 311 call center | ☐ 911 call center | ☐ Fire Department |
| ☐ Police Department | ☐ Finance (Procurement, accounting) Department | ☐ Utilities (Water, sewers) Department |
| ☐ Human Resources (Jobs) | ☐ Youth, Parks, and Community Enrichment (Parks, Community Centers) | ☐ Public Works (recycling, solid waste/trash, streets, parking) |
| ☐ Department of Community Response (Homeless Services, Violence Prevention) | ☐ City Clerk's Office (Council and commission meetings) | ☐ City Attorney's Office |
| ☐ City Treasurer's Office | ☐ None | |
| ☐ Other (Please specify) | | |

*When you communicate with the \${Q-E}, does anyone offer you translations of documents or other written content?

- ☐ Yes ☐ No ☐ I don't remember
- ☐ I have not needed to read or fill out any documents

Any additional comments?

If you have ever received any written translations from the \${Q-E}, how would you rate the overall quality?

- ☐ Good ☐ Fair ☐ Poor

Any additional comments?

*Has anyone from the \${Q-E} ever offered to provide you an interpreter (either during your visit or in advance for a future meeting or public event)?

- ☐ Yes, they arranged for an interpreter ☐ No ☐ I don't remember
- ☐ I have not needed an interpreter

Any additional comments?

*What type of interpretation service was offered?

- ☐ In-person interpreter ☐ Over-the-phone interpreter ☐ Video interpreter

☐ Other (Please specify)

Please rate the quality of the interpreter that the \${Q-E} provided you.

- ☐ Good - few to no communication barriers ☐ Fair - there were some details or nuances that were difficult to understand, but I understood the content of the message ☐ Poor - the interpreter had substantial difficulty communicating the content in my language

*Are you able to get what you need when you contact the \${Q-E}?

- ☐ Yes ☐ No

☐ Other (Please specify)

If you have ever received any written translations from the \${Q-L}, how would you rate the overall quality?

- ☐ Good ☐ Fair ☐ Poor

Any additional comments?

*Has anyone from the \${Q-L} ever offered to provide you an interpreter (either during your visit or in advance for a future meeting or public event)?

- ☐ Yes, they arranged for an interpreter ☐ No ☐ I don't remember
- ☐ I have not needed an interpreter

Any additional comments?

*What type of interpretation service was offered?

- ☐ In-person interpreter ☐ Over-the-phone interpreter ☐ Video interpreter
- ☐ Other (Please specify)

Please rate the quality of the interpreter that the \${Q-L} provided you.

- ☐ Good - few to no communication barriers ☐ Fair - there were some details or nuances that were difficult to understand, but I understood the content of the message ☐ Poor - the interpreter had substantial difficulty communicating the content in my language

Have you communicated with any other City department? If so, which?

- | | | |
|---|---|---|
| ☐ City Council Member or Council Staff | ☐ City Manager's Office (Media, cannabis, climate, diversity) | ☐ Community Development (Animal Care Services, code compliance, building permits) |
| ☐ 311 call center | ☐ 911 call center | ☐ Fire |
| ☐ Police | ☐ Finance (Procurement, accounting) | ☐ Utilities (Water, sewers) |
| ☐ Human Resources (Jobs) | ☐ Youth, Parks, and Community Enrichment (Parks, Community Centers) | ☐ Public Works (recycling, solid waste/trash, streets, parking) |
| ☐ Department of Community Response (Homeless Services, Violence Prevention) | ☐ City Clerk's Office (Council and commission meetings) | ☐ City Attorney's Office |
| ☐ City Treasurer's Office | | |
| ☐ Other (Please specify) | | |

*When you communicate with the \${Q-L}, does anyone offer you translations of documents or other written content?

- | | | |
|---|--------------------------|--|
| ☐ Yes | ☐ No | ☐ I don't remember |
| ☐ I have not needed to read or fill out any documents | | |

Any additional comments?

*Are you able to get what you need when you contact the \${Q-L}?

☐ Yes ☐ No

☐ Other (Please specify)

Have you received language services from any other city departments that you did not mention above? Please comment below on the service you received.

Do you think the City could do anything to communicate more effectively with people who speak your language?

A dark blue silhouette of the Sacramento skyline is positioned across the middle of the slide. It includes various building shapes and two prominent towers on the right side that resemble the Transamerica Pyramid.

Language Access

Disabilities Advisory Commission

2026

Origin Story & Timeline



Language Access Policy

Scope: CITYWIDE

Policy Contact:

Office of the City Manager

(916) 808-5704

citypublicinformation@cityofsacramento.org

Table of Contents

I. Purpose.....	2
II. Definitions	2
III. Policy	3
A. Language Access Program	3
B. Language Access Coordinator	7
Charter Officer Review and Acknowledgement	8

Supersedes:

N/A - New

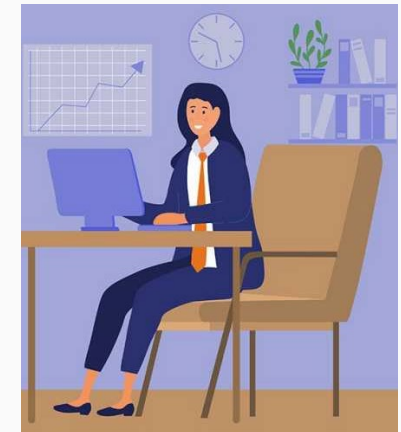
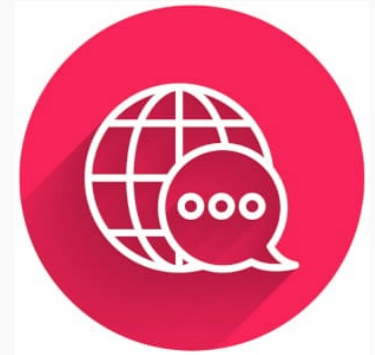
Reviewed/Effective:

05/15/2025

- **Challenges the Language Access Audit (2022) Identified:**
 - **Limited staff awareness** of language access resources available or when/how to offer services
 - **Limited public awareness** of what language access services the City provides or how to ask for services
 - **Precedent of using minors**, family members, etc. (ethical conflicts, quality concerns)
 - **No staff protocols, procedures or training**
- **Language Access Audit made 16 recommendations**, including hiring a dedicated position
- **2025 (Feb):** Language Access Coordinator position started
- **2025 (May):** CMO released Language Access Policy

Language Access Coordinator Position: What do I do?

- **Provide internal customer service** to all depts citywide
- **Train staff** on procedures and protocols
- **Coordinate translations of** documents
- **Schedule interpreters** for meetings and events
- **Contract management** with language service vendor
- **Monitor expenditures** and track usage trends
- **Analyze census data** for new LEP languages
- **Launch public education** and marketing campaign
- **Address audit recommendations** (100% implemented after first 13 months of position starting)



Compliance with the City's Language Access Policy

Adopts the state's 5% threshold:

"State and local agencies must offer services in other languages if 5% or more of the people they serve speak that language."

Departments should:

- **Identify and proactively translate key public documents into Spanish**, within reason and to the extent funding is available.
- **Translate documents into other languages (beyond Spanish)** to meet outreach goals for departments serving Limited English Proficiency (LEP) populations.
- **Provide an interpreter to LEP members of the public during key encounters** that concern benefits or services to which the individual is entitled to or may affect the individual's rights, health or safety.



Languages Spoken in Sacramento

- **Sacramentans speak almost 50 different languages.**
- **Nearly 39% (197,902) of residents in the City of Sacramento speak a language other than English at home.**
- **More than 16.7% (84,577) people in the City speak English less than very well = Limited English Proficiency (LEP)**

Top 2 Non-English Languages Spoken:

#1 Spanish	#2 Chinese (Cantonese & Mandarin)
17.7% of the City (89,628 people) Includes all levels of proficiency with English	3.83% of the City (19,386 people) Includes all levels of proficiency with English



Rank	Language	Percent	Population
1	Spanish	37.05%	31,336
2	Chinese (Mandarin, Cantonese)	13.14%	11,113
3	Punjabi	8.59%	7,262
4	Hmong	7.60%	6,426
5	Russian	5.19%	4,386
6	Tagalog	5.06%	4,281
7	Vietnamese	4.56%	3,857
8	Hindi	4.30%	3,638
9	Persian (Farsi, Dari)	2.32%	1,964
10	Ilocano, Samoan, Hawaiian	1.17%	993
11	Ukrainian	1.17%	987
	Other	9.85%	8,334



Total: 84,577 people with Limited English Proficiency

Definitions: Translation vs. Interpretation

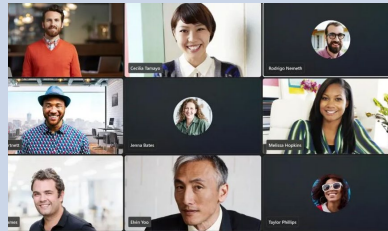
 Translators We translate written text.	 Interpreters We interpret spoken or sign language.
Translation	Interpretation
Converting written text from one language to another.	Converting spoken or signed language from one language to another in real time.
Example: Translating a flyer, report, website page, or form from English into Spanish.	Example: An interpreter helping two people communicate during a meeting, phone call, or event.

Language Access Services: All Free to the Public

Phone Interpretation (On Demand)



Virtual Interpretation (On Demand & Pre-Scheduled)



In-Person Interpretation for Events/Meetings



American Sign Language Interpretation (Virtual & In-Person)



Document Translation & Proofreading



Who does Language Access Work for the City?

Resource	# Staff	# Languages
Bilingual Certified Staff Tested on oral proficiency	200+	25
NDAT Community Ambassadors Tested on oral & reading/writing proficiency	18 2026 Cohort	15 2026 Cohort
Language Service Company Professional level qualifications	6,000	300+

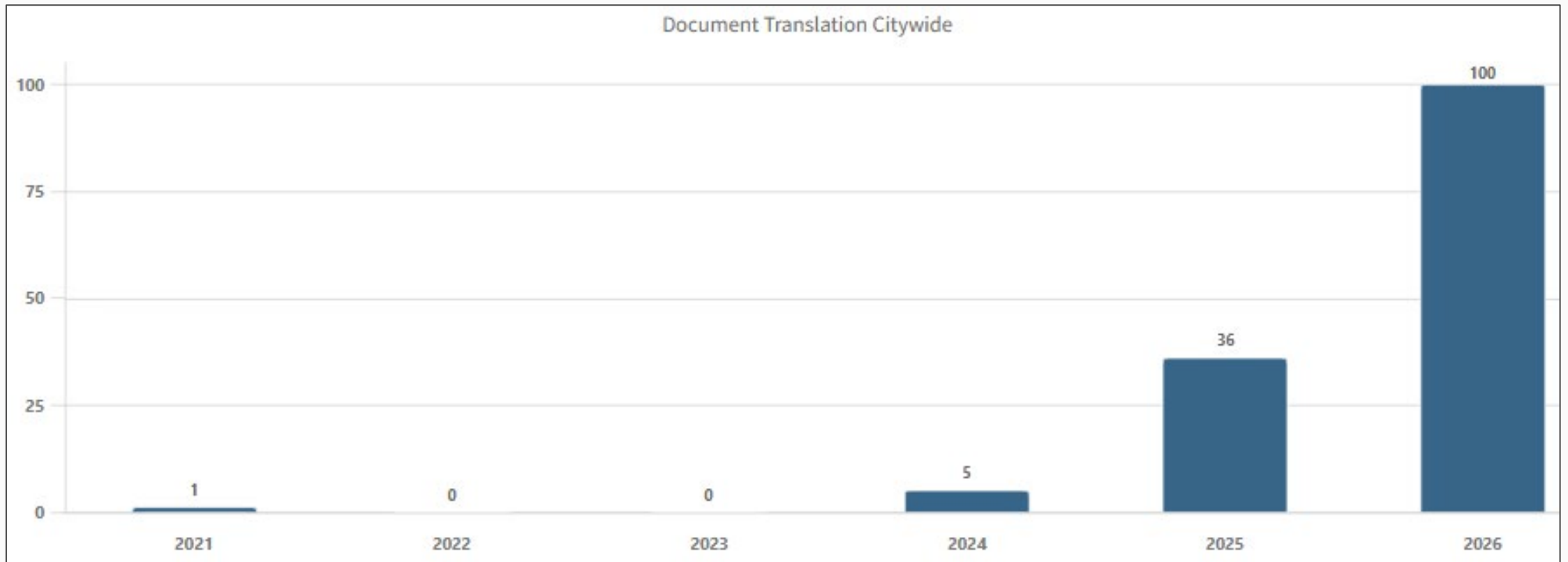


FY26: Overview of Language Access Usage

- **Document Translation**
 - **100 documents** in **12 different languages**
with 70% documents translated in Spanish
- **Over-the Phone Interpretation**
 - **11,365 calls** and **98,582 minutes** phone
interpretation
- **Interpretation of Spoken Languages**
 - **28 requests fulfilled** for pre-scheduled interpretation
- **American Sign Language (ASL) Interpretation**
 - **12 requests fulfilled**



Document Translation: FY21-FY26 Citywide Increase



Document Types to Translate (per City Policy)

- **Brochures, flyers and other outreach materials**
- **Applications, documents, and forms to participate** in city programs, services, or activities, or to receive benefits or services from City programs
- **PSAs, community alerts, educational** material
- **Complaint forms**





311 en español

Estamos disponibles 24/7*

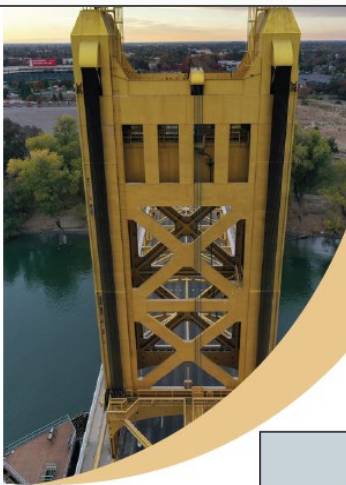
☎ sac311.org

✉ 311@cityofsacramento.org

☎ 311 ó (916) 808-5011

📱  

* De 7:00 PM a 7:00 AM, disponibles únicamente para emergencias o situaciones críticas que requieran atención inmediata.




Sacramento Financial Empowerment Center



مسیر خود را به سوی سلامت مالی ترسیم کنید. ما می توانیم کمک کنیم.

مرکز توانمند سازی مالی سکرمنتو (FEC) خدمات رایگان، محرمانه و مشاوره مالی فردی را ارائه می دهد تا به شرایط خاص شما رسیدگی کند.

مرکز توانمند سازی مالی می تواند به شما کمک کند تا:

- ← پس انداز خود را افزایش دهید
- ← به حساب های مالی امن و مناسب دسترسی پیدا کنید
- ← اعتبار مالی (کредیت) خود را ایجاد یا بهبود بخشید
- ← برنامه ریزی برای میراث مالی (Legacy Planning) را آغاز کنید
- ← قرضه های خود را کاهش دهید

همین امروز قرار ملاقات رایگان خود را تنظیم کنید. کد QR را اسکن کنید یا به وبسایت مراجعه نمایید
cityofsacramento.org/FEC



اگر سوالی دارید، ایمیل بفرستید به: FEC@cityofsacramento.org یا تماس بگیرید: 916-808-4927
 مرکز توانمند سازی مالی یک ابتکار شهر سکرمنتو است. شرکای محلی اصلی ما کمیته نجات بین المللی (IRC) و شورای آموزش سلامت (HEC) هستند.
 خدمات برای ساکنان سکرمنتو که ۱۸ سال و بالاتر سن دارند، در دسترس است.

SacAdapt

Помогите нам подготовиться к экстремальным погодным условиям!

Летняя жара и зимние штормы не являются чем-то новым для Сакраменто, но изменение климата делает эти события более частыми и интенсивными. Город Сакраменто и SacRT принимают меры через **SacAdapt** – совокупность плановых мер по подготовке нашей транспортной системы к экстремальным погодным условиям.

Ваш голос важен
 Выделив своим мнением, вы можете SacAdapt отразить реальный повседневные потребности всех жителей Сакраменто.

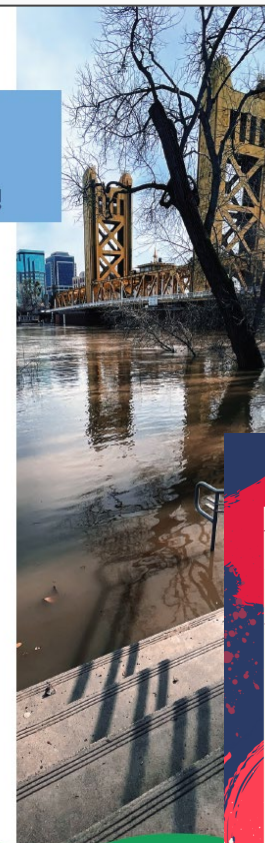
Примите участие!
 Сканируйте QR-код или посетите веб-страницу SacAdapt.



Вместе мы сможем сделать Сакраменто



Проект SacAdapt финансируется за счет гранта на адаптационное планирование Caltrans.
CityofSacramento.gov/SacAdapt



萨克拉门托艺术家：

创意成长奖学金项目即将启动。

立即查看项目指南。

申请将于2025年6月开始。

了解更多信息：

CITYOFSACRAMENTO.GOV/CREATIVEGROWTH

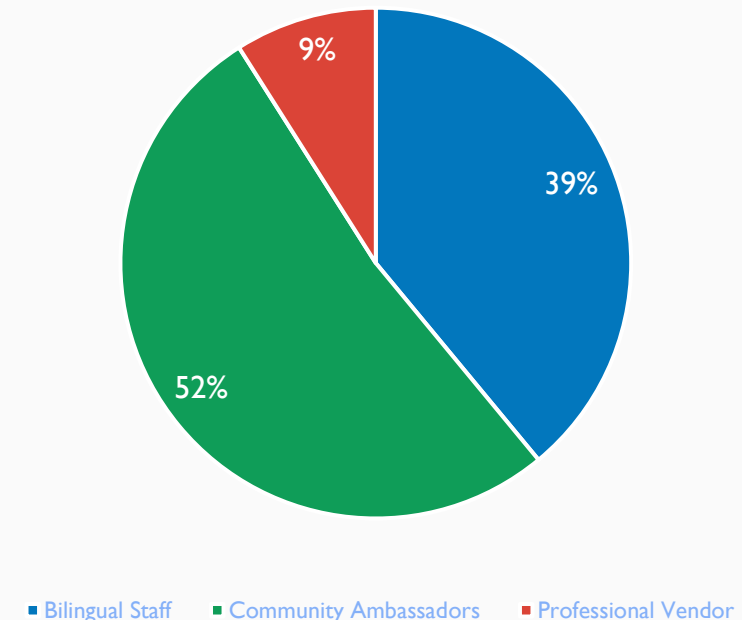


Citywide Document Translation Languages in FY26

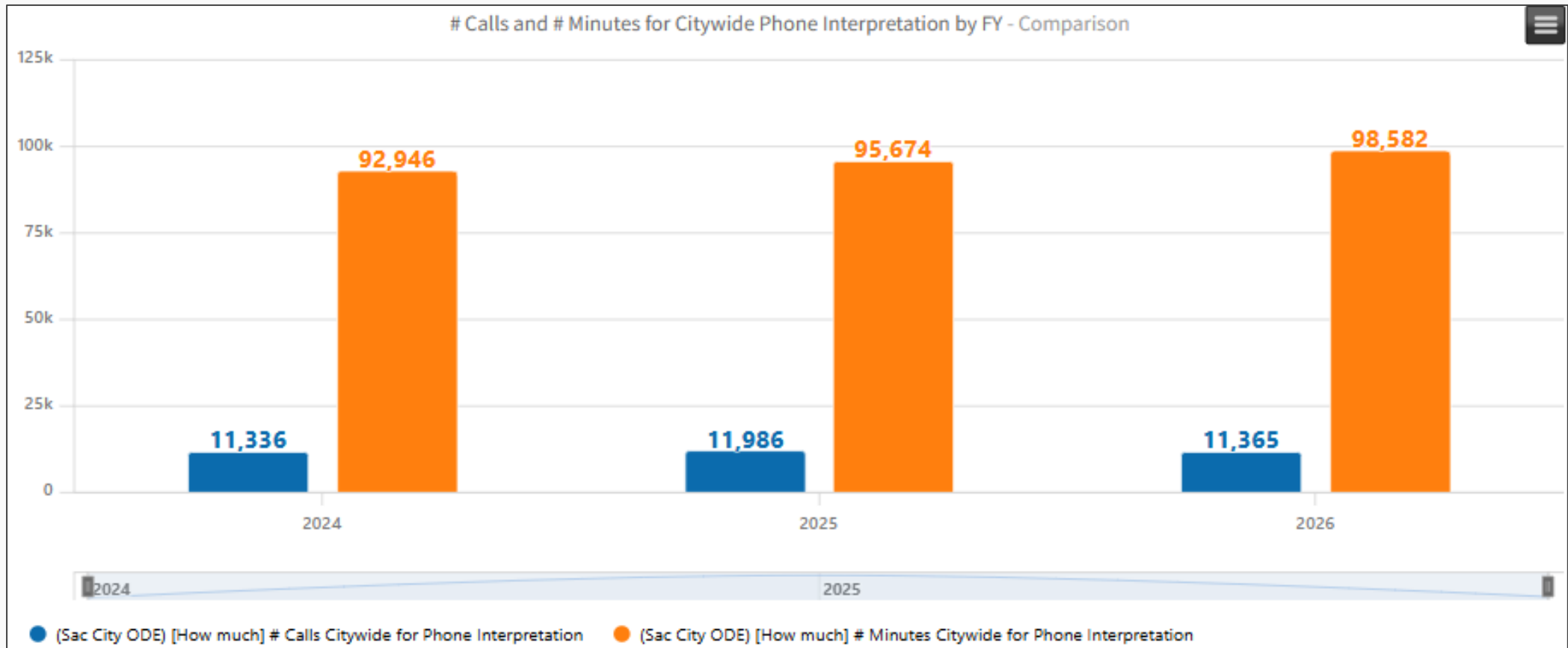
12 languages

- **70% in Spanish**
- **21% in Chinese (13% Simpl & 8% Trad'l)**
- **18% in Russian**
- **16% in Vietnamese**
- **12% in Hmong**
- 6% in Tagalog
- 6% in Dari
- 3% in Punjabi
- 2% in Urdu
- 2% in Pashto
- 2% in Farsi

FY26 Service Providers for Doc Translation



Citywide Phone Interpretation Usage: FY24-FY26



Phone Interpretation: Access has Increased

Expanded Department Access Citywide to Phone Interpretation

	May 2024	April 2026	Change
# Phone Interpretation Accounts	13 Accounts	49 Accounts	+36 Accounts
# Depts & Offices	8 Depts & Offices	22 Depts & Offices	+14 Depts & Offices

Office/Department	Division / Office	Depts & Offices with Phone Interpret. Accounts <i>Fire Dept:</i> <i>Uses Sac Regional Communication Center</i>
City Manager’s Office	Executive Team Media & Communications	
Community Development	Animal Care Building Code Compliance Planning	
Community Response	Outreach Division	
Convention & Cultural Services	Office of Arts and Culture	
Economic Development	Dept-wide	
Finance	Budget Office of Cannabis Revenue	
Human Resources	Dept-wide Labor Relations Division	
Information Technology	311 Call Center	
Offices	City Clerk Mayor City Council D1-D8 Public Safety and Accountability	
Police	911 Call Center Dept-wide (non-911)	
Public Works	Engineering Services Parking Division	
Utilities	Business Services	
Youth, Parks, & Community Enrichment (YPCE)	All 14 Sections/Divisions	

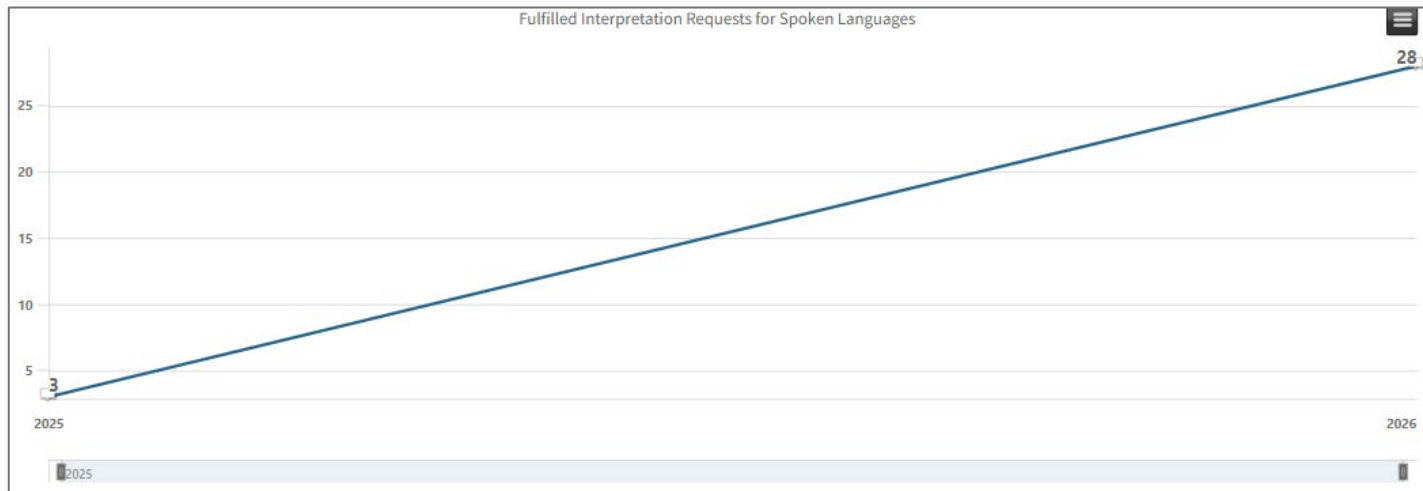
FY25 Phone Interpretation Usage

- **Top Users:** 911, PD, Fire, 311, Revenue, DOU
- **Top Languages***
 1. **Spanish: 84.08%**
 2. **Russian: 4%**
 3. **Chinese: 3.55%**
(Mandarin: 1.76% and Cantonese: 1.79%)
 4. **Vietnamese: 1.41%**
 5. **Dari: 1.43%**
 6. **Punjabi: 1.54%**

*Data on top languages from first half of FY25



Pre-Scheduled Interpretation for Spoken Languages



Fulfilled Interpretation Requests

- **FY25: 3** (2 in-person, 1 virtual)
- **FY26: 28** (17 in-person, 9 virtual, 2 phone)
- **Languages:** Spanish, Cantonese, Mandarin, Hmong, Russian, Tagalog, Vietnamese

High-Profile Interpretation in Council Chambers: Sister City Visit from City of Morelia



- **Special Council meeting on 6/25/26** to solidify the Sister City partnership between the City of Sacramento and the City of Morelia
- **A 35-person delegation** from the City of Morelia attended
- **2 professional interpreters:**
 - Simultaneous interpretation (Eng. to Span.)
 - Consecutive interpretation (Span. to Eng.)
- **About 12 delegates** used the receiver devices, including the Mayor of Morelia
- **5 audience members** used the receivers for English to Spanish



American Sign Language (ASL) Interpretation



Disclaimer: *The scope of the Language Access Coordinator role does not include facilitation of citywide accessibility needs or ADA accommodations. My role is to coordinate spoken and written languages, but our vendor does provide ASL interpretation, so I have helped coordinate this service.*

The City has experienced an unprecedented increase in ASL requests in FY26.

Fulfilled ASL Requests:

FY25: 1 (Virtual)

FY26: 12

- **8 In-Person**
- **3 Virtual**
- **1 Late Cancellation** by member of the public

Note: No data available prior to FY25

Lead Time for Requests

Document Translation:

- **In-house resources:** 3-4 weeks depending on length, complexity, availability. 2 staff/project
- **Vendor** can produce translations of under 1,000 words in 3-4 business days.

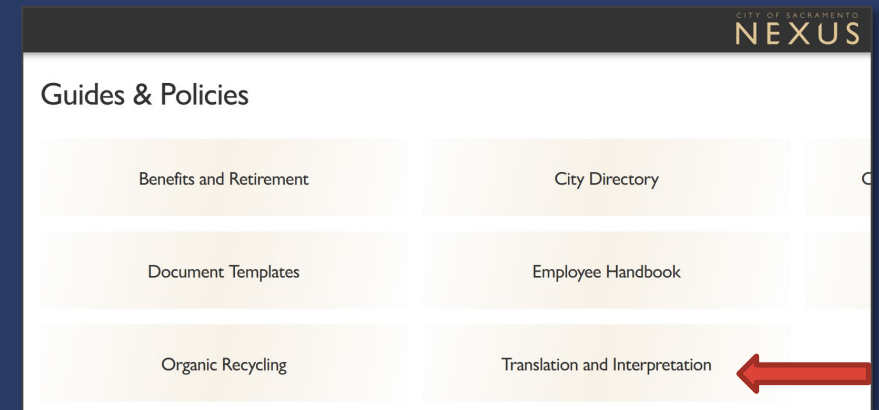
Interpretation (Spoken Languages & ASL)

- **72 hours** advance notice
- **Expedited requests** are possible based on interpreter availability

Simultaneous Interpretation > 1 Hour

- Requires 2 interpreters

Resources for City Staff



- **Centralized resources** into a Nexus (intranet page)
- **Created a one-pager resource guide**
- **Developed an internal request form** for interpretation
- **Dedicated Email:**
LanguageAccess@CityofSacramento.org
- **Trainings and Presentations** for department staff and managers

- **Language Access Policy**
- **Limited English Proficiency Languages**
- **Language Service Provider**
- **Phone Interpretation**
- **American Sign Language (ASL) Interpretation**
- **Pre-Schedule Virtual and In-Person Interpretation**
- **Document Translation**
- **Proofreading of a Translation**
- **I Speak Program**
- **Resources**
- **Get Bilingual Certified!**
- **Contact for Requests and Questions**

A Celebration
of Bilingual
Staff and the
Diversity of our
Workforce

Follow **@CEteamsac** on
Instagram for the full
video

First Year
Participating in
International
Mother
Language Day
in 2026

Public-Facing Resources and Services Available



- **Public-facing webpage** launched
- **City's Language Access Policy** posted
- **Public Request Form** launched for translation & Interpretation requests
- **Feedback Form** to submit requests for improvement and compliments
- **Marketing flyers** distributed at events and festivals
- **I Speak Campaign** information posted

COMMUNITY ENGAGEMENT
Language Access

Which Languages can the City Provide Services in?

Sacramentans speak almost 50 different languages. Nearly 39% of residents (197,902 people) in the City of Sacramento speak a language other than English at home. More than 84,577 (16.7%) people in the City speak English less than very well i.e. have Limited English Proficiency (LEP). (1)

The City of Sacramento can provide assistance in multiple languages, including the top LEP languages in the City of Sacramento: Spanish, Cantonese, Mandarin, Hmong, Vietnamese, Tagalog, Punjabi, Russian, Persian (Dari, Farsi), Hindi, and many others.

Language Access Overview
Click here to learn more about the language access program

Services offered through the Language Access Program

You can get free assistance in your preferred language when accessing City Government services, including:

- Interpretation during City-hosted meetings and events (except Appeals hearings)
- Translation of written materials such as forms, brochures, and public notices

"I Speak" Program

The City's "I Speak" campaign will help residents with limited English proficiency to let staff know in what language they need interpretation.

"I Speak" Webpage
Click here to visit the "I Speak" page

Hi
Hola!

City of SACRAMENTO
Obtenga ayuda en español para acceder a los servicios de la ciudad

Solicite un intérprete por teléfono o en persona
Solicite la traducción de un documento
Solicite un intérprete para lenguaje de señas americano

Política de Acceso al Idioma

Envíe un correo electrónico a LanguageAccess@CityofSacramento.org

Los servicios de acceso lingüístico son gratuitos

Language Access Services are Free of Charge

CityofSacramento.gov/LanguageAccess

Get Help in your Language to Access City Services

Request an interpreter by phone or in person
Request translation of a document
Request an American Sign Language interpreter

Chính sách tiếp cận ngôn ngữ

Gửi email đến LanguageAccess@CityofSacramento.org

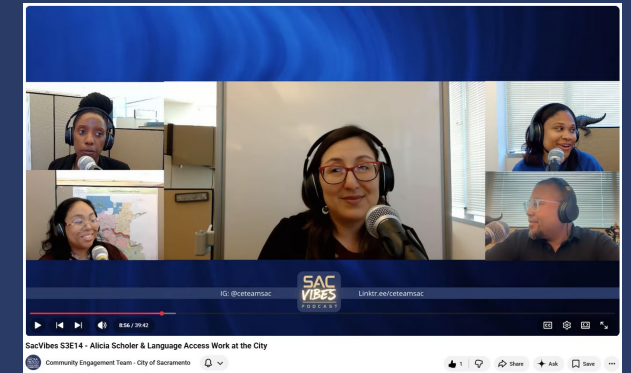
Chương trình dịch vụ ngôn ngữ miễn phí

Language Access Services are Free of Charge

Email LanguageAccess@CityofSacramento.org

cityofsacramento.org/LanguageAccess

Sac Vibes: 2 Guest Spots

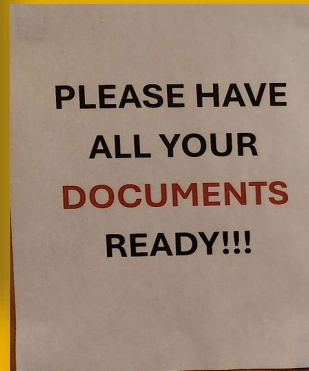
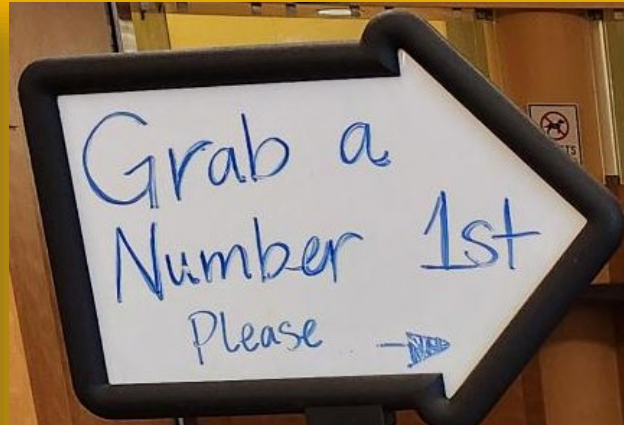


<https://www.youtube.com/watch?v=lgjlwdyngbo&list=PLOCpWdPWKqbldL66p9GbLUZ8Al6jlUh84&index=26>

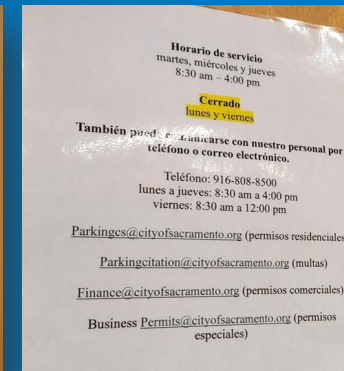
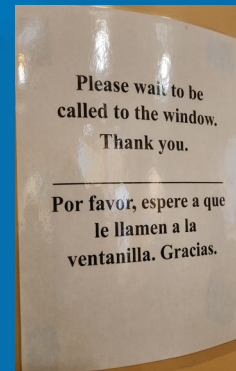
<https://www.youtube.com/watch?v=-aETlqRYrVE&list=PLOCpWdPWKqbldL66p9GbLUZ8Al6jlUh84&index=6>

Revenue Counter: Bilingual Signage Updates

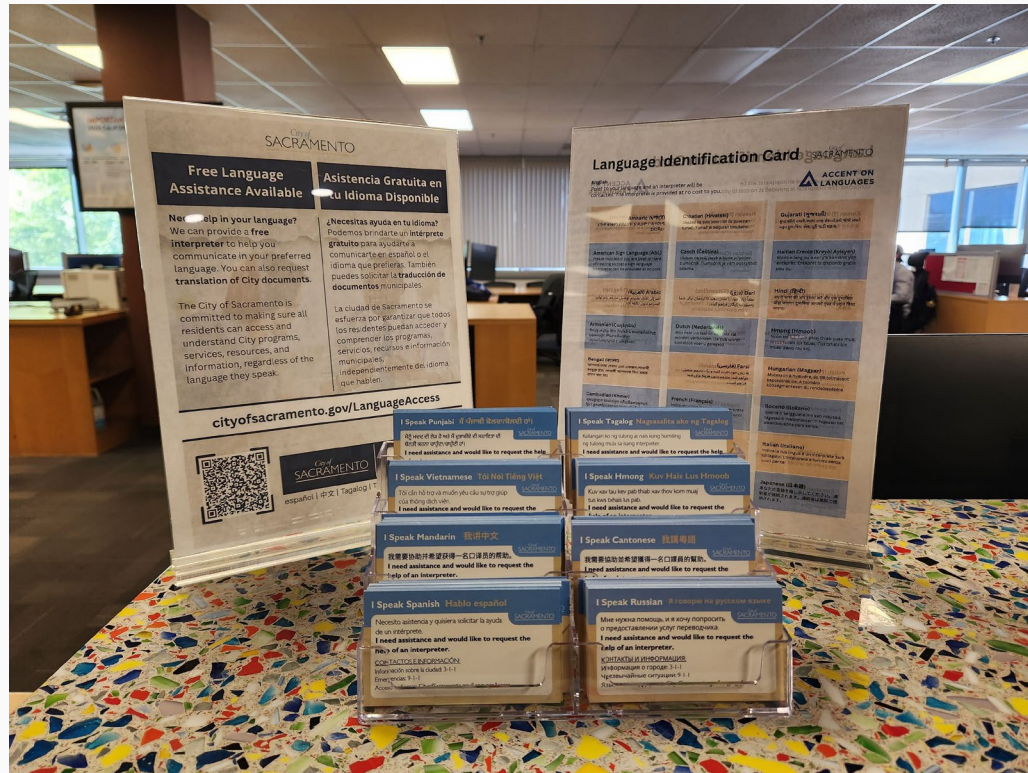
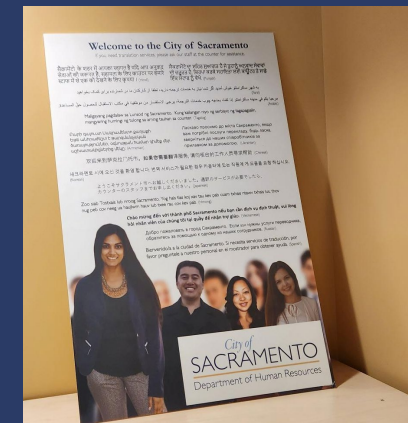
Before...



After!



I Speak Campaign Launch (April-June 2026):



Three Components:

1. I Speak Cards (wallet sized)
2. Language Assistance Display
3. Point to your Language Display

Distributed to 19 Public Counters:

- 11 Community Centers
- 3 Police Dept Counters
- Revenue Counter (New City Hall)
- Planning/Building Counter (Richards Blvd)
- Dept of Utilities' Business Services Counter
- Front Street Animal Shelter's Counter
- Hart Senior Center

I Speak Campaign: Language Assistance & Point to your Language

Free Language Assistance Available

Need help in your language? We can provide a **free interpreter** to help you communicate in your preferred language. You can also request **translation of City documents**.

The City of Sacramento is committed to making sure all residents can access and understand City programs, services, resources, and information, regardless of the language they speak.

Asistencia Gratuita en tu Idioma Disponible

¿Necesitas ayuda en tu idioma? Podemos brindarte un **intérprete gratuito** para ayudarte a comunicarte en español o el idioma que prefieras. También puedes solicitar la **traducción de documentos municipales**.

La ciudad de Sacramento se esfuerza por garantizar que todos los residentes puedan acceder y comprender los programas, servicios, recursos e información municipales, independientemente del idioma que hablen.

cityofsacramento.gov/LanguageAccess

español | 中文 | Tagalog | Tiếng Việt | Hmoob | русский

Language Identification Card

English
Point to your language and an interpreter will be contacted. The interpreter is provided at no cost to you.

Amharic (አማርኛ) አገልግሎት ለሰጪዎች እንዲሁም ለሌሎች ማስተላለፍ	Croatian (Hrvatski) Ukažite na svoj jezik i bit će povezan tumač. Tumač je osiguran besplatno.	Gujarati (ગુજરાતી) કુચ સહીને સ્થળે જઈને તમારો ભાષા સહી કરાવો અને અમે તમને અનુભવિય સેવા પુરી પાડી શકીશ.
American Sign Language (ASL) Please indicate if you are Deaf or Hard of Hearing so that a sign language interpreter can be provided at no cost.	Czech (Čeština) Ukážte na svůj jazyk a bude připojen tlumočník. Tlumočník je vám poskytnut zdarma.	Haitian Creole (Kreyòl Ayisyen) Montre lang ou a epi l'y'a konekte yon entèprèt. Entèprèt la disponib gratis pou ou.
(العربية) Arabic أمر إلى أفك وسيسمى توفير مترجم بلغ توفير المترجم بدون تكلفة لك.	(دري) Dari لما رايان دور را نشان دهيد تا ترجمان برای شما بصورت رایگان فراهم گردد.	Hindi (हिन्दी) अपनी भाषा की ओर इशारा करें और एक टुर्भाषीता और आपका टुर्भाषीता आपको मुफ्त में प्रदान किया जाएगा।
Armenian (Հայերեն) Տոյ՛ք սուղից ձեր լեզուն և անմիջապես կ'ընկալվի Ձեր լեզուն: Քարդմանկիլը տրամադրվում է անվճար:	Dutch (Nederlands) Wijz naar uw taal en een tolk zal worden verbonden. De tolk wordt kosteloos voor u geregeld.	Hmong (Hmoob) Ncoo koj lub hom phiaj thiab yuav muaj ib tus txhais lus txuas. Tus txhais lus muab dawb rau koj.
Bengali (বাংলা) আপনার ভাষা দেখান এবং একজন ভাষাভাষী ব্যক্তি সহ আপনার সাথে যোগাযোগ করা হবে।	(فارسی) Farsi به زبان خود اشاره کنید و یک مترجم متصل خواهد شد. مترجم بدون هزینه برای شما فراهم است.	Hungarian (Magyar) Mutasson a nyelvére, és egy tolmácsot kapcsolunk be. A tolmács költségmentesen áll rendelkezésére.
Cambodian (Khmer) សូមបង្ហាញពីភាសាដែលអ្នកចង់ប្រើ។ បុគ្គលិកនឹងត្រូវបានតែងតាំងឡើងដើម្បីជួយអ្នក។	French (Français) Indiquez votre langue et un interprète sera connecté. L'interprète est fourni gratuitement.	Ilocano (Ilokano) Ipakita ti lengguahe mo ken mayasa a tagasao ti makonektar. Ti tagasao ket awan bayadna para kenka.
Cantonese (廣東話) 請指出您的語言，以便為您提供免費的口譯服務。	German (Deutsch) Zeigen Sie auf Ihre Sprache und ein Dolmetscher wird Ihnen kostenlos zur Verfügung gestellt.	Italian (Italiano) Indica la tua lingua e un interprete sarà collegato. L'interprete è fornito senza costi per te.
Chamorro (Chamoru) Señale i fino'-mu ya un ma konne' un interpreter. I interpreter para u ma na libre para hãgu.	Greek (Ελληνικά) Δείξτε τη γλώσσα σας και θα συνδεθεί διερμηνέας. Ο διερμηνέας παρέχεται χωρίς κόστος για εσάς.	Japanese (日本語) あなたの言語を指示してください。通訳者が提供されます。通訳者は無料で提供されます。

Language Identification Card

English
Point to your language and an interpreter will be contacted. The interpreter is provided at no cost to you.

Amharic (አማርኛ)	Greek (Ελληνικά)	Punjabi (ਪੰਜਾਬੀ)
American Sign Language	Gujarati (ગુજરાતી)	Romanian (Română)
(العربية) Arabic	Haitian Creole (Kreyòl Ayisyen)	Russian (Русский)
Armenian (Հայերեն)	Hindi (हिन्दी)	Serbian (Српски)
Bengali (বাংলা)	Hmong (Hmoob)	Slovak (Slovenčina)
Cambodian (Khmer)	Hungarian (Magyar)	Somali (Soomaali)
Cantonese (廣東話)	Ilocano (Ilokano)	Spanish (Español)
Chamorro (Chamoru)	Italian (Italiano)	Tagalog (Tagalog)
Croatian (Hrvatski)	Japanese (日本語)	Thai (ไทย)
Czech (Čeština)	Korean (한국어)	Turkish (Türkçe)
(دري) Dari	Laotian (ລາວ)	Ukrainian (Українська)
Dutch (Nederlands)	Mandarin Chinese (普通话)	(اردو) Urdu
Farsi (فارسی)	(پښتو) Pashto	Vietnamese (Tiếng Việt)
French (Français)	Polish (Polski)	(יידיש) Yiddish
German (Deutsch)	Portuguese (Português)	

I Speak Cards

I Speak English [Translation]



[Translation]
I need assistance and would like to request the help of an interpreter.

CONTACTS AND INFORMATION:
City information: 3-1-1
Emergencies: 9-1-1
Language Access: CityofSacramento.gov/LanguageAccess

Available in the City's top 8 LEP Languages:

- Spanish
- Cantonese
- Hmong
- Mandarin
- Russian
- Vietnamese
- Punjabi
- Tagalog



I Speak Spanish **Hablo español**



Necesito asistencia y quisiera solicitar la ayuda de un intérprete.
I need assistance and would like to request the help of an interpreter.
CONTACTOS E INFORMACIÓN:
Información sobre la ciudad: 3-1-1
Emergencias: 9-1-1
Acceso a idiomas: CityofSacramento.gov/LanguageAccess

Video on How to Use I Speak Cards

- **Voice-overs recorded in 8 languages:**
Cantonese | Hmong | Mandarin | Punjabi
Russian | Spanish | Tagalog | Vietnamese
- **Recordings**
 - 4 by **bilingual certified staff**
 - 4 by **Community Ambassadors**

<https://www.cityofsacramento.gov/city-manager/oied/community-engagement/language-access/-i-speak--program>

Instructional Videos



English Video

Introducing the I Speak Card



Español (Spanish Video)

Presentamos el "Hablo Español" Tarjeta



Hmoob (Hmong Video)

Nthuav Qhia Txog "kuv hais lus hmoob" Daim Npav



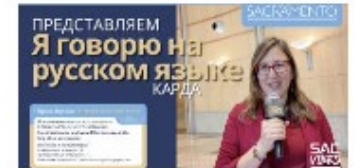
中文 (Mandarin Video)

隆重推出 我讲中文 卡片



ਪੰਜਾਬੀ (Punjabi Video)

ਪੇਸ਼ ਕਰ ਰਿਹਾ ਹੈ ਮੈਂ ਪੰਜਾਬੀ ਬੋਲਦਾ ਹਾਂ। ਕਾਰਡ



русский (Russian Video)

Представляем "Я говорю на русском языке" карда



粵語 (Cantonese Video)

介紹緊嘅 我講粵語 卡



Tiếng Việt (Vietnamese Video)

Giới thiệu tôi nói Tiếng Việt thẻ



Pagpapakilala sa I Speak Card

Pagpapakilala sa I Speak Card



INTRODUCING THE I SPEAK CARD





Introduction to the I Speak Video Series

Challenges and Concerns

- **Cost of professional translation** and interpretation. (Fastest option)
- **Time it takes to do in-house translations** with staff or ambassadors. (No cost to dept requestors, but slow)
- **No current process/mechanism** for how to handle receipt of forms and applications filled out in non-English languages



What's Next for the Language Access Program?

- **Input data into the Equity Scorecard** as a tool for tracking data & analyzing trends
- **Develop an annual training** for bilingual staff on roles and expectations
- **Proactively identify key documents** in each department for translation
- **Continue to identify community engagement opportunities** with LEP populations



Lessons Learned: Language Access Requires Community Engagement



- **Community trust remains the key** to participation and engagement.
- **Meeting people where they are is critical**—community events, cultural festivals, and trusted gathering spaces.
- **Translation alone isn't enough**—must be paired with culturally relevant, in-language outreach.
- **Trusted community messengers** (e.g. Community Ambassadors) build awareness and credibility.
- **Leveraging ethnic media and in-language communications** helps reach diverse audiences.
- **Engagement must be relevant**—people are more likely to participate when they see a direct impact on their lives.