

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

File ID: 2026-00632

3/16/2026

Overview of Measure U Funded Departments and Programs: Office of Diversity & Equity

File ID: 2026-00632

Location: Citywide

Recommendation: Receive, comment, and provide direction.

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Presenter: Aimee Zenzele Barnes, Diversity & Equity Manager, (916) 808-1174,
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Attachments:

1-Description/Analysis

2-Udate on RGEAP and SCORE Initiative

Description/Analysis

Issue Detail: As part of its 2026 Workplan, the Measure U Community Advisory Commission requested presentations from departments that are responsible for implementing Measure U funded programs. During this item, the Office of Diversity & Equity (ODE) will provide an overview of its services and programs.

ODE continues to lead implementation of the Race and Gender Equity Action Plan (RGEAP) 2020-2025, currently focused on workforce equity, and supports the citywide racial equity initiative under the Sacramento Centered on Racial Equity (SCORE) framework.

Q1 Highlights:

- **\$517,019** invested in equity initiatives.
- Guided department equity teams in establishing outcome priorities and performance measures using the **Results-Based Accountability (RBA)** framework.
- Hosted an intensive equity convening with **Clear Impact** for over **60 city staff** to build capacity in equity-centered performance measurement.
- Delivered the **6th Annual 21-Day Racial Equity Habit Building Challenge** as part of DELTA, engaging over **60 staff** in curated DEIB learning experiences.

- Continued consultation with the **Racial Equity Committee** and **Racial Equity Alliance (REA)** to advance the SCORE Resolution 2024-0354 deliverables, including:
 - Expansion of RGEAP beyond workforce equity.
 - Integration of the **Sacramento Equity Explorer Design (SEED)** GIS tool.
 - Development of the **Citywide Racial Equity Study Project**.

Policy Considerations: City Council Ordinance 2024-0039, adopted September 24, 2024, outlines the purpose and the powers and duties of the Measure U Community Advisory Commission; specifically, to ensure that the expenditures of City resources reflect Council and community priorities, the commission shall review, report, and make non-binding recommendations on revenue and expenditures of certain funds from the Transactions and Use Tax imposed under Sacramento City Code chapter 3.27 (Sacramento City Code chapter 2.114). ODE's work aligns with the City's commitment to equity and inclusion as outlined in the SCORE Resolution 2024-0354 and supports Measure U priorities by addressing systemic disparities and promoting inclusive access to City services.

Economic Impacts: Not applicable.

Environmental Considerations: Not applicable.

Sustainability: Advancing equity contributes to long-term social sustainability by reducing disparities and fostering inclusive community engagement.

Commission/Committee Action: Not applicable.

Rationale for Recommendation: Providing this update ensures transparency and accountability in implementing equity initiatives and informs future policy decisions to expand equity efforts citywide.

Financial Considerations: Not applicable.

Local Business Enterprise (LBE): Not applicable.

Background Since July 2025, ODE has worked closely with Clear Impact and department equity teams to embed equity performance measures using the RBA framework. These efforts are foundational to operationalizing racial equity across internal and external systems of the City.



Update on Race & Gender Equity Action Plan (RGEAP) and Sacramento Centered on Racial Equity (SCORE) Initiative

Measure U Community Advisory Commission
March 16, 2026

Aimée Zenzele Barnes (She/They)
Diversity & Equity Manager
Office of Diversity & Equity
Department of Human Resources

Purpose of Today's Update

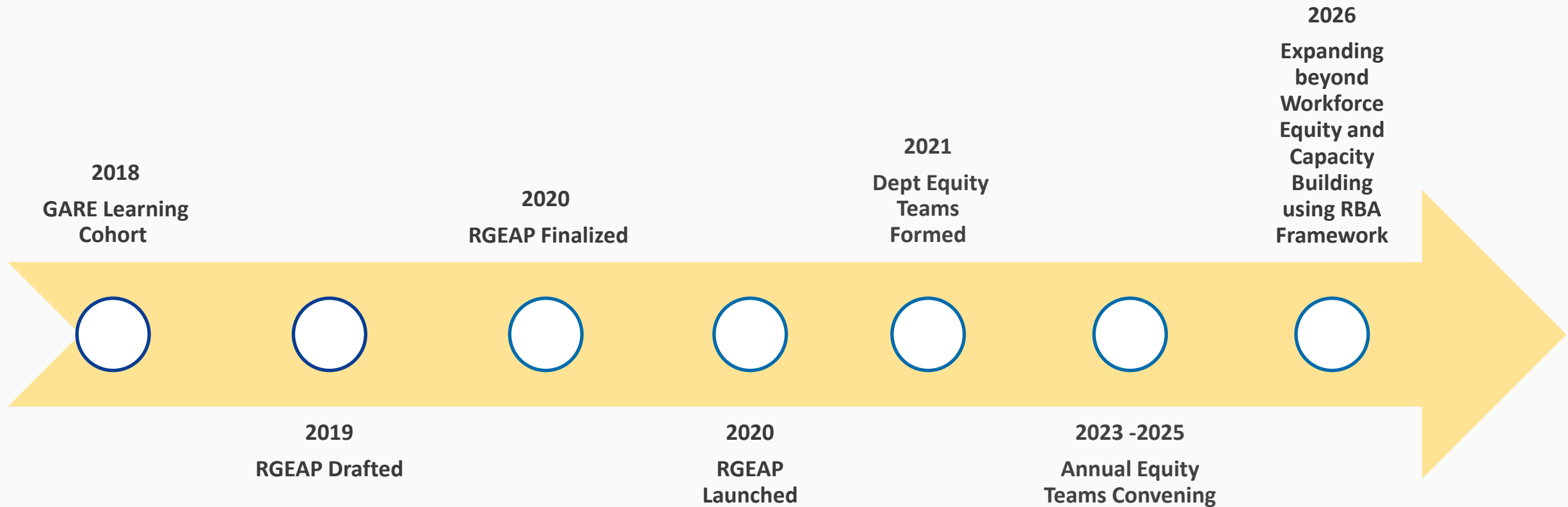
- Provide a status update on the Race & Gender Equity Action Plan (RGEAP).
- Share progress on Results-Based Accountability (RBA) implementation.
- Highlight expansion beyond workforce equity and alignment with SCORE Initiative and Operationalizing Racial Equity Resolution 2024-0354.
- Outline upcoming deliverables and next steps.

Race & Gender Equity Action Plan

RGEAP



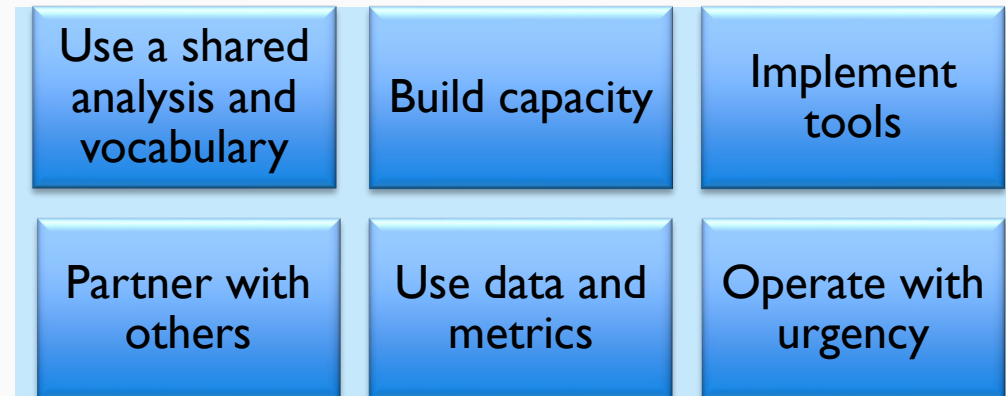
Brief History of RGEAP



City of Sacramento's Workforce
Equity Goal

**“To reflect the City
to better to serve
the City”**

**Our Race & Gender Equity Action Plan,
focused on workforce equity, is the living
road map resulting from the racial equity
analysis tool process.**



**The goal is systemic change through our
collective decision making, data systems,
policies, practices, and procedures**

FY2023/24 Progress Reports - Outcomes

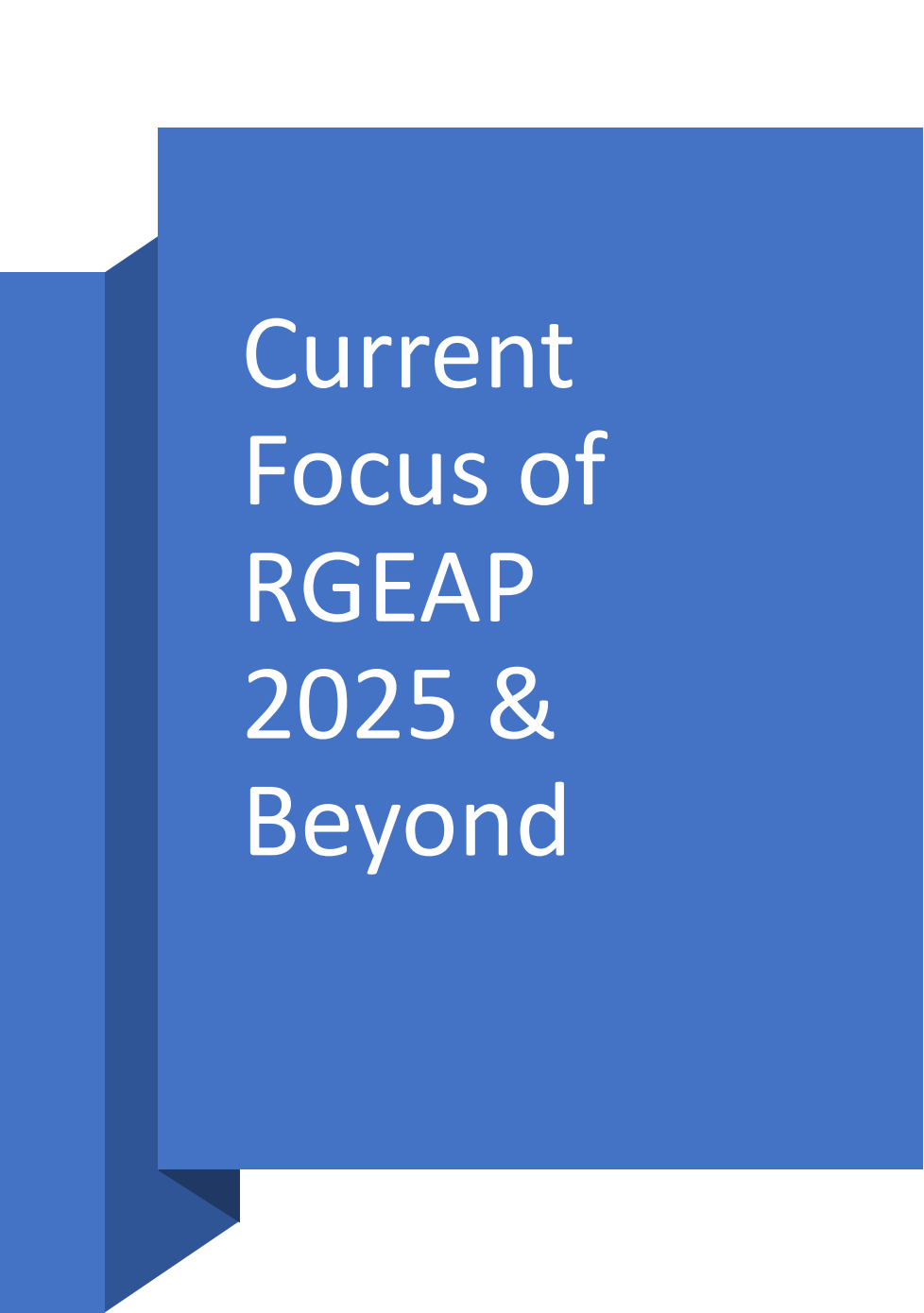
Most common RGEAP outcomes:

#2 Sacramento youth of color and young women have a basic knowledge of careers in government service and receive opportunities for preparing for those careers.

#10 Fosters employee career development while developing and supporting racial and gender equity.

#13 City of Sacramento demonstrates a commitment to investing in professional development, capacity building, and training to advance racial and gender equity among the workforce.

#14 City of Sacramento hires and supports retention efforts to support a racially and gender diverse workforce.



Current Focus of RGEAP 2025 & Beyond

- RGEAP remains centered on workforce equity.
- ODE supporting departments to identify performance measure for ***both*** internal and external equity efforts.
- Development of performance measures aligned with departmental equity goals.
- Preparing for expansion beyond workforce equity to internal and external serving city systems.

The GARE Approach



Visualize

What a just, multiracial society looks like, and what that change means. If we can eliminate the significant racial disparities that currently exist.



Normalize

A shared understanding of the terms and definitions that allow us to speak about race and a shared analysis of racial inequities that allow us to demonstrate the urgency of the problem and prioritize racially equitable solutions.



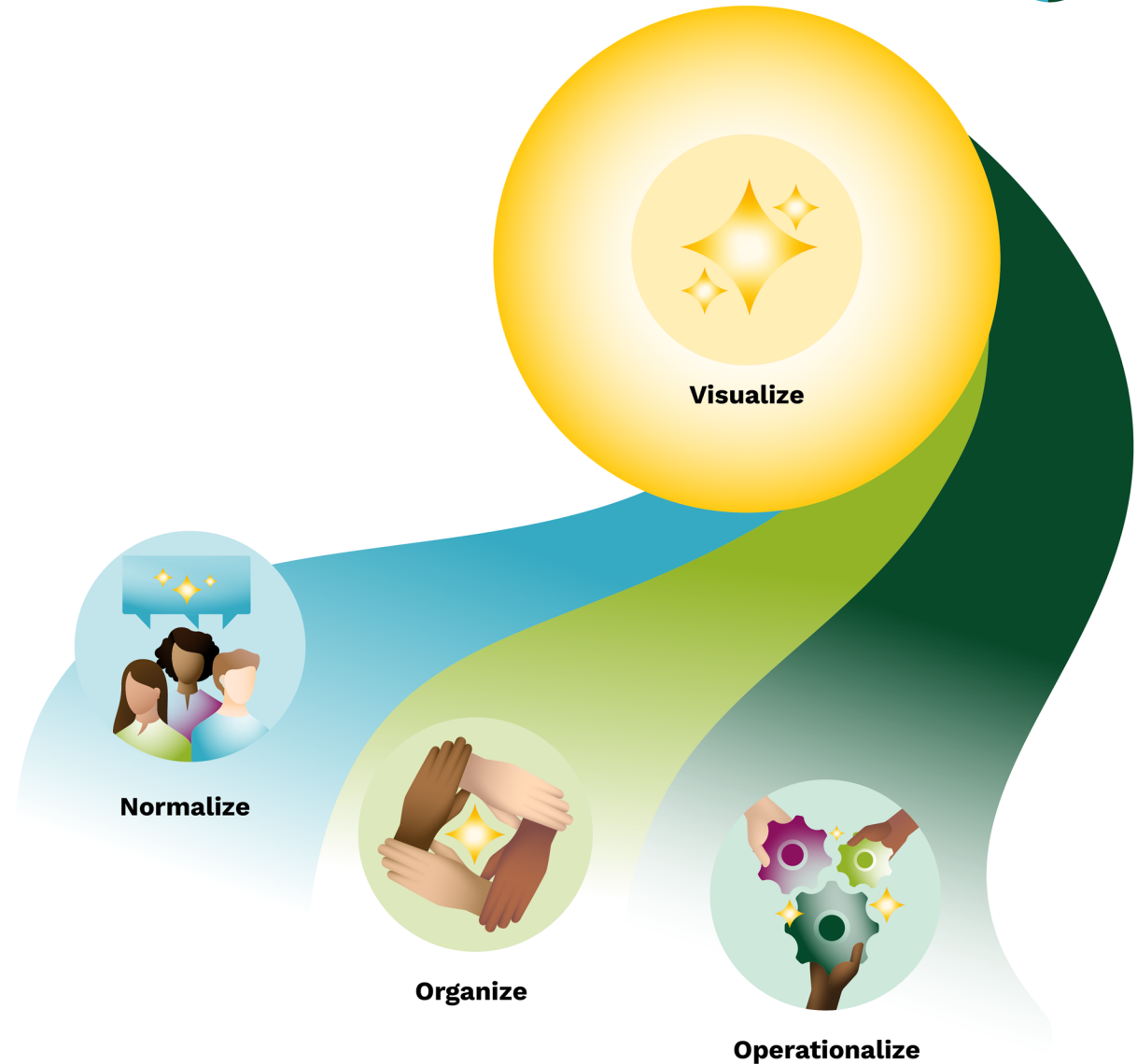
Organize

To achieve racial equity, local and regional government must work both internally and externally with a network of partners: institutions, business, education, philanthropy, among others, and center the work with communities of color.



Operationalize

Tools must be used to change the policies, procedures, and practices that are perpetuating inequities, as well as used in the development of new policies and programs. Data obtained at the programmatic and community levels must demonstrate measured results.



The Role of Department Equity Teams

- 14 Department Equity Teams across the City, including two other Charter Offices.
- Every department is unique in size, role, culture, and needs.
- Designed to involve folks who have a strong motivation/interest to learn racial and gender equity concepts and approaches.
- Leading department's work around meeting RGEAP goals and outcomes.
- Equity teams are encouraged to look at areas of growth and identify specific ways to work on systems change at the department level.

Building Capacity of Equity Teams with Clear Impact Using the Results-Based Accountability (RBA) Framework

- Opportunities from participating GARE's Jurisdiction Evaluation Learning Exchange (JELE GARE Cohort) 2024-2025.
- ODE received technical assistance from Clear Impact on Results-Based Accountability (RBA) Framework.
- Clear Impact facilitated partnership and access to software platform with Sac County Department of Family, Children, and Adult Services in April 2025.
- Launched the RBA Framework and Access to Software beginning in June 2025.

Building Capacity of Equity to Identify 3 Types of Performance Measures

- **Which measures would create the most impact for the department?**
- **If the data improved for the measure, which would advance equity the most?**

RBA Performance Measures Framework Illustrated

How much?

of participants
of sessions
of classes
\$ amount spent

#

%

How well?

T imeliness
R atio
A ttendance
C ompletion to task
S tandards

Better off?

B ehavior
A ttitude
C ircumstance
K nowledge
S kills

#

%

Better off?

B ehavior
A ttitude
C ircumstance
K nowledge
S kills

Building Capacity of Equity Teams

RBA Training in September 2025

- ODE hosted all-day, in-person Equity Convening for 60+ staff.
- Led by Clear Impact.
- Deep dive into RBA framework:
 - Understanding 3 Types of Performance Measures.
 - “Turn the Curve” strategy.
 - Hands-on learning with the Clear Impact Scorecard dashboard.

RGEAP Alignment with SCORE Initiative & Resolution 2024-0354

RGEAP expansion aligns with future Sacramento Centered on Racial Equity (SCORE) citywide plan.

Equity assessment requirements established in Section 4 of SCORE Operationalizing Racial Equity Resolution (2024-0354).

ODE ensuring cohesion between RGEAP, departmental work, and SCORE deliverables.

RGEAP Alignment with SCORE Initiative & Resolution 2024-0354

- ODE providing ongoing:
 - RBA Turn the Curve strategy training
 - Technical support for Scorecard dashboard
 - Consulting with City Leadership on expanding RGEAP beyond workforce equity
 - Using RBA + GARE Theory of Change (VNOO) to guide expansion

Sacramento Centered on Racial Equity Initiative

SCORE





Who is involved in the SCORE Initiative?

Race Forward

Community-based Racial Equity
Council and Alliance.

Careholders

Office of Diversity & Equity

City's Racial Equity Committee

What is the SCORE Initiative?

Race Forward, the national organization contracted to guide the SCORE Initiative process, describes their scope of work as the following:

"We propose to support you and community racial equity leaders, together, to transform the City's internal and external structure, policies, and procedures, to achieve racial equity. During this process we will offer strategy development, tools and facilitated workshops for the City of Sacramento and its communities of color to shape governmental processes to truly serve all its people. The City must be prepared to pass an ordinance to fully sustain this work. This must include the resource and staffing to implement the first key projects; develop the knowledge and skills of all staff to do this work; and create the culture that expects racial equity as the norm."

What are the deliverables of the SCORE Initiative?

Truth Telling and Trust Building Circles. Completed in Fall 2023.

City's Racial Equity Resolution. Resolution 2024-0354 was adopted and passed by the City Council on December 3, 2024.

Develop partnership and accountability strategies to center communities of color in their work for racial justice and honor that in the governing space. (TBD 2026).

Co-create a Citywide racial equity action plan (TBD 2026).

**Current
efforts
focused
on SCORE
Work Plan
"roadmap" to
develop
Citywide
Racial Equity
Action Plan**

Components of the Draft SCORE Work Plan

Coordinated implementation of existing equity efforts both internally and externally, including but not limited to:

- Expansion of the RGEAP.
- Citywide application of SEED (Sacramento Equity Explorer Design GIS Tool)
- Implementation of Citywide Racial Equity Study Project.

Leveraging current city Data, Reports, Strategic Plans, and Equity Tools.



Looking Ahead

Finalize department RBA performance measures by June 2026.

Continue staff training and technical support (Ongoing).

Support and deepen consultation with partners on implementing SCORE deliverables (Ongoing).

Consult with City Leadership on expanded RGEAP scope to align with SCORE deliverables (Ongoing).

Prepare for integration of all City equity efforts into citywide SCORE plan.

Thank you for your leadership!

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SACRAMENTO

