



Diversity, Equity, and Inclusion at the City of Elk Grove

REPORT TO THE COMMUNITY 2022

Reflection on 2022

Perhaps the best way to describe the past year and our efforts to advance diversity, equity, and inclusion in the workplace would be reinforcement. We, as a City, have reinforced efforts and commitments to diversify our personnel, advance equity, and strengthen our inclusive culture to promote an environment where professionals can work as their most authentic selves.

We know we are far from perfect and good intentions are not enough. Leadership has shown their commitment to advancing DEI internally and have increased internal communication to support greater transparency and trust. One thing is certain, the City of Elk Grove has an incredible team of talented and caring people who are genuinely eager to do and be better.

At the City of Elk Grove, we continue to strive for the principles of Justice, Belonging, Diversity, Equity, and Inclusion. Our DEI efforts in 2022 remained strong and sustained through the efforts of City Staff and community members who have worked passionately to create a more loving community where everyone belongs, feels valued, and is respected.

Over this past year, we focused on enriching our knowledge and celebrating our multiculturalism within our organization and throughout our community. We educated City employees on bias and focused on facilitating connections and appreciation of culture to generate more understanding. We showed our commitment to upholding the ideals of the City of Elk Grove as a City Welcome to All through new traditions such as flying the Pride flag through the month of June. This report highlights the DEI accomplishments of the City organization for calendar year 2022.

We know that creating meaningful social change can be a slow and arduous process. The City has a lot to do in all areas related to DEI, but we believe that what is most important is continuously enhancing our efforts year after year and doing the work with love and genuine respect for others in our hearts.

*Sincerely,
Kara Reddig,
Inclusion Leader/Deputy City Manager*



City's Diversity, Equity, and Inclusion Staff Team

The City's Diversity, Equity, and Inclusion Staff Team (DEI Team) came together every month to collaborate and discuss ideas for City initiatives that would promote the principles of DEI. Our ultimate goal was to foster a more inclusive environment in our organization that celebrated diversity and upheld the ideals of justice. Thank you to every member of the DEI Team who participated in meetings this year for offering your dedication, diverse voices, and perspectives to this important work.

Carlos Duque, Public Works
Christa Lumry, Public Affairs
Femi Omotesho, City Manager's Office
Haniya Hunt, Police
Jason Jacobo, Police
Jennifer Alves, City Attorney's Office
Kara Reddig, City Manager's Office
Kara Taylor-Seeman, Finance
Lana Yoshimura, District56
Luis Aguilar, Economic Development
Lupe Murrietta, Public Affairs
Matt Paulin, Finance
Melissa Rojas, Human Resources
Nadia Palazzola, Police
Rodney Rego, Police
Sandeep Grewal, Police
Sarah Humlie, Animal Services
Tish Mann, Graduate Student Assistant



DIVERSITY
+ EQUITY +
INCLUSION
A CITY WELCOME TO ALL

DEI Education and Training

Two workshops were offered for employees in October and November to highlight and reiterate the importance of Diversity, Equity, Inclusion, and Belonging at the City. These workshops, facilitated by CircleUp Education, were designed to support the City's employee value of Belonging, as well as help advance the City's DEI educational efforts.

A total of 167 employees participated in these trainings. Additional workshops will be held in Spring 2023 to train the balance of other required employees.

Cross Cultural Relationship Building Strategies

This workshop offered workplace strategies and tools to counteract unconscious bias and foster an environment of inclusion and belonging. Staff learned "Cultural Competency Do's and Don'ts" to prevent stereotyping; understanding and appreciating unique cultural backgrounds and appreciating that everyone deserves to be treated with kindness and respect. With these new skills and perspectives, staff are better equipped to relate to others in a multicultural world and counteract discrimination in and outside of the workplace.

Getting to know other City Staff

In this workshop, staff engaged in conversation and participated in activities with colleagues to build and deepen relationships across City departments. This workshop was an opportunity to understand and dispel stereotypes that act as relationship building barriers. Staff were able to reflect and learn more about other staff's experiences related to bias and discrimination.

Principled Policing

The Police Department provided support to diversity including POST required Strategic Communications, of which Procedural Justice and Diversity training are components. The Elk Grove PD presented seven, two-hour training sessions as part of their Continued Professional Training (CPT). A total of 130 sworn staff (which includes supervisors and officers) attended this training.

Flag Raising Ceremony

For the first time in the City's history, the LGBTQIA+ Pride Flag was raised in front of City Hall on June 1, 2022. The Flag flew high in solidarity with our LGBTQIA+ community and was displayed in front of City Hall for the month of June. The City Council approved modifications to the City's Flag Policy for this to happen. The impetus for changing that Policy came from the City's internal DEI Team with recommendations from the resident Diversity and Inclusion Commission. The City also had an Elk Grove Community entry in the regional Pride March.



Mentorship

In October 2022, the City kicked-off the second year of its staff Mentorship Program. This program returned following the success of last year's Pilot Mentorship Program. This nine-month program consists of five in-person training sessions and individual 1-on-1 meetings between paired mentors and mentees. This year's program includes 14 pairs of mentors/mentees. The program runs through June 2023.

The concept for the City's Mentorship Program started from the City's DEI Team and a gender equity discussion held in 2019. From that meeting, members of the City's DEI Team as well as other staff researched and created the program. It was designed to "develop and support a diverse professional workforce". Participation in the Mentorship Program is voluntary.

DEI Stickers

Water bottle and laptop stickers that promote Diversity, Equity, Inclusion and Belonging are a daily reminder of the City's anti-racist and welcoming values. Staff voluntarily placed stickers on their water bottles and laptops to represent friendship and solidarity with marginalized groups. These stickers were designed in-house by members of the DEI team.



City Vehicle Magnets

To support Elk Grove's diverse community, the City rolled out a new Voluntary Vehicle Magnet Program to display magnets on City-owned vehicles. Magnets are available for the following observances: Black History Month, Women's History Month, Asian American and Pacific Islander Heritage Month, LGBTQIA+ Pride Month, Disability Awareness Month, and Hispanic Heritage Month.



Social Media Campaigns

The DEI Team published 43 DEI posts on the City's social media accounts this year. Most of the posts acknowledged holidays or awareness months. Through these campaigns, the City paid tribute to 23 historic and iconic figures from different cultures who have contributed to society with their achievements. These social media posts showed the community that the City of Elk Grove welcomes and values individuals from all backgrounds.



Free Little Library

In a partnership with the local small business, A Seat at the Table Books, the City stocked a free little library at District56 with books for residents at no cost. Staff purchased books to align with the City's monthly campaign as listed in the chart below. The City intends to continue this partnership which began in 2019.



Proclamations

The City regularly initiates monthly campaigns and recognizes and appreciates members of the community through proclamations which are presented by the City Council at City Council meetings. This year, the City recognized 14 people, groups, or organizations. Honorees were recognized for their accomplishments, achievements, and contributions to the community.

2022 Proclamations	
Date	Proclamation
February	Black History Month (2 Proclamations)
March	Women in Construction Week
March	Women's History Month
May	Asian American and Pacific Islander Heritage Month
June	LGBTQIA+ Pride Month
June	Juneteenth
July	Diversity Awareness Month
August	American Muslim Appreciation and Awareness Month
September	Hispanic Heritage Month
October	Disability Awareness Month
October	White Cane Awareness Day
October	Hindu Heritage Month
November	Native American Heritage Month

Human Resources Efforts

The City continued to evaluate internal Human Resource processes to ensure they are free from bias and barriers and reaching diverse qualified job candidates. The Department has continued the following practices:

Utilized several resources for recruitments as shown in the Table below. Depending on the type of job being recruited for is how the different resources are selected.

Recruitment Advertisement Locations	
Ad Location	
Cosumnes River College - Los Rios Community College District	
Greater Sacramento Urban League (email distribution)	
Handshake- University/College network	
Highlands Community Charter Schools (email distribution)	
Hire Heroes - Veterans	
La Familia (email distribution)	
League of Women in Government	
Local Government Hispanic Chambers	
NAACP (national organization)	
NAACP Local (email distribution)	
National Minority Update	
NFBPA- National Forum for Black Public Administrators	
Northern CA Council of Black Engineers (This is industry specific)	
Professional Diversity Net ((50 + diversity partners which include Asian Career network, Black Career Network, iHispano, Military2career, ProAble/Disabled Professionals, Out Professional Network/LGBT professionals, Women's Career Channel and NAACP))	
Pridely Magazine	
Recruit Military - Veteran Affairs	
Sacramento State University (CSU)	
Sacramento Hispanic Chambers	
SETA Sacramento Employment and Training Agency (powered by CalJobs)	
So. County Career Center - Elk Grove Unified School District (email distribution)	
SWE Career Center - Society of Women Engineers (This is industry specific)	
The EOE & E Journal - Equal Opportunity Employment & Education	
The League of Women in Government	
Women in Solid-Waste & Recycling (WISR) (This is industry specific)	
Women Laywers of Sacramento (This is industry specific)	
Women in Transportation (This is industry specific)	

HR continued to provide bias awareness training to all interview panelists. The Bias Awareness Training Video, which includes how bias can impact our judgement and how to ensure that candidates are being evaluated by their Knowledge, Skills, and Abilities (KSA's) only, is presented during the interview panel guidelines. Handouts on bias awareness are also provided to panel members.

- o [View the Bias Awareness Training Video](#)

All new hires were also required to complete “Diversity in the Workplace” training within 30 days of being hired.

Human Resources has worked to advance overall City diversity by:

- Expanding the normal advertisement sites to include Local Government Hispanic Network, Pridely Magazine, and National Forum of Black Public Administrators.
- Including diversity questions in the interview process.
- Prioritizing diversity during panelist selection - Human Resources recently expanded their outreach to find qualified, diverse panel members to serve on interview panels.
- Continued to conduct blind recruitments. Managers do not see names/demographics of candidates until the day of the interviews (after applicants have been selected to interview).
- Providing a floating holiday to staff so they can celebrate holidays of their choice.
- Continuing to ensure pay equity by completing regular compensation study analysis with comparator agencies.
- Continuing to implement a structured interviewing process. Structured interviews lead to higher-quality hires because they help reduce bias and “gut-feeling” hiring. By asking each candidate the same or similar questions, we have a consistent “data set” to help boost objective decision-making.
- Assisting with the creation of a wellness room at the Animal Shelter for lactating parents.

A Workforce That Reflects
The Community ELK GROVE

As one of the most diverse cities in the region, the City of Elk Grove strives to be an organization and a community that's welcome to all. With flexible work options in many departments, competitive pay and great benefits, including paid leave to support local non-profits, working for the City of Elk Grove gives employees the opportunity to make a difference in Sacramento County's second largest city.

Apply today at
elkgrovecity.org/jobs

Job Fairs

The Police Department participated in several job fairs and DEI related activities including:

- Multicultural Business & Career Expo
- Law Enforcement Candidate Scholars - 4 different events
- Sacramento City College (guest speaker) - Virtual
- Sacramento State University Career Fair
- Links to Law Enforcement* - 5 different events
- SacJobs Career Fair
- Elk Grove Police Recruit Workshop
- American River College Law Enforcement Seminar
- PELLET B Exam
- Career Presentation at the Elk Grove Charter School and Alan Rowe College Prep

The Police department also took steps to advance overall City diversity by increasing its presence at college recruitment events, to include trade shows not just dedicated for criminal justice majors. Also, the department now has a presence in military events geared towards soldiers being honorably discharged and looking for a career. These include individuals from diverse backgrounds.

Hiring Outcomes for 2022

Staff regularly analyzes data related to our hiring outcomes. The following data is information staff compares each year.

Chart A - New Hire by Ethnicity in 2022

As shown, the percentage of white new hires showed a slight increase at 55% compared to 2021 at 49%. Non-white new hires is 45%.

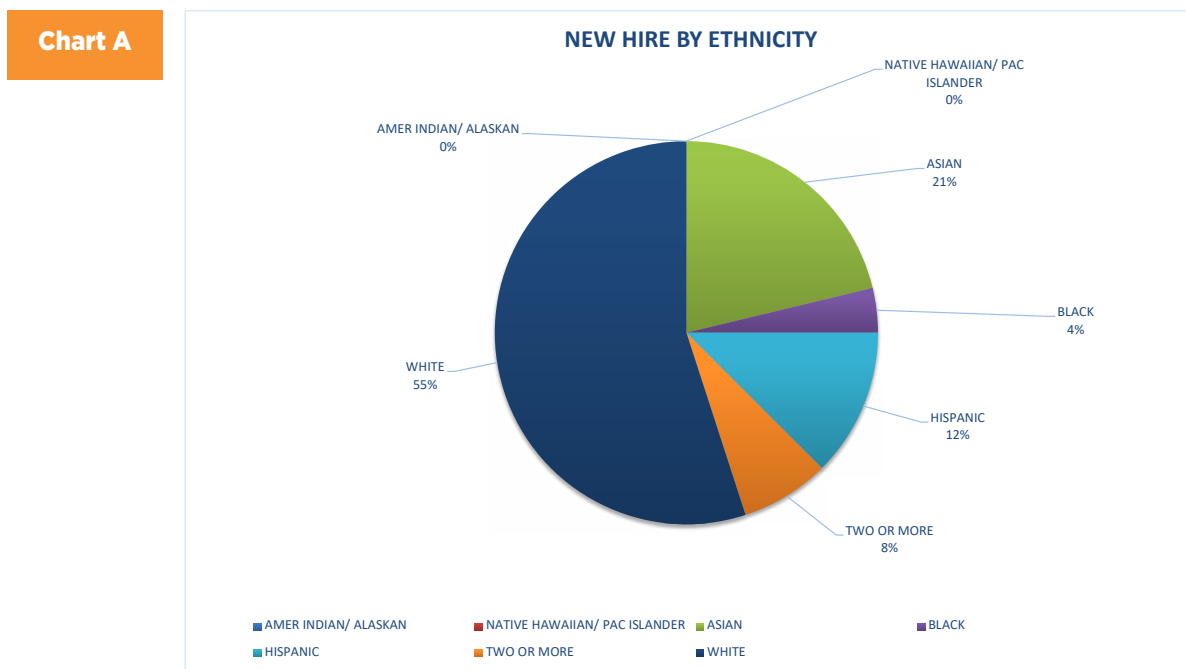


Chart B - New Hire by Gender in 2022

As shown, more females (54%) than males (46%) were hired showing a slight increase compared to 2021 which was 51% male.

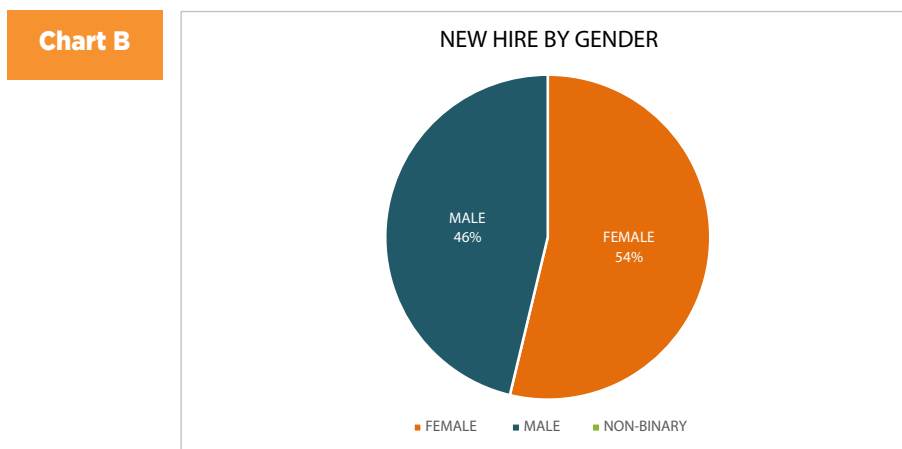


Table A - Turnover Ratio

City staff turnover was still consistently low. Turnover is the act of replacing an employee with a new employee. In 2022, the turnover ratio was 4%. This is 1% higher than 2021. These percentages are important when evaluating how new hires, in comparison to staff leaving the organization, impact the overall employee diversity ratio.

TABLE A - TURNOVER RATIO	
YEAR	AVERAGE PER YEAR
2018	3%
2019	3%
2020	2%
2021	3%
2022	4%

Table B - Employee Diversity Ratio by Race/Ethnicity

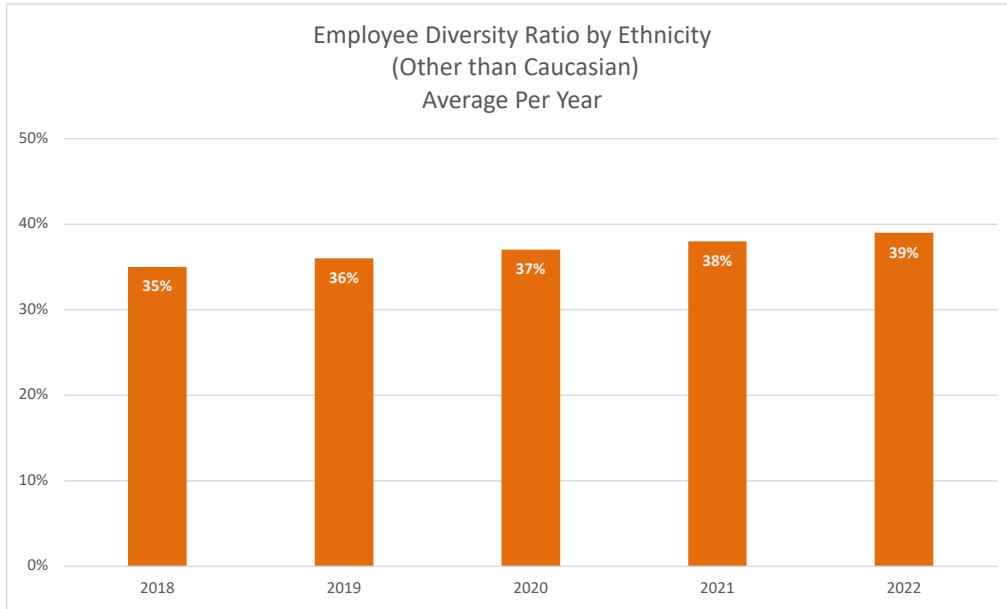
Table B shows the five-year percentage of various races/ethnicities differences in staffing. Since 2018, the percentage of black employees has slightly decreased in the organization, along with the percentage of white employees. 2022 also showed a slight decrease in the percentage of Hispanic employees, a percentage that had an increase in 2021. However, there has been a steady increase in the five-year percentage of Asian employees. This table is a helpful snapshot of the current staff composition by race/ethnicity.

TABLE B-EMPLOYEE DIVERSITY RATIO BY RACE/ETHNICITY							
YEAR	AMER INDIAN/ ALASKAN	ASIAN	BLACK	HISPANIC	NATIVE HAWAIIAN/ PAC ISLANDER	WHITE	TWO OR MORE RACES
2018	0%	9%	8%	18%	0%	65%	0%
2019	0%	10%	8%	18%	0%	64%	0%
2020	0%	10%	8%	18%	0%	63%	1%
2021	0%	11%	7%	19%	0%	62%	1%
2022	0%	12%	6%	18%	0%	61%	2%
Difference	0%	3%	-2%	0%	0%	-4%	2%

Graph A - Diversity Ratio by Ethnicity (other than Caucasian)

This graph shows the annual Employee Diversity Ratio by Ethnicity (other than Caucasians) for the past five years. In 2022, 39% of City staff were individuals of color. This ratio has consistently showed an increase since 2018 by 1% each year.

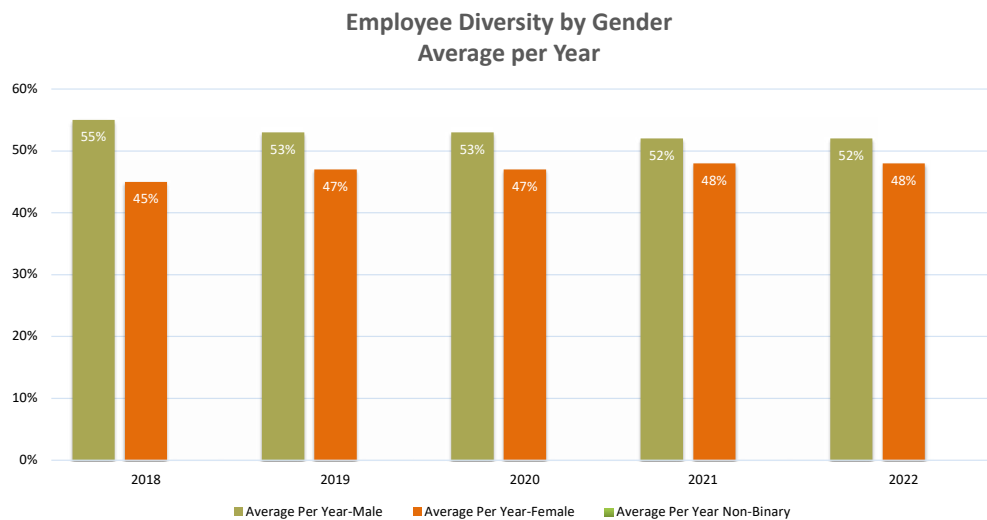
Graph A



Graph B - Employee Diversity Ratio by Gender

Graph B shows a five-year percentage of Employee Diversity Ratio by Gender. The ratio remained steady in 2022, but an increase compared to years 2018 - 2020.

Graph B



DEI Focused City Commissions and Committees

Disability Advisory Committee

The City's 5-member Disability Advisory Committee accomplished the following in 2022:

- Awarded the annual Above and Beyond Award to A Seat at the Table Books. This bookstore and coffee shop educates our community on inclusivity for those with disabilities and provides an inclusive space for those with disabilities.
- Provided input to staff regarding accessibility in Capital Improvement Plan projects and continued to provide support and feedback on the City's trail system.
- Discussed Elk Grove's 2022 Redistricting with the City Clerk and provided feedback.
- Provided input into the City's annual curb ramp and sidewalk infill project.

Diversity and Inclusion Committee

The City's 10-member Diversity and Inclusion Commission accomplished the following in 2022:

- The Commission recommended support for three Council proclamations: Juneteenth, Pride Month and Diversity Awareness Month.
- The Commission recommended changes to the City Flag policy that were adopted by the Council on May 25, 2022.
- Participated in the Pride Flag Raising event in front of City Hall on June 1, 2022.
- The Commission hosted the Cultural Connections Juneteenth event on June 16 that featured local speakers and performers. An estimated 300 people attended the event.
- The Commission partnered with Explore Elk Grove to host Diversity Dining Week during August 19-28, 2022, with 18 participating restaurants and 2,418 Local Pass Holders.
- Coordinated a Commission Diversity Month takeover at the NeighborGood Market and attended community events including Tiyann Teej Diyan, a women's festival.
- Supported the return of the Multicultural Festival after a two-year hiatus with 7,500 estimated visitors, 91 vendor booths, 78 volunteers, and 21 performing acts.
- The Commission added a Youth Commission liaison to incorporate a youth perspective and connection for collaboration between the two groups.

Chief's Advisory Board

The Chief of Police's Community Advisory Board (CAB) continued meeting in 2022. The CAB is a resource for the Chief in the formation of strategies, development of community policing concepts, and increasing public awareness. Board members contribute to a forum for discussions on community concerns. The goal of the CAB is to have a broad spectrum of viewpoints represented as it relates to police matters.



Other City Efforts

Police Department Outreach Activities

Working with individuals with disabilities - In 2022, the City continued its longstanding partnership with The Fly Brave Foundation and the FlyFit Program in particular. This program allows Elk Grove Police Department Officers and staff to buddy up with individuals with developmental disabilities (age 5 and over) to work-out in a safe environment that encourages physical activity and a healthy lifestyle. The program provides a chance to learn, understand, and appreciate the unique experiences and abilities of all participants. Two sessions were held in 2022, late Spring and early Fall.

Community Activities - the Police Department hosted a variety of outreach events throughout the year for residents that included:

- “BBQ in the Beat” an outreach event for community members covering all five City PD Beats, at local parks
- Shop with a Cop
- Toy Delivery Project
- Back-to-School Backpack Drive
- Storytime with Chief Davis
- National Faith and Blue Week
 - The Police Department visited 2 Mosques and 3 Churches
- Stocking Drive-Through
- Visions in Motions Adult Day Program Holiday Visit

Legal Documents and Redistricting - The City Attorney’s office continues to ensure all legal templates are reviewed and revised to be gender neutral and inclusive of all. The City held several outreach meetings, and made available materials to the general public supporting the Redistricting effort at the start of 2022. This process was conducted January - April 2022, with presentations to all City commissions and committees, a series of public hearings, public workshops and speaking engagements, and spreading the word of online resources for the public to contribute maps (24 were submitted). The end result was adoption of our council member representative districts (which are expected to be utilized until the next Census and redistricting process anticipated in 2031). The City continued to provide captions in its videos and recorded meetings.

Industry Memberships - The City of Elk Grove is a member of the Government Alliance on Race and Equity (GARE) and Public Works sponsors the Women in Transportation Seminar (WTS). WTS is dedicated to creating a more diverse, inclusive, and equitable transportation industry through the global advancement of women. An additional female engineer was hired by the City in 2022. The City’s Chief Information Officer is on the MISAC IDEA Committee (Municipal Information Systems Association of California; Inclusion, Diversity, Equity, and Access). This group focuses on the fundamentals of DEI, as well as how to encourage others to join the field of technology.

Economic Development - Staff from the City’s Economic Development Department are participants of the Elk Grove Chamber of Commerce’s Economic Equity Task Force that focuses on lifting up and advancing black and brown small business owners. The Department also sponsored FouthWave, an Accelerator for Women-led technology businesses at Carlsen Center for Innovation & Entrepreneurship at Sacramento State University.

2023 and Beyond Future Initiatives

The City will continue to foster an organizational culture where every voice is welcome, heard, and respected. The City will encourage employees to provide ongoing feedback to evaluate current DEI programs, build relationships with diverse community groups, and continue to explore and celebrate holidays and events for underrepresented groups. The City is exploring holding an international foods potluck, as a way of highlighting different cultures present in our employee population and paving the way for organic discussion.

Human Resources will continue to seek out diverse and multicultural professional associations or groups to advertise with. HR staff is exploring advertising with iHeart radio, which is a great advertising tool to reach out to a diverse population with gender and ethnic diversity. The Team will also research progressive hiring platforms such as Hirevue and Sparkhire to determine the feasibility of establishing a virtual interview process with the intent to allow for greater access to candidates from underrepresented groups. Participation in job fairs and community events will continue while comparison of the average employee tenure by demographics, diving deep into exit survey data to identify trends for each group, and identifying key focus areas that should lead to higher retention of a more diverse workforce will be intensified.

The City recently created a staff Recognition and Appreciation Committee. This Committee will be exploring and establishing ways to recognize and appreciate Elk Grove's hardworking staff. This should ultimately lead to more satisfied staff that feel appreciated and welcome.

A kick-off meeting for the citywide Community Participation Toolkit started in January 2023. This Toolkit will become a blueprint for all City departments on how they can effectively engage the community with City programs and services. This will include extensive community outreach as well as thoughtful and deliberate questions while conducting projects and outreach, and how to ensure underrepresented groups are a part of the decision making and outreach processes.

Staff seeks to partner with non-profit organizations to create a communication and partnership network. Contracted non-profits could assist the City in reaching their diverse membership in regard to City projects or messages. In turn, the City would provide a stipend or small grant.

Thank you to all City departments for promoting the principles of Diversity, Equity, and Inclusion in 2022. We are looking forward to the year ahead where we will continue to do our part to advance social and racial equity with our staff and community members.