

Policy Memorandum

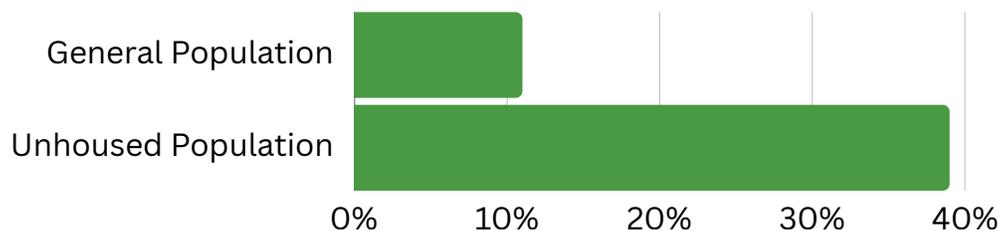
Recommended immediate actions at three levels of county leadership to bolster Sacramento County's plan to address racism as a public health crisis

Board of Supervisors

- Each year, the Board of Supervisors names key priority areas which impact the county budgeting process. In 2024, name outreach and engagement with Black, Indigenous and People of Color (BIPOC) communities a key budget priority.
- Request quarterly public reports from the Chief DEI Officer and other relevant staff.
- Prioritize homelessness prevention* in accordance with the approved Sacramento County Homelessness Prevention Plan.
 - Provide a wage of \$26.77/hour to all county workers to ensure stable housing for workers in the Sacramento region, where the average asking rent is currently \$1,392.

*Black and African American Sacramentans experience homelessness at much higher rates than the general population. The graph below visualizes data shared in the approved Sacramento County Homelessness Action Plan.

Black & African American Populations in Sacramento County



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County Executive

- Direct all county department heads to create specific line items related to community outreach and engagement in all 2024 Budget requests.

Incoming Chief DEI Officer

- Create a coordinated workplan to align and evaluate all ongoing racial equity initiatives.
- Design and implement a plan for engagement with existing community stakeholders including those participating with:
 - Black Child Legacy Campaign
 - Behavioral Health and Racial Equity Collaborative
 - First Five Sacramento
 - Parent Leadership and Training Institute
 - Sacramento County Community Boards and Commissions
- Codify a formal process for community to engage with the staff-led Diversity, Equity, and Inclusion Cabinet.