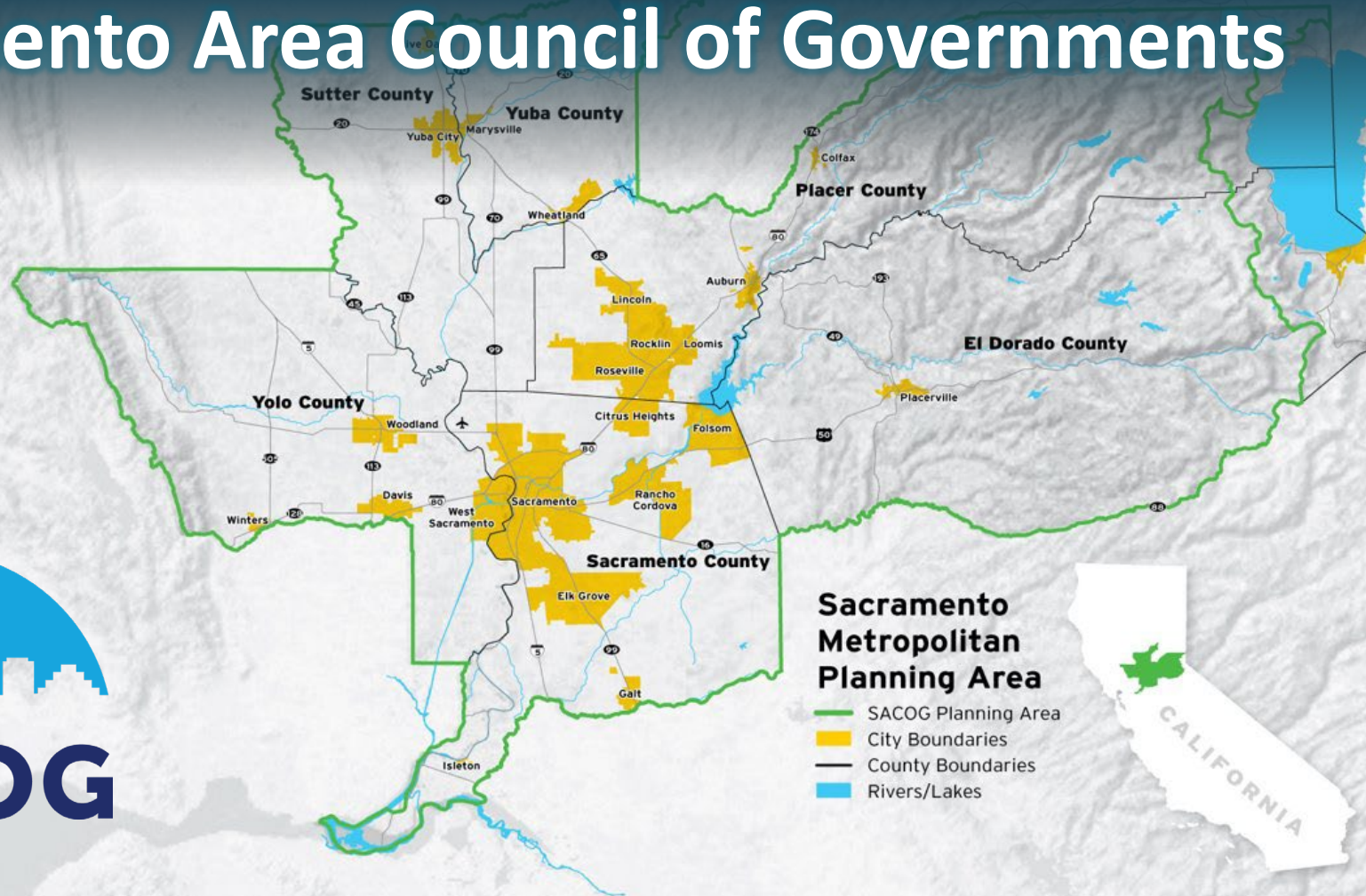


# Sacramento Area Council of Governments

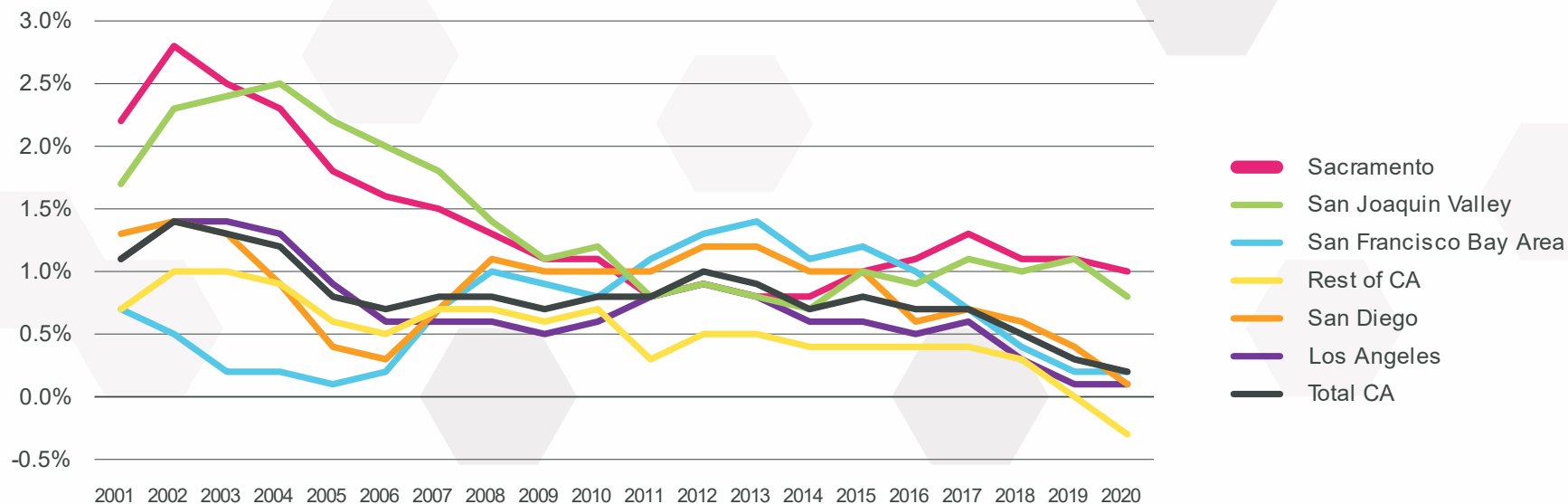


# SACOG's journey on racial equity

- Government agency representing 28 local gov'ts since 1980s
- We had made efforts to engage on race and equity – fell flat
- Board and staff have not reflected demographics of region
- 2020 changed things – board leadership that was supportive
- The why and what of our racial equity work since then



# Annual Population Growth, Sacramento Region and Other California Regions, 2000 to 2020



Source: SACOG, December 2020. Based on DOF/DRU E-5 series.

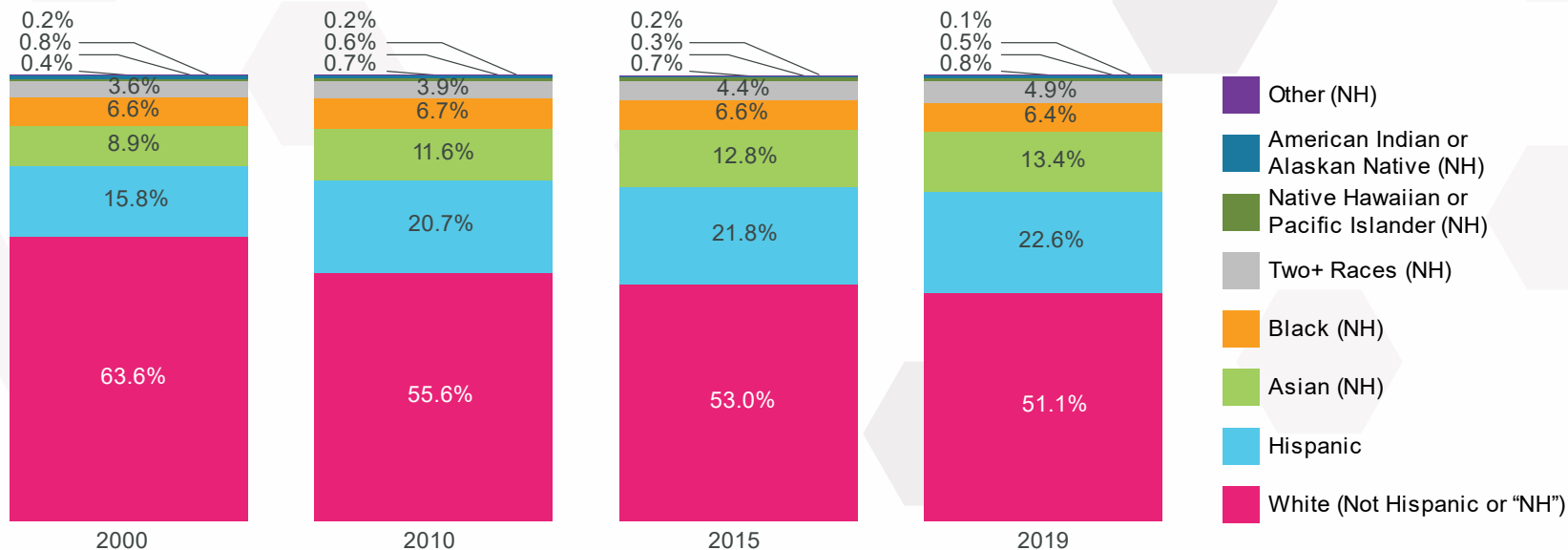
Who We Are

Economic Prosperity

Vibrant Places

Connected Communities

# Race and Ethnicity in the Sacramento Region, 2000 to 2019



Source: SACOG, December 2020. Based on Census and American Community Survey data.

Who We Are

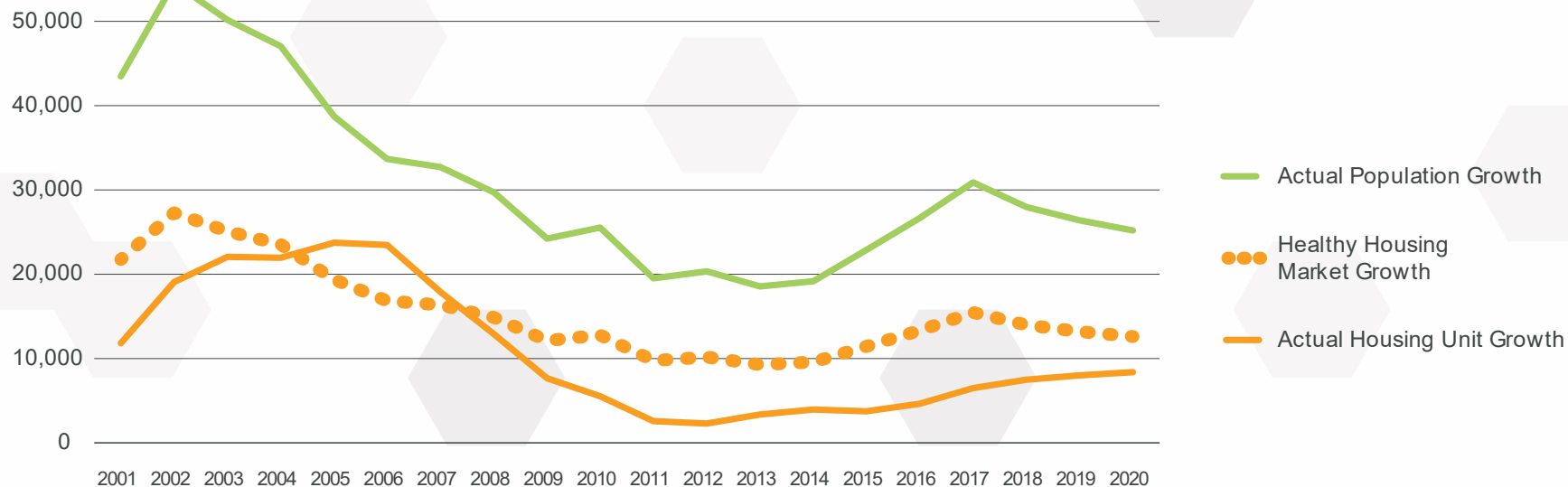
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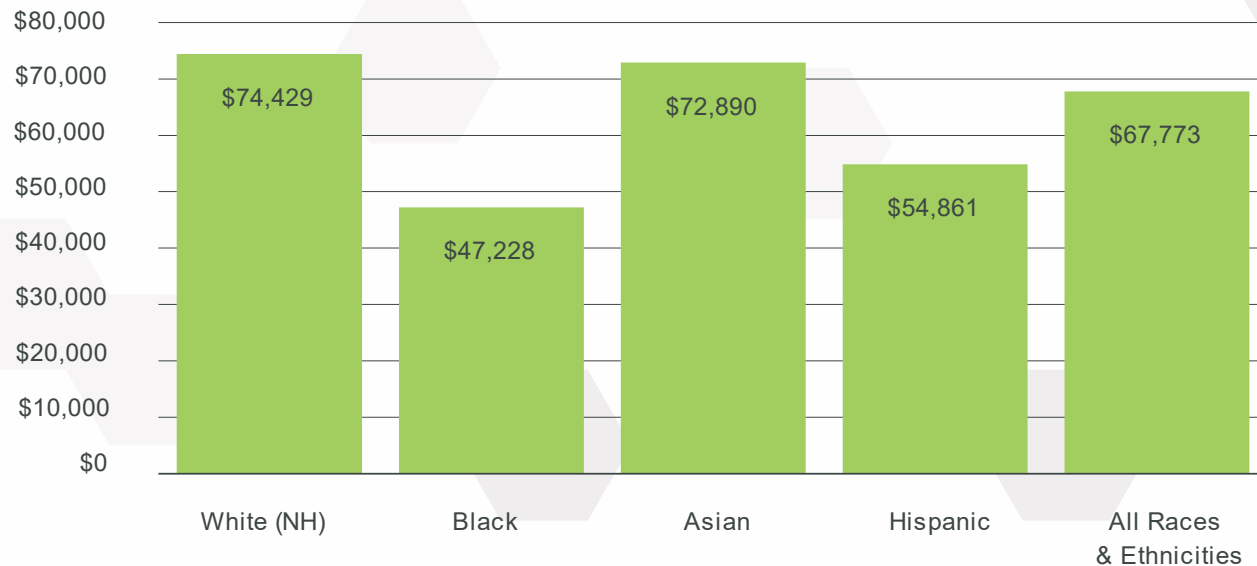


# Annual Population and Housing Unit Growth in Sacramento Region



Source: SACOG analysis of DOF E-5 annual population and housing estimates. "Healthy housing market growth" is defined as 1 new housing unit to 2 new residents (or 0.5 new units per new resident) using a static 5% vacancy rate assumption.

## Median Annual Household Income by Race and Ethnicity in Sacramento Region, 2018



Source: SACOG, December 2020. Based on American Community Survey 2018 5-year sample data.

Who We Are

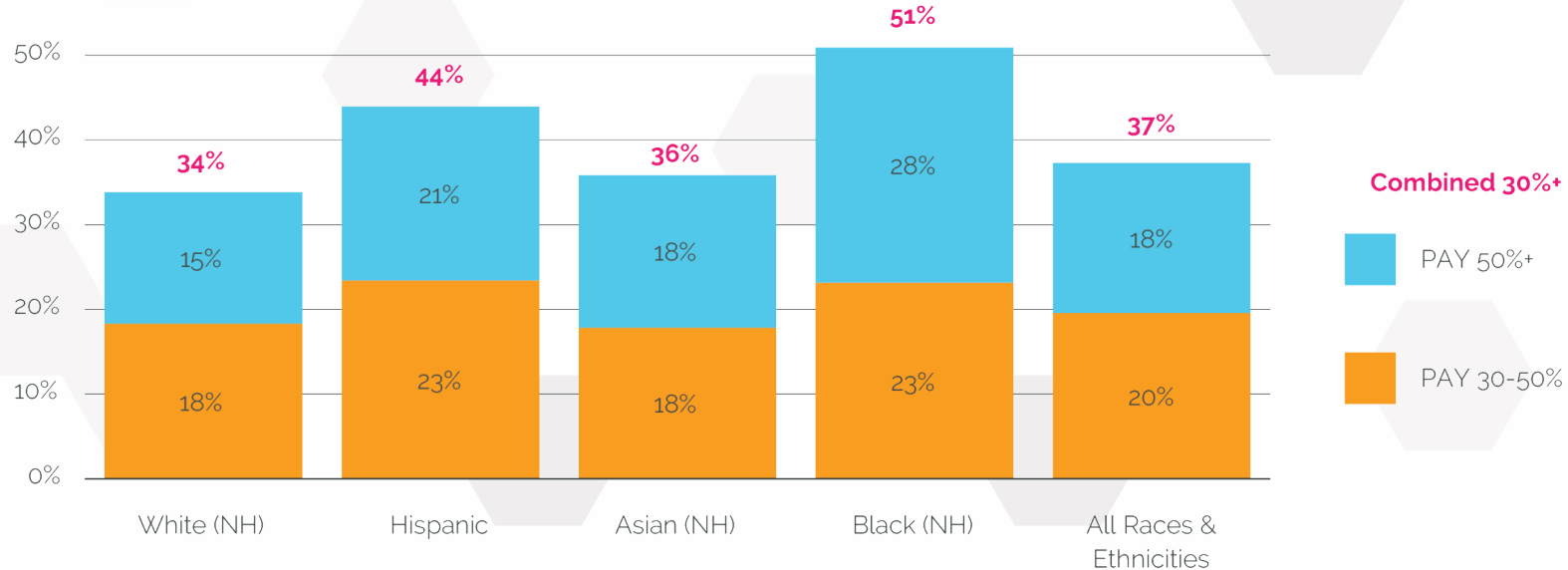
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# Housing-cost burden by Race and Ethnicity, 2016



Source: 2016 Comprehensive Housing Affordability Strategy (CHAS) data, HUD.

Who We Are

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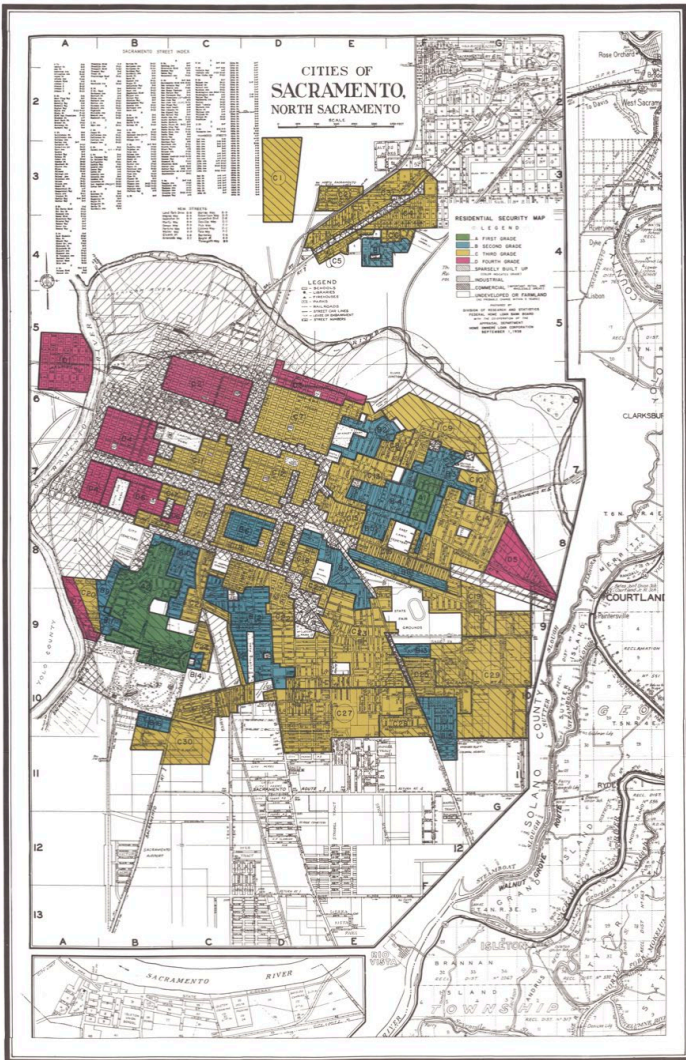
Connected Communities



# Transportation







hereinafter referred to as "Owners". WITNESSETH THAT WHEREAS, said "Owners" of lots or portions of lots in that certain tract or parcel of real property in the City of Sacramento, County of Sacramento, State of California (known as and shown on) the Plat of the survey of

for the purpose of enhancing and maintaining the value of said property and each lot or parcel or portion thereof, have mutually agreed each with the other to create, impose and establish on the lots or portions of said lots in said tract, the covenants, conditions, and restrictions, hereinafter set forth. NOW THEREFORE, in consideration of the premises and in consideration of the mutual and individual benefits and advantages accruing unto said "Owners", said "Owners" DO HEREBY CREATE, IMPOSE AND ESTABLISH on each of said lots or portions of lots the following covenants, conditions and restrictions, to-wit:

X That no part of any of said lots shall at any time be rented, leased, sub-leased or sub-let to, or to be occupied or used by any person of either Hindu, African, Japanese, Chinese, or Mongolian descent, but such property shall be restricted to persons of the Caucasian Race forever; but if persons not of the Caucasian Race be kept thereon by a Caucasian occupant, strictly in the capacity of servants or employees actually engaged in domestic service of the occupant, or in the care of the premises for the occupant, such circumstances shall not constitute a violation of this condition. PROVIDED, FURTHER, that each and all of the foregoing conditions, restrictions and covenants, contained herein shall terminate

PREPARED BY  
MCKENSIE MACK GROUP

PRESENTED  
NOVEMBER 2020

PRESENTED TO  
SACOG

# SACOG RACIAL EQUITY AUDIT



## Sacramento Area Council of Governments Racial Equity Statement of Change and Commitment *Adopted February 17, 2022*

The Sacramento Area Council of Governments (SACOG) acknowledges that residents living in the greater six-county Sacramento region face significant inequities, resulting in disparities and divides that exist by race and ethnicity, by income, and by urban and rural areas. SACOG is committed to tackling inequities and disparities in all forms. This statement marks a commitment to advancing racial equity in order to build a thriving economy and healthy environment for all residents of the Sacramento region, particularly for Black, Indigenous, Asian, Pacific Islander, Hispanic/Latino, and other communities of color, that have been historically disenfranchised and excluded. SACOG envisions a Sacramento region where race is no longer a predictor of life outcomes, and outcomes for all groups are improved.

### BACKGROUND

As the greater Sacramento region has grown, its residents have not shared the benefits of that growth. Federal, state, and local policies played a significant role in creating disparities in health, wealth, education, transportation, housing, and other areas that continue today. "Redlining" lending practices denied home ownership to communities of color, prevented the creation of generational wealth for people of color, and intentionally, artificially, and persistently segregated non-white from white communities in particular. Racially restrictive housing covenants and redlining policies and programs—such as the construction of our region's economic development, but often served to displace and further disadvantage them. Redlining policies and programs—such as the construction of our region's economic development, but often served to displace and further disadvantage them. Redlining policies and programs—such as the construction of our region's economic development, but often served to displace and further disadvantage them.

WORKING DRAFT

## RACIAL EQUITY ACTION PLAN





## Working Group Members from SACOG Board



Committee Chair  
**RICK JENNINGS II**  
SACOG Board Vice Chair  
and Sacramento City  
Council Member



Committee Vice Chair  
**LUCAS FRERICHS**  
SACOG Director &  
Davis Vice Mayor



**JAN CLARK-CRETS**  
SACOG Director and  
Loomis Council Member



**JILL GAYALDO**  
SACOG Director and  
Rocklin Mayor



**LAKHVIR GHAG**  
SACOG Director and  
Live Oak Council Member



**MARTHA GUERRERO**  
SACOG Director and  
West Sacramento Mayor



**PORSCHÉ MIDDLETON**  
SACOG Director and  
Citrus Heights Vice Mayor



**MICHAEL SARAGOSA**  
SACOG Director and  
Placerville Mayor



**JAY SCHENIRER**  
SACOG Director and  
Sacramento City  
Councilmember



**DARREN SUEN**  
SACOG Director and  
Elk Grove  
Councilmember

## External Working Group Members



**AVITAL BARNEA**  
CalSTA



**CAROLYN COLEMAN**  
CA League of Cities



**ELISA HERRERA**  
Latino Leadership Council



**CHET HEWITT**  
Sierra Health Foundation



**HEATHER HOSTLER**  
California Indian Legal Service



**ILENE JACOBS**  
California Rural Legal  
Assistance, Inc.



**HOLLY NICKEL**  
Public Health Institute



**DEBBIE OTO-KENT**  
Health Education Council



**CHRISTINE TIEN**  
CA Endowment



**JOSHUA WOOD**  
Region Business



1415 L Street,  
Suite 300  
Sacramento, CA  
95814

916.321.9000  
[sacog.org](http://sacog.org)

## **Sacramento Area Council of Governments Racial Equity Statement of Change and Commitment**

*Adopted February 17, 2022*

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As the greater Sacramento region has grown, its residents have not shared equally in the benefits of that growth. Federal, state, and local policies played a significant role in racial disparities in health, wealth, education, transportation, housing, and other aspects of life that continue today. “Redlining” lending practices denied home ownership and prevented the creation of generational wealth for people of color, and Black communities in particular. Racially restrictive housing covenants and exclusionary zoning intentionally, artificially, and persistently segregated non-white from white communities. Redevelopment targeted these communities of color in the name of progress and economic development, but often served to displace and further disadvantage them. Similarly, transportation policies and programs—such as the construction of our region’s freeways and interstate highways—divided and displaced once-thriving communities of color. *The cumulative effect of these policies and programs adds up to a legacy of structural racism, the impacts of which are still visible in communities throughout our region today.*



WORKING DRAFT

# RACIAL EQUITY ACTION PLAN



**SACOG**

Sacramento Area  
Council of  
Governments

## **Identify, attract, invest in, and retain a workforce that reflects the diversity of the Sacramento region.**

- Develop and implement social media and marketing campaigns to engage a broad and diverse talent pool and measure the impact of the strategy.
- Develop and provide training to staff, prioritizing hiring managers, on racial equity in outreach, recruitment, hiring, and retention.
- Mitigate biases in hiring practices.
- Implement educational programs as an incentive to increase racial equity learning amongst the entire organization.

**Engage community representatives of Black, Indigenous, Asian, Pacific Islander, Hispanic/Latino, and communities of color, along with low-income rural, urban, and other underrepresented communities to help shape SACOG's projects and programs.**

- Invest in and strengthen partnerships with community representatives, leaders, and organizations by establishing regular meetings with CBOs, soliciting CBOs to contract with SACOG to engage community members, and maintaining regular communications with CBOs.
- For the 2024 Blueprint, create an outreach and engagement plan that includes specific strategies to engage communities of color and underrepresented communities.
- Strengthen SACOG's efforts to engage with tribal governments, in partnership with local agencies in the region.

## **Increase funding for programs and projects that prioritize REI and/or specifically engage underrepresented and underserved communities in the SACOG region.**

- Through the Blueprint plan update, formalize long term commitment to support and fund Engage, Empower, Implement for communities across the region.
- Invest in leadership and talent pipeline programs that contribute to increased diversity in the field of planning.
- Evaluate SACOG's major programs and planning work to identify opportunities to increase racial equity and reduce disparities.

## **SACOG supports and learns from member and local partner agencies incorporating racial equity best practices into their planning work.**

- Collaborate with member agencies to develop resource guides and toolkits to standardize implementation of REI best practices.
- Collaborate with local and partner agencies to develop shared learning and skill building opportunities through (monthly, quarterly, etc.) training and convenings to increase regional, sector, and community REI impact.
- Support lead agencies in evaluating their implementation of REI best practices in project development.



## **The SACOG board deepens its understanding of how race/ethnicity, income, and geography (rural/urban) affects the social outcomes of communities throughout the Sacramento region.**

- Agendize regular board workshops on racial equity best practices including presentations from speakers from within and outside of the region. Workshops may address emerging equity issues and trends in transportation, housing, land use; impact of past inequitable policies and practices in the region; cultural literacy and/or a history of the region through a race/ethnicity lens.
- Partner with REI stakeholders in the region to hold an annual internal study mission in the region focused on REI barriers and successes.

# Triple Bottom Line Framework



Equity



Economy



Environment



# Outreach and Engagement



How do you  
get around?  
tell us your  
thoughts!  
¿Como viajas?  
¡di nos tus opiniones!



**Sacramento Area Council of Governments**  
**Racial Equity Statement of Change and Commitment**  
*Adopted February 17, 2022*

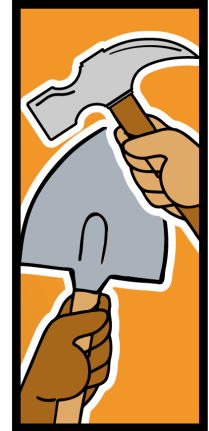
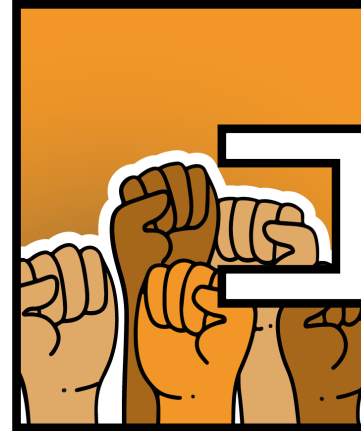
The Sacramento Area Council of Governments (SACOG) acknowledges that residents living in the greater six-county Sacramento region face significant inequities, resulting in racial and ethnic disparities that exist by race and ethnicity, by income, and by urban and rural location. SACOG is committed to tackling inequities and disparities in all forms. This commitment to advancing racial equity in order to build a thriving and equitable region for all residents of the Sacramento region, including Black, Asian, American Indian/Alaska Native, Hispanic/Latino, and other underserved and excluded populations, is a top priority for SACOG. SACOG is committed to achieving equitable life outcomes, and



1415 L Street,  
Suite 300  
Sacramento, CA  
95814  
916.321.9000  
sacog.org

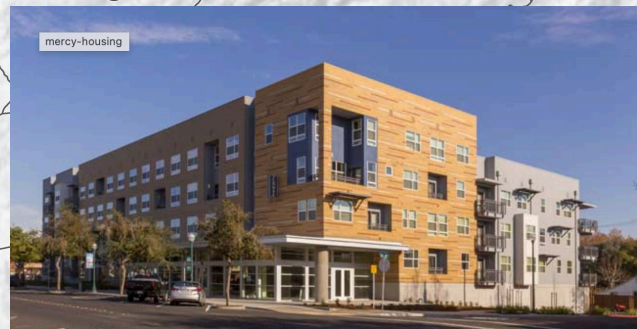
WORKING DRAFT

# RACIAL EQUITY ACTION PLAN



ENGAGE EMPOWER IMPLEMENT









# 2022 Youth Leadership Academy



# Lessons Learned

- We have to be intentional about racial equity
- Government had a role in the problem, we need to be part of the solution
- Tradt'l government outreach and engagement strategies don't work well
- Navigating politics of racial equity is challenging – curating working groups, learnings, tours is critical
- Leadership at all levels is critical