



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

REPORT TO THE COMMUNITY 2024

Reflection on 2024

Diversity, Equity, and Inclusion (DEI) are not just values we uphold—they are fundamental to our City's success. In 2024, we reaffirmed our commitment to fostering an inclusive and equitable workplace, recognizing that true belonging is the foundation of a thriving community. When individuals feel valued, supported, and empowered, they bring their best selves to work, sparking innovation, strengthening collaboration, and enhancing the services we provide.

This past year, we placed a special focus on cultivating belonging, understanding that inclusion is not just about representation but about creating spaces where every voice is heard and respected. From hosting meaningful cultural exchange events—like our successful barbecue where staff shared meals that held personal or cultural significance—to fostering continuous learning opportunities, we took intentional steps to build a culture where everyone feels seen and valued.

As we move into 2025, we are committed to deepening our DEI efforts by embedding inclusivity and fairness into all aspects of our operations. This means proactively identifying and removing barriers, ensuring equitable access to opportunities, and fostering a workplace where every individual can thrive. By integrating these principles into our policies, programs, and daily interactions, we strengthen our ability to serve our community with empathy, understanding, and excellence.

DEI is not a destination, but a continuous journey of growth and learning. We remain steadfast in our commitment to evolving our practices, embracing new perspectives, and ensuring that our City is a place where every staff member and resident feels a true sense of belonging. Together, we are shaping a more inclusive future—one where equity fuels progress, and everyone has the opportunity to reach their full potential.

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

*Femi Omotesho,
Management Analyst*



City's Diversity, Equity, and Inclusion Staff Team

The City's Diversity, Equity, and Inclusion Staff Team (DEI Team) demonstrated a steadfast commitment to fostering these principles within our organization throughout the year. Their monthly meetings provided a valuable forum for collaboration, facilitating the exchange of diverse ideas and perspectives that shaped impactful City initiatives. The group's primary goal was to cultivate an organizational environment characterized by inclusivity, embracing diversity, and upholding the values of justice. We deeply appreciate the DEI Team's dedication to this essential work, which serves as a model and propels our ongoing efforts to create a more inclusive and equitable City.

Membership in 2024 included:

Aishwarya Kumar, City Manager's Office
Bobby Davis, Police Department
Brian Robert Welshons, Police Department
Femi Omotesho, City Manager's Office
Frank Xiong, Public Works
Gabriela Gonzalez, Police Department
Jason Jacobo, Police Department
Kara Reddig, City Manager's Office
Lana Yoshimura, Civic Center
Lee Finch, Animal Services
Leilani Jimenez, Police Department
Maranda Dean, Police Department
Maria Del Villar Reyes, Human Resources
Melissa Rojas, Human Resources
Michael Nguyen, Police Department
Milton Pham, Police Department
Mohammad Karimi, Police Department
Nadia Palazzola, Police Department
Tishiana Mann, Economic Development
Vijay Maisuria, Finance



DIVERSITY
+ EQUITY +
INCLUSION

A CITY WELCOME TO ALL

Promoting Diversity, Equity, Inclusion, and Belonging Through Education and Training

Three interactive workshops were offered to employees in March, July, and October, drawing a total of 291 participants. Facilitated by CircleUp Education, these highly engaging sessions equipped staff with valuable knowledge and practical tools to foster a more inclusive workplace. Employees expressed appreciation for the opportunity to learn, share insights, and explore meaningful ways to contribute to a culture of belonging. The workshop descriptions are listed below:

Unraveling Equity

Designed to help staff build deeper empathy and understanding for people whose culture, experiences, perspectives, and habits are different from their own. This course shined a bright spotlight on the assumption that there is a uniformly accepted way of being that everyone should enact and instead guides staff toward an equitable way of viewing people that takes into consideration their race, culture, gender, and other diverse identities. Staff learned how to develop equity lenses to help them assess their actions, behaviors, and policies to ensure that they are taking into consideration different starting points and perspectives when working in their community.

Journey Through Racism Awareness

This course introduced various archetypes that represent different stages of racism awareness. Staff were able to reflect on their current place on their journey of becoming more aware of racism and learn more about how to have empathy and provide support for people who are not at the same place as them on this journey.

Gender Uncovered

This skill-building training taught staff about gender, gender identity, and gender expression. This training created a space to explore the complexities around gender and how to talk about it with others. Participants learned key terms, explored intersections of gender and discrimination, and talked about policy best practices.

Getting to know other City Staff

In this workshop, staff engaged in meaningful conversations and interactive activities with colleagues from different departments, building connections and deepening understanding across the organization. The workshop provided a platform for participants to explore and challenge stereotypes that could hinder relationship building. Through open dialogue and shared experiences, staff reflected on the impact of bias and



discrimination, gaining valuable insights into the perspectives of others. This shared learning experience served as a catalyst for breaking down barriers between City departments and units.

Diversity Uncovered

Diversity Uncovered is an awareness-building and skill development training designed to uncover conscious and unconscious bias/discrimination and learn tools to interrupt stereotypes, microaggressions, and implicit bias. This training helped participants to develop a common language around Diversity, Stereotypes, Bias, and Discrimination, making it easier to talk about uncomfortable, yet important topics in the workplace.

Unraveling Cultural Threads

Participants delve into the cultural norms, ideas, beliefs, and values that define diverse cultures they engage with internally and externally in public—designed to illuminate the richness and complexity of cultural identity and how it shapes individuals’ experiences, needs, and interactions. This was a new workshop. Staff learned skills to navigate cultural complexities with sensitivity, avoiding unintentional stereotyping while promoting individualism alongside cultural understanding.



Additionally, two key DEI leads completed a Cornell University Diversity, Equity, and Inclusion Certificate Program

2024 DEI Initiatives

Municipal Equality Index

The City achieved a perfect score of 100 on the Human Rights Campaign’s (HRC) Municipal Equality Index (MEI) in 2024.

The MEI is a nationwide assessment of LGBTQIA+ inclusion in municipal laws, policies, and services. Cities are rated on a scale of 0 to 100 based on their non-discrimination laws, protections for municipal employees, inclusivity of city services, law enforcement, and leadership on LGBTQIA+ equality.

This incredible achievement reflects our City’s ongoing commitment to creating a welcoming and inclusive environment for all staff and residents, regardless of sexual orientation or gender identity. Our journey towards full equality has been one of steady progress. In previous years, we received scores of 77 and 82, demonstrating our dedication to continuous improvement. Reaching a perfect 100 in 2024 is a testament to the hard work and dedication of our entire organization.

This accomplishment wouldn’t have been possible without the collaborative efforts of city staff across every department. From enacting inclusive policies to providing culturally competent services, each and every staff member played a vital role in making our City a shining example of LGBTQIA+ equality.

The Bias Inside Us

The City’s DEI team actively sought opportunities to celebrate diversity, promote understanding, and cultivate a stronger sense of belonging and inclusion in 2024. A key initiative was recommending the Smithsonian “The Bias Inside Us” exhibition to all City staff. This traveling exhibit explores the science behind and impact of implicit bias, offering staff valuable learning experience. This valuable community experience was made possible due to the Elk Grove Unified School District hosting and staffing the event.

Staff Barbecue

The DEI Team hosted a successful Staff BBQ on October 2, 2024, with strong staff participation and positive feedback. Attendees were encouraged to bring a dish with personal or cultural significance, further promoting inclusivity.

Staff feedback highlighted the City's successes in DEI, such as inclusive hiring practices, mandatory DEI training, and events like the BBQ that bring staff together. Suggestions for improvement included incorporating DEI into daily work, increasing informal activities, and offering more culturally diverse events. Overall, the event fostered a sense of community and provided valuable insights for the DEI Team to further enhance organizational initiatives.

Pride Month

The City continued its tradition of raising the LGBTQIA+ Pride Flag at City Hall on June 3, 2024, marking the third consecutive year of this visible demonstration of support for the LGBTQIA+ community. The flag, a powerful symbol of diversity and inclusion, flew proudly throughout June, signifying the City's ongoing commitment to fostering a welcoming and inclusive environment for all residents.

Beyond the flag-raising, the City actively participated in the regional Pride March alongside staff from the Cosumnes Community Services District, further solidifying its dedication to the LGBTQIA+ community. Additionally, the City continued its impactful social media series, highlighting significant contributions of notable LGBTQIA+ figures and celebrating their achievements.

Mentorship Program

Building upon the success of the past three years, we proudly launched the fourth round of our Mentorship Program in October 2024. This cohort of the program includes 13 pairs of mentors/mentees for a total of 26 participants. This nine-month program pairs experienced professionals from diverse City departments with mentees seeking guidance and support. The program consists of five in-person training sessions and regular one-on-one meetings.

The City's Mentorship Program emerged from a 2019 gender equity dialogue spearheaded by the DEI Team. Designed to empower employees in directing their career trajectories, the program fosters both personal and professional development while cultivating a culture of shared knowledge and collaborative synergy.

This initiative underscores the City's dedication to a workplace environment where Diversity, Equity, and Inclusion are not just aspirational ideals, but deeply embedded principles. By investing in the enhancement of its employees' professional capabilities, the City is nurturing a resilient, inclusive, and high-performing organization that flourishes on the collective expertise of its diverse workforce.

Career Panel Discussion

To foster career growth and inclusivity, HR continued the "Career Panel Discussion" series launched in May 2023. This ongoing initiative empowers City staff with insights to navigate career paths, set goals, and achieve success. By hearing from successful colleagues, staff learned about different career paths, strategies for advancement, and how to overcome challenges. Attendees gained valuable knowledge, networked with colleagues, and strengthened their sense of community and belonging within the City.



DEI Stickers

The City continued a series of stickers to outwardly display its support for its commitment to creating a workplace where everyone feels welcome and respected. The stickers also serve as a reminder that Diversity, Equity, Inclusion, and Belonging are not just words, but values that should be reflected in everything we do. These stickers are designed in-house by members of the DEI team and are proudly displayed on water bottles or coffee mugs by staff members who wish to express their solidarity with all groups. This is a simple but powerful way to demonstrate the City's commitment to these values.

City Vehicle Magnets

The City continued the Voluntary Vehicle Magnet Program, allowing City-owned vehicles to display magnets to recognize diverse observances. These magnets are available for Black History Month, Women's History Month, Asian American and Pacific Islander Heritage Month, LGBTQIA+ Pride Month, Hispanic Heritage Month, and Native American Heritage Month to celebrate and honor members of our community.

Social Media Campaigns

The DEI Team championed diversity, equity, and inclusion through a dynamic social media strategy. They shared 40 posts recognizing important holidays and awareness months and honored 14 individuals who have made significant contributions to our community. These individuals, including City staff, represent a variety of backgrounds and cultures, further demonstrating the City's commitment to DEI.



Free Little Library

The City continues to host a Free Little Library at District56 where residents can take / share books, free of charge, as they visit the site.



Proclamations

Through official proclamations presented at City Council meetings, the City regularly recognizes and honors outstanding individuals, groups, and organizations for their contributions to the community. This year, the City honored 21 deserving recipients, recognizing their accomplishments, achievements, and unwavering dedication to the community’s well-being.

| 2024 Proclamations | |
|--------------------|--|
| Date | Proclamation |
| February | Black History Month |
| March | Women in Construction Week |
| March | Women’s History Month |
| May | National Day of Awareness for Missing and Murdered Indigenous People |
| May | Asian American, Native Hawaiian, and Pacific Islander Heritage Month (3 Proclamations) |
| May | Vietnamese American Heritage Month |
| June | LGBTQIA+ Pride Month |
| June | Juneteenth |
| August | American Muslim Appreciation and Awareness Month (2 Proclamations) |
| September | Diversity Awareness Month |
| September | Hispanic Heritage Month |
| October | Indigenous People’s Day |
| October | Filipino American Heritage Month |
| October | Disability Awareness Month |
| October | Hindu Heritage Month |
| November | Diwali Festival of Lights |
| November | Native American Heritage Month |
| November | Sikh Awareness and Appreciation Month |

Human Resources Efforts

Throughout 2024, the City prioritized evaluating internal human resource processes to ensure fairness and eliminate bias in hiring processes. The department is committed to the following practices outlined below:

- HR continued to provide Bias Awareness training to all interview panelists. The Bias Awareness 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) is presented during the interview panel guidelines. Handouts on bias awareness are also provided to panel members.
 - Bias Awareness [Training Video Link](#)
- All new hires are required to complete "Diversity in the Workplace" training within 30 days of being hired.

Human Resources has worked to advance overall City diversity by:

The City completed a comprehensive classification study for unrepresented classifications in 2024. This study is vital for ensuring that job descriptions and structures are transparent, fair, and reflective of the responsibilities, skills, and contributions required by each position. By focusing on the position itself, rather than the individual in the role, classification studies help eliminate potential biases and promote equity across the organization.



An external consultant ensured the process was objective and free from internal biases, reinforcing transparency and equity.

The study's completion marks a significant step in the City's ongoing commitment to equity and inclusion, as it provides a foundation for ensuring that all positions are evaluated and graded equitably. By aligning job classifications with organizational needs and industry standards, the City continues to foster a fair and inclusive environment that supports the growth and development of a modern, diverse workforce.

Recruitment and Advertising:

- The HR department utilized several diversity-specific resources for recruitment, including community partners, based on the type of job being recruited for. Details are shown in Table 1.
- Broadened our recruitment reach by partnering with Careers in Government, allowing us to connect with a wider audience interested in public service.
- Ongoing partnership with Job Elephant enabled us to advertise on diverse and industry-specific platforms, expanding our reach and ensuring our job postings are seen by a broader range of potential candidates.
- Continued leveraging LinkedIn's platform to connect with diverse professionals across various industries and locations, efficiently targeting potential candidates who align with our job requirements.

TABLE 1: Recruitment Advertisement Locations

| Ad Location |
|------------------------------------|
| Handshake |
| Hire Heroes |
| League of Women |
| The EOE & E Journal |
| Recruit Military |
| CalJobs/SETA |
| So. County Career Center - EGUSD |
| Greater Sacramento Urban League |
| Highland Community Charter Schools |
| NAACP |
| National Minority Report |

TABLE 1 CONTINUED: Recruitment Advertisement Locations

| Ad Location | |
|--|--|
| PDN - Professional Diversity Network | Institute of Transportation Engineers |
| Sacramento Hispanic Chambers | American Society of Engineers |
| Local Government Hispanic Network | Diversity Jobs |
| Pridely Magazine | The Job Network |
| LinkedIn | Upward Careers |
| Careers in Government | California Water Environment Association |
| Cosumnes River College - Los Rios Community College District | Solid Waste Association of North America |
| La Familia (email distribution) | Association for Environmental & Outdoor Education |
| SETA Sacramento Employment & Training Agency | Diversity Working |
| National Forum for Black Public Administrators | Social Work Jobs Bank |
| Society of Women Engineers | International City/County Management |
| Women in Transportation Seminars | Dice |
| Women in Solid-Waste & Recycling | Talent.com |
| Women Inside Stem | PORAC |
| National Professional Women of Color Network | CAPIO |
| California Parks & Recreation Society | Northern California Recycling Association |
| Government Finance Officers Association | North American Association for Environmental Education |
| International Municipal Signal Association | California Crime and Intelligence Analysts Association |
| California Society of Municipal Finance Officers | International Association of Crime Analysts |
| CA Water Jobs | International Association of Law Enforcement Intelligence Analysts |
| California Association for Local Economical Development | American Society of Civil Engineers |
| International Economic Development Council | National League of Cities |
| Western City Government | Public CEO Newsletter |
| National Waste & Recycling Association | CalAnimal |
| Sacramento Valley Association of Building Officials | BenefitsLink |
| California Building Officials | eFinancial Careers |
| SF Bay ITE | Finance Jobs - Definitive Source for Jobs in Finance |
| Society for Maintenance & Reliability Professionals | California Law Enforcement Association of Record Supervisors |
| American Association of Code Enforcement | California CLETS Users Group |
| American Public Works Association (Local & National) | California Parks & Recreation Profession |

Compensation and Equity:

- Maintained our commitment to pay equity by using a salary analysis form for new hires. This process ensures that new employees are compensated fairly based on their experience while maintaining parity with existing employees in similar roles.

Interview and Selection Process:

- Continued to include questions in our oral board interviews that assess candidates' understanding of diversity, equity, and inclusion.
- Maintained diverse interview panels and expanded our outreach to new cities to ensure a broader pool of qualified and diverse panel members.
- Blind recruitment practices were maintained, ensuring that managers remain unaware of candidate demographics until the interview stage. This practice helps mitigate unconscious bias in the selection process.
- Continued to implement structured interviews, using standardized questions to reduce bias and promote objective decision-making.

Training and Development:

- Continued to provide diversity training to new hires, fostering an inclusive workplace culture from day one.
- Diverse training and development opportunities offered in a variety of formats, including pre-recorded sessions, live sessions, video tutorials, audio tutorials, and written instructions. This approach accommodates different learning styles and ensures accessibility for all staff.

Community Engagement:

- Actively participated in career fairs, including those targeting harder to reach communities, to connect with a diverse pool of potential candidates.

Job/Career Fairs

The HR Department attended four career fairs this year:

- College and Career Fair at John Reith Elementary School
- Diversity Employment Fair
- UC Davis Career Fair
- Sacramento LGBT Community Center



The Police Department has worked to advance overall City diversity by:

Training

- Elk Grove Police Department's Advanced Annual Officer Training included Strategic Communications. This training encompassed Diversity, Equity, and Inclusion (DEI) elements, such as practicing inclusive communication while interacting with residents to promote belonging within our highly diverse community. A total of 128 sworn officers and 22 non-sworn employees participated in the training.
- The PD sent a total of thirteen sworn and professional staff to the Women Leaders in Law Enforcement Conference.
- Participated in the Law Enforcement Candidate Scholars (LECS) program at Sac State, where potential recruits were educated about the experiences of working in law enforcement and connected with diverse college groups.
- Participated in the "Bradshaw Christian HS Wellness Event for the Black and Brown Community" hosted by Devyn McDonald.
- Other activities included participation in:
 - o Links to Law Enforcement
 - o Sacramento State Women in Law Enforcement
 - o Diversity Career Day
 - o First Step Veteran Career Fair
 - o Salute to the Brave
 - o Dr. Martin Luther King Jr. March 365 in Sacramento
 - o National Faith and Blue
 - o Visiting different places of worship
 - o The entire management team volunteered at the Food Bank, assisting with sorting and packing of goods to be delivered to the community.

The Police Department continues to take steps to improve the overall diversity of the city by expanding its presence at college recruitment events, which now include trade shows not solely focused on criminal justice majors. Additionally, the department has established a presence at military events aimed at soldiers who have been honorably discharged and are searching for a career.

Hiring Outcomes for 2024

Staff conduct ongoing analysis of hiring data to identify trends. This includes an annual review where staff compare the following data.

Chart A – New Hire by Ethnicity in 2024

As shown, the percentage of white new hires was 42% and non-white new hires was 58%. Compared to 2023, the white new hires were 36% and non-white new hires were 64%.

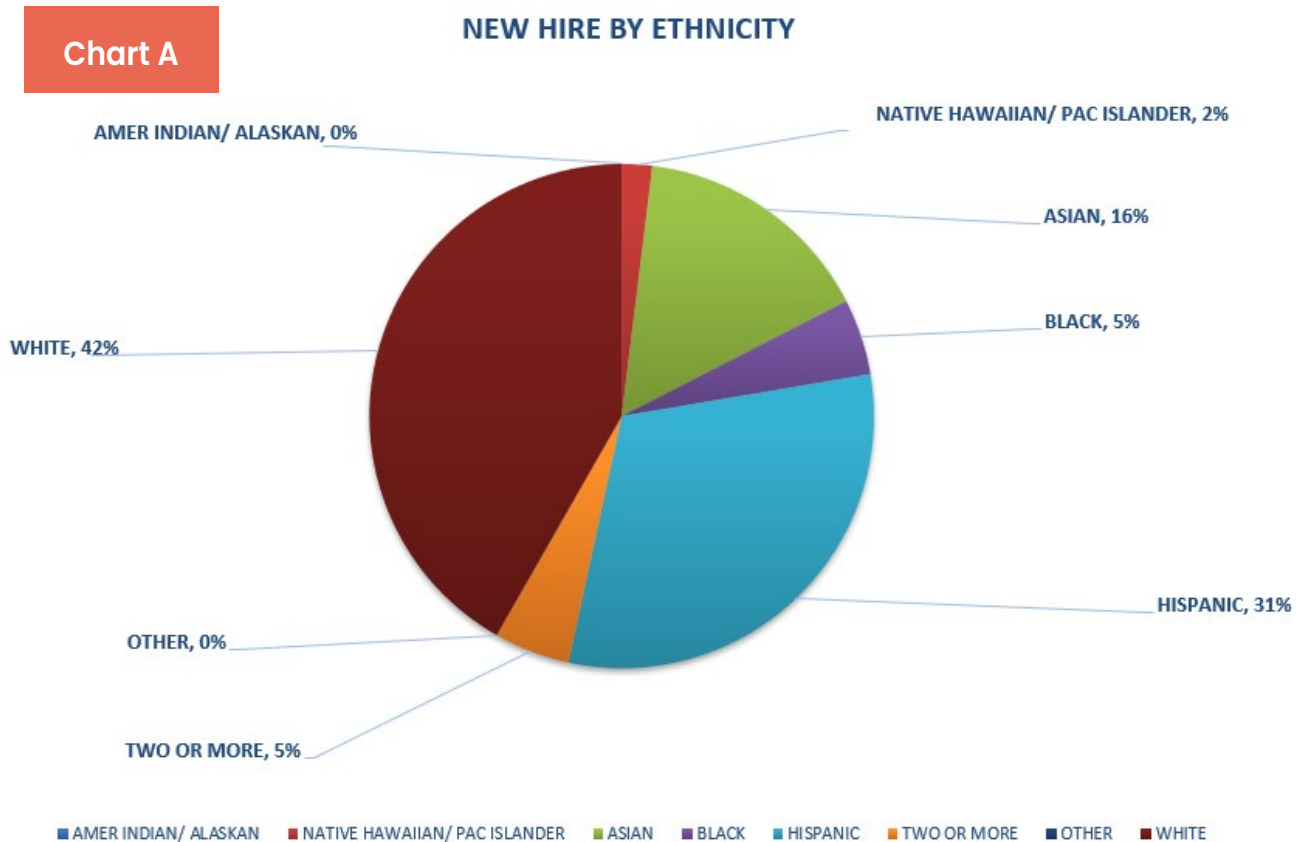


Chart B – New Hire by Gender in 2024

As shown, male hires continue to outpace female hires, with 52% of new hires being male compared to 48% female. Compared to 2023, the female hire rate increased by 1% and the male hire rate decreased by 1%.

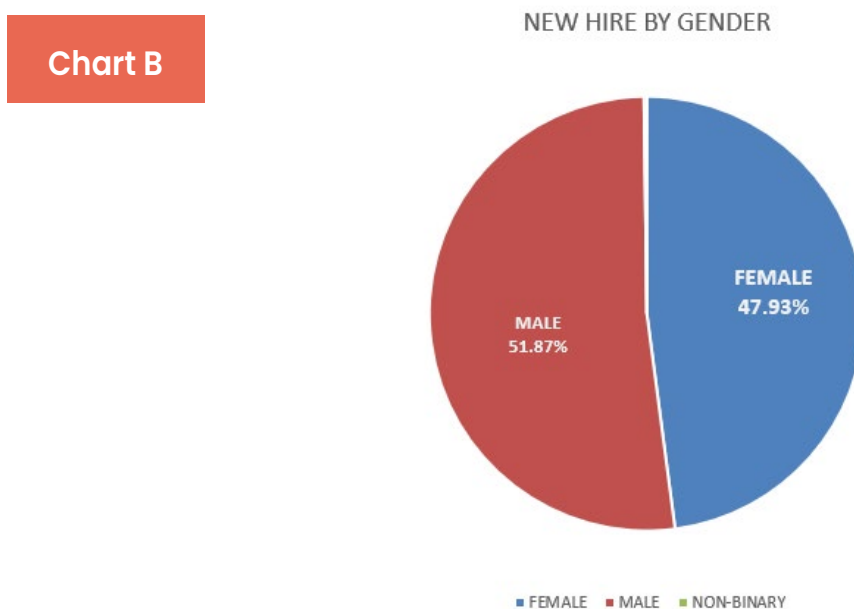


Table A – Turnover Ratio

Staff turnover rate held steady at 3% in 2024, matching the previous year’s figure. Turnover measures how many employees leave the organization and are subsequently replaced. Both 2023 and 2024 saw a one percentage point improvement over the 2022 turnover rate of 4%. It’s crucial to consider these figures when evaluating the impact of new hires on overall workforce diversity, especially in comparison to departing employees.

| TABLE A: Turnover Ratio | |
|-------------------------|-----------------|
| YEAR | YEAR BY AVERAGE |
| 2020 | 2% |
| 2021 | 3% |
| 2022 | 4% |
| 2023 | 3% |
| 2024 | 3% |

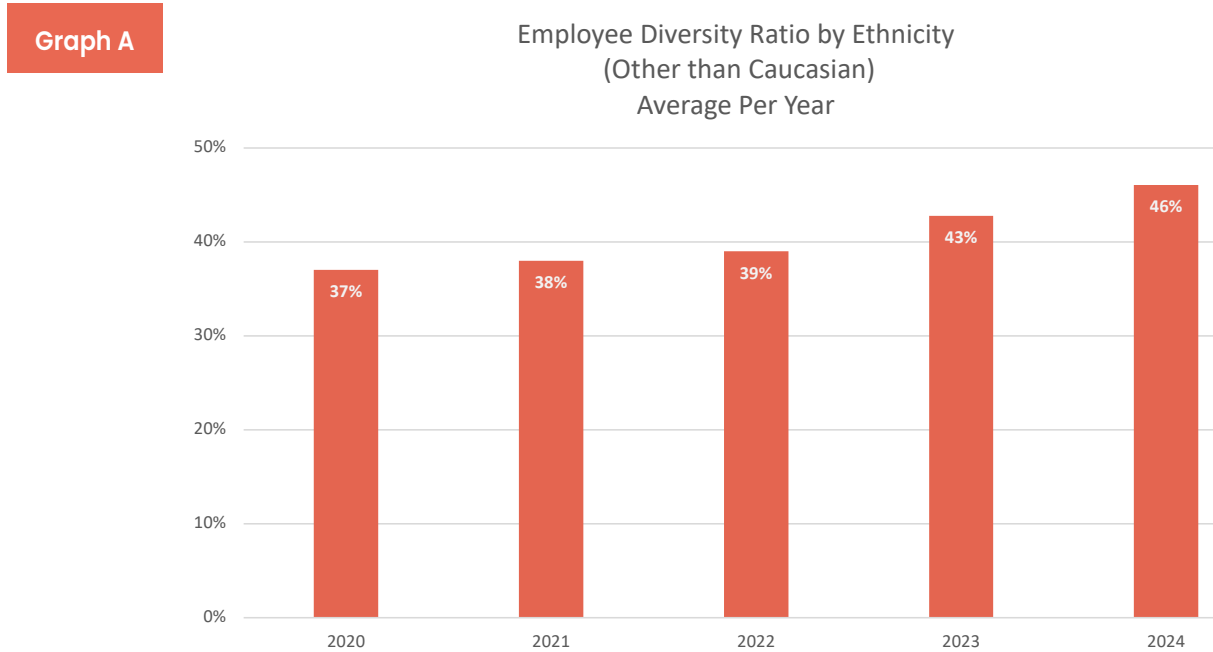
Table B – Employee Diversity Ratio by Race/Ethnicity

Table B presents a five-year overview of staffing trends across various racial and ethnic groups. Notably, in 2024, the percentage of Black employees saw a 1% decrease from the 2023 figures, though this still represents a significant improvement compared to the downward trend observed in 2022. The percentage of White employees continued to decline, with a 3% reduction in 2024. Conversely, the percentage of Hispanic employees rose by 1% in the same year. Since 2020, the percentage of Asian employees has demonstrated a consistent year-on-year increase. This table offers valuable insights into the current composition of our staff based on race and 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 | OTHER |
| 2020 | 0% | 10% | 8% | 18% | 0% | 63% | 1% | 0% |
| 2021 | 0% | 11% | 7% | 19% | 0% | 62% | 1% | 0% |
| 2022 | 0% | 12% | 6% | 18% | 0% | 61% | 2% | 0% |
| 2023 | 0% | 13% | 8% | 19% | 0% | 57% | 2% | 0% |
| 2024 | 0% | 14% | 7% | 20% | 1% | 54% | 2% | 1% |
| Difference between 2020 to 2024 | 0% | 4% | -1% | 2% | 1% | -9% | 1% | 1% |

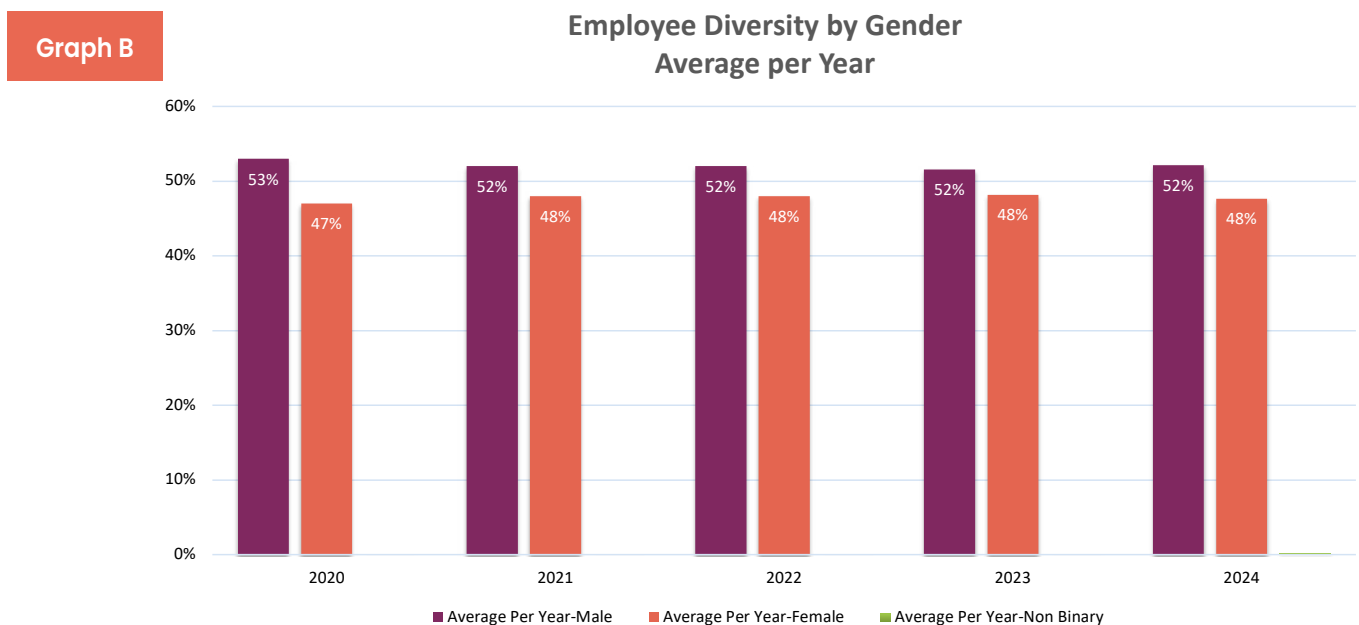
Graph A – Diversity Ratio by Ethnicity (other than Caucasian)

This graph illustrates the annual Employee Diversity Ratio by Ethnicity (excluding Caucasians) over the past five years. In 2024, 46% of City staff identified as individuals of color. This represents a 3% rise from 2023, deviating from the consistent 1% yearly increase seen since 2019. While this upward trend has been steady in recent years, 2023 marked a particularly significant increase and the upward trend remains the same in 2024.



Graph B – Employee Diversity Ratio by Gender

Graph B shows a flat trend in the employee gender diversity ratio over the five-year period, with no change observed in 2024.



DEI Focused City Commissions and Committees

Disability Advisory Committee

The five-member Disability Advisory Committee accomplished the following in 2024:

The committee provided feedback to staff on:

- Accessibility components of 2024-2029 Capital Improvement Projects, including curb ramps and construction of missing sidewalk sections on streets that already have some sidewalk
- Rapid Flashing Beacon project for pedestrian crossings
- Community Development Block Grants
- The City's Affordable Housing Programs

The committee also provided feedback to SacRT on transit operations within the City.

As the City's ADA Coordinator, our Risk Manager:

- Responded to nine ADA grievances, all of which were either unfounded or resolved to the grievant's satisfaction.
- Reviewed planning applications involving the potential for having ADA components (buildings, accessible paths of travel, etc.).
- Worked with Public Works and Facilities on City building remodel plans to ensure ADA compliance.

In 2024, the City's Public Affairs division presented to the Disability Advisory Committee (DAC) its efforts regarding the continued adherence of the City's website to Web Content Accessibility Guidelines version 2.0 (WCAG 2.0). Subsequently, the US Department of Justice (DOJ) published a new rule in April 2024 requiring public entities to adhere to WCAG 2.1 Level AA no later than April 24, 2026. Public Affairs and Risk Manager are working on meeting compliance and plans to present their efforts and future plans to the DAC this spring for feedback.

Diversity and Inclusion Commission

The ten-member Diversity and Inclusion Commission accomplished the following in 2024:

- Supported the presentation of 12 proclamations in 2024: Autism Month, National Day of Awareness for Missing and Murdered Indigenous People, Vietnamese American Heritage Month, Juneteenth, LGBTQIA+ Pride Month, American Muslim Appreciation and Awareness Month, Hispanic Heritage Month, Diversity Awareness Month, Indigenous Peoples' Day, Filipino American History Month, Hindu Heritage Month, and Native American Heritage Month.
- Participated in the Pride Flag Raising event at City Hall on June 3, 2024.
- The Commissioners supported Elk Grove LGBTQIA+ Pride, a youth-centered Pride event with vendors and educational resources.
- Walked in the Sacramento Pride March and MLK 365 March.
- Supported the Multicultural Festival, which had over 5,000 attendees, 120 exhibits, 18 performing acts, and 80 volunteers.
- Partnered with the Filipino community to host Cultural Connections honoring Filipino American History Month on October 22. An estimated 200 people attended the event.



Chief's Advisory Board

The Chief of Police's Community Advisory Board (CAB) continued its important work in 2024, playing a vital role in fostering a strong relationship between the police department and the community. The CAB provides valuable insights and advice to the Chief of Police, helping to develop effective community policing strategies and increase public awareness of police initiatives. By facilitating open dialogue between the police department and community members with diverse perspectives, the CAB allows for meaningful discussions on police matters and community concerns. This collaborative approach helps build trust and understanding between law enforcement and the community.



Other City Efforts

Police Department Outreach Activities

Developmental Disability Community

In 2024, the City continued working with individuals with disabilities. This includes:

Fly Fit

The Elk Grove Police Department, in partnership with the Fly Brave Foundation, AMPT Fitness, and Visions in Motion ADP - Elk Grove, offered a free five-week fitness program called Fly Fit. Designed for individuals with autism, developmental disabilities, intellectual disabilities, and their families, the program aims to foster understanding and friendship between EGPD staff and the community. With two five-week sessions annually, Fly Fit sees over 70 participants in each session, pairing police department staff with individuals of different abilities to promote positive interactions and build relationships.



Jesse Baker Games

The Baker Games have been a long-standing tradition at Jessie Baker School. The event goes back 50 years! The students participate in Olympic style games. Elk Grove PD Media and Community Relations Unit assisted with events as well as hosted a BBQ for athletes, staff, and volunteers during both days of the games. Jessie Baker is a remarkable school in the Elk Grove Unified School District, and it has the distinction of being the first public school for children with severe disabilities in the state of California.

RAD Games

Cosumnes CSD's (RAD) Recreation Adventure program hosted a free event for kids and adults with disabilities to experience various sports and activities in a fun and safe environment. The event, held in partnership with the Special Olympics of Northern California, provided opportunities for participants to try new things and connect with others. The Elk Grove PD Media and Community Relations Unit hosted a meet and greet table for athletes and families to learn more about Elk Grove PD.

Community Activities

BYLP Collaboration and Partnership

The Elk Grove PD Media and Community Relations Unit has built a solid partnership with the Black Youth

Leadership Project (BYLP), collaborating on a turkey giveaway for those in need and a BBQ for BYLP's Family Day. This partnership reflects the police department's commitment to community engagement and support for organizations working to address inequities.

BYLP focuses on leadership development, education, and community engagement, with a strong emphasis on social justice advocacy for Black youth. They aim to dismantle systemic barriers through awareness campaigns, advocating for equitable K-12 education, and pushing for broader systemic change to create a more just and equitable future for the Black community.

Faith and Blue

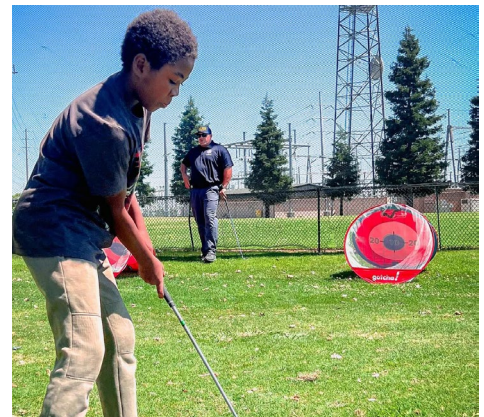
The Elk Grove PD Media and Community Relations Unit continued its commitment to community engagement by participating in National Faith and Blue for the third year in a row. Over three weekends, officers visited 15 different places of worship, creating connections and building trust with residents across various faiths. This initiative provided another valuable opportunity to foster understanding and strengthen relationships between the police department and the community it serves. Places of worship visited include St. Peters Lutheran Church, Gurdwara Sahib Sikh Temple, LifePointe Church, Centro Cristiano Oasis, St. Joseph Parish, Laguna Chinese Baptist, St. Maria Goretti Parish, Harvest Church, Muslim Youth Community Center, Masjid Al-Tawheed, Sun Grove Church, E2 Church, Good Shepard, and Sacramento Hmong Alliance Church.

“Faith & Blue is based on the premise that strong communities are built through mutual respect and understanding. Law enforcement and faith institutions are key pillars of each community, and when they work together, neighborhoods thrive.”

- National Faith and Blue Organization.

RISE with First Tee Greater Sacramento

The Elk Grove Police Department partnered with First Tee Greater Sacramento to offer four free sessions of the RISE program to underserved youth in the community. The RISE program (Reach, Inspire, Support & Empower) utilizes golf to break down barriers, empower youth to achieve their goals, and foster a sense of pride in themselves.



Additional PD Outreach Activities

- “BBQ in the Beat” took place in local parks in each of the City’s five police beats. This event aimed to connect with residents, particularly those in smaller or harder-to-reach communities
- Shop with a Cop
- Toy Delivery Project to over 130 families
- Two Back-to-School Backpack Drives donating over 130 backpacks, some 2,000 crayons, over 5,000 pencils, and more to Elk Grove Unified School District Foster Youth Services, XHOPE Missions, and Chicks in Crisis
- Storytime with Chief Davis
- Visions in Motions Adult Day Program Holiday Visit
- PD engagement booth at the Multicultural Festival

Industry Memberships

The City of Elk Grove and its staff are proud members of the following professional groups:

- Government Alliance on Race and Equity (GARE)
- Women in Transportation Seminar (WTS), a global organization dedicated to promoting diversity, inclusivity, and equity within the transportation sector. By empowering women, WTS strives to create a more balanced and representative industry
- Women in Government
- The City's Chief Information Officer currently holds the position of Co-Chair for the Municipal Information Systems Association of California's Inclusion, Diversity, Equity, and Access (IDEA) Committee. This committee is dedicated to advancing DEI values and broadening participation in the technology field

City Attorney

The City Attorney's Office continued to review and revise contract templates to reflect more inclusive language.

Economic Development

Invest Elk Grove, a City of Elk Grove Office of Economic Development initiative, remains steadfast in its commitment to diversity, equity, and inclusion (DEI). Through innovative programs, impactful partnerships, and data-driven strategies, the department seeks to address systemic barriers and creates opportunities for underrepresented groups within Elk Grove.

Strengthening Partnerships with Minority Chambers of Commerce

In 2024, Invest Elk Grove deepened its collaboration with diverse chambers of commerce, including Sacramento Black Chamber of Commerce, Sacramento Hispanic Chamber of Commerce, Sacramento Asian Pacific Chamber of Commerce, and Sacramento Rainbow Chamber of Commerce. These partnerships have strengthened the City's engagement with diverse business communities.

One example includes the department worked closely with Hispanic Chamber executives to identify strategies for growing membership and improving communication with Hispanic business owners in Elk Grove. They also sponsored the 2024 Asian American & Pacific Islander Night Market coordinated by the Sacramento Asian Pacific Chamber.

Expanding Support for Minority-Owned Businesses

Invest Elk Grove expanded its database of minority-owned businesses in 2024, which now includes over 700 entries. This database—updated through grant applications, business licenses, and surveys — enables the department to better understand the local business landscape and track demographic trends.

A number of minority-owned businesses were supported financially through the Permit Assistance Smart Start (PASS) and the Brewery, Restaurant, and Winery (BReW) economic incentive programs.

- PASS Grants: Awarded \$77,434.36 to 17 recipients in 2024, with 29% of grants going to women and 41% to people of color. Recipients included 17% Asian or Asian American and 29% Hispanic or Latino business owners
- BReW Grants: Awarded \$25,000 to Ever After Wine, a minority- and women-owned business founded by two Elk Grove residents

Workforce Development Initiatives

Workforce development programs remained a priority in 2024, with a focus on increasing diversity in training programs. These programs work to upskill residents of all socioeconomic backgrounds at no cost to them and facilitate upward mobility:

- The IT training program achieved 81% diverse community representation including 40% Asian or Asian American, 24% Black or African American, 12% Hispanic or Latino, and 5% Native Hawaiian or Pacific Islander.
- The Manufacturing training program achieved an 84% diverse community representation including 33% Asian or Asian American, 24% Hispanic or Latino, 15% Black or African American, 6% Native American, 3% Native Hawaiian or Pacific Islander, and 3% two or more races.

Fostering Entrepreneurship and Supporting Startups

In 2024, Invest Elk Grove supported entrepreneurial growth through several initiatives:

- Sponsored FourthWave, a tech startup accelerator for women founders
- Built relationships with Minerva, an investment firm dedicated to supporting businesses founded by women and people of color
- Invited ValleyMatch, an Asian woman-owned business, Lemon Mob, a black-owned business, and Volektra, an Asian-owned business to apply for the invitation-only Startup Incentive Program. This program was created to uplift entrepreneurs working out of their garages and fund them with non-equity grants to launch their business efforts. CoreImpact, a black-owned startup, and Edge both moved into larger spaces in the city thanks in part to the City's support

Awareness Building: Budget

The City of Elk Grove is dedicated to fostering meaningful public participation in the budget process. We believe that transparency and open communication are essential for building trust and ensuring that our budget reflects the needs of our diverse community.

In 2024, we prioritized reaching out to all residents, including those in low-income communities, communities of color, and non-English speaking residents. We provided budget information in multiple languages (Vietnamese, Tagalog, Spanish, Punjabi, and Chinese) and attended various community events to share information and gather feedback.

While we recognize the value of public input, we also understand that poorly designed engagement efforts can be counterproductive. We are committed to continuously improving our outreach strategies to ensure that they are effective and lead to meaningful outcomes.

2025 and Beyond Future Initiatives

Elk Grove is committed to building a future where every voice matters and every resident has the opportunity to contribute. We strive for an inclusive, equitable community where diverse perspectives drive innovation and decision-making. Our focus is on initiatives that empower residents, bridge gaps, and ensure everyone has a seat at the table. By fostering a culture of collaboration and belonging, we aim to be a model city where inclusion isn't just a goal—it's the foundation of who we are.

Recruitment Video Project

The DEI Team is working on creating a recruitment video, "Why Work at the City," to attract a diverse and talented workforce. By showcasing employee testimonials about personal growth, motivation, and positive contributions, the video aims to strengthen the City's recruitment efforts and reinforce Elk Grove's commitment to being a welcoming community. This project aligns with the employee Mission, Vision, and Values and will be finalized in 2025.

City Code of Ethics

The City's Code of Ethics, originally adopted in 2005, is undergoing an update led by the Diversity & Inclusion Commission. This evaluation will consider Diversity, Equity, and Inclusion (DEI) principles to ensure the code meets current community needs. This initiative aims to modernize the Code and align with recommendations from the Human Rights Campaign Municipality Equality Index.

Training

The City is committed to investing in staff DEI training. Throughout the year, employees will have multiple opportunities to complete the required training, reinforcing our dedication to fostering a diverse, equitable, and inclusive workplace.

Economic Development

Invest Elk Grove is poised for impactful progress in 2025. Key initiatives include:

- **Economic Equity Task Force**
In partnership with the Elk Grove Chamber of Commerce, Invest Elk Grove analyzed insights from the 2023 Economic Equity Symposium. This work identified barriers and opportunities for minority-owned businesses, including access to capital, financial literacy, culturally competent outreach, mentorship, and infrastructure limitations like broadband and business incubators. These findings will shape Invest Elk Grove's and the Economic Equity Task Force's 2025 strategies to promote equity and inclusion within Elk Grove's business community.
- **Wealth Gap Research**
Collaborating with the National Economic Education Delegation (NEED), the department gained insights into disparities in education, housing, and income outcomes by race, veteran status, and disability. These findings will guide future equity-focused initiatives in 2025.
- **Comprehensive Business Survey**
In spring 2025, Invest Elk Grove will conduct a comprehensive business community survey, led by civic engagement platform Polco, to gather demographic data and assess the needs of more than 6,000 Elk Grove small businesses. The survey will analyze factors such as race, gender, ethnicity, disability, and LGBTQIA+ individuals to inform equity strategies and program improvements in 2025 and beyond.



In 2025, all Sworn Police Officers of the Elk Grove Police Department will participate in eight (8) hours of Principled Policing training which encompasses subjects such as diversity and empathy training. The department will also continue its active engagement with residents through various community events and recruitment opportunities in its continued effort to foster strong relationships with our diverse community.