



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

REPORT TO THE COMMUNITY 2025

2025 Reflections: Deepening Our Commitment to Belonging

Diversity, Equity, and Inclusion (DEI) remain essential pillars of the City's success. Building on the foundational work of 2024, our focus throughout 2025 was the continued and deliberate promotion of belonging, recognizing its profound and positive impact on our workforce and the wider community we serve.

Cultivating a true sense of belonging is paramount. It ensures that every team member feels valued, supported, and empowered to contribute their unique perspectives. This internal cohesion directly strengthens our external connections, allowing us to better understand and address the diverse needs of our residents.

In 2025, we intensified our efforts to create an environment where every individual not only feels included but truly feels like they belong. We began an overhaul of our staff training program to ensure it is effective and fresh for staff, launched a DEI focused book club to provide a structured and engaging space for dialogue, and continued our cultural BBQ to bring staff together throughout the organization. The City partnered with Wilton Rancheria to fly their tribal flag at City Hall as a symbol of respect and appreciation for our community's original stewards. Staff throughout the organization also worked on extensive community engagement and planning for the City's permanent homeless shelter site, a place where Elk Grove's most vulnerable residents can find shelter and needed services.

Looking ahead to 2026, we are dedicated to strengthening the foundation of belonging we've established. This means further integrating principles of equity and inclusion into every operational aspect, proactively removing barriers, and ensuring fair access to opportunity and professional growth for all staff. We will continue to measure the success of our initiatives not just by participation, but by the tangible experience of equity and inclusion felt by our team.

We reaffirm that DEI is an ongoing journey of continuous improvement. We are steadfast in our commitment to learning and honing our skills, ensuring that a robust culture of belonging, underpinned by equity, empowers our staff to deliver the very best for our community. Our ultimate goal is to shape a city where every employee and resident feels a true sense of belonging, has equitable access to opportunity, and can reach their full potential.

Sincerely,
Kara Reddig,
Deputy City Manager/Inclusion Leader

Femi Omotesho
Management Analyst



City's Diversity, Equity, and Inclusion Staff Team

In 2025, the City's Diversity, Equity, and Inclusion (DEI) Staff Team continued to advance equity and belonging across our organization. Through monthly collaborative meetings, the team exchanged diverse perspectives to design and implement meaningful City initiatives. Their work remains focused on cultivating an inclusive environment rooted in justice. The team's unwavering commitment served as the foundation for our ongoing journey toward a more equitable City.

Membership in 2025 included:

Aishwarya Kumar, City Manager's Office
Bobby Davis, Police Department
Brian Robert Welshons, Police Department
Des Ely, Code Enforcement
Doreen Coberly, Animal Services
Erin Montgomery, Police Department
Femi Omotesho, City Manager's Office
Haimanot Ashenafi, Planning/Housing
Jose Mendez, Code Enforcement
Kara Reddig, City Manager's Office
Kristin Callahan, PD/RTIC
Lee Finch, Animal Services
Melissa Rojas, Human Resources
Milton Pham, Police Department
Mohammad Karimi, Police Department
Shoaib Ahrary, Engineering Services
Sydney Robertson, Public Affairs



DIVERSITY
+ EQUITY +
INCLUSION

A CITY WELCOME TO ALL



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

Four interactive workshops were offered to employees in March, June, August, and October, drawing a total of 328 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 deep 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 1.0

This training fosters deeper empathy and understanding for individuals whose experiences, perspectives, and identities differ from one's own. Participants explored the subjective and complex nature of fairness by defining and contrasting equity and equality as common approaches. Introducing the concept of "starting points," the course examined how social identities, such as race, culture, and gender, impact experiences and opportunities of staff and community members. Through reflection and discussion, participants gained strategies to promote fairness and equity in the workplace.

Unraveling Equity 2.0

This advanced training delved deeper into the complexities of equity and equality, focusing on the challenges of applying uniform approaches to policies, resource distribution, and service development. Participants refined their understanding of equity versus equality and learned to develop an equity lens by examining the influence of perceptions and bias on decision making.

Leadership Excellence in Action: Relationship & Inclusion Strategies

This interactive training equipped managers and leaders with practical tools and strategies to cultivate connection, inclusivity, and belonging within their teams. Participants learned to facilitate relationship-building activities, challenge assumptions about individuals' identities and experiences, and create an environment where every team member feels valued. By fostering deeper connections, leaders can strengthen team cohesion and establish a culture of inclusion and belonging.

Customer Support Conversations

This training empowered staff to excel in interactions with both customers and colleagues by mastering the '6 Conscious Communication™' skills. Emphasizing active and intentional listening as the foundation, participants learned techniques to deliver exceptional support and care. The course fostered stronger relationship building to ensure a legendary service experience for all stakeholders.

Racism Uncovered 1.0

This training provided participants with a deeper understanding of racism and its emotional impact within organizations. Participants had the opportunity to define racism in their own terms while examining its various forms, including the complexities of implicit and explicit racism. The course also explored the broader impacts of racism on workplace dynamics and the communities served.

Racism Uncovered 2.0

This advanced training delved into the complexities of privilege, power dynamics, and the interconnected forms of institutional, interpersonal, and internalized racism that perpetuate harm. Participants reflected on their roles in disrupting racism at both small and large scales and examined the long-term impacts of racism within institutions and systems. This course empowered individuals to take meaningful action toward creating equitable and inclusive environments.

Gender Uncovered

This interactive training provided an introduction to gender, gender identity, and gender expression, offering a safe space to explore these complex topics. Participants learned key terms, examined the intersections of gender and discrimination, and discussed best practices for creating inclusive policies. The session empowered individuals to engage in meaningful conversations about gender with greater confidence and understanding.

Conscious Conversation

This skill-building training equipped participants with effective techniques to address

unconscious and unintentional discrimination, or simple “questionable behaviors” in the workplace. It emphasized the practice of “calling people in” rather than “calling them out,” fostering constructive and respectful dialogue. Participants left with actionable tools to create a more inclusive and understanding workplace culture.

Diversity Uncovered

Diversity Uncovered is an interactive course to build awareness and enhance skills to recognize and address both conscious and unconscious discrimination. Participants gained tools to interrupt stereotypes, microaggressions, and implicit bias while

fostering a shared language for discussing diversity, bias, and discrimination.

Unraveling Cultural Threads

This transformative course explored the rich diversity of cultural identity, norms, and values that influence interactions and experiences. Participants engaged in dynamic activities and discussions to deepen their understanding of cultural beliefs and practices. The training equipped individuals with enhanced cultural competency skills, empowering them to navigate cultural complexities with sensitivity and confidence.

Police Department Sworn Officer Training

Elk Grove Police Department’s training included Beyond Bias: Supervisor Support, Beyond Bias: Racial and ID Profiling, Women in Law Enforcement, and Procedural Justice. A total of 106 sworn officers participated in these sessions.

2025 DEI Initiatives

Municipal Equality Index

For the second year in a row, the City has achieved a **perfect score of 100** on the Human Rights Campaign’s (HRC) Municipal Equality Index (MEI) for 2025.

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

This achievement is the culmination of years of intentional growth and steady improvement. Our path to excellence is reflected in our scoring history: after receiving a 77 and an 82 in previous years, we reached a milestone 100 in 2024 and proudly sustained a perfect score of 100 again in 2025. This trajectory demonstrates that our commitment to equality is not just a singular moment, but a continuous mission to better serve our community.

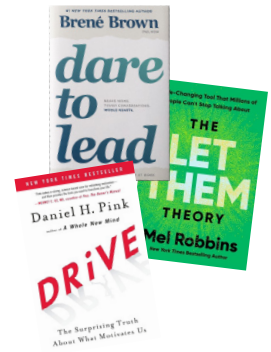
This continued achievement is a testament to the hard work of our entire community and the collaborative

efforts of city staff across every department. From the enactment of inclusive policies to the daily delivery of culturally competent services, our team has ensured that the City remains a welcoming environment for all staff and residents, regardless of sexual orientation or gender identity.

By maintaining this perfect score, we solidify our position as a national leader in LGBTQIA+ equality and reaffirm our commitment to continuous improvement in the years to come.

The Page Turners (City Staff Book Club)

The Page Turners Book Club, a key Diversity, Equity, and Inclusion (DEI) initiative launched in 2025 was established to foster a more inclusive and connected workplace culture. The Club has successfully brought together staff from different departments and organizational levels to executives and student interns. Through monthly discussion meetings, the club has engaged a diverse cohort in reading three self and leadership development books, including themes like effective communication, resilience, inclusive leadership, and personal growth. This broad participation has enabled rich discussions, significantly enhancing bonding, increasing empathy, and fostering skill development among colleagues who might not typically interact.



The success of the Club demonstrates its tangible value as a DEI initiative, having effectively promoted inclusivity, fostered community, and supported continuous professional and personal growth across the organization. Anecdotal feedback has been overwhelmingly positive, highlighting the club as a refreshing and valuable addition to our workplace initiatives. We plan to continue these monthly meetings, exploring new titles to further support the City's goals for inclusion, growth, and collaboration, firmly believing that The Page Turners will remain a cornerstone in nurturing a supportive community.

Staff Barbecue

Leveraging the success of the previous year, the DEI Team hosted another cultural Staff BBQ on September 10, 2025. The event saw strong participation and once again served as a vibrant celebration of our workforce's diversity and was attended by some members of the City's Diversity and Inclusion Commission. Attendees contributed to an inclusive atmosphere by sharing dishes of personal or cultural significance, a tradition that continues to be a highlight for staff.

Feedback from the 2025 event reaffirmed the City's strengths in DEI, specifically citing our inclusive hiring practices, mandatory training, and community-building events as key successes. Staff also provided constructive insights for future growth, expressing a desire for more informal activities, a wider variety of culturally diverse events, and more ways to integrate DEI principles into their daily work routines. This repeated success underscores the importance of these gatherings in fostering community and provides the DEI Team with a clear roadmap for enhancing our initiatives in future years.

The Wilton Rancheria Tribal Flag

On May 28, 2025, the Elk Grove City Council passed a resolution to amend the City of Elk Grove Flag Policy, officially adding the Wilton Rancheria Tribe Flag to the list of approved flags to be flown on City-owned property. The Wilton Rancheria Tribe's flag stands as a powerful emblem of their distinct tribal identity and rich heritage, fostering indigenous pride and serving as a vital visual representation of their people. The Tribe's historical connection to the Elk Grove area is profound, and flying



their flag at City Hall serves as a meaningful and visible acknowledgment of their sovereignty and enduring importance to the community. The Wilton Rancheria Flag was raised at City Hall on November 3, 2025. It is to fly year-round, positioned at a height lower than the flag of the United States.

Pride Month

On June 2, 2025, the City Council continued its annual tradition of raising the LGBTQIA+ Pride Flag at City Hall, marking the fourth year for this public display of solidarity. Throughout the month of June, the flag served as a prominent symbol of diversity, reflecting the City's steadfast commitment to maintaining a welcoming and inclusive atmosphere for every resident and staff member.

The City's support extended beyond this symbolic gesture through active involvement in the regional Pride March, where City employees marched alongside staff from the Cosumnes Community Services District. Furthermore, the City maintained its engagement through a dedicated social media series that highlighted the contributions and celebrated achievements of notable LGBTQIA+ figures.



Mentorship Program

Building on three years of success, the fourth round of the City's Mentorship Program concluded in May 2025. This nine-month cohort paired 13 mentors with 13 mentees for a total of 26 participants from diverse departments across the City. Designed to foster professional guidance and support, the program featured five in-person training sessions alongside 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.

The program has yielded tangible success, with several former mentees now returning as mentors to guide the next generation of staff. To ensure the program remains impactful and aligned with evolving staff needs, the initiative took a brief hiatus in late 2025 for a strategic revamp. The program is scheduled to recommence in 2026 with updated resources and enhanced support structures.

Recruitment Video Project

The DEI Team completed the ["Why Work with the City"](#) recruitment video in 2025, a strategic initiative designed to attract a diverse and talented workforce. By highlighting employee testimonials centered on personal growth, professional motivation, and community impact, the video strengthens the City's recruitment brand and reinforces Elk Grove's commitment to inclusivity. This project, which aligns with the City's Mission, Vision, and Values, is now being integrated into our active hiring outreach.

Career Panel Discussion

To enhance career development and inclusivity, HR continued the “Career Panel Discussion” series throughout 2025. This initiative provides City staff with actionable insights into goal setting and professional advancement by leveraging the experiences of successful colleagues. By sharing diverse career trajectories and strategies for overcoming workplace challenges, the series empowers employees to navigate their own paths to success. Beyond professional development, these sessions foster a stronger sense of community and belonging through networking and knowledge-sharing across the organization.



DEI Stickers

The City continues to distribute a series of stickers that serve as a visible symbol of its commitment to a welcoming and respectful workplace. Designed in-house by the DEI team, these stickers reinforce the principle that Diversity, Equity, Inclusion, and Belonging are core values integrated into the City’s daily operations. Staff members frequently display them on personal items, such as water bottles and coffee mugs, as a proud expression of solidarity. This initiative offers a simple yet powerful medium for employees to outwardly demonstrate their support for an inclusive workplace culture.



City Vehicle Magnets

The City maintained its voluntary Vehicle Magnet Program, which enables City-owned vehicles to display signage recognizing various diverse observances. These magnets celebrate and honor members of our community during Black History Month, Women’s History Month, Asian American, Native Hawaiian, and Pacific Islander Heritage Month, LGBTQIA+ Pride Month, Hispanic Heritage Month, and Native American Heritage Month.

Social Media Campaigns

The DEI Team advanced City values through a strategic social media campaign designed to foster an inclusive culture. The initiative featured 48 commemorative posts recognizing key holidays and awareness months, alongside a spotlight series honoring 12 community members, including City staff. By celebrating these diverse backgrounds and cultural contributions, the Team effectively underscored the City’s ongoing commitment to equity and representation.

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 19 deserving recipients, recognizing their accomplishments, achievements, and unwavering dedication to the community’s well-being.

2025 Proclamations	
Date	Proclamation
February	Black History Month
March	Women in Construction Week
March	Women’s History Month
April	National Day of Awareness for Missing and Murdered Indigenous People
April	American Muslim Appreciation and Awareness Month
April	Autism Acceptance Month
May	Asian American, Native Hawaiian, and Pacific Islander Heritage Month
May	Jewish American Heritage Month
June	LGBTQIA+ Pride Month
June	Juneteenth
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

Human Resources Efforts

Throughout 2025, 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:

Recruitment and Selection Initiatives

In alignment with the City's commitment to Diversity, Equity, and Inclusion (DEI), the Human Resources Department utilizes a comprehensive Recruitment Guide to standardize the hiring process, ensuring transparency and consistency across all departments. Each phase of the recruitment process is job-related and strictly adheres to best practices and regulatory guidance from the EEOC, the California Civil Rights Department (CRD), and the Uniform Guidelines on Employee Selection Procedures (UGESP).

Key strategies include:

- **Bias Reduction:** The City continues to utilize blind recruitments, withholding candidate names and demographics from hiring managers until the day of the interviews (after applicants have been selected to interview). Furthermore, structured interviewing and the use of external panelists are used to minimize internal bias and ensure objective, data-driven selection.
- **Diverse Panel Selection:** Maintaining diverse interview panels remains a high priority. HR has expanded its outreach to new municipalities to broaden the pool of qualified, diverse guest panelists.
- **Interview Standards:** Oral boards consistently include specific questions to evaluate a candidate's understanding of DEI principles.

Outreach and Talent Acquisition

To attract a workforce that aligns with work requirements, the City has a broad reach in its advertising and outreach efforts:

- **Strategic Partnerships:** Continue to collaborate with Job Elephant to target diversity-specific platforms, Careers in Government to reach public-service-oriented professionals, and LinkedIn for high-efficiency professional networking.
- **Early Career Engagement:** Staff attended career fairs at local universities and colleges to encourage the next generation of students to pursue careers in the public sector.

Employee Engagement and Retention

The City remains focused on maintaining an equitable and inclusive environment for current staff:

- **Conducted the National Employee Survey (Polco).** This citywide initiative gathered feedback on workplace culture and engagement. Results were analyzed by demographic groups to identify disparities and inform future DEI-related improvements.
- **Pay Equity:** A salary analysis form is utilized for all new hires to ensure compensation is based on experience while maintaining equity with current employees in similar roles.
- **Training and Accessibility:** To accommodate diverse learning styles, the City provides varied development options, including live, recorded, and written formats. Additionally, HR ensures the timely processing of reasonable accommodation requests to maintain an accessible workplace for all.

Job/Career Fairs

The HR Department attended two career fairs this year:

- Los Rios Community College
- Sacramento State Career Fair/Diversity Employment Fair

TABLE 1: Recruitment Advertisement Locations

Ad Location	
Handshake	American Society of Civil Engineers
Hire Heroes	CalAnimal
League of Women	California Association for Local Economic Development
The EOE & E Journal	California Police Chiefs
Recruit Military	California Public Information Officials
CalJobs/SETA	California Parks & Recreation Society
So. County Career Center - EGUSD	California Society of Municipal Finance Officers
Greater Sacramento Urban League	Floodplain.org
Highland Community Charter Schools	International City/County Management Association
NAACP	International Economic Development Council
PDN - Professional Diversity Network	Indeed
Sacramento Hispanic Chambers	Municipal Management Association of Northern California
Local Government Hispanic Network	Municipal Management Association of Southern California
LinkedIn	Public Agency Risk Management Association
Careers in Government	PublicEmployeeJobs.com
Cosumnes River College - Los Rios Community College District	The Association for Animal Welfare Advancement
La Familia (email distribution)	Western City
SETA Sacramento Employment & Training Agency	Zip Recruiter
National Forum for Black Public Administrators	
Society of Women Engineers	
Women's Transportation Seminar International	
American Public Works Association (National)	
American Public Works Association (Sacramento Chapter)	

The Police Department has worked to advance overall City diversity in the following areas:

- Sent a total of ten 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.

- In addition to the training listed above, each officer completed annual officer training in emergency vehicle operations, firearms updates, first aid and CPR, as well as mandated training on domestic violence response and pursuit driving.
- Other activities included participation in:
 - Links to Law Enforcement
 - Sacramento State Women in Law Enforcement
 - Diversity Career Day (CSUS)
 - Salute to the Brave
 - MLK365 March for the Dream in Sacramento
 - Visited different places of worship

The Police Department continues to take steps to improve the overall diversity of the city by expanding its presence at college recruitment events, which include trade shows not just dedicated for criminal justice majors. Additionally, the department has continued its presence at military events geared towards honorably discharged soldiers looking for a career.

Hiring Outcomes for 2025

To identify hiring trends, staff continually conduct comparative analysis of hiring data to identify and address emerging trends.

Chart A - New Hire by Ethnicity in 2025

As shown, the percentage of white new hires was 43% and non-white new hires was 57%. Compared to 2024, the white new hires were 42% and non-white new hires were 58%.

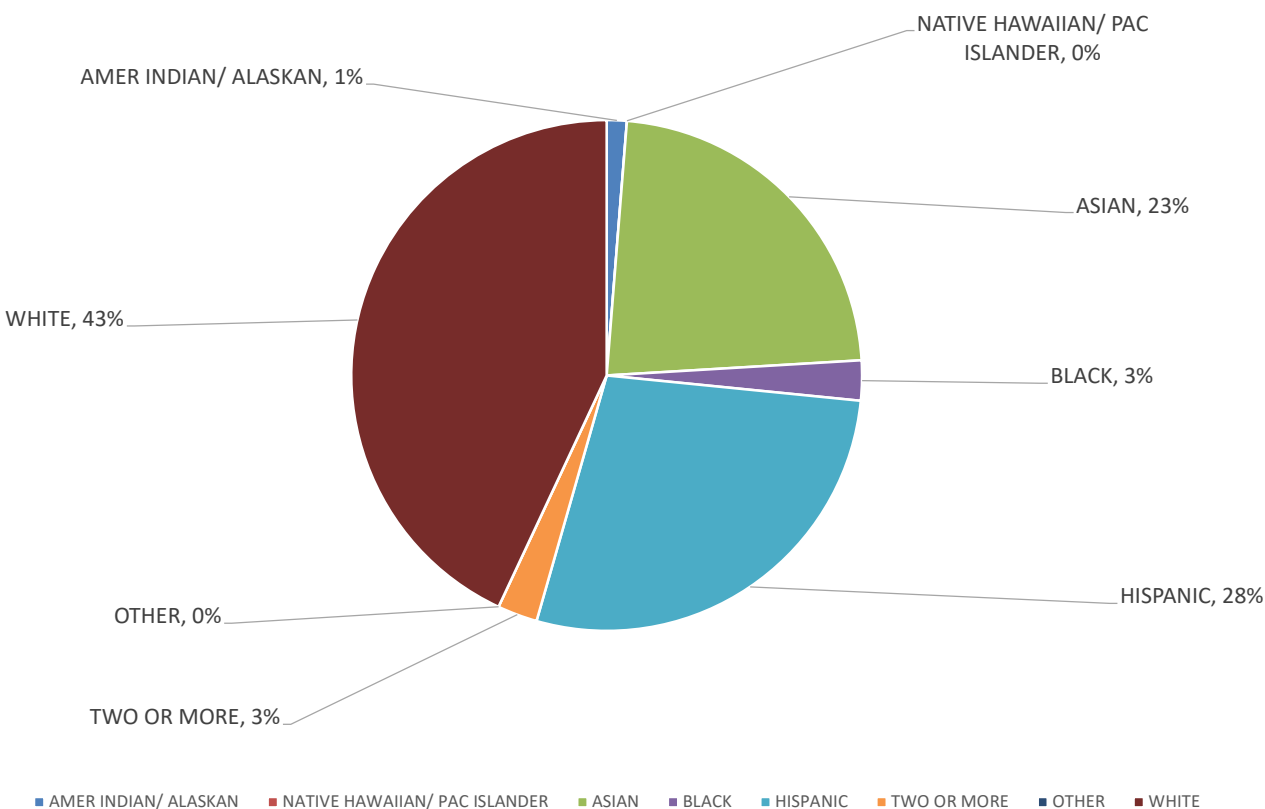
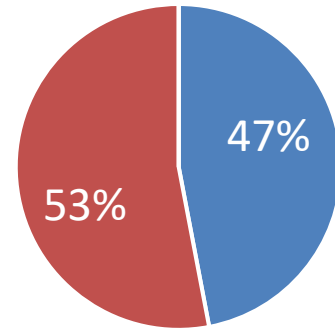


Chart B - New Hire by Gender in 2025

As shown, the year showed a flip from the previous year. 53% of new hires were female and 47% were male. Compared to 2024, female new hires were 48% and male new hires were 52%. This represented a five percent increase in female hiring in 2025. 0.21% of new hires in 2025 identified as non-binary.



■ MALE ■ FEMALE ■ NON-BINARY

Table A – Turnover Ratio

The staff turnover rate remained consistent at 3% in 2025, matching the figures reported in both 2023 and 2024. This stability provides a critical baseline for evaluating how new hires influence workforce diversity relative to the demographic makeup of departing employees.

TABLE A: Turnover Ratio	
YEAR	YEAR BY AVERAGE
2021	3%
2022	4%
2023	3%
2024	3%
2025	3%

Table B - Employee Diversity Ratio by Race/Ethnicity

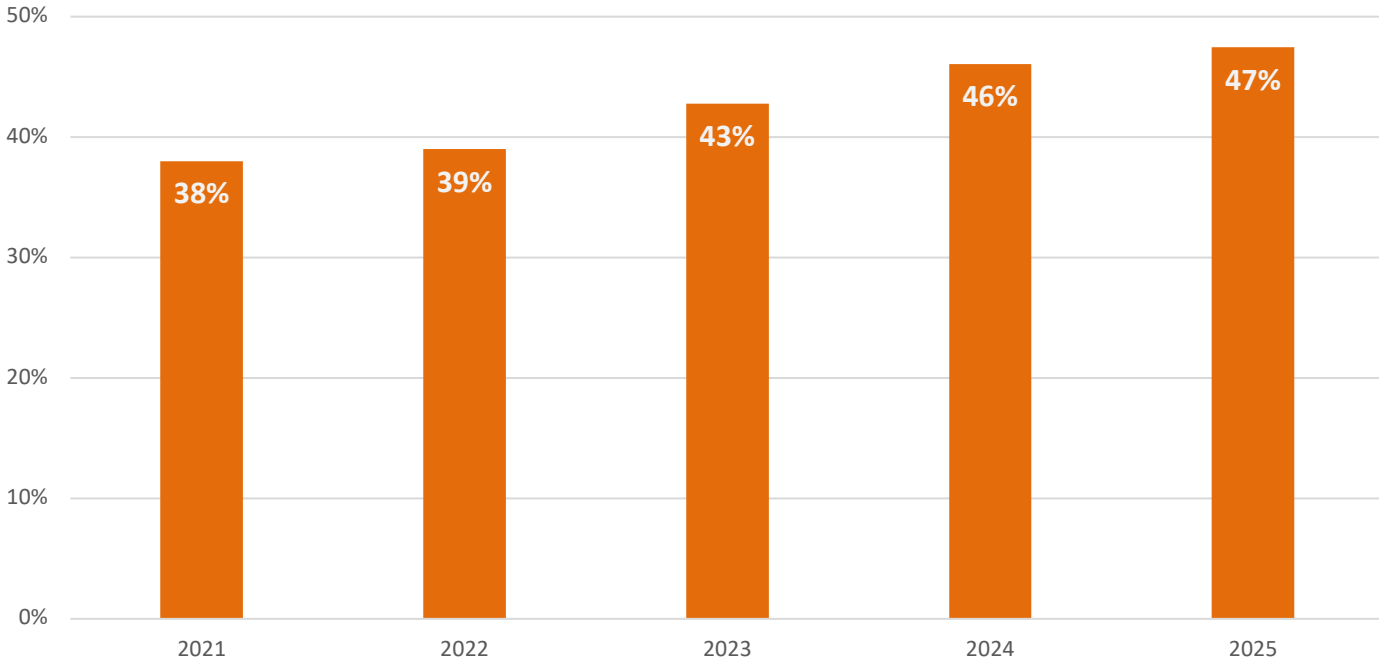
Table B outlines a five-year overview of staffing trends by race and ethnicity, highlighting shifts from 2024 to 2025. During this period, the percentage of Black employees remained steady at 7%, sustaining the recovery and growth seen after a 2022 decline. Meanwhile, the Hispanic workforce saw a 2% increase, and the percentage of Asian employees continued its consistent 1% year-on-year growth established in 2021. Conversely, the representation of White employees decreased by 1% in 2025. American Indian / Alaskan employees saw a 1% increase and employees who are two or more races remained steady at 2%. Together, these data points provide valuable insight into the evolving composition of our staff and workforce diversity.

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
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%
2025	1%	15%	7%	22%	1%	53%	2%	0%
Difference	1%	4%	0%	3%	1%	-9%	1%	0%

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

This graph illustrates the annual Employee Diversity Ratio by Ethnicity (excluding Caucasian staff) over the last five years. In 2025, 47% of City employees identify as individuals of color, marking a 1% increase from 2024. This growth aligns with the steady 1% annual rise observed between 2021 and 2022. While the upward trend has remained consistent in recent years, 2023 saw a particularly significant increase.

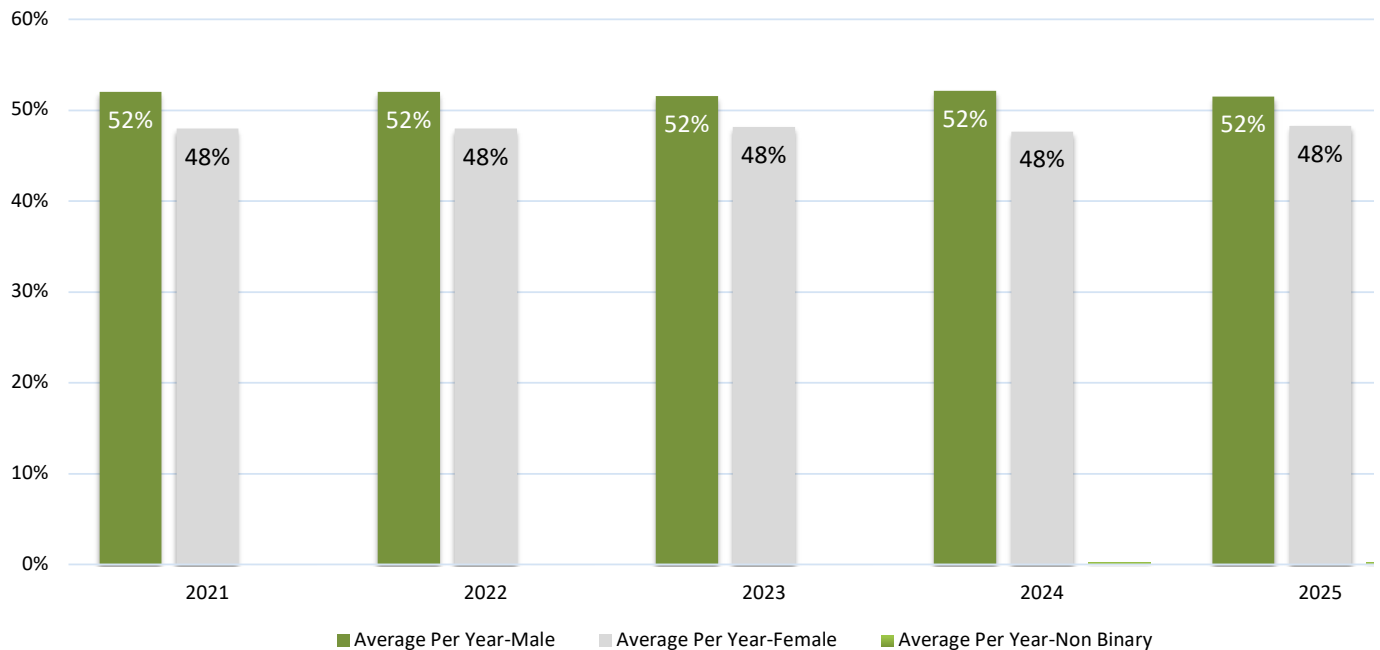
Graph A



Graph B - Employee Diversity Ratio by Gender

Graph B shows that the staff gender diversity ratio has remained the same over the past five years. In 2025, the workforce composition continues to hold at 52% male and 48% female, reflecting no year-over-year change in the gender balance.

Graph B



DEI Focused City Commissions and Committees

Disability Advisory Committee

The five-member Disability Advisory Committee accomplished the following in 2025:

- Accessibility components of 2025-2030 Capital Improvement Projects, including curb ramps and construction of missing sidewalk sections on streets that already have some sidewalk
- Provided feedback to Planning when a CDBG-eligible plan/project was referred to the committee for review
- Provided feedback when a Housing plan/project was brought to the committee for review
- Worked with Public Affairs web staff to address web accessibility guidelines as part of the US Department of Justice's new rule

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

- Responded to five ADA grievances, all of which were either unfounded or resolved to the grievant's satisfaction
- Reviewed planning applications submitted by Planning Division 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

Diversity and Inclusion Commission

The ten-member Diversity and Inclusion Commission accomplished the following in 2025:

- Supported the presentation of 15 proclamations in 2025
- Updated the City's Code of Ethics
- Participated in the Pride Flag Raising event at City Hall on June 2, 2025
- Organized a Cultural Connections event celebrating the LGBTQIA+ Community on October 6, 2025
- Walked in the Sacramento Pride March with Cosumnes CSD staff on June 15, 2025
- Supported the Diversity Month events which included multicultural dances, live band, and other activities

Chief's Advisory Board

The Chief of Police's Community Advisory Board (CAB) continued its important work in 2025, 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.



The Chief's Community Youth Advisory Board

As part of the City's ongoing commitment to fostering belonging and community trust, the Elk Grove Police Department introduced the Chief's Community Youth Advisory Board (CCYAB) and applications were solicited during the year. This initiative aligned with the 2025 focus on expanded civic engagement by providing a formal platform for youth to influence local policing and community-building strategies.

When fully operational, the CCYAB is designed to bridge the gap between local law enforcement and the younger demographic of Elk Grove. By integrating youth perspectives into the departmental framework, the City aims to cultivate a more inclusive environment that prioritizes transparency and mutual understanding.

Two Youth Service Officers

The Elk Grove Police Department's mission is to foster a safer, more connected community by empowering youth through comprehensive engagement, education, and mentorship. To achieve this objective, the department added two Youth Service Officers. By collaborating with key stakeholders, including local schools, community organizations, and families, the department aims to provide consistent, impactful opportunities that promote personal growth, resilience, and positive relationships.

Other City Efforts

Police Department Outreach Activities

Developmental Disability Community

In 2025, the City continued working with individuals with disabilities. Elk Grove Police Department (EGPD) participated in over 90 community events. These included:

Fly Fit

The Police Department continued its long-standing partnership with The Fly Brave Foundation, specifically with its FlyFit Program. This initiative enables Police Officers and staff to pair up with individuals aged five and above with developmental disabilities. Together, they engage in safe workout sessions that promote physical activity and a healthy lifestyle. Beyond promoting physical activity and healthy lifestyles, the program fosters a space where participants can learn from one another. It provides a valuable opportunity for officers and staff to better understand and appreciate the unique experiences and diverse abilities of all involved.



Schools Visit and Presentations

EGPD made 50 school visits, made presentations, and attended events such as:

- Read Across America
- EGUSD Special Education Resource Fair and BBQ
- EGUSD Community Block Party
- Fall festivals
- Career fairs
- Visions in Motions Adult Day Program collaboration
- The Jesse Baker Games

Jesse Baker Games

The Baker Games have been a long-standing tradition at Jessie Baker School. The event goes back over 50 years with the students participating 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.

Other Community Activities

Black Youth Leadership Project (BYLP)

BYLP is a valued community collaborator of the Elk Grove Police Department and has worked with the department on several projects, including a Thanksgiving giveaway event providing turkeys and gift cards to Elk Grove families in need. In addition to ongoing collaboration, EGPD and BYLP support one another by attending each other's events whenever possible. EGPD proudly participates in BYLP's Celebration Weekend, including attending the Black Graduation Ceremony and hosting a BBQ at the BYLP Family Picnic Day. Open lines of communication are maintained around the clock, allowing both organizations to work collaboratively and responsively for the betterment of the community. These shared efforts reflect a continued commitment to partnership, trust, and meaningful engagement

RISE with First Tee Greater Sacramento

The Police Department partners with First Tee, Greater Sacramento on the RISE Program, an initiative dedicated to promoting diversity, equity, and inclusion through collaboration and intentional action. The program is designed to reach underserved and underrepresented youth in the community, providing them with inspiration through the First Tee Golf and life skills experience. By focusing on growth both on and off the golf course, the partnership aims to help young people achieve significant milestones in their personal development.

Through this collaboration, EGPD supports participants by fostering a welcoming environment and actively working to remove barriers that might hinder their progress. The program's ultimate goal is to empower youth to reach their objectives and take pride in their individual identities, effectively building a sustainable path toward future success.

Additional PD Outreach Activities

- The "BBQ in the Beat" outreach was held in local parks across each of the City's five PD beats. The event was designed to facilitate connections with residents, with a specific focus on reaching individuals within smaller or more isolated communities.
- Youth 411
- Shop with a Cop
- Cones and Cops
- Fries with the Good Guys
- Toy Delivery Project to over 100 families
- Two Back-to-School Backpack Drives and donation
- Kickin' It Elk Grove (Free soccer camps)
- Trunk-or-Treat
- Regional Safety Day
- Storytime with Chief Davis
- PD engagement booth at the Diversity Month events



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, the City's Office of Economic Development, remains steadfast in its commitment to diversity, equity, and inclusion (DEI). Through innovative programming, impactful partnerships, and data-driven strategies, the department actively works to dismantle systemic barriers and expand opportunities for underrepresented groups within the community.

Comprehensive Business Survey:

In spring 2025, Invest Elk Grove conducted a comprehensive survey of the local business community, led by civic engagement platform Polco, to gather demographic insights and assess the needs of more than 6,000 businesses across Elk Grove. The survey analyzed factors such as race, gender, ethnicity, disability, veteran status, and LGBTQIA+ identity to help inform equity strategies and guide program improvements in 2025 and beyond.

Membership Drive:

In 2025, Invest Elk Grove strengthened its partnership with the Elk Grove Chamber of Commerce by removing financial barriers to Chamber membership for local businesses. By sponsoring \$100,000 in membership fees and actively promoting the opportunity to businesses that were not previously members, this initiative expanded access to networking, advocacy, training, and business development resources. The effort ensured that all business owners had equal opportunities to participate in the local business ecosystem, supporting inclusive representation, economic mobility, and long-term business sustainability across Elk Grove.

Underrepresented Business Owner Resources Website:

Using findings from the 2023 Economic Equity Symposium, Invest Elk Grove worked with the Elk Grove Chamber of Commerce to identify barriers and opportunities facing underrepresented business owners. A key takeaway from the symposium was the need for a centralized, easily accessible hub for resources and opportunities. As a response, in 2025, Invest Elk Grove invested \$30,000 to support the Chamber in creating a centralized resources website that will gather and share programs, funding opportunities, and support services available to underrepresented business owners. The website directly addresses gaps identified in 2023 related to access to information, outreach, and navigation of available resources, and represents a clear implementation of the symposium's recommendations.

Expanding Support for Underrepresented Business Owners

Underrepresented business owners were supported financially through Invest Elk Grove's Permit Assistance Smart Start (PASS) and Brewery, Restaurant, and Winery (BReW) economic incentive programs.

- PASS Program: Invest Elk Grove executed 14 PASS contracts and paid out more than \$30,000 in assistance. Based on available self-reported data, at least 43% of recipients identified as people

- of color and 21% of recipients identified as female. Several recipients did not complete the optional demographic questions, meaning these figures likely underrepresent the full impact of the program.
- BReW Program: \$50,000 grants were awarded to Interlude (Asian-owned), The Grove Kitchen (Asian, female-owned and founded by an Elk Grove native), and Skyport (Asian, female-owned). These awards supported underrepresented- and women-owned food and beverage businesses and helped advance inclusive economic development within Elk Grove.
 - Workforce Development Initiatives: Workforce development remained a priority in 2025, with a strong focus on increasing participation from individuals of diverse backgrounds. Based on feedback received in 2024, Invest Elk Grove expanded training offerings to include evening and weekend options to better accommodate residents who work during traditional business hours. Programs continued to upskill individuals across all socioeconomic backgrounds at no cost, supporting upward mobility and career advancement, while additional barriers were reduced through transportation stipends, flexible scheduling, and virtual participation options.
 - Business License 2.0: Invest Elk Grove is currently enhancing the Business License platform to make it more user-friendly and accessible. The upgraded system will allow for more detailed data collection on local businesses. These improvements aim to streamline the licensing process and ensure equitable access to resources for all Elk Grove business owners.

Fostering Entrepreneurship and Supporting Startups

In 2025, Invest Elk Grove supported entrepreneurial growth and inclusive innovation through several targeted initiatives:

- Sponsored FourthWave, a technology startup accelerator focused on supporting women founders.
- Sponsored Women in Tech events at InnoGrove, a local program that provides women entrepreneurs a platform to share their startup journeys and insights with emerging founders and the broader innovation community.
- Elevated underrepresented business owner startups through Invest Elk Grove's Startup Mixer Series, where founders from ValleyMatch (Asian, female-owned) and Core Impact (Black-owned) shared their entrepreneurial experiences during community networking events.
- Hosted and sponsored MedStart, an event that spotlighted Pitch Elk Grove finalists and highlighted the entrepreneurial journeys of emerging med tech startups, including two Asian-founded companies.

Permanent Homeless Shelter and Community Outreach and Engagement

The City's community outreach and engagement process serves as a practical application of Diversity and Inclusion by moving beyond simple "town hall" meetings toward a framework that actively seeks out and accommodates the city's diverse population. In 2025, the City reinforced this through the creation of an Inclusive Community Participation Framework, which treats engagement not just as a legal requirement, but as a commitment to "leveling the playing field" for all residents.

Elk Grove's permanent homeless shelter outreach and engagement process is a good representation of how City staff are already implementing this new framework. Staff incorporated a variety of community outreach and feedback opportunities that invited diverse input on how and where to build the shelter. The planning process showed inclusive elements in shelter design and service offerings, and numerous public comments highlighted equity concerns about accessibility and integration.

The permanent homeless shelter will serve the most vulnerable members of our community, offering stability to those often overlooked by society. At its core, the City's support for the unhoused is a commitment to inclusivity: ensuring that everyone, regardless of their housing status, is seen, supported, and integrated into the community fabric.

2026 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.

Training

The City remains 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 remains dedicated to fostering a thriving and inclusive economy that benefits all entrepreneurs and residents. Building on its 2025 accomplishments, the department will continue to address disparities through community engagement, data-driven insights, and culturally relevant programs. By prioritizing equity, Invest Elk Grove aims to cultivate a vibrant business community and an inclusive environment where everyone can succeed.

Human Resources

To further advance our commitment to a diverse and inclusive organization, HR will continue to expand outreach through career fairs, educational partnerships, and community engagement, building a robust pipeline for public sector careers. This effort includes evaluating recruitment platforms to ensure resources effectively support inclusive candidate engagement. Additionally, we aim to strengthen future workforce by expanding structured internships, fellowships, and volunteer programs that emphasize consistent mentorship and meaningful professional experience.

Internally, the City remains dedicated to fostering a culture of belonging by supporting employee-led connection opportunities and utilizing engagement surveys to better understand the workforce experience. We will also explore specialized training to equip supervisors with inclusive leadership practices. Concurrently, we are committed to improving accessibility in City communications and services by increasing the use of translation and accessibility tools.

Police Department

In 2026, EGPD staff will continue to participate in diversity and empathy training. The department will also continue its active engagement with residents through various community events and recruitment opportunities in a continued effort to foster strong relationships with the City's diverse community.