

**COUNTY OF SACRAMENTO  
CALIFORNIA**

For the Agenda of:  
December 13, 2022

To: Board of Supervisors

Through: Ann Edwards, County Executive  
David Villanueva, Deputy County Executive,  
Administrative Services

From: Rami Zakaria, Chief Information Officer

Subject: Approve Resolution Creating The Sacramento County  
Diversity, Equity, And Inclusion (DEI) Cabinet And Add The  
Chief Diversity Equity And Inclusion Officer Position

District(s): All

**RECOMMENDED ACTION**

Approve the attached Resolution creating the Sacramento County Diversity, Equity, and Inclusion Cabinet.

**BACKGROUND**

On November 17, 2020, the Board of Supervisors adopted Resolution #2020-0773 declaring racism a public health crisis in Sacramento County and directing the County to create a Racial Equity Policy Cabinet (Cabinet). On April 12, 2022, the Board of Supervisors approved a contract with MGT Consulting (MGT) to assist the County in the research and outreach necessary to create the Cabinet.

MGT worked with a project team that included leaders from several County departments. The team focused its work on policy/procedure analysis, researching best practices, community, and staff outreach.

MGT held two focus groups with community-based organizations on the County's proposed cabinet and solicited feedback. MGT also held eight focus groups with County staff and sent a survey to all County employees to gather feedback as well.

MGT and the project team recommend that the County create a Diversity, Equity, and Inclusion Cabinet and a Chief Diversity Equity and Inclusion Officer position and start an expanded outreach effort with the community to identify DEI issues and the best method for engaging the community.

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And Inclusion (DEI) Cabinet  
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This resolution creates the DEI Cabinet as the first step of this process. The Chief Equity Officer position will be recommended in the FY 23-24 Budget.

The County DEI Cabinet members will be appointed by the County Executive and consist of County staff from all levels of the organization. MGT will work with the DEI Cabinet to create an Action Plan and engage the community on the topics of Diversity, Equity, and Inclusion.

**FINANCIAL ANALYSIS**

There is no fiscal impact anticipated at this time. The Chief Diversity Equity and Inclusion Officer position will be funded for FY 2023 – 24 as a part of the annual budget process.

Attachment(s):  
RES – Resolution