

2024/2025  
Community Needs Assessment and  
Community Action Plan

California Department of Community Services  
and Development

Community Services Block Grant



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## Introduction

The Department of Community Services and Development (CSD) has developed the 2024/2025 Community Needs Assessment (CNA) and Community Action Plan (CAP) template for the Community Services Block Grant (CSBG) Service Providers network. Each agency must submit a completed CAP, including a CNA to CSD on or before **June 30, 2023**. Changes from the previous template are detailed below in the “What’s New for 2024/2025?” section. Provide all narrative responses in 12-point Arial font with 1.15 spacing. When the CNA and CAP are complete, they should not exceed 65 pages, excluding the appendices.

## Purpose

Public Law 105-285 (the CSBG Act) and the California Government Code require that CSD secure a CAP, including a CNA from each agency. Section 676(b)(11) of the CSBG Act directs that receipt of a CAP is a condition to receive funding. Section 12747(a) of the California Government Code requires the CAP to assess poverty-related needs, available resources, feasible goals, and strategies that yield program priorities consistent with standards of effectiveness established for the program. Although CSD may prescribe statewide priorities or strategies that shall be considered and addressed at the local level, each agency is authorized to set its own program priorities in conformance to its determination of local needs. The CAP supported by the CNA is a two-year plan that shows how agencies will deliver CSBG services. CSBG funds are by their nature designed to be flexible. They shall be used to support activities that increase the capacity of low-income families and individuals to become self-sufficient.

## Federal CSBG Programmatic Assurances and Certification

The Federal CSBG Programmatic Assurances are found in section 676(b) of the CSBG Act. These assurances are an integral part of the information included in the CSBG State Plan. A list of the assurances that are applicable to CSBG agencies has been provided in the Federal Programmatic Assurances section of this template. CSBG agencies should review these assurances and certify that they are complying.

## State Assurances and Certification

As required by the CSBG Act, states are required to submit a State Plan as a condition to receive funding. Information provided in agencies’ CAPs will be included in the CSBG State Plan. Alongside Organizational Standards, the state will be reporting on [State Accountability Measures](#) in order to ensure accountability and program performance improvement. A list of the applicable State Assurances and the agency certification for them are found in the State Assurances section of this template.

## Compliance with CSBG Organizational Standards

As described in the Office of Community Services (OCS) [Information Memorandum \(IM\) #138](#) dated January 26, 2015, CSBG agencies will comply with implementation of the Organizational Standards. CSD has identified the Organizational Standards that are met through the completion of the CAP and the CNA. A list of Organizational Standards that will be met upon completion of the CAP can be found in the Organizational Standards section of this template. Agencies are encouraged to utilize this list as a resource when reporting on the Organizational Standards annually.

## What's New for 2024/2025?

**Community Action Plan Workgroup (CAPWG)**. In summer 2022, CSD organized a workgroup to inform the development of the 2024/2025 CNA and CAP. Workgroup members were selected from the CSBG Service Provider network and the ROMA Coalition. The feedback CSD received from the workgroup has informed not only the 2024/2025 template but also the accompanying CAP training scheduled for mid-December 2022.

**Public Hearings – Additional Guidance**. The public hearing requirement has been modified. Two years ago, we were in an active pandemic due to the COVID-19 virus. The public health guidelines throughout the state advised communities against large gatherings. CSD advised agencies to follow public health protocols and hold public meeting virtually if an in-person meeting was not an option. For the public hearing on the 2024/2025 draft CAP, CSD requests that agencies conduct in-person, virtual, or hybrid public hearings. While transmission rates of COVID-19 remain high in many communities, agencies are requested to follow their local public health guidelines when deciding in which format to conduct the public hearing. For more information, please see the Public Hearing section of this template.

**CNA Helpful Resources**. The Helpful Resources section in Part I: Community Needs Assessment contains additional data sets and resources. On recommendation of the CAPWG, CSD has added data sets from the Massachusetts Institute of Technology, the University of Wisconsin, and a point-in-time data set from the U.S. Department of Housing and Urban Development. We have also added links to the Local Agencies Portal where you can find examples of completed Community Needs Assessments and project timelines from the CSBG Service Providers network.

**Part II: Community Action Plan**. The number of questions in the Tripartite Board of Directors, Service Delivery System, Linkages and Funding Coordination, and Monitoring sections has changed. Questions were removed because it was determined that agencies meet these reporting requirements through other CSBG work products such as monitoring and Organizational Standards. In the Service Delivery System and Linkages and Funding Coordination sections, new questions were added. These questions will be covered during the template training webinar.

**Sunset of COVID-19 Flexibilities**. In the 2022/2023 template, CSD allowed agencies to indicate on selected questions whether there were changes to the response provided in the 2020-2021 CAP or whether agencies would like CSD to accept the 2020-2021 response without adaptations. This option was an effort to reduce administrative burden on agencies during the COVID-19 pandemic. While

CSD has retained some of the flexibilities developed in the previous template, the option for agencies to reference responses in their prior CAP has been discontinued.

**Response and Community Awareness.** This section replaces the “Additional Information” section in the previous template. For 2024/2025 CSD has included questions pertaining to Diversity, Equity, and Inclusion (DEI). The questions about disaster preparedness have been retained from the previous template. While none of this information is directly mandated by statute, CSD is requesting the information to gauge where the CSBG Service Provider network is as a whole on these topics. Responses to the questions in this section are mandatory.

**ROMA Certification Requirement.** Under section 676(b)(12) of the CSBG Act, CSD and all CSBG agencies are required to assure that we will participate in a Results Oriented Management and Accountability System “not later than fiscal year 2001.” CSD and the CSBG Service Providers have fulfilled this requirement through various approaches. With respect to the ROMA certification of the network CAPs (Organizational Standard 4.3), CSD has allowed agencies to submit their CAP without the signature of a ROMA trainer or implementer if the agency did not have a ROMA trainer or implementer on staff. CSD staff who had the requisite training would certify those CAPs on behalf of the agencies. This process will still be in place for the 2024/2025 template. However, for the 2026/2027 template, CSD will require that CSBG Service Providers provide their own ROMA certification either by staff who have the required ROMA training or in partnership with another agency or organization. CSBG Service Providers should begin formulating a plan to fulfill this requirement.

## Checklist

- ✓ Cover Page and Certification
- ✓ Public Hearing(s)

### Part I: Community Needs Assessment

- ✓ Narrative
- ✓ Results

### Part II: Community Action Plan

- ✓ Vision Statement
- ✓ Mission Statement
- ✓ Tripartite Board of Directors
- ✓ Service Delivery System
- ✓ Linkages and Funding Coordination
- ✓ Monitoring
- ✓ Data Analysis, Evaluation, and ROMA Application
- ✓ Response and Community Awareness
- ✓ Federal CSBG Programmatic Assurances and Certification
- ✓ State Assurances and Certification
- ✓ Organizational Standards
- ✓ Appendices

**COMMUNITY SERVICES BLOCK GRANT (CSBG)  
2024/2025 Community Needs Assessment and Community Action Plan  
Cover Page and Certification**

<b>Agency Name</b>	Sacramento Employment and Training Agency
<b>Name of CAP Contact</b>	Julie Davis-Jaffe
<b>Title</b>	Workforce Development Manager
<b>Phone</b>	916/263-3929
<b>Email</b>	<a href="mailto:Julie.laffe@seta.net">Julie.laffe@seta.net</a>

**CNA Completed MM/DD/YYYY:**  
(Organizational Standard 3.1)

April 24, 2023
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**Board and Agency Certification**

The undersigned hereby certifies that this agency complies with the Federal CSBG Programmatic, and State Assurances as outlined in the CSBG Act and California Government Code, respectively for services provided under the Federal Fiscal Year 2024/2025 Community Action Plan. The undersigned further certifies the information in this Community Needs Assessment and the Community Action Plan is correct and has been authorized by the governing body of this organization. (Organizational Standard 3.5)

Mai Vang		6/1/23
<b>Board Chair (printed name)</b>	<b>Board Chair (signature)</b>	<b>Date</b>
Jennifer Hernandez		6/1/2023
<b>Executive Director (printed name)</b>	<b>Executive Director (signature)</b>	<b>Date</b>

**Certification of ROMA Trainer/Implementer (If applicable)**

The undersigned hereby certifies that this agency's Community Action Plan and strategic plan documents the continuous use of the Results Oriented Management and Accountability (ROMA) system (assessment, planning, implementation, achievement of results, and evaluation).

Wilmer Brown, Jr.		August 7, 2023
<b>NCRT/NCRI (printed name)</b>	<b>NCRT/NCRI (signature)</b>	<b>Date</b>

**CSD Use Only**

Dates CAP (Parts I & II)		Accepted By
Received	Accepted	
6/16/2023	8/7/2023	

## **Public Hearing(s)**

California Government Code Section 12747(b)-(d)

### **State Statute Requirements**

As required by California Government Code Section 12747(b)-(d), agencies are required to conduct a public hearing for the purpose of reviewing the draft CAP. All testimony presented by low-income individuals and families during the public hearing shall be identified in the final CAP. Agencies shall indicate whether or not the concerns expressed by low-income individuals and families have been addressed. If an agency determines that any of the concerns have not been addressed in the CAP, the agency shall include in its response document, information about the concerns and comment as to their validity.

### **Guidelines**

#### **Notice of Public Hearing**

1. Notice of the public hearing and comment period must be published at least 15 calendar days prior to the public hearing.
2. The notice may be published on the agency's website, social media channels, and/or in newspaper(s) of local distribution.
3. The notice must include information about the draft CAP; where members of the community may review, or how they may receive a copy of, the draft CAP; the dates of the comment period; where written comments may be sent; date, time, and location of the public hearing; and the agency contact information.
4. The comment period should be open for at least 15 calendar days prior to the public hearing. Agencies may opt to extend the comment period for a selected number of days after the hearing.
5. The draft CAP must be made available for public review and inspection at least 30 days prior to the public hearing. The draft CAP can be posted on the agency's website, social media channels, and distributed electronically or in paper format.
6. Attach a copy of the Notice(s) of Public Hearing as Appendix A to the final CAP.

#### **Public Hearing**

1. Agencies must conduct at least one public hearing on the draft CAP.
2. Public hearing(s) will be held in the designated CSBG service area(s).
3. Low-income testimony presented at the hearing or received during the comment period must be memorialized verbatim in the Low-Income Testimony and Agency's Response document and appended to the final CAP as Appendix B.
4. The Low-Income Testimony and Agency's Response document should include the name of low-income individual, his/her verbatim testimony, an indication of whether or not the need was addressed in the draft CAP, and the agency's response to the testimony if the concern was not addressed in the draft CAP.



### **Additional Guidance**

COVID-19 poses unique challenges to fulfilling the public hearing requirement. CSD asks that agencies continue to adhere to state and local public health guidance to slow the spread of the virus and ensure public safety. The health and safety of agency staff and the communities you serve is paramount. Therefore, for the purposes of fulfilling the public hearing requirement on the draft CAP, agencies may conduct the public hearing in-person, remotely, or using a hybrid model (in-person and remotely) based on the public health protocols in place in their communities.

### **Public Hearing Report**

Date(s) of Public Hearing(s)	May 24, 2023, 10:00 a.m.
Location(s) of Public Hearing(s)	SETA Board Room, 925 Del Paso Blvd., Sacramento, CA 95815
Dates of the Comment Period(s)	April 24 – May 24, 2023
Where was the Notice of Public Hearing published? (agency website, newspaper, social media channels)	Agency website – <a href="http://www.seta.net">www.seta.net</a> ; and distribution list for all public notices
Date the Notice(s) of Public Hearing(s) was published	April 17, 2023
Number of Attendees at the Public Hearing(s) (Approximately)	0

## Part I: Community Needs Assessment

CSBG Act Section 676(b)(11)

California Government Code Section 12747(a)

### Helpful Resources

In 2011, NASCSP published a [Community Action to Comprehensive Community Needs Assessment Tool](#) that supports planning and implementing a comprehensive CNA. The tool lays out design choices, planning steps, implementation practices, analysis, and presentation options.

The National Community Action Partnership has an [Assessment Tool](#) designed specifically for the community needs assessment process. Here you can select from a variety of county-specific data sets.

Examples of Community Needs Assessments and project timelines from agencies within the California CSBG Providers network can be found on the [Local Agencies Portal](#) under the CSBG – Resources tab. If you do not have an account or have not received CSD login credentials, please email CSD at [ExternalAccess@csd.ca.gov](mailto:ExternalAccess@csd.ca.gov).

To provide a comprehensive “picture” of the community needs in your service area(s), agencies will collect and analyze both quantitative and qualitative data. Links to several national and state quantitative data sets are given below. Local and agency data also provide information about the needs of the community.

Sample Data Sets			
<b>U.S. Census Bureau</b> <a href="#">Poverty Data</a>	<b>U.S. Bureau of Labor Statistics</b> <a href="#">Economic Data</a>	<b>U.S. Department of Housing and Urban Development</b> <a href="#">Housing Data &amp; Report</a>	
<b>HUD Exchange</b> <a href="#">PIT and HIC Data Since 2007</a>	<b>National Low-Income Housing Coalition</b> <a href="#">Housing Needs by State</a>	<b>National Center for Education Statistics</b> <a href="#">IPEDS</a>	
<b>Massachusetts Institute of Technology</b> <a href="#">Living Wage Calculator</a>		<b>University of Wisconsin Robert Wood Johnson Foundation</b> <a href="#">County Health Rankings</a>	
<b>California Department of Education</b> <a href="#">School Data via DataQuest</a>	<b>California Employment Development Department</b> <a href="#">UI Data by County</a>	<b>California Department of Public Health</b> <a href="#">Various Data Sets</a>	
<b>California Department of Finance</b> <a href="#">Demographics</a>	<b>California Attorney General</b> <a href="#">Open Justice</a>	<b>California Governor’s Office</b> <a href="#">Covid-19 Data</a>	<b>California Health and Human Services</b> <a href="#">Data Portal</a>
<b>CSD</b> <b>Census Tableau</b> <a href="#">Data by County</a>			<b>Population Reference Bureau</b> <a href="#">KidsData</a>

## Community Needs Assessment Narrative

CSBG Act Sections 676(b)(3)(C), 676(b)(9)

Organizational Standards 1.1, 1.2, 1.3, 2.2, 3.2, 3.3, 3.4

1. Describe how your agency collected and included current data specific to poverty and its prevalence related to gender, age, and race/ethnicity for your service area. (Organizational Standard 3.2)

Data is collected through various qualitative and quantitative research methods including: U.S. Census, surveys, State/local government websites, local media, Sacramento Steps Forward Point-In-Time homeless count, special reports on target groups and target areas, and public testimony. Through this data, SETA is able to determine the subpopulations in Sacramento County that are experiencing poverty, and the conditions which contribute to it (i.e., single parent households, employment and homelessness).

During the development of the Community Needs Assessment, research consists of a comparison between target groups and areas. Within each condition and symptom of poverty, SETA staff compares data between gender, age, race/ethnicity and geography to be able to accurately determine the impact poverty has on the different demographics that make up Sacramento County. After the data is collected and analyzed, the information is used to establish the priority areas for the Community Action Plan. The evaluation is based on what best represents those experiencing poverty within the community as it relates to the disparities residents face based on gender, age, race/ethnicity and geography.

2. Describe the geographic location(s) that your agency is funded to serve with CSBG. If applicable, include a description of the various pockets, high-need areas, or neighborhoods of poverty that are being served by your agency.

SETA serves Sacramento County in various capacities. It is a funding source for all of its programming, including but not limited to CSBG, disability and refugee services, WIOA, and Head Start programs. Thirteen Sacramento Works America's Job Centers of California are located in low-income areas throughout Sacramento County, specifically in the following zip code locations: 95610, 95632, 95670, 95817 (2 within this zip code), 95820 (2 within this zip code), 95823 (2 within this zip code), 95824, 95838, 95864. These areas are either in, or in close proximity to, low income zip codes listed in the Community Needs Assessment and in Appendix G. CSBG services target these low-income areas as well, as outlined in the attached Community Needs Assessment.

3. Indicate from which sources your agency collected and analyzed quantitative data for the CNA. (Check all that apply.) (Organizational Standard 3.3)

**Federal Government/National Data Sets**

- Census Bureau
- Bureau of Labor Statistics
- Department of Housing & Urban Development
- Department of Health & Human Services
- National Low-Income Housing Coalition
- National Center for Education Statistics
- Academic data resources
- Other online data resources
- Other

**Local Data Sets**

- Local crime statistics
- High school graduation rate
- School district school readiness
- Local employers
- Local labor market
- Childcare providers
- Public benefits usage
- County Public Health Department
- Other (2022 Sac County Point-In-Time Count)

**California State Data Sets**

- Employment Development Department
- Department of Education
- Department of Public Health
- Attorney General
- Department of Finance
- State Covid-19 Data
- Other

**Surveys**

- Clients
- Partners and other service providers
- General public
- Staff
- Board members
- Private sector
- Public sector
- Educational institutions

**Agency Data Sets**

- Client demographics
- Service data
- CSBG Annual Report
- Client satisfaction data
- Other

4. If you selected "Other" in any of the data sets in Question 3, list the additional sources.

Research/position paper: UC Davis Center for Poverty Research (food insecurity/WIC issue); Feeding America (hunger issues); online workshops hosted by UC Davis on Chronic Homelessness; 2022 Sacramento County Homeless Point-In-time Count.

5. Indicate the approaches your agency took to gather qualitative data for the CNA. (Check all that apply.) (Organizational Standard 3.3)

**Surveys**

- Clients
- Partners, other service providers
- General public
- Staff
- Board members
- Private sector
- Public sector
- Educational institutions

**Interviews**

- Local leaders
- Elected officials
- Partner organizations' leadership
- Board members
- New and potential partners
- Clients

**Focus Groups**

- Local leaders
- Elected officials
- Partner organizations' leadership
- Board members
- New and potential partners
- Clients
- Staff

 **Community Forums**

- Asset Mapping**
- Other**

6. If you selected “Other” in Question 6, please list the additional approaches your agency took to gather qualitative data.

Articles and stories from the local newspaper (The Sacramento Bee) and local Public Radio station (Capital Public Radio).

7. Describe your agency’s analysis of the quantitative and qualitative data collected from low-income individuals and families. (Organizational Standards 1.1, 1.2, 3.3)

Qualitative data includes economic and behavioral trends, anecdotal feedback from partners and local media, testimony or comments by CSBG customers, and monthly reports by service providers and partners. Quantitative data includes counts of households, families, and individuals. This data may also include counts of households, families and individuals experiencing symptoms of poverty including homelessness, hunger, abuse, unsafe living conditions, and neglect.

8. Summarize the data gathered from each sector of the community listed below and detail how your agency used the information to assess needs and resources in your agency’s service area(s). Your agency must demonstrate that each sector was included in the needs assessment; A response for each sector is required. (CSBG Act Sections 676(b)(3)(C), 676(b)(9), Organizational Standard 2.2)

A. Community-based organizations: In SETA’s CSBG program, information is gathered for the community needs assessment by inviting members of local community-based organizations (CBOs) to speak at the Community Action Board (CAB) meetings, the Public Forum and the Public Hearing. Many of these CBOs are CSBG subgrantees, so a relationship already exists. Information is gathered from CSBG subgrantees on a monthly basis, providing useful information on service needs and demographics. This information is rolled into the ROMA process as SETA continually refines and revises its strategies to address the causes and conditions of poverty in Sacramento County.

B. Faith-based organizations: Invitations to our Community Action Board (CAB) meetings are posted on the SETA website. Some of SETA’s CSBG subgrantee partners, such as The Salvation Army, are faith-based. These organizations are invited to speak at CAB meetings and other public forums, and encouraged to bring community members, as preparation for the needs assessment.

C. Private sector (local utility companies, charitable organizations, local food banks): Representatives of a local municipal electric company (SMUD) and of a program which provides child care support to low-income parents (Child Action) are active Board members of SETA’s CAB. SETA’s CSBG program includes funding for a local food bank; they are invited to speak at CAB meetings, and SETA involves them in discussions on food insecurity issues.

D. Public sector (social services departments, state agencies): Representatives of Sacramento County’s Department of Human Assistance, Head Start, and the Sacramento Housing and Redevelopment Agency, are active members of SETA’s CAB. County-level data from California’s Department of Human Services and Department of Social Services were both used in preparing

the needs assessment.

E. Educational institutions (local school districts, colleges): County-level data from the California Department of Education was used in preparing the needs assessment.

9. “Causes of poverty” are the negative factors that create or foster barriers to self-sufficiency and/or reduce access to resources in communities in which low-income individuals live. After review and analysis of the data, describe the causes of poverty in your agency’s service area(s). (Organizational Standard 3.4)

Factors which create or foster poverty in Sacramento County are a combination of location, inborn or adopted characteristics which have historically presented barriers to self-sufficiency, and access to opportunities for advancement. Single mother families and their children, people with disabilities, youth and older adults of color, and low-income neighborhoods in Sacramento County continue to experience disproportionate rates of poverty. Young persons of color still account for a large majority of justice-involved persons. Socioeconomically disadvantaged youth, and youth from specific minority populations, experience a higher rate of school suspensions and expulsions.

10. “Conditions of poverty” are the negative environmental, safety, health and/or economic conditions that may reduce investment or growth in communities where low-income individuals live. After review and analysis of the data, describe the conditions of poverty in your agency’s service area(s). (Organizational Standard 3.4)

As of 2021, the most recent U.S. Census data available, the rate of poverty continued its decline as reflected in fewer Sacramento County households with incomes below Federal Poverty Income Guidelines. However, persistent conditions remain from the pandemic which negatively impact low-income individuals in Sacramento County. People who were unable to pay rent during the pandemic, but who were unable to get help for multiple months’ rent through public programs, are now faced with many thousands of dollars in back payments that need to be paid to avoid eviction. The rate of homelessness continues to climb exponentially. Many K-12 students simply disappeared from the education rolls, leaving gaps in educational opportunity which cannot be quantified.

11. Describe your agency’s approach or system for collecting, analyzing, and reporting customer satisfaction data to the governing board. (Organizational Standard 1.3)

SETA developed a customer satisfaction survey, which is offered to all recipients of CSBG services at our partner agencies. Paper copies have been sent to all of our subgrantees for their clients’ use, and an online version is also offered for those who prefer it. Both paper and online surveys are gathered, and a report summarizing the findings is issued to the Community Action Board at least twice yearly.

## Community Needs Assessment Results

CSBG Act Section 676(b)(11)

California Government Code Section 12747(a)

State Plan 14.1a

Located in the Central Valley of California, Sacramento County covers 994 square miles. It includes a Delta region in the south, which has access to the San Francisco Bay, and borders the Sierra Nevada foothills to the north and northeast. The total population is 1,571,767, an increase of 163,287 in ten years. There are seven incorporated cities, with the City of Sacramento being the largest at a population of 518,605. The California Department of Finance estimates that in 2022, the population of the unincorporated regions of Sacramento County was 609,504 people, making it the fifth largest population in the State. Sacramento County encompasses urban, suburban and rural environments, with the former two centered around the City of Sacramento. The City of Sacramento is the California capital, and State government is a major employer in the County. Other major industries include healthcare, IT, banking and finance, agriculture, transportation, and travel and leisure. The racial/ethnic breakdown of the population is 52.1% white, 9.7% Black/African American, 16.9% Asian, 13.4% Some Other Race, 10.6% two or more races, 1.1% Native Hawaiian/Pacific Islander, 0.7% American Indian/Alaskan Native, and 23.8% Hispanic/Latino.

The U.S. Census Bureau's American Community Survey (ACS) reports that in 2021, persons with incomes below Federal Poverty Guidelines in Sacramento County accounted for 13.3% of the total population, or 205,590 persons living in poverty. This represents a decrease of 55,287 people living in poverty, and a 4.6 percentage point decrease in the number of people living in poverty, from five years earlier. Both the number and percent of people in poverty decreased from 2016 to 2021 despite the fact that the population of Sacramento County increased by 6.2% during that same time.

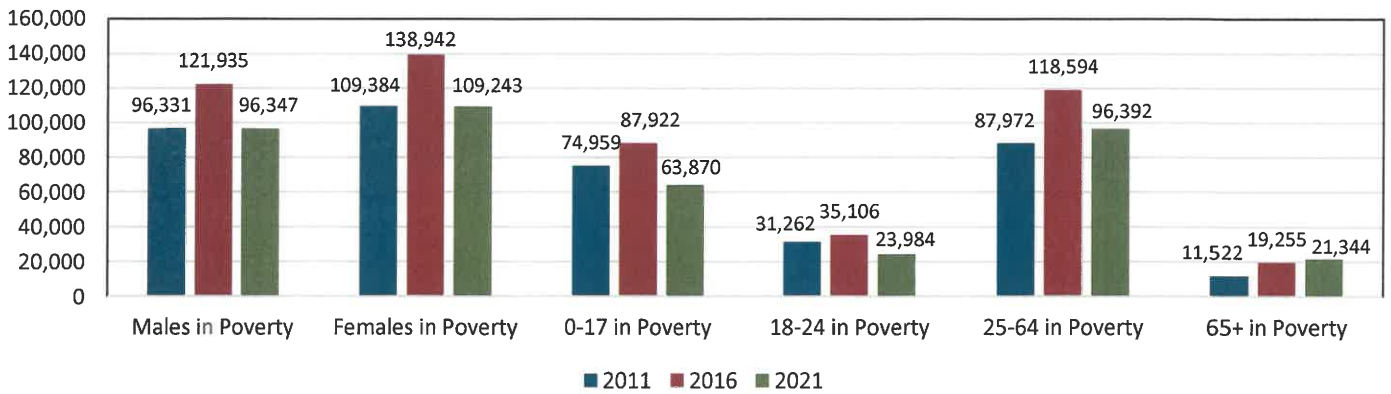
In July 2022, 55,220 individuals received cash aid through participation in the CalWORKs program; of those, 71.8% (39,672) were children. The number of people receiving CalWORKs has continually decreased in recent years. In July 2017, 66,120 individuals received cash aid; of those, 77.3% (51,082) were children. In five years, the number of individuals receiving CalWORKs decreased by 19.7%.

**Graphs 1, 2 and 3** highlight the pace at which the poverty rate among vulnerable and in-crisis Sacramento County adults and children has changed over the past ten years. As of 2021, the number of people in poverty had decreased for all groups represented below, aside from people over the age of 65. The numbers below still represent a poverty rate of 17.7% for all youth under 25, and a poverty rate of 9.8% for older adults.



**Graph 1**

**Population in Poverty by Gender and Age Groups 2011-2021**

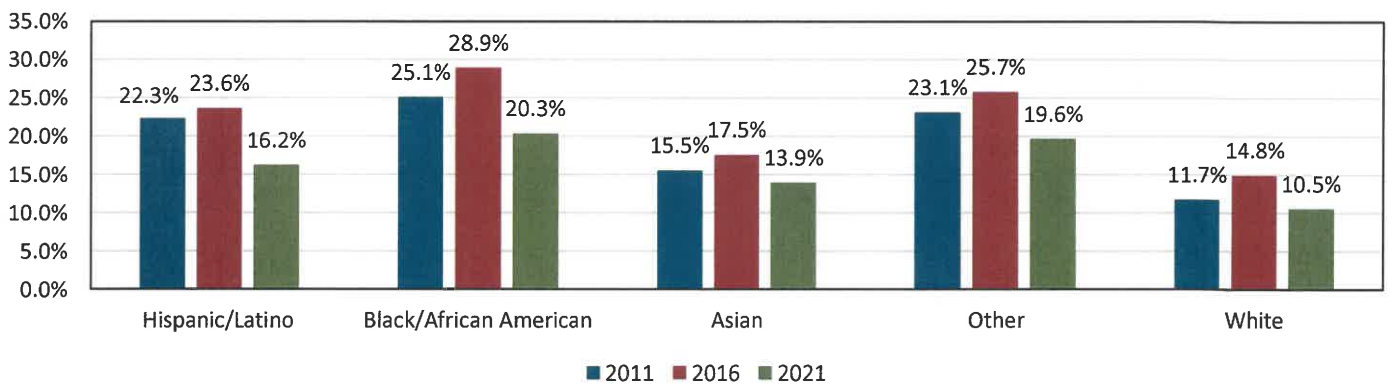


Source: US Census Table B17001, 2011, 2016 & 2021 ACS 5-Year Estimates, for Sacramento County

**Graph 2** shows the racial/ethnic breakdown of poverty rates over a ten-year period. All racial/ethnic groups shown have experienced a decline in poverty rates, a sign of the continuing recovery from the Great Recession. However, poverty rates among minority populations, particularly Black/African Americans and people identifying as Some Other Race Alone, remain disproportionately high.

**Graph 2**

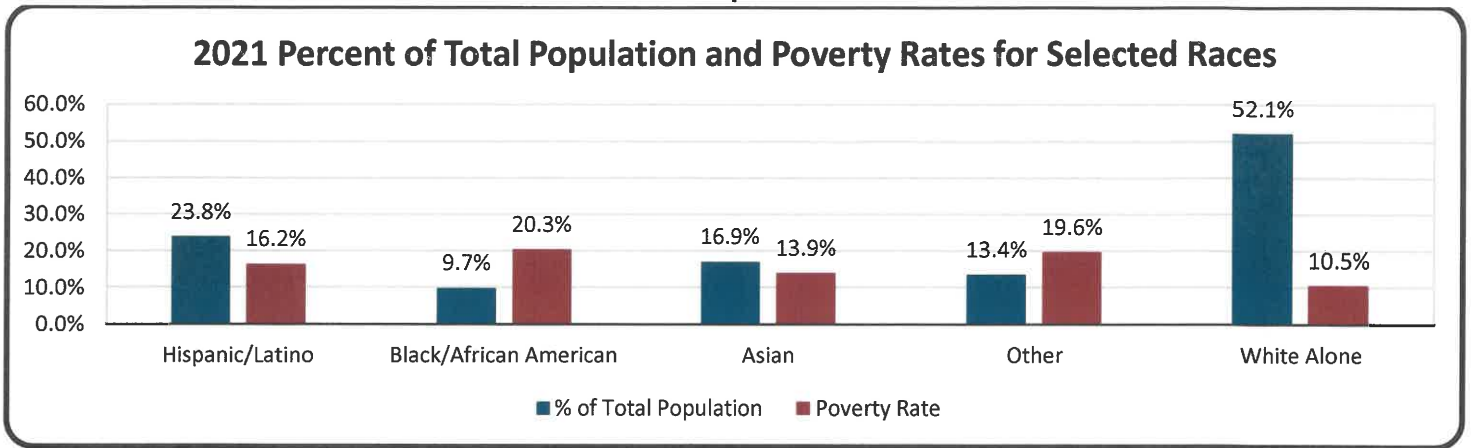
**Sacramento County Poverty Rate by Race/Ethnicity**



Source: US Census Table B17001, 2011, 2016 & 2021, 5-Year Estimates, for Sacramento County, breakdown by racial/ethnic group

**Graph 3** shows the percentages of racial/ethnic subpopulations in the total Sacramento County population, paired with the poverty rates of these subpopulations in the County. This graph further demonstrates the disproportionality of the presence of poverty among races and ethnic groups in Sacramento County. As demonstrated here, at 9.7% of the total Sacramento County population, the Black/African American population is particularly overrepresented among those experiencing poverty (20.3%), suggesting a greater need for services supporting this population.

**Graph 3**



Source: US Census Table S1701, 2021 5-Year Estimates for Sacramento County, breakdown by racial/ethnic group

In **Table 1**, below, communities listed as CSBG target areas were selected from all Sacramento County communities with populations of 10,000+ and poverty rates averaging 15% or higher, based on the most recent Census data, 2021. While all of these target areas' poverty rates have declined in the past two years, they remain high.

**Table 1**

2021 Poverty Rate by Neighborhood			
Community	Poverty Rate	Community	Poverty Rate
Old North Sac. (95815)	25.4%	S. Sacramento (95832)	20.1%
Lemon Hill (95824)	25.1%	Foothill Farms (95842)	20.0%
Arden-Arcade (95821; 95825)	23.9% (95821 18.2%; 95825 29.5%)	Del Paso Hts. (95838)	19%
Oak Park (95817; 95820)	22.8% (95817 26%; 95820 19.5%)	Florin (95828)	17.1%
N. Highlands (95660)	21.6%	Rosemont (95826)	16.3%
Parkway (95823)	20.2%		

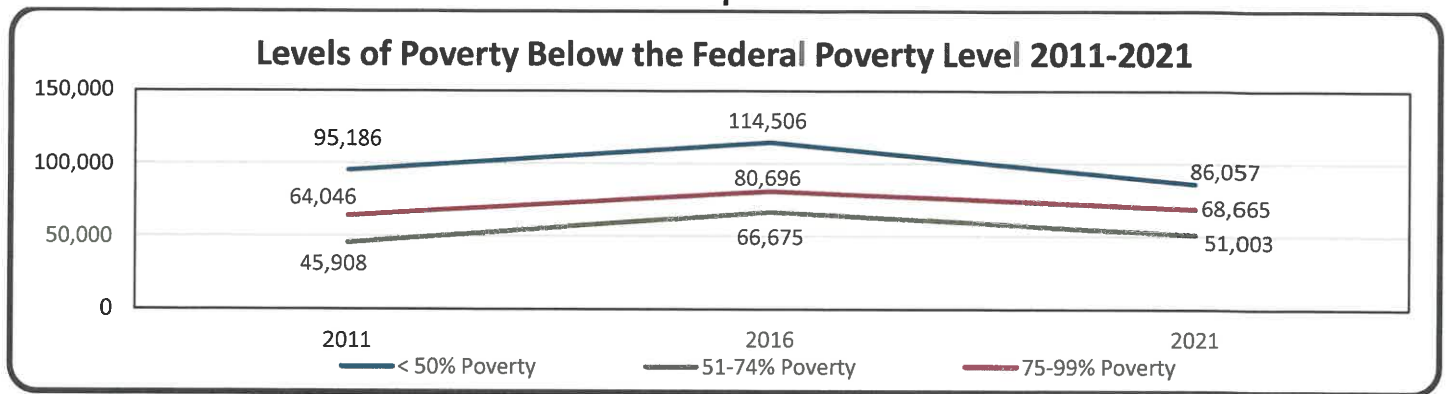
Source: US Census Table S1701, 2021, 5-Year Estimates. Additional information on zip codes discussed in the needs assessment is included in Appendix G., p. 73

Also worth mentioning are statistics that do not come out in the above parameters. While the southern, rural part of Sacramento County does not have a large population, the towns of Isleton and Walnut Grove have poverty rates of over 20%. McClellan, in the northern part of Sacramento County, has a population of under 1,000, but a poverty rate of 48.6%. On the other end of the scale, Elk Grove is a large community of almost 63,000 people. With a 7.7% poverty rate, it would be seen as a relatively comfortable area. However, 7.7% represents 5,214 people. Lastly, Oak Park is a well-established neighborhood in the City of Sacramento, with a population of 50,333. It has been identified here as 95817 (poverty rate 26%) and 95820 (poverty rate 19.5%), for an average poverty rate of 22.8%. Similar disparities exist in Arden-Arcade, a Census Designated Place in Sacramento County. Two of the zip codes in Arden-Arcade have poverty rates which bring it well above the stated poverty rate of 20% for the area. Even within relatively small areas such as Oak Park and Arden-Arcade, poverty rates can vary quite a bit.

As seen in **Graph 4** below, the number of adults and children living under the federal income

poverty level has declined for all levels of poverty.

**Graph 4**



Source: US Census Table B17024, ACS 2011, 2016 & 2021, for Sacramento County

The poverty rate has gone down in Sacramento County. However, one persistent tendency remains the high number of people in poverty who are experiencing extreme poverty, meaning they are living below 50% of the federal income poverty level. Among most age groups in Sacramento County, 41% of people experiencing poverty fell into the extreme poverty category. The exception was people over age 65, for whom 33.5% of those in poverty were living in extreme poverty. Almost 54% of 18- to 24-year-olds living in poverty were living in extreme poverty. The 86,057 people living in extreme poverty are at particular risk of not meeting daily needs, much less reaching beyond daily living requirements to attain self-sufficiency and thrive.

According to the 2021 ACS, there are 74,056 civilian veterans in Sacramento County (about 6.2% of the general population over 18 years of age). There are 21,678 veterans living with a disability, and 17,584 of those veterans have service-related disabilities. Approximately 5,514 veterans live below federal poverty guidelines; 213 were identified in the 2022 Point-In-Time count as living in shelters or in transitional housing on any given night, with an additional 412 veterans being in unsheltered conditions.

**Definitions of Poverty:** *The poverty data used in this report and for the comparisons below represent individuals living below 100% of Federal Poverty Guidelines, the federal definition of poverty. They do not represent all individuals unable to sustain themselves and their families without public and private supports. Nonetheless, it is a primary indicator used to track the growth and effects of poverty. A broader definition of poverty can include all persons unable to minimally sustain themselves without some level of public or private supports to provide for basic family shelter, nutrition, clothing, health and safety.*

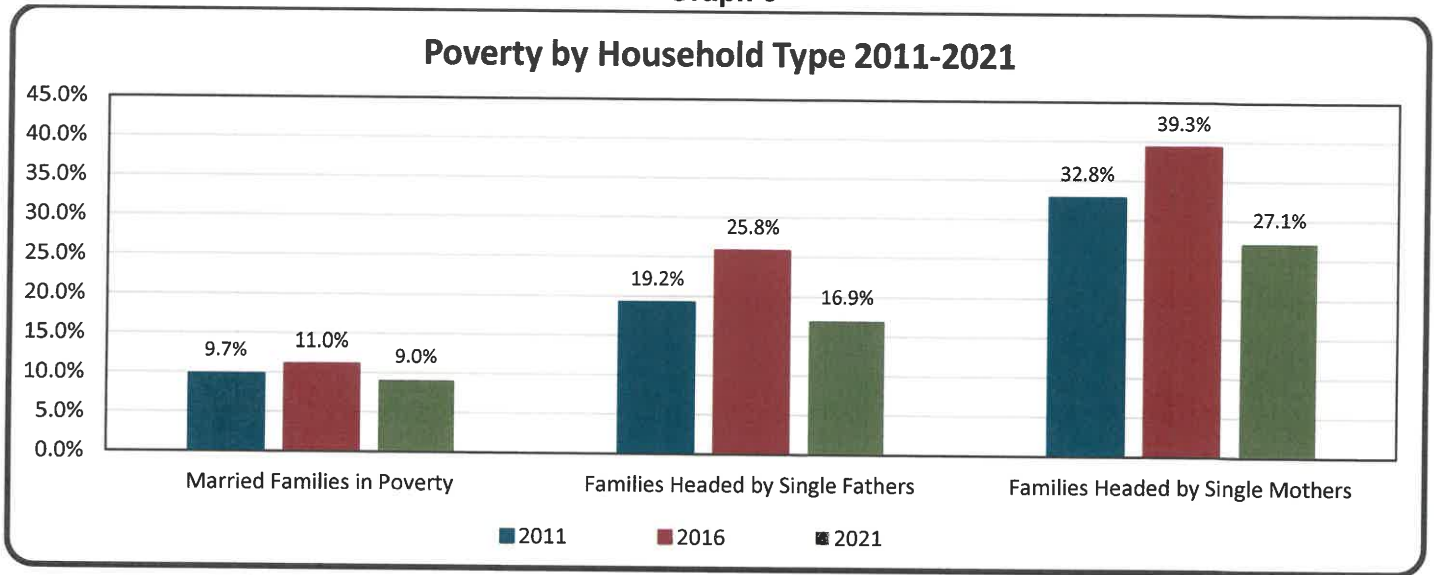
**Statistical Data** – *Unless otherwise indicated, (the) 2021 ACS 5-year data was used to prepare this report. The ACS is a product of the U.S. Census Bureau and is the highest quality data source for demographic information of its kind. Data from the 2021 survey was collected in that year and released in Fall 2022.*

### **SINGLE PARENT HOUSEHOLDS**

Poverty is experienced by all family types. However, it is most pronounced in families headed by a single parent. According to the 2021 ACS, 34.9% (65,550) of Sacramento County households with children under age 18 (187,848) are headed by a single parent, compared to the state rate of 31.5%. Female-headed single parent households represent 71.2% of all single parent households, and they

represent 79.8% of all single parent households living in poverty. As illustrated in **Graph 5**, 9.0% of two-parent families (15,831 families), 27.1% of percent of families headed by a single female (14,928 families), and 16.9% of families headed by a single male (3,825 families), were living in poverty.

**Graph 5**

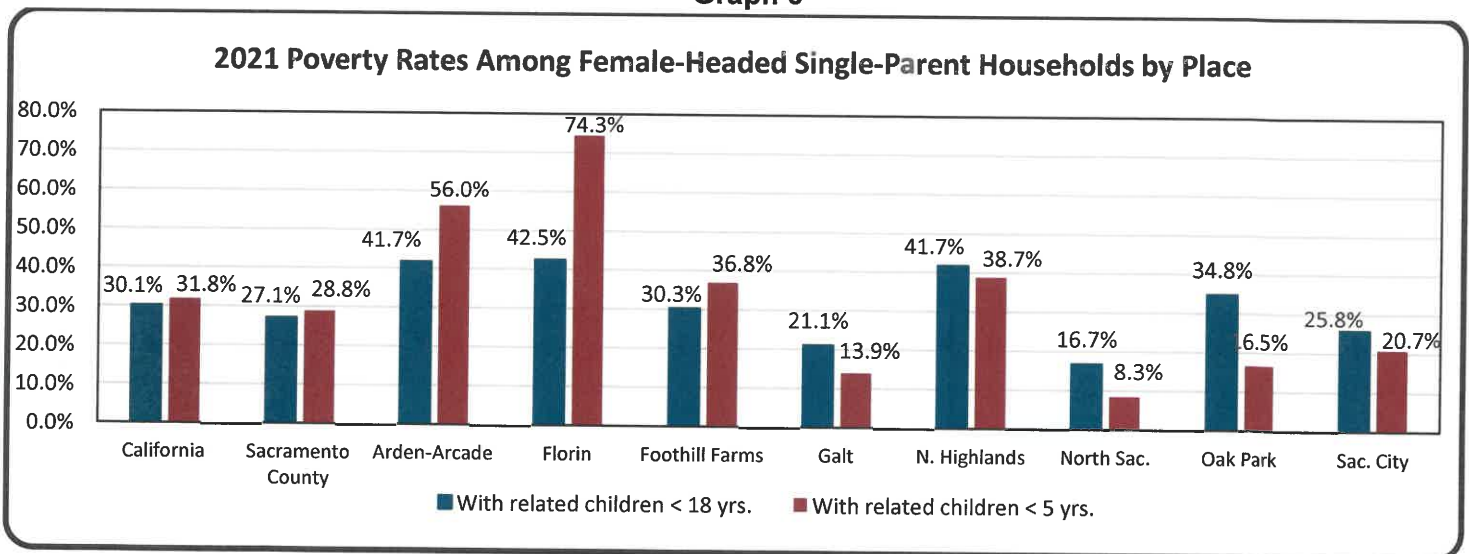


Source: US Census Table B17010, ACS 2011, 2016, & 2021, 5-Year Estimates, for Sacramento County

Among Sacramento County single parent households with children under 18, 28.7% were living below federal poverty guidelines. Among female-headed households, the rate was 27.1%, or three times the poverty rate for married couple families (9.0%). For female-headed households with children under 5, the poverty rate was 28.8%.

Poverty rates vary with location for all family types, and this is true for female-headed households. **Graph 6** identifies the poverty rates among single female-headed households in high-poverty areas of Sacramento County.

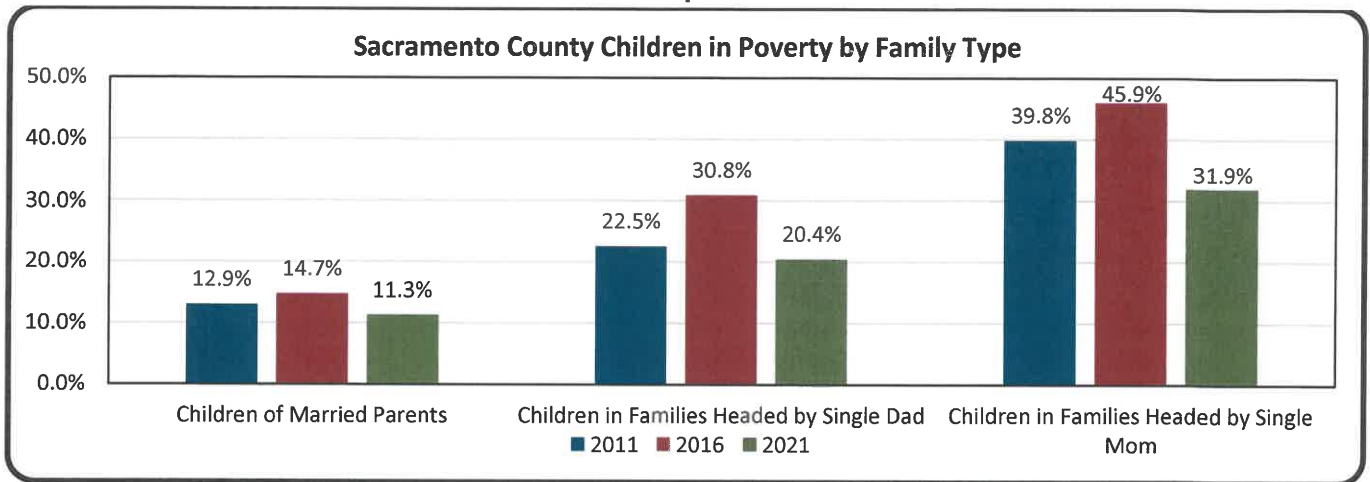
**Graph 6**



Source: U.S. Census Table S1702, 2021 ACS 5-Year Estimates for Sacramento County; North Sac. is defined as zip code 95815, and Oak Park as zip codes 95817 & 95820

As **Graph 7** demonstrates, children in single parent households are considerably more likely to live under the federal poverty guidelines than children in two-parent households. This is particularly true for children of single mothers, and most single parent households are headed by a single mother. The poverty rate for the *children* in any of the family types considered here is higher than the poverty rate for family types as general categories (married, single father/mother). This is likely due to the presence of multiple children in the household.

**Graph 7**



Source: U.S. Census Table B17006, ACS 2011, 2016 & 20121 5-Year Estimates for Sacramento County

The income for single parent female-headed households in Sacramento County is consistently lower than other household types. The 2021 median income for households headed by a single mother was \$39,581, which was \$17,797 lower than the median income for households headed by a single father (at \$57,378) and \$69,699 lower than that of married households with children (at \$109,280).

For comparison, the Living Wage Calculator for Sacramento County reports that the annual income necessary to make a single parent household with two children minimally self-sufficient is \$106,434, or \$51.17 per hour, if the parent is employed full-time. In 2021, the median annual salary for single mothers was \$39,581 – \$66,853 less than the minimum living wage income for single mothers with two children. For a two-parent household with two children and one parent working, the annual income for minimal self-sufficiency is less at \$87,402, or \$42.02 per hour, if one parent is employed full-time and the other parent provides childcare and other services for the family.

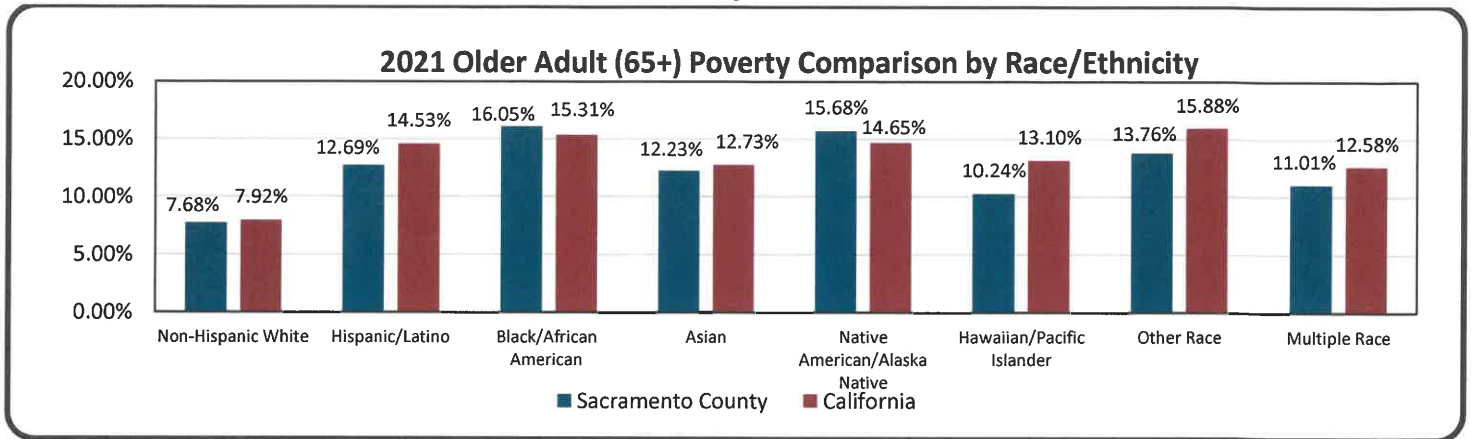
### **POVERTY AMONG OLDER ADULTS**

The population aged 65 and older in Sacramento County is 221,100, or 14.1% of the general population. The older population has increased by 5.5% since 2019, from 209,576 persons to 221,100. During the same 2-year period, the poverty rate for older adults was 9.8% of individuals 65 years and older, compared to an overall poverty rate of 13.3% for Sacramento County.

According to the 2021 ACS, the median annual household income for householders over the age of 65 is \$58,985. For 45- to 64-year-old householders, median income is \$91,075. Out of all persons over the age of 65 in Sacramento County, 68% (37,593) are females who are living alone. Older females are also more likely to be living in poverty than their male counterparts; while the poverty rate of males

over the age of 65 is 8.9%, the poverty rate for females over 65 is 10.5%. As is true throughout most of the economy, women over 65 who are living alone have a smaller median income, \$32,938, than their male counterparts at \$37,841.

**Graph 8**

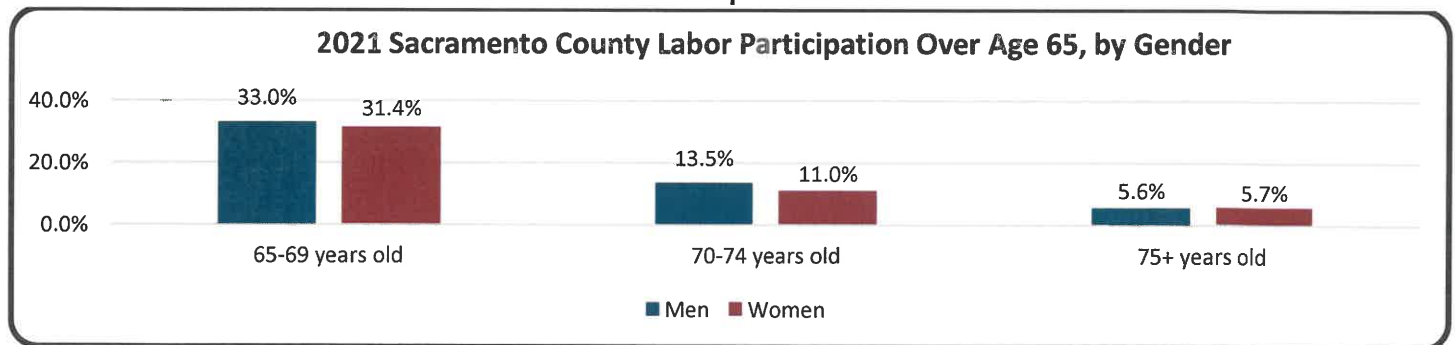


Source: Community Action Partnership Data Hub, Assessment Tools, Community Needs Assessment Tool

**Graph 8, above,** compares the Sacramento County and California poverty rates of older adults, by race. In all instances, as with the general population, the poverty rate of older adults is higher for people of color than for their white counterparts. This is particularly true for Black/African American older adults, suggesting that equity issues impact this population at all stages of life.

In Sacramento County, persons over the age of 65 may not have retired, or may have had to reenter into the workforce at some point after their initial retirement. The 2021 ACS estimates that 15.5% (35,922) of persons over 65 were in the workforce; this is a 12.4% increase from just two years previously (31,964). Of that population, 1,751 were unemployed, a lower rate than in 2019 at 1,131. Of the unemployed, 24.7% were women. **Graph 9** below illustrates the percentage of individuals who are in the workforce by age and gender. As shown in the graph, 33% of men and 31.4% of women are working past the standard retirement age of 65. This could be due to not being able to receive full retirement benefits until after the age of 67. More telling, however, is the 8,779 persons between 70 and 74, and the 4,027 persons over 75, still in the labor force; most of these older men and women are actively employed, and not looking for work. This could be related to the increased cost of living. With rising costs in housing, inflation and other expenses, Sacramento’s older adult population simply may not be able to afford to retire.

**Graph 9**



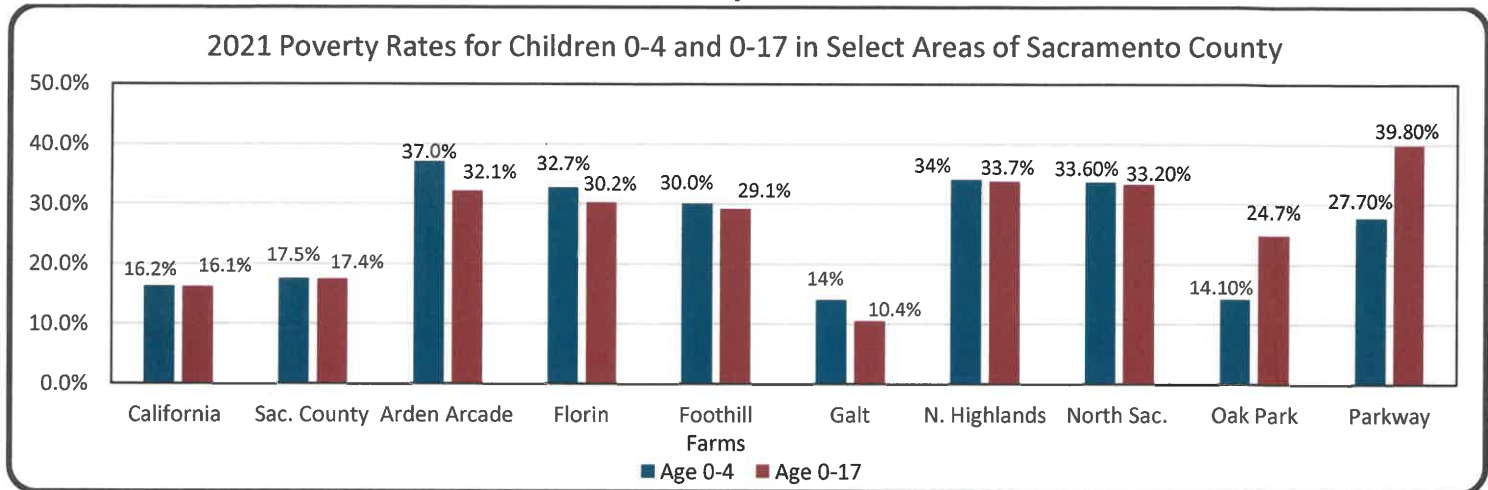
Source: U.S. Census Table B23001, 2021 ACT 5-Year Est.

## **POVERTY AMONG YOUTH**

According to the most recent ACS (2021), children aged 0 through 17 years (366,718 individuals) comprise 23.3% of Sacramento County's total population. Among this age group, the poverty rate is 17.4%, about 2.4 percentage points lower than the same poverty rate in 2019. Children under the age of 5 have traditionally maintained the highest poverty rate among children 0-17 years, but that has shifted to a more even distribution of the poverty rate in this age group.

**Graph 10** compares poverty rate data collected during 2021, for children 0-4 and 0-17, in the communities noted. These poverty rates represent hundreds, often thousands, of children in the communities listed.

**Graph 10**



Source: U.S. Census Tables B17001 ACS 2021 5-Yr. Estimates, for Sacramento County

Based on the 2021 5-year Census data, of the 366,718 children 0-17 living in Sacramento County, 63,870 of them are living below 100% of Federal Poverty Guidelines. The poverty rate for this population has declined from 19.8% to 17.4% in just two years, but remains 4.1% higher than the County's overall poverty rate. However, a child's location in Sacramento County has a significant impact on the likelihood of living in poverty. Even with a County-wide poverty rate of 13.3%, 30% or more of the children in Arden Arcade, Florin, North Highlands, North Sacramento, and Parkway are living in poverty.

According to the Public Policy Institute of California, during the first two years of the COVID-19 pandemic, government interventions and programs not only avoided a rise in poverty, but also drastically reduced poverty among youth. Temporary emergency CalFresh allotments, the issuance of American Rescue Plan Stimulus checks, the issuance of the California State Golden Stimulus checks for qualified families, and the 2021 federal advance Child Tax Credit (which provided monthly payments to most families with children), many children were moved out of poverty. With the end of the COVID-19 pandemic emergency declaration, all of these programs will be ending, including the emergency CalFresh allotment. It has been predicted that Sacramento County will see a large reverse in the recent progress in reducing poverty among youth.

## **FOSTER YOUTH**

In California, there are over 60,000 children in the foster care system, with Sacramento County having 1,674 children with open child welfare placements in October 2022. Although the number of

children in foster care is still a concern within Sacramento County, recent years have shown a decrease in the number of children in foster care. The 1,674 children in foster care as of October, 2022 is about 36% less than 2014, when 2,778 children were placed in the foster care system. During 2021, 768 children entered foster care in Sacramento County, a 49% decrease over the 1,556 children who entered in 2014. The number of youths who exited the foster care system in 2021 was 971 compared to the 1,408 youth who exited in 2014, making it a 50.6% decrease. Out of the 971 youth who exited the foster care system in 2021, 221 had aged out or were emancipated from foster care in Sacramento County.

Foster youth have less opportunity to gain necessary life skills, putting them at a disadvantage as they transition into adulthood and increasing the risk of being in poverty. Foster youth outcome statistics of concern from 2022 data are included here:

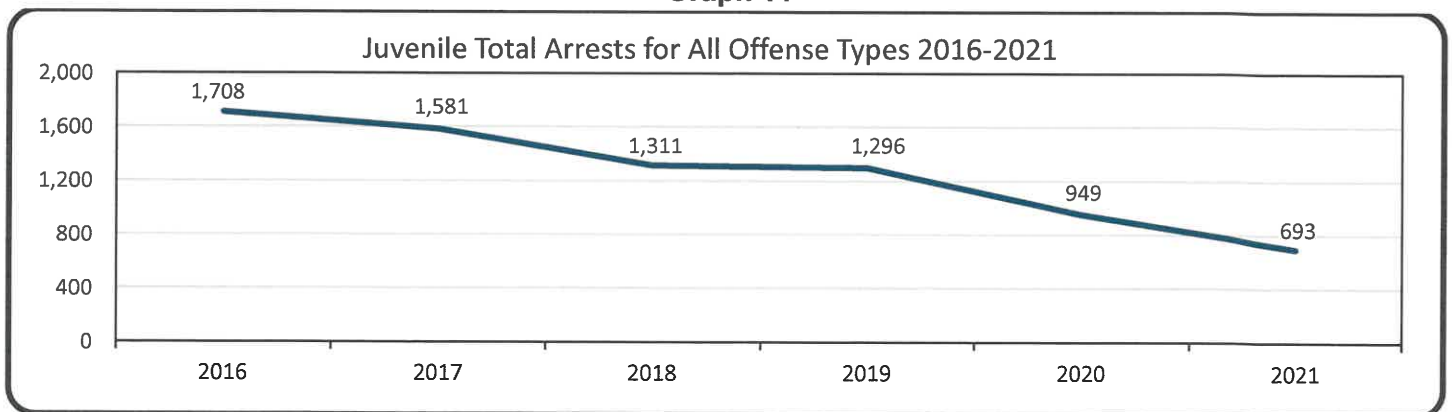
- No permanent connection to a committed adult was established or known for 2% of exited foster youth prior to exiting from the system;
- 39% exited without obtaining employment;
- 6% of foster youth had no known housing connection when exited;
- Over 28% of youth exiting the Sacramento County foster care system did not earn a high school diploma or its equivalent;
- Among Sacramento County’s unhoused population, 34% are former foster youth.

Without employment, basic/secondary education, housing, or a trusted adult to guide them, these youth face significant barriers which make them in great need of intervention or safety-net support.

### Juvenile Justice System

In the juvenile justice system, not all arrests result in convictions and penalties, or can be attributed to a crime actually taking place. However, with or without an actual conviction, justice-involved youth are at an increased risk of other, long-term, negative outcomes such as mental health issues, low educational attainment and employability as an adult. In 2021, Sacramento County had a total of 693 arrests for all offense types including felony, misdemeanor and status offenses. Over the years, there has been an overall and sometimes steep decline in felony and misdemeanor arrests compared to prior years. As illustrated in **graph 11**, Sacramento County has seen a steep decline in total juvenile arrests from 2016 to 2021 alone, representing a 59% decrease during this time period. Reasons for the decline are unclear, but may include law enforcement staffing levels, shifts in priorities or policies, or successful crime reduction strategies.

**Graph 11**



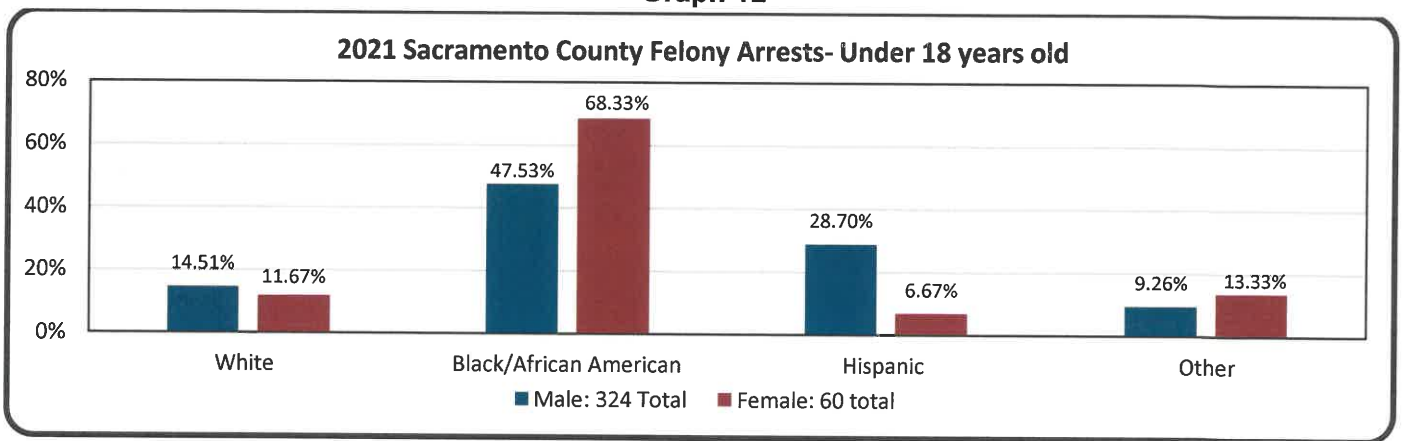
Source: Open Justice.doj.ca.gov; Data Exploration; Arrests



In 2021, the total felony arrests for males under 18 years old was 324, and for females was 60. **Graph 12** illustrates the disproportionate felony arrests by gender as well as by race/ethnicity. Based on the data, there is a high incidence of felony arrests among Black/African American male youth age 0-17 years (47.5% of male juveniles arrested), and for Black/African American females (68.3% of female juveniles arrested) in Sacramento County.

Black/African American males (0-17) represent less than 10% of the total male population (0-17), yet they represent nearly half of all youth males arrested for violent crimes and felony property offenses for their age group in Sacramento County. Although the raw number of arrests has generally declined for this group over the past decade, the data continues to indicate that Black/African American males and females remain underserved by existing programs and resources.

**Graph 12**



Source: Open Justice.doj.ca.gov, Data Exploration, 2021 Arrests

## HOUSING

This section describes the current state of rental housing and its effects on low-income households in Sacramento County. According to Realtor.com, Sacramento was the top real estate market in the country in 2021. As of March 2023, Sacramento County single family homes were selling for 12.5% below asking price and home values have decreased 4.8%, with a median selling price of \$455,000. Despite the recent decrease, the COVID-19 pandemic created lasting effects within the Sacramento County housing market by decreasing the number of available homes. This is due in part to a significant increase in Bay Area buyers who work remotely and are attracted by Sacramento’s comparatively low housing costs. The increased activity rate of the rental housing market has also led to a limited rental vacancy rate throughout the area and has driven prices up, making housing affordability more difficult for Sacramento County residents. In 2022, Sacramento’s vacancy rate was 3.0%, a rate which has increased since 2019 (2.76%). It remains a tight housing market.

Sacramento’s fair market rent prices are very high compared to the national average. Fair market rent for Sacramento County is typically driven by demand and the rate of rental unit inventories available in the marketplace. According to the fair market value listed by the Housing and Urban Development (HUD), most apartments have increased rents from 2017; as shown in **Table 2**, each unit type for apartments have increased approximately 17% from 2021 to 2023.

**Table 2**

<b>2017- 2023 Fair Market Rent Comparison for Sacramento County</b>				
	2017	2019	2021	2023
Studio Unit	\$720	\$853	\$1,060	\$1,277
One-Bedroom Unit	\$821	\$968	\$1,188	\$1,400
Two-Bedroom Unit	\$1,036	\$1,220	\$1,495	\$1,756
Three-Bedroom Unit	\$1,508	\$1,764	\$2,140	\$2,496
Four-Bedroom Unit	\$1,825	\$2,143	\$2,588	\$2,907

Source: RentData.org, Sacramento-Roseville-Arden Arcade Fair Market Rent, FY 2017-2023

In addition to the rent increases over the past couple of years, the hourly wage needed to pay for apartments in Sacramento County has not been able to keep up with rent increases, making it further beyond the reach of many residents to afford a place to live. **Table 3** displays the hourly wage needed in Sacramento County, by zip code, to afford rent in 2023. Even in the County’s lower income neighborhoods, the hourly wage needed is still high. In lower income areas, such as Arden-Arcade, South Sacramento, Lemon Hill and North Highlands, the hourly wage needed for a one-bedroom apartment is, on average, 30% more than the county’s \$15.50 minimum wage for 2023 and around 70% more for a two-bedroom apartment.

**Table 3**

<b>2023 Hourly Wage Needed to Afford Rent by Zip Code</b>										
	95825 (Arden-Arcade)	95828 (Florin)	95660 (N. Highlands)	95841 (Foothill)	95622 (Freeport)	95824 (Lemon Hill)	95670 (Rancho)	95820 (Oak Park)	95608 (Carmichael)	95815 (N. Sac)
One-Bedroom Unit	\$22.12	\$22.12	\$21.54	\$21.35	\$22.88	\$19.04	\$21.35	\$22.69	\$22.31	\$20.19
Two-Bedroom Unit	\$27.88	\$27.88	\$27.12	\$26.73	\$28.65	\$23.85	\$26.73	\$28.46	\$28.08	\$25.38

Source: National Low Income Housing Coalition, Out of Reach, Two-Bedroom Housing Wage by Zip Code

Compared to the rest of California, Sacramento County is roughly 67% more expensive than the rest of the state (Rentdata.org, 2023), making it harder for low wage families to afford modest rent. While the median income for Sacramento County in 2022 is \$79,912, large areas in the north and south parts of the City of Sacramento earn considerably below the median. Data also shows that 64% of Sacramento region’s renters were severely impacted, meaning Sacramento residents paid more than 50% of their income towards rent. Rob Warnock, researcher at apartmentlist.com, argues that rent debt disproportionately affects people of color, a situation made even worse by economic and health problems caused by the COVID-19 pandemic (Rent Debt and Racial Inequality in 2021). According to a 2022 article in the Nonprofit Quarterly, on a national level, roughly 31% of Black/African American women were behind on their rent post-pandemic, or approximately three times more than white women. The same article also stated that this demographic faces more barriers to homeownership, are at higher risk of foreclosure, are disproportionately impacted by rent increases and eviction, and are overrepresented in the unhoused population.

## **HOMELESSNESS AND HOUSING INSECURITY**

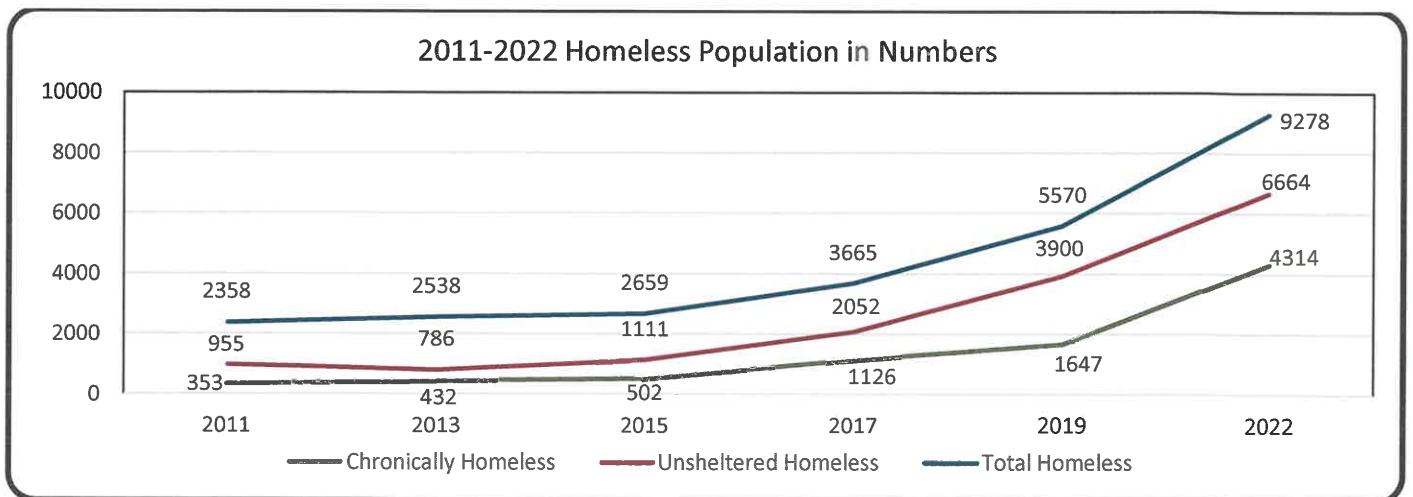
Homelessness is a condition in which individuals lack a fixed, regular, and adequate residence over which they exercise reasonable tenants' or ownership control. Persons without housing may live in cars, parks, sidewalks, or structures that are not meant for human habitation; in this case, they would be considered unsheltered. They may also be staying in homeless shelters or other temporary housing. In a broader sense, those experiencing homelessness may also include households who find shelter with family or friends, without becoming an integral part of the household with whom they are sheltered. Chronic homelessness is a condition in which individuals have experienced homelessness for a year or longer, or in which they have had at least four episodes of homelessness in the past three years, and presence of a physical, developmental, mental illness or disability.

The most accurate count of homelessness in Sacramento County comes from the biennial *Point-In-Time Homeless Count (PIT)*, coordinated by Sacramento Steps Forward, which attempts to estimate the number of persons experiencing homelessness who are unsheltered or who are sheltered by public and private entities. The most recent count was performed on February 23 and 24, 2022, and was reported in the Sacramento Steps Forward, 2022 Homelessness in Sacramento County Report in July 2022.

During the February 2022 count, approximately 9,278 adults and children were living in shelters, transitional housing or places not meant for human habitation. The total number of people without permanent shelter increased by 3,708 individuals since the January 2019 count – a 67% increase in only three years. Approximately 28% of unhoused persons counted were safely sheltered and 72% were unsheltered compared to 70% and 30%, respectively, in 2019. This represents a 71% increase in unsheltered persons experiencing homelessness in three years (3,900 to 6,664).

**Graph 13** presents a comparison between the general and chronic homelessness populations in Sacramento County between 2011 and 2022. By 2017, the number of persons without housing in Sacramento County had considerably surpassed the 2009 high, which was during the height of the Great Recession. During that time, American Recovery and Reinvestment Act (ARRA) Rapid Re-Housing funding provided relief to 1,800 Sacramento County unhoused persons; once that funding was exhausted, the rate of homelessness began to rise again.

**Graph 13**



Source: Sacramento 2022 Homeless Point in Time Count Report; 2011-2022 Sacramento Homeless Point in Time Count Data

Unhoused persons surveyed during the February 2022 PIT count reported the following:

- 4,314 were chronically homeless individuals, up 162% since 2019;
- 625 were veterans. There are fewer veterans experiencing homelessness in 2022 than in 2019, when 667 veterans reported being homeless;
- 1,377 of those experiencing homelessness were families with children, 32% of whom were unsheltered;
- 636 were transition age youth (a 53% increase from 2019), 59% of whom were unsheltered;

The increase in families and transition age youth may be a result of improved identification rather than an increase in actual numbers; these populations have been difficult to locate in past years.

In its 2022 annual report, Loaves and Fishes reported services in its Maryhouse daytime shelter hospitality program to 934 women, 2 single fathers, and 882 children. Also, during 2022, Genesis, Loaves and Fishes' mental health program, provided 2,299 assessments, therapy, referral, and outreach services to unhoused guests. Loaves and Fishes and Maryhouse provided 39,967 healthy breakfasts, 96,238 hot lunches, and almost 110,758 supplies such as hygiene items, sleeping bags, diapers, clothing, and other items.

Unhoused students are present at all levels of the educational system. In 2022, Loaves and Fishes' Mustard Seed school reported serving 197 unhoused children (ages 3-15) with a total attendance of 2,683 pupil days, and returned 41 children to public schools. According to the California Department of Education, Sacramento County identified 6,901 public school students who were experiencing homelessness in the 2021-2022 school year. Homelessness is also prevalent in California's three higher education segments. Studies of housing issues of students in postsecondary education reveal that 1 in 10 California State University (CSU) students, 1 in 20 of University of California (UC) students, and 1 in 5 community college students, have reported experiencing homelessness at some point during their schooling.

Project Roomkey was established in March 2020 as part of California's response to COVID-19. California provided shelter for unhoused individuals who were particularly vulnerable to, or who had been exposed to, COVID-19 or who were at high risk of contracting the virus. In March 2022, Sacramento Steps Forward reported that Sacramento's Roomkey program had sheltered 2,051 people. Of those 2,051 individuals, 440 moved on to stable housing and 457 moved into temporary or emergency housing. In addition to Project Roomkey, the City of Sacramento launched its own motel program using federal, state, and local funding to secure rooms at five motels. As of March 2022, more than 1,300 people were sheltered through this program.

The 2022 rise in homelessness in Sacramento reflects the continued challenges in affordable housing, both locally and throughout California. Sacramento has seen a significant increase in rental rates, as well as above average prices for homes. In Sacramento County, the rent increased by 20 percent between March 2020 to November 2021 and California's average price for a home was 2.5 times higher than the national average. The 2022 PIT Count argues that the lack of affordable housing is likely to be a primary reason for the increase in homelessness rates in Sacramento County and the State of California. State and local initiatives have been proposed to help increase the number of affordable homes. Some of the proposals include affordable housing developments, converting state offices into housing, and allowing residents to create house-scale building types with multiple units. Evaluation from

the 2022 Point-In-Time Count argue that until these proposals are approved and housing rates are addressed, the homelessness crisis is likely to continue.

Consistent with the U.S. Department of Housing and Urban Development's policies, Sacramento County has adopted a "housing first" model, which prioritizes housing and then focuses on supportive services. This model presents challenges to addressing many of the root causes of chronic homelessness. Repeatedly, during SETA's Public Forum, concerns were raised about the need for mental and physical health care and substance use counseling for Sacramento County's unhoused or unstably housed individuals. According to the 2022 PIT Count, 61% of individuals experiencing homelessness cited having mental health issues, 54% had a physical disability, 37% had ongoing medical conditions and 24% had substance use disorders. Additionally, 70% of those experiencing homelessness reported having two or more of these disabling conditions. These conditions make it harder for individuals to find and maintain stable housing, and suggests that a need exists for mental, physical and substance use care among this population. Lastly, without a stable source of income at a living wage, it is difficult to sustain long-term housing.

### **HUNGER AND FOOD INSECURITY**

Food insecurity is defined as a lack of consistent, reliable access to nutritious food. Among other complications, it can lead to chronic health conditions, poor oral health, behavior problems in children, and poor academic performance. A March 2023 California Pulse study on food insecurity within the County of Sacramento estimates that 8.8%, or 89,700, adults are experiencing food insufficiency. The survey estimates that 7.8% or 27,500 children are experiencing food insecurity.

In the 2021-2022 school year, 140,116 children participated in the Free/Reduced Price Meals program in Sacramento County; that translates to 56.9% of students in Sacramento County. During 2022, the California Department of Social Services' website reported that an average of 138,315 households (21.3% of all households) received CalFresh benefits in Sacramento County. In those households were 235,572 individuals who received CalFresh benefits; 36.3% of those recipients were children, and another 10.9% were older adults. The median income for CalFresh households was \$32,737. The average CalFresh allotment per household is \$211 per person, per month. In response to the COVID-19 State of Emergency in California, households received additional CalFresh benefits per month, at \$95 per month. These benefits ended on February 28, 2023. Rates of food insecurity are predicted to increase with the ending of these CalFresh Emergency Allotments.

Women, Infants & Children (WIC) is a federally funded supplemental nutrition program operated by the United States Department of Agriculture (USDA) in all US states. The California Department of Public Health contracts with local agencies for the delivery of WIC services. This program is designed to help individuals and households improve their nutrition and health by receiving free and healthy food, nutrition education and counseling, and referrals to medical care and community support services. They also have a breastfeeding program to increase the duration of breastfeeding. In 2021, the total number of WIC participants in Sacramento County was 21,529. When a child reaches the age of five, participants no longer qualify for WIC services. In a UC Davis Center for Poverty and Inequality study, researchers found that aging out of the program does not have a significant effect on food insecurity among children; however, women in households where a child ages out have greater food insecurity. This suggests that women take on the role of being the protector, by consuming less food so they can provide the children

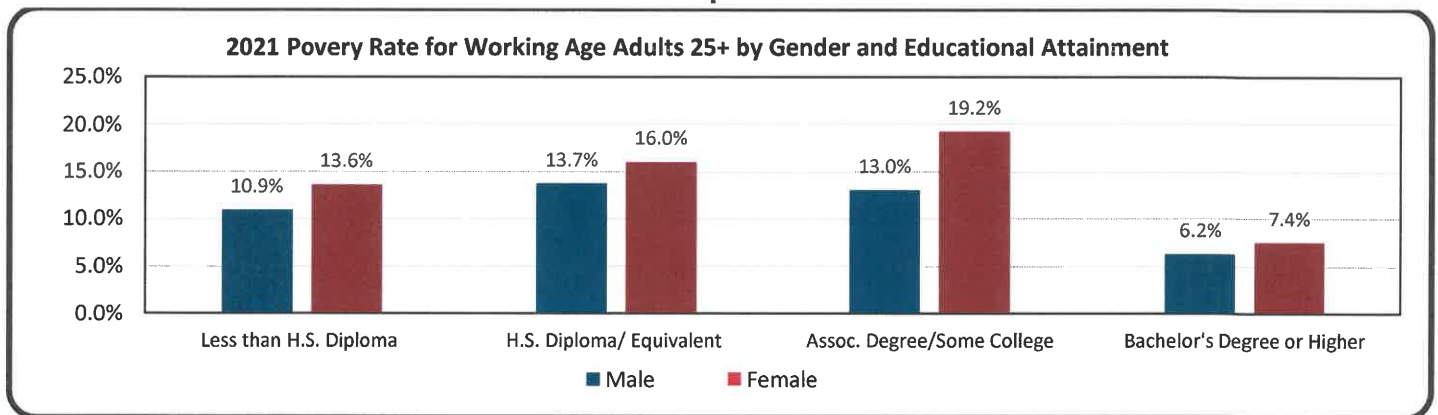
in their household with more food and a higher caloric intake.

Amanda McCarthy, Executive Director at River City Food Bank in Sacramento County, spoke at SETA'S Community Action Board Public Forum on March 8, 2023. Ms. McCarthy stated that in her twenty years working in food security, she has never seen the high rates of individuals experiencing food insecurity that she is seeing now. She stated that 15% of the people in the Greater Sacramento region are experiencing food insecurity, or approximately 300,000 people. People are facing impossible choices due to inflation, high rent, and the end of the COVID-19 benefits. River City Food Bank served 292,000 people in 2022, a 41% percent increase from 2021. These numbers are expected to increase in April 2022, with the end of the COVID-19 benefits such as CalFresh and other support services.

### Educational Attainment

Data from the 2021 ACS illustrates a strong correlation between level of education, median income, and poverty. It also illustrates gender and racial disparities in wages. **Graph 14**, below, demonstrates the correlation of low educational attainment and poverty by showing poverty at defined educational levels in Sacramento County. The poverty rate of persons without a high school diploma is more than double that of all persons who have an Associate's Degree or some college coursework.

**Graph 14**



Source: US Census Table B17003, 2021 ACS 5-Year Estimates, for Sacramento County

**Graph 14** demonstrates there is a significantly lower rate of poverty for those with a Bachelor's Degree or higher. At all educational levels, women experienced greater incidences of poverty than men. As shown in **Graph 14**, for all Sacramento County persons over the age of 25 without a high school diploma, the poverty rate in 2021 was 10.9% for males and 13.6% for females. Over the last few years, these rates have been vastly decreased from 2015 with the poverty rate for males without a high school diploma being 29% and 33.7% for females. According to the U.S. Census Bureau, high school attainment has increased overall. This has been especially true within minority communities, where Black/African Americans over the age of 25 went from a 78% graduation rate to 87%, and Hispanic/Latinos over 25 increased their graduation rate from 57% to 71% nationwide. There is a correlation between the increase in educational attainment and a lower poverty rate in these populations.

**Table 4**, below, demonstrates median earnings in Sacramento County by educational attainment for 2021. At every level of education, females earned a substantially lower median income than males. This is especially true for women who did not graduate from high school, who earn 38% less than their

male counterparts. Women over the age of 25 who have never graduated from high school have a median annual income of only \$20,248; that is just over half of the median income for women who have completed some college courses. HUD’s estimate of fair market rent for a 1-bedroom apartment in Sacramento County (\$1,400/month) would consume 76% of this pre-tax income.

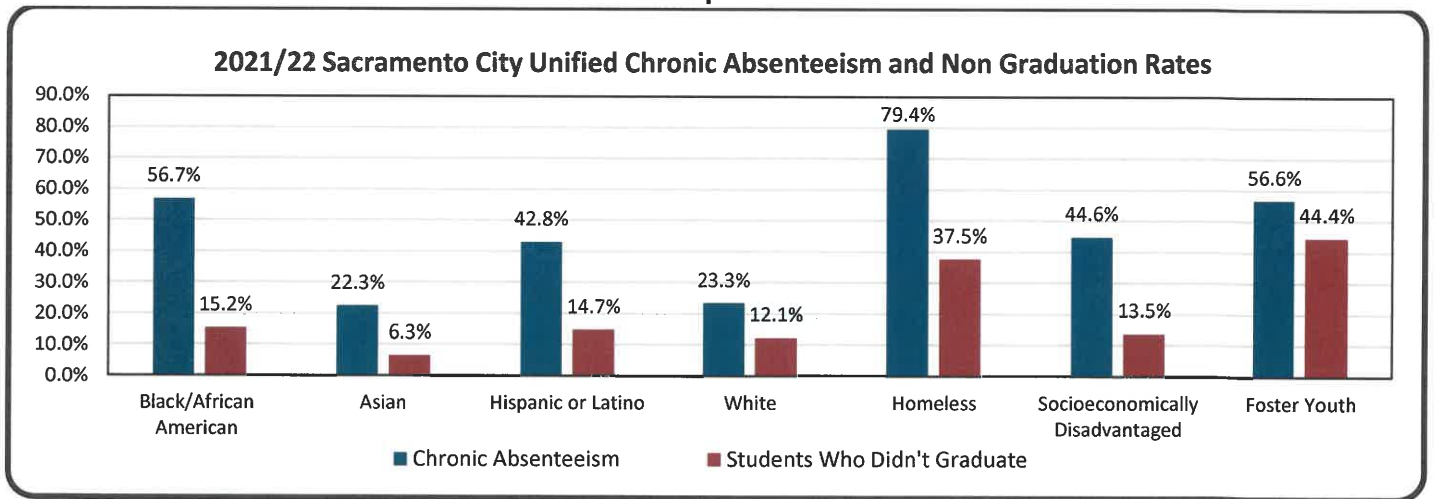
**Table 4**

2021 Median Income by Educational Level					
	Less Than High School Graduate	H.S. Graduate or Equivalent	Some College/ Associate's Degree	Bachelor's Degree	Graduate or Professional Degree
Males	\$32,748	\$39,966	\$49,172	\$72,482	\$97,466
Females	\$20,248	\$29,472	\$38,460	\$55,989	\$76,873

Source: US Census Table B20004, 2017-2021 ACS 5-Year Estimates, for Sacramento County

Chronic absenteeism and non-graduation rates are also of concern within Sacramento County, especially among specific populations. In the Sacramento City Unified School District, chronic absenteeism and non-graduation rates were a bigger concern for Black/African American students, students experiencing homeless and foster youth, as indicated in **Graph 15**. In the 2021/22 school year, 79.4% of students experiencing homelessness were chronically absent, with 37.5% not graduating high school. Black/African American youth were 56.7% chronically absent and 15.2% did not graduate. Foster youth were 56.6% chronically absent and 44.4% did not graduate high school.

**Graph 15**



Source: California School Dashboard, Academic Engagement, Sacramento City Unified School District, 2021/22 School Year

EducationData.org research shows that high school dropouts are more likely to be low-income and unemployed; over half are on public assistance; female high school dropouts are nine times more likely to be single mothers; and lack of a high school degree is characteristic of 83% of incarcerated individuals. The completion of a GED does contribute to an individual’s economic prospects, but it does not replace the earning potential associated with earning a high school diploma.

Suspensions and expulsions are also factors suggesting youth disengagement from the educational environment, and thus ultimately a risk factor for poverty. Both rates have declined in recent

years, but they remain a factor for a considerable number of youths. While schools need access to effective disciplinary techniques, certain disciplinary practices in American schools disproportionately affect low-income, disabled students and students of color, and can ultimately lead to incarceration in what has been called the school-to-prison pipeline. **Table 5** shows the number of youths in selected groups who were suspended and expelled from Sacramento County schools during the 2021-22 school year.

**Table 5**

<i>2021/2022 Suspension and Expulsion Rates</i>						
	<i>Black/African American</i>	<i>Hispanic/Latino</i>	<i>White</i>	<i>Socioeconomically Disadvantaged</i>	<i>Students with Disabilities</i>	<i>Total</i>
Suspensions	3,479 (12.4%)	4,080 (4.8%)	2,399 (3.5%)	9,530 (6.3%)	2,869 (7.7%)	22,357
Expulsions	42 (0.1%)	40 (0.0%)	12 (0.0%)	97 (0.1%)	23 (0.1%)	208

Source: Ed-Data, Education Data Partnership, Sacramento County

After the peak of the Covid-19 pandemic and students were once again required to return back to in person learning, it was found that many students had been unaccounted for and had ultimately “disappeared” from public schools. A February 12, 2023 article from the Sacramento Bee illustrated the situation below:

Nearly 125,000 California children are not attending any type of formal school, a new analysis of pandemic enrollment data found. Some of the drop is explained by students skipping kindergarten, which California Gov. Gavin Newsom sanctioned in September. But huge numbers of these children are likely attending unsanctioned home-school programs or dropping out of school altogether.

Looking at the three school years between the fall of 2019 and the spring of 2022, the Associated Press and Stanford University’s Big Local News project found that California’s public school enrollment went down by 270,928 students, but only a fraction of those kids- 23,598 – switched to private school or were registered as homeschool students. The population of school-age kids declined by 95,751 in the same period. That leaves 151,579 kids unaccounted for.

It has been reported that some families and students are avoiding public schools because they are still afraid of COVID-19, have become homeless or have left the state or country without reporting it to the school districts. Additionally, an ABC News article states that some students might have fallen so far behind developmentally and academically that they no longer knew how to behave or learn with in-person learning. This situation is a cause of concern; the youth may not be receiving an education, or may have dropped out of school altogether. The potential increased dropout rates could cause an increase in the amount of youth in poverty. Additionally, it may be harder for them to escape poverty once they are older and join the workforce. Education is a way out of poverty, and the challenges magnified during the pandemic will likely have lasting impacts on this generation of students.



## **LABOR FORCE AND UNEMPLOYMENT**

As of December 2022, Sacramento County’s unemployment rate was 3.5%, compared to California’s rate of 4.1%. The gap between the unemployment rate is widening in more recent years compared to January 2020, when Sacramento’s unemployment rate was 3.9% and the State’s rate was 4.0%. At its height during the COVID-19 pandemic, the Sacramento County unemployment rate was 14.9% (April, 2020), representing 103,800 people. This rate does not include the people who lost jobs but were ineligible for unemployment, such as those working in the previously healthy gig economy with Uber, Lyft, and other entry-level jobs. Since 2020, Sacramento’s unemployment rate has decreased but remains high in certain areas. During the 12-month period from January 2022 through December 2022, as illustrated in **Table 6** below, the unemployment rate has seen more steady fluctuation throughout the year, with Sacramento County’s unemployment rate decreasing from 5.4% in January to 3.5% in December.

**Table 6**

	Sac County	Arden-Arcade	Citrus Hts.	Florin	Foothill Farms	Galt	Rancho Cordova	Sac. City
Jan-22	5.4%	7.1%	5.3%	9.5%	6.9%	8.8%	5.1%	5.7%
Apr-22	3.5%	4.6%	3.4%	6.3%	4.5%	5.2%	3.5%	3.7%
Jul-22	3.6%	4.7%	3.4%	6.4%	4.6%	4.1%	3.7%	3.8%
Oct-22	3.7%	4.8%	3.5%	6.5%	4.7%	4.4%	3.9%	3.9%
Dec-22	3.5%	4.6%	3.3%	6.2%	4.5%	5.4%	3.4%	3.7%

Source: Employment Development Department, Labor Market Information Division, Historical Civilian Labor Force Data, Sacramento County

As seen in **Table 6**, most of the County’s lower-income neighborhoods are experiencing higher unemployment rates than the County as a whole. Starting off the year, Arden-Arcade (7.1%), Florin (9.5%), and Galt (8.8%) had the highest unemployment rates compared to other areas within the County; they ended the year with 4.6%, 6.2% and 5.4% unemployment rates, respectively. Although overall unemployment rates have decreased from the beginning of the year, certain areas are still experiencing high unemployment rates, making already low-income residents less likely to gain employment and more likely to continue the cycle of poverty.

In Sacramento County, there are many residents who are employed, unemployed or not in the labor force who are currently living below the poverty line. As **Table 7** shows, there are more employed females who are in poverty than there are males, which is consistent with data that indicates women are more likely to be in poverty than men. The table also shows that those who are not in the labor force have the highest numbers of people in poverty. According to the U.S. Bureau of Labor Statistics, this category of people can include those who are retired, disabled, students or those who are not in the workforce due to being a primary caregiver to a family member. This category encompasses a wide variety of circumstances, all of which are in need of support and resources to provide more financial stability during times they are unable to work.

**Table 7**

<b>Males and Females in Poverty by Work Status 2021</b>						
	Employed	Employed %	Unemployed	Unemployed %	Not In the Labor Force	Not in the Labor Force %
Males	21,597	32.8%	7,682	11.7%	36,564	55.5%
Females	22,689	27.6%	6,490	7.9%	53,104	64.5%

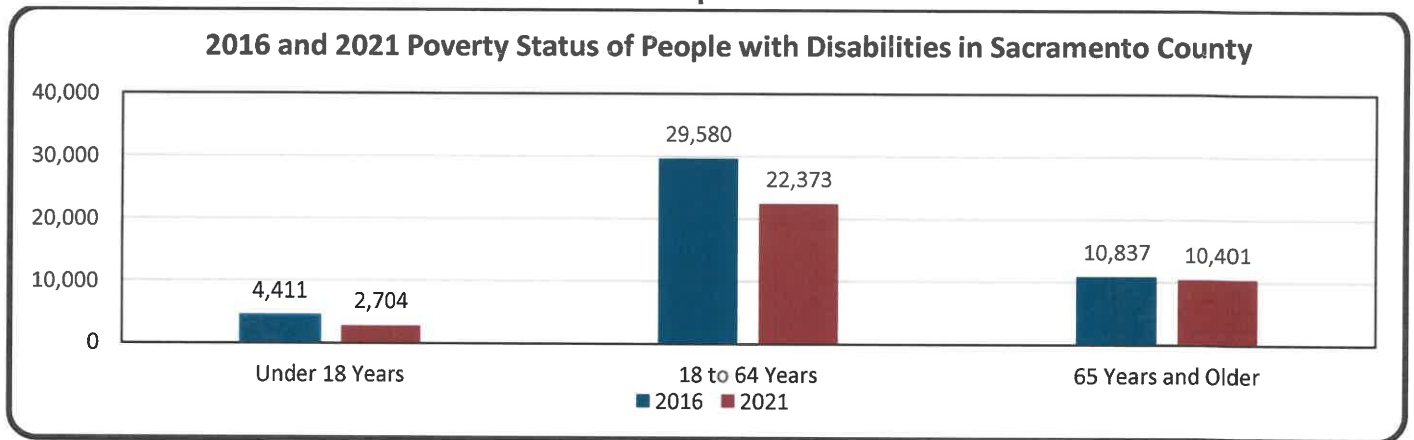
Source: US Census Table B17005, 2021 ACS 5-Year Estimates, for Sacramento County

## PERSONS WITH DISABILITIES

There are four main categories of disability considered in compiling the following data: hearing, vision, cognition and ambulation. A person is considered to have a disability in one or more of these categories when the disability becomes a barrier to their own self-care or interferes with their ability to lead an independent life.

The ACS reports estimate that there are 11.9% (184,358) people in the general population who have a disability in Sacramento County. Of those people, 37,967 live below the federal poverty level, representing a poverty rate of 20.6%. The median annual income for persons with disabilities in Sacramento County is \$28,972, which is \$234 lower than California's disabled (\$29,206) and \$12,572 less than that of the non-disabled Sacramento County population (\$41,544). As shown in **Graph 16**, below, the number of people with disabilities living in poverty has decreased from 2016 to 2021 for people under the age of 65. For people 65 years of age and older, the poverty rate remained the same. Numerically, most people with disabilities are in the working age population; populations in this age group are particularly vulnerable to any changes in socioeconomic conditions.

**Graph 16**



Source: U.S. Census Table C18130, 2016 and 2021 ACS 5-Year Estimates for Sacramento County

According to the U.S. Census Bureau, households with one or more people with disabilities account for 40.3% of the households that rely on Sacramento County's CalFresh program as a way to mitigate their food insecurity or to increase nutrition in their diet. This does not include the number of households with disabled persons that rely solely on community food closets for supplemental food and nutrition.

In terms on employment, 74.8% of disabled persons in the Sacramento County are not in the labor force. This can be due to various employment barriers such as basic skill deficiencies, lack of job readiness/technical skills and little to no work experience. It can also be said that persons with disabilities generally have a more difficult time navigating a work environment and lacking the soft skills needed for employment. Only 21.9% of disabled persons in the County are able to obtain employment. Even after becoming employed, it is harder for disabled persons to retain a job, especially with other factors such as housing, food and health insecurities and transportation issues. Some people with disabilities express a concern that once employed, they might lose their SSI/SSDI benefits due to earned income; this is especially problematic if they are unable to keep the position.

Public health care coverage plays a role in meeting the healthcare needs for most disabled

persons, and the introduction of the Affordable Care Act in October 2013 contributed to a lower rate of uninsured people with disabilities. In 2021, 6.4% of Sacramento County's people with disabilities were uninsured who were under the age of 65. Despite the availability of free or greatly reduced health insurance, 4,586 Sacramento County people with disabilities remained uninsured in 2021. It should also be noted that this data only includes disabled persons who are citizens and people with legal status in the United States.

### **Refugees and New Americans**

Over 21% of Sacramento County's population is foreign-born, reflecting the great diversity of the Capital region. In 2021, 15.6% of this population was living below the federal poverty income guidelines, slightly higher than the poverty rate of Sacramento County as a whole. The poverty rate decreases with greater time spent in the United States. In 2021, of those individuals who arrived after 2010, 25.8% were living in poverty. Of those arriving even within the previous decade (2000 to 2009), those numbers drop to 63.1% for the under-45 population and 14% for the under-18 population. Of those individuals who arrived before 2000, only 9.8% were living in poverty, suggesting that poverty is not generational for this population.

With a 25.8% poverty rate, the 75,761 people who arrived after 2010 is of greater relevance for the purpose of this needs assessment. The more recent arrivals tend to be younger, with 78.9% of those arriving after 2010 being under the age of 45 and 24.3% being under the age of 18.

According to the California Immigrant Data Portal, Sacramento has been one of the top destinations for refugees in California, with almost half of the refugee population transplanting in Sacramento. In 2021, California had 986 refugees and 1,194 in 2020 with Sacramento receiving 370 in 2021 and 642 in 2020. In recent years, Sacramento County has seen a large number of refugees coming from Afghanistan, Iran, Iraq, Ukraine and Laos. Although data shows a decrease in the number of refugees over the past couple of years, it is anticipated that Sacramento County will see an increase in upcoming years due to the Russian/Ukraine War and other wars that are progressively getting worse, causing more residents to flee to the United States. This population is in need of the proper support and services, such as housing, English classes and workforce development services due to families and individuals typically arriving with little to no resources. Without the proper support and services, it could make it harder for Sacramento's refugee population to live above the federal poverty line. The three months of support services provided to newly-arrived refugees is a lifeline, but additional supports may be needed for people experiencing life in a vastly different culture.

### **KEY FINDINGS FROM THE 2024-2025 SETA COMMUNITY ACTION PLAN**

SETA's Community Action Board, and the Agency as a whole, recognize that historical, systemic issues and barriers (such as racial, gender, and other class-based divisions) require attention to address matters of inequity and successful social empowerment. Such a focus is critical to long-standing stabilization and change for all families, a goal which is central to community action. Recognition of these systemic issues and barriers, and defined agency responses to address them, will be incorporated into future programs receiving CSBG funding to serve Sacramento County.

The need to address equity, and racial equity for Black/African Americans in particular, rose to the top of the conclusions in SETA's 2024/2025 Community Needs Assessment. Conditions of poverty

resulting from historical, systemic marginalization became apparent in many sections of the needs assessment and demonstrate a need for focused attention on promoting equity in this population. Black/African Americans represent 9.7% of the Sacramento County population, but 20.3% of the population are living below the federal poverty line. This disparity is higher than in any other major racial group. The same holds true for Black/African American adults over the age of 65: at a 16% poverty rate, this group has a higher poverty rate than any other racial/ethnic group. The arrest rate for youth in the juvenile justice system continues to drop, but remains disproportionately high for Black/African American youth. Black/African American youth were disproportionately represented in chronic absenteeism from school (a rate of 56.7%) and school suspensions (12.4% of all suspensions). Statewide, the unemployment rate for the fourth quarter in 2022 was 7.5% for Black/African Americans, compared to a 4.1% rate for all Californians. This population is overrepresented among the unhoused, as well, with 31% of this population identifying as Black/African American. While local data was not available, one study estimated that as of 2022, roughly 31% of Black/African American women were behind on their rent following the pandemic. The article referenced the low-wage/low-skills jobs to which Black women are often relegated, creating ripe conditions for inadequate rent money. The article stated, "By creating an unstable environment, housing insecurity subjects Black women to a steady stream of toxic stressors, from daily racist microaggressions to financial and housing stress and physical violence, resulting in detrimental health and morbidity that impact not only Black women, but their families as well." All of these factors point to a need for greater support for this community to help overcome the conditions which helped produce them.

As suggested above, a second key finding was the intersection of multiple factors creating marginalization and leading to poverty. People in Sacramento County struggle with poverty in greater numbers if they are women, and of color. Single mothers faced increased likelihood of poverty not just as the sole breadwinner in the family, but because of their gender. If the children of single parents are differently abled, special care must be found which is often incompatible with work schedules. The presence of mental health and substance abuse issues complicates success in the unhoused population, a challenge that speakers articulated many times during SETA's Public Forum. The unhoused also face the competing priorities of needing housing, maintaining sufficiently well-paid work to pay for it, and having reliable transportation to get to that job. People over the age of 65 may have a fixed, limited income and be differently abled. Refugees and new Americans arrive with limited means, often struggling with limited English, educational credentials not recognized in the United States, and cultural adjustment issues. A multifaceted approach is important in addressing the many barriers to self-sufficiency.

Single parenthood remains a factor in poverty among Sacramento County residents, and single mothers comprise the large majority of this group. In 2021, 14,928 families headed by a single mother and 3,825 families headed by a single father were living in poverty, with poverty rates of 27.1% and 16.9% respectively. In a shift from past years, single mothers are not experiencing a higher rate of poverty if their children are under the age of 5. However, children in single parent households continue to struggle: 20.4% of children in single father households, and almost 32% of children in single mother households, live in poverty. In some areas of Sacramento County, the poverty rates among children of single mothers approach 35% and even 40%.

The statistics on youth poverty cited above follow national trends: characteristics perpetuating youth poverty include living in families with unstable housing and food insecurity, with single mothers as

head of households, and with heads of households who have low-wage jobs and low educational attainment. Therefore, one of the best strategies for countering youth poverty is to address these conditions among the families and heads of households in Sacramento County. A two-generation approach in addressing the conditions of poverty among parents, particularly single mothers and their children, would provide an ideal environment to form a systems approach to the climb from poverty.

Nevertheless, Sacramento County's youth merit their own attention. The poverty rate among Sacramento County residents aged 0-17 rests at 17.4%, or 2.4% higher than the County's general population. The presence of poverty is compounded by risk factors associated with involvement in the foster care system, gang or pre-gang activities, and the juvenile justice system. For example, 49% of unsheltered youth included in the 2022 Homeless Point-In-Time count stated that they were former foster youth; 43% reported that they were fleeing domestic violence. As discussed above, the disproportionately high arrest rate among Black/African American youth continues to be a concern. This rate differs from the rate of actual convictions, but the impact of court costs, time spent in youth detention awaiting trial, and eventual arrest record contribute to long-term conditions of poverty. In the 2021/2022 school year, suspensions and expulsions were concentrated among students who are African-American, Latino, socioeconomically disadvantaged, and/or disabled. With the pandemic, students from disadvantaged households had even greater challenges to successful school completion. Many students have simply disappeared.

The need to address homelessness continues to be a prominent concern in the poverty assessments utilized for this Community Action Plan. Affordable housing was cited by 25.4% of all community survey respondents, and homelessness was listed as a major problem facing the families of 16.7% respondents. The 2022 Homeless Point-In-Time Count reported 9,278 individuals experiencing homelessness, a 67% increase in two years. This follows a 57% increase in the number of unhoused individuals between 2017 and 2019. While efforts have been made to permanently house the unhoused population through Project Roomkey, there remains a large percentage who could not be helped. The eviction moratorium which was put in place to protect renters during the pandemic did not erase the back rent owed, and may yet result in a large number of evictions -- putting more people on the streets than ever before.

As of 2021, there were 37,967 people with disabilities living in poverty; this represents a 20.6% poverty rate. Of the 184,358 Sacramento County residents with a disability, almost 75% are not in the labor force. Since 92,861 (50.3%) of this population is between the ages of 18-64, this represents a significant opportunity for employment and independent living support. Although they are a distinct group, people over the age of 65 also demonstrate need for CSBG service programming.

Both SETA's Public Forum and its Community Survey echoed findings in the Community Needs Assessment, about the need of financial assistance for emergency services among the County's low-income community. Assistance with all basic necessities, including rent, utilities, food, and transportation, ranked most highly among services which would be helpful to families surveyed; all were cited by at least 24.6% of respondents. Also ranked near the top of the surveys and the hearing testimony were car repair and health care. Emergency supports in these categories would meet critical needs in Sacramento County's low-income community, helping to stabilize families so they can concentrate on maintaining self-sufficiency. Over 23% of respondents identified health and mental health as significant problems within the previous year, and 15.2% identified mental health counseling as an important need.

Another prominent feature in the community survey results was the number of people who identified employment or underemployment as a major problem over the previous 12 months, at 25.4% of respondents. Job training was cited by 28.7% of respondents as most needed in the past year, and career counseling was cited by almost 23%. There is a need for additional employment services in Sacramento County.

**Table 1: Needs Table**

Complete the table below. Insert row(s) if additional space is needed.

Needs Identified	Level	Agency Mission (Y/N)	Currently Addressing (Y/N)	Agency Priority (Y/N)
Single parents need help stabilizing their households and support systems in achieving self-sufficiency.	Family	Y	Y	Y
Opportunity youth need mentoring and support in attaining healthy behaviors and stability, particularly in light of educational and social delays resulting from the pandemic.	Family	Y	Y	Y
Persons experiencing homelessness need shelter and permanent housing, and supportive services for substance use and physical and mental health concerns to reduce chronic homelessness.	Family	Y	Y	Y
Persons with disabilities need help attaining self-sufficiency in work and housing.	Family	Y	Y	Y
Low-income older adults, particularly people of color, need financial and social support in maintaining independence.	Family	Y	Y	Y
Low-income people need financial assistance with rent and basic necessities to maintain independence.	Family	Y	Y	Y
Low-income people need help finding long-term and sustainable services and need increased services in training and skills development.	Family	Y	Y	Y
Disadvantaged communities are in need of economic and social equity focused support.	Family	Y	Y	Y
Refugees and New Americans need longer term, case-managed, support services while transitioning to American society.	Family	Y	Y	Y

**Needs Identified:** List the needs identified in your most recent CNA.

**Level:** List the need level, i.e., community or family. Community Level: Does the issue impact the community, not just clients or potential clients of the agency? For example, a community level employment need is: There is a lack of good paying jobs in our community. Family Level: Does the need concern individuals/families who have identified things in their own life that are lacking? An example of a family level employment need would be: Individuals do not have good paying jobs.

**Essential to Agency Mission:** Indicate if the identified need aligns with your agency’s mission.

**Currently Addressing:** Indicate if your agency is already addressing the identified need.

**Agency Priority:** Indicate if the identified need will be addressed either directly or indirectly.

**Table 2: Priority Ranking Table**

List all needs identified as an agency priority in Table 1. Insert row(s) if additional space is needed.

Agency Priorities	Description of programs, services, activities	Indicator (s) or Service(s) Category	Why is the need a priority?
1. Persons experiencing homelessness need shelter, permanent housing, a stable income source, and supportive services for substance use and physical and mental health concerns to reduce chronic homelessness	Case managed programs help unhoused populations find temporary and/or long-term housing, and mental health and/or substance abuse case managed support to maintain it.	FNPI 4a, 4b	People experiencing homelessness need social/emotional/job support, as well as housing, in transitioning to life within four walls, expressed in the Public Forum and in the 2022 Homeless PIT Count.
2. Disadvantaged communities are in need of economic and social equity focused support systems	Case managed programs to improve financial literacy/capacity, employment, and social/behavioral health.	FNPI 3h, 5c, 5z	SETA’s 2024/2025 CAP focuses on fostering equity in disadvantaged areas of Sacramento County.
3. Low-income people need financial assistance with rent, utilities, food, shelter/housing, transportation, and obtaining a driver’s license, clothing, and employment	Services are provided to individuals experiencing economic crisis that prevent the ability to be fully self-sufficient	SRV 4,5,7	Multiple sources have expressed the continuing need for emergency support services to maintain self-sufficiency, at the Public Forum and in the community needs survey.
4. Single parents, especially female-led households, need help attaining self-sufficiency for themselves and their families	Case managed programs help clients move to employment and self-sufficiency	FNPL 1b, 1c, 1d, 5d	Single parents, especially mothers, need support to strengthen economic and social capital through a two-generation approach.

5. Opportunity youth, especially those of color, need mentoring and support in attaining healthy behaviors and stability.	Case managed programs help youth to promote healthy behaviors and societal equity/ involvement	FNPI 2d, 5c, 5i	Additional efforts are needed to help this high-risk population achieve economic and social integration, especially in the face of racial inequity, expressed in data from the US Census, Dept. of Justice, and multiple articles cited in the CAP.
6. Older adults, especially those of color, need mentoring and support in attaining healthy behaviors and stability.	Case managed programs help older adults to live independently	FNPI 5f	Older adults, particularly low-income adults of color, face additional challenges to independent living.
7. Persons with disabilities need help attaining self-sufficiency in work and housing	Cased managed programs help people with disabilities to find jobs and maintain self-sufficiency	FNPI 1b, 5g	Low participation in the labor force, and high rates of poverty, contribute to marginalization of this population, cited in US Census data in the CAP.
8. Youth need support in regaining and maintaining educational attainment that was lost during the pandemic	Cased managed after school programs to help youth fully re-engage in the post-pandemic academic environment	FNPI 2d	Educational deficits are felt throughout the school system, resulting in further deficits to vulnerable youth, discussed in the Education section of the CAP.
9. Refugees and New Americans need guidance and support in adjusting to American Society through language competency and employment	Case managed employment and cultural adjustment programs	FNPI 1b, 5z	New arrivals to the United States encounter higher rates of poverty and challenges adjusting to American life, referenced in the Public Forum and in the Refugee/New American section of the CAP.

**Agency Priorities:** Rank your agency’s planned programs, services and activities to address the needs identified in Table 1 as agency priorities.

**Description of programs, services, activities:** Briefly describe the program, services or activities that your agency will provide to address the need. Identify the number of clients to be served or the number of units offered, including timeframes for each.

**Indicator/Service Category:** List the indicator(s) (CNPI, FNPI) or service(s) (SRV) that will be reported in CSBG Annual Report.

**Why is this need a priority:** Provide a brief explanation about why this need has been identified as a priority. Connect the need with the data. (CSBG Act Section 676(b)(3)(A))



## Part II: Community Action Plan

CSBG Act Section 676(b)(11)

California Government Code Sections 12745(e), 12747(a)

California Code of Regulations, Title 22, Division 11, Chapter 1, Sections 100651 and 100655

### Vision and Mission Statement

1. Provide your agency's Vision Statement.

A community united in the fight to end poverty.

2. Provide your agency's Mission Statement.

To coordinate a community response to address the root causes of poverty in Sacramento County.

## Tripartite Board of Directors

CSBG Act Sections 676B(a) and (b); 676(b)(10)

California Code of Regulations, Title 22, Division 11, Chapter 1, Section 100605

1. Describe your agency's procedures under which a low-income individual, community organization, religious organization, or representative of low-income individuals that considers its organization or low-income individuals to be inadequately represented on your agency's board to petition for adequate representation. (CSBG Act Section 676(b)(10))

Any low-income individual or organization representing low-income individuals may petition the SETA Governing Board directly. The SETA Community Action Board Bylaws state that every three years in the month of February, the SETA Governing Board designates up to four (4) low-income organizations from CSBG priority areas at a public meeting. These organizations will coordinate the democratic election of low-income representatives to serve on the SETA Community Action Board.

When the number of qualified low-income sector representatives interested in participating on the Community Action Board exceeds the number of seats designated for the low-income sector, the SETA Governing Board may choose not to reappoint organizations which have been represented on the board so that the opportunity to participate will be shared equitably among all interested petitioners.

## Service Delivery System

CSBG Act Section 676(b)(3)(A)

State Plan 14.3

1. Describe your agency's service delivery system. Include a description of your client intake process or system and specify whether services are delivered via direct services or subcontractors, or a combination of both. (CSBG Act Section 676(b)(3)(A), State Plan 14.3)

SETA's service delivery system is comprised of services that are delivered by Agency staff as well as and through subcontractors. All potential clients are evaluated for eligibility using SETA's CSBG intake and eligibility forms, which are specifically created for this purpose. Coordinated with funds made available through grants under section 675C(a), direct service delivery systems include SETA staff who are responsible for provision of support services to clients in Sacramento County's largest self-sufficiency oriented emergencyhousing site, Mather Community Campus. Direct service delivery systems also include SETA staff at Sacramento Works Job Centers (SWJC) who provide support services such as rent/utilities assistance, employment support, skills and training development, transportation assistance and food assistance to members of the public who are interested in seeking employment. Through the SETA Bridge Project, with the support of SWJC, CSBG-funded SETA staff assist CSBG eligible CalWORKs recipients avoid financial sanctions for not completing state and federally mandated work requirements.

SETA's subcontractors consist of 16 independent non-profit governmental and faith-based delegate agencies, each having demonstrated a high level of expertise in working with Community Action Plan target groups and priority areas with a shared vision of ending poverty. Enrollment for CSBG programs is determined by an intake form which establishes the individual's income and geographical eligibility; this is balanced by an evaluation of suitability for the delegate agency's specific program parameters. Each delegate agency is required to adhere to all CSBG and SETA standards for eligibility determination, documentation, reporting, case management and efficacy. In addition to completion of the SETA CSBG intake forms, case-managed programs evaluate clients for suitability based on criteria specific to each program's design and focus area. Delegate agencies are monitored for process, outcomes and fiscal integrity during each contract year.

2. Describe how the poverty data related to gender, age, and race/ethnicity referenced in Part I, Question 1 informs your service delivery and strategies in your service area?

As described in Part 1, Question 1, the data collected from various qualitative and quantitative resources is collected to compare and contrast conditions and symptoms of poverty. Gender, age and race/ethnicity data is collected and analyzed as a basis for SETA's service deliveries and Community Action Plan priority areas. The information informs SETA staff of the areas in which poverty affects residents the most as well as which type of residents are affected the most by poverty conditions. This information is used to guide staff to be more specific and intentional with service deliveries and strategies as a way to mitigate the impact poverty has within Sacramento County. Ultimately this data forms the basis for a semi-annual published Request for Proposals, which solicits

program proposals to increase self-sufficiency within these populations.

## Linkages and Funding Coordination

CSBG Act Sections 676(b)(1)(B) and (C); (3)(B), (C) and (D); 676(b)(4), (5), (6), and (9)

California Government Code Sections 12747, 12760

Organizational Standards 2.1, 2.4

State Plan 9.3a, 9.3b, 9.4b, 9.6, 9.7, 14.1b, 14.1c, 14.3d, 14.4

1. Describe how your agency coordinates funding with other providers in your service area. If there is a formalized coalition of social service providers in your service area, list the coalition(s) by name and methods used to coordinate services/funding. (CSBG Act Sections 676(b)(1)(C), 676(b)(3)(C); Organizational Standard 2.1; State Plan 14.1c, 9.6, 9.7)

SETA partners with local delegate agencies and Sacramento Works Job centers to coordinate services and funding through resource sharing, grant coordination, joint programming and referral processes.

All employment services are linked to SETA's network of 13 Sacramento Works America's Job Center of California sites. These centers are the result of a collaboration of partners that provide a full spectrum of training, employment and related services with language competency.

The Centers bring multiple partners together, from the public and private sectors, representing employment and training, education, state/local government, non-profits and other social services. Examples include the County Department of Human Assistance, the State Departments of Rehabilitation and Employment Development, the County Office of Education, local school districts, the Community College District, local Chambers of Commerce, and economic development organizations.

CSBG services are offered at Mather Community Campus (MCC) through a working relationship between SETA staff and MCC case managers. This relationship has been established through regular communication between the agencies to benefit this community of temporarily housed individuals with the provision of support services and training funds.

SETA releases a Request for Proposals for CSBG funds to encourage additional programming not addressed by service providers in the County. By working with community partners in a subgrantee relationship, SETA's CSBG program is able to extend services to additional subpopulations identified in the semi-annual Community Needs Assessment.

2. Provide information on any memorandums of understanding and/or service agreements your agency has with other entities regarding coordination of services/funding. (CSBG Act Section 676(b)(9), Organizational Standard 2.1; State Plan 14.1c, 9.6, 9.7)

The CSBG program does not utilize memoranda of understanding for subgrantees; it utilizes service contracts which detail agreed-upon funding, budget, monitoring standards, insurance

requirements, and service projections. These contracts are reviewed prior to the annual monitoring which SETA conducts on all CSBG subgrantees.

3. Describe how your agency ensures delivery of services to low-income individuals while avoiding duplication of services in the service area(s). (CSBG Act Section 676(b)(5), State Plan 9.3a, California Government Code 12760)

SETA provides a variety of services to support low-income individuals in Sacramento County that help to remove obstacles and barriers to self-sufficiency. SETA ensures that services are delivered to low-income individuals through guidance, planning, support and advocacy provided by case managers working one-on-one with CSBG eligible households. Case managers are responsible for mentoring individuals and families in the process of planning, organizing and coordinating the issues clients are facing and help them locate existing community resources and services to assist in meeting goals. Safety-net services are also provided to eligible participants that help provide transportation, rent/utility assistance, food, shelter and any other vital resources that are needed that threaten to derail a family's stability, employability or safety.

Through direct services that SETA provides, duplication of services is avoided by utilizing detailed intake forms, cross referencing client lists and internal tracking systems that track participants and types of services received. In avoiding duplication of program services, SETA considers the service gaps identified in the Community Needs Assessment and the service gap survey administered to low-income residents in Sacramento County. Service gaps are identified in the Request for Proposals, so community organizations can propose how to address the needs within the community. When considering funding for subcontractors, SETA ensures that organizations selected are representative of the needs within the community while limiting the provision of duplicate services and programs.

4. Describe how your agency will leverage other funding sources and increase programmatic and/or organizational capacity. (California Government Code Section 12747)

CSBG funding makes up less than 2% of SETA's budget. Less than half of these funds are utilized to cover SETA's administrative supports that provide the many necessary services (contracting, monitoring, case manager/service provider supports, fiscal/legal services, CSBG staff salaries, etc.) required for CSBG services to be provided throughout Sacramento County. These necessary supports, unsustainable through CSBG funding alone, are only possible through the coordination of all SETA funding sources.

About half of SETA's CSBG funds are directed, through delegate agencies and SETA staff, to provide direct community services identified in the SETA Community Action Plan. SETA's CSBG funds are used to supplement and expand upon existing programs which are funded through other sources. Although delegate agencies are not asked to provide matching funds, selected programs must demonstrate existing strong infrastructures and a history of sustained funding from public and/or private resources. It is these resources, coordinated with their award of CSBG funds through SETA, which leverage the geographic and programmatic scope of CSBG services

in Sacramento County.

SETA will continue to encourage the coordination and planning for its various separately-funded programs, including Head Start, Community Services Block Grant, Refugee Assistance, and the Workforce Innovation and Opportunity Act, to improve services for clients, create increased utilization of available resources, and fill gaps in the delivery of services. Each program at SETA uses the same approach in leveraging other funding sources through existing infrastructures with other agencies, and various grant opportunities.

5. Describe your agency's contingency plan for potential funding reductions. (California Government Code Section 12747)

SETA is aware of the possibility of federal budgetary reductions and has implemented existing policy in preparation of such a reduction while securing additional sources of revenue to ensure that services to low-income residents would not be eliminated or reduced, and to prevent staff reductions. Efforts to increase SETA's funding base and the capacity of the agency's program operators have been successful. During the last fiscal year, SETA applied for and/or received numerous grants above and beyond its annual awards for Head Start services for 6,000+ children, Workforce Innovation and Opportunity Act services for 25,000+ job seekers and integration services for 2,000+ refugees settling in Sacramento County. SETA staff will continue to research sources of funding, assist community-based organizations in their application for funding and develop linkages to seek additional funds for the community.

Should there be a reduction in CSBG funding, SETA will hold public hearings before the Community Action Board to assess in which areas funding can be reduced or supplemented by other grants. Collaborative efforts with community-based organizations and public and private non-profit agencies would be expanded. Public testimony will also be solicited to identify services that are essential for survival in the community, what services are most lacking in the county, and how services can be more effectively coordinated. Adjustments in funding and service level distribution will then be made accordingly. If necessary, SETA will establish a system of prioritization to serve CSBG clients who are determined to be the most vulnerable.

6. Describe how your agency documents the number of volunteers and hours mobilized to support your activities. (Organizational Standard 2.4)

SETA does not currently utilize volunteers in the provision of CSBG services but are utilized through the members of the Community Action Board (CAB) and SETA's Governing Board. Both the SETA CAB and the SETA Governing Board hold public meetings each month during which CSBG activities and results are discussed. Each meeting is posted on the Agency's website and the public is invited to attend. Planned versus actual program activities are shared with the CAB on a quarterly basis, and minutes are posted on the agency's website. Volunteers and hours served are determined by calculating the time CAB members spend in formal meetings and other CSBG-related activities.

7. Describe how your agency will address the needs of youth in low-income communities through youth development programs and promote increased community coordination and collaboration in meeting the needs of youth. (CSBG Act Section 676(b)(1)(B), State Plan 14.1b)

SETA's youth services are delivered through collaborative partnerships at SETA's SWAJCC sites. A SETA year-round Youth Employment Program provides case management, mentoring, leadership, employment and educational services for youth 16-24. Additional funding provides youth with disabilities case-managed work experience programs, and collaboratively-run employment programs for disadvantaged youth in the City of Sacramento.

8. Describe how your agency will promote increased community coordination and collaboration in meeting the needs of youth, and support development and expansion of innovative community-based youth development programs such as the establishment of violence-free zones, youth mediation, youth mentoring, life skills training, job creation, entrepreneurship programs, after after-school childcare. (CSBG Act Section 676(b)(1)(B), State Plan 14.1b)

SETA CSBG funds currently help to support various community projects and programs that support the needs of youth within the community. One example is Project Reach, a program operated through SETA's community partner La Familia. This is a school attendance and gang membership intervention/prevention program serving youth ages 10-21, who are at risk of dropping out of school, are expressing pre-gang behaviors and/or are gang-affiliated. Services include on-site programs and in-home visits to evaluate and work with the entire family towards healthy family functioning and a replacement of pre-gang/gang activities with mentoring, education, life skills training and employment related pursuits.

In partnership with SacramentoWorks, youth-centered programs include the Sacramento Works for Youth that provides employment and education programs with an emphasis on serving high-risk youth. The program links youth to the Sacramento Works Job Center system and other community partners that serve youth. The US Program is another youth program offered through SacramentoWorks. This Peer Specialist Training and Employment Program is available for youth who have overcome mental health and/or substance use challenges, and who would like to give back to the community. In order to increase and foster community coordination, SETA will continue to prioritize innovative community programs that support youth development within Sacramento County.

9. Describe the coordination of employment and training activities as defined in Section 3 of the Workforce and Innovation and Opportunity Act [29 U.S.C. 3102]. (CSBG Act Section 676(b)(5); State Plan 9.4b)

Sacramento Works, Inc., is the local Workforce Development Board and oversees the Workforce Innovation and Opportunity Act funding for job training and employment assistance in Sacramento County. SETA is the grant administrator and designated operator of the Sacramento Works America's Job Center of California (SWAJCC) network which integrates academic,



vocational, and social services with job training and employment. Thirteen (13) job centers are located strategically throughout Sacramento County for the purpose of connecting job seekers with employers, including low-income families and individuals. In an effort to further prepare families for self-sufficiency, use of the job centers is built into the program design for SETA's employment-based Family Self-Sufficiency programs, and use of the job center system is encouraged for all CSBG program participants. In addition, CSBG Safety-Net services are utilized to help connect customers to longer-term workforce development services available through the SWAJCCs.

10. Describe how your agency will provide emergency supplies and services, nutritious foods, and related services, as may be necessary, to counteract conditions of starvation and malnutrition among low-income individuals. (CSBG Act Section 676(b)(4), State Plan 14.4)

SETA currently provides, on an emergency basis, locally redeemable food vouchers or foodstuffs to counteract conditions of hunger and malnutrition among low-income CSBG eligible individuals and families when access to available community food and nutrition resources is unavailable. These services can be accessed at SETA delegate agencies. CSBG-funded grocery store gift card vouchers are also available at Sacramento Works America's Job Centers of California locations for people needing that support while looking for work.

11. Describe how your agency coordinates with other antipoverty programs in your area, including the emergency energy crisis intervention programs under Title XXVI, relating to low-income home energy assistance (LIHEAP) that are conducted in the community. (CSBG Act Section 676(b)(6))

Although SETA does not administer the local Low Income Home Energy Assistance Program (LIHEAP), it does augment outreach for those services by making referrals for energy-related purposes to Community Resource Project, the local LIHEAP provider. In addition, Sacramento Works job center staff, and SETA CSBG subgrantees, provide utilities assistance through SETA's CSBG program.

12. Describe how your agency coordinates services with your local LIHEAP service provider?

The local LIHEAP service provider for the Sacramento County is the community-based organization, Community Resource Project (CRP). SETA has a close partnership with CRP as the CEO, Luis Sanchez, is a member of SETA's Community Action Board. SETA staff regularly refers eligible clients to CRP who are in need of LIHEAP services.

13. Describe how your agency will use funds to support innovative community and neighborhood-based initiatives, which may include fatherhood and other initiatives, with the goal of strengthening families and encouraging effective parenting. (CSBG Act Section 676(b)(3)(D), State Plan 14.3d)

CSBG funded staff directly support innovative community and neighborhood-based initiatives

related to the purposes of this subtitle. Examples of this support are as follows:

- CSBG staff work collaboratively with Head Start, to improve the lives of families by offering emergency support services, case managed programs, and referral services as appropriate. Head Start serves over 6,200 children a day at over 110 sites in Sacramento County.
- Collaboration between Sacramento Works America's Job Centers and Mather Community Campus, a long-term transitional housing program preparing families and individuals for reentry into the job market, supporting improved family functioning, income and self-sufficiency.
- SETA staff provide grant oversight, assist with the writing of grant proposals and participate in fund development activities that improve family functioning for low-income families and children, refugees and immigrants, housing for the homeless, food for those who are hungry, services for older adults and life skills for youth 16-24 years old.

14. Describe how your agency will develop linkages to fill identified gaps in the services, through the provision of information, referrals, case management, and follow-up consultations. (CSBG Act Section 676(b)(3)(B), State Plan 9.3b)

To develop linkages to fill identified gaps in services, SETA's CSBG staff have established quarterly meetings that include job center staff and subcontractors. The purpose of these meetings is to promote increased collaboration among partners and to create a space where services, events, and service gaps can be shared. SETA CSBG programs entail six months of follow-up, and SETA's WIOA programs require follow-up for a year.

# Monitoring

## CSBG Act Section 678D(a)(1)(A) and (B)

1. Describe how your agency's monitoring activities are related to establishing and maintaining the integrity of the CSBG program. Include your process for maintaining high standards of program and fiscal performance.

Monitoring has always been a crucial element of program management, with the purpose of determining and measuring each program's effectiveness and compliance. Monitoring combines quantitative and qualitative analysis of operations and provides technical assistance. Both programmatic and fiscal monitoring occurs for each program during the program year.

### **Compliance Monitoring**

The purpose of compliance monitoring is to ensure that the requirement of a specific agreement or document is met. This activity seeks to ensure that contract requirements, fiscal responsibilities, and administrative guidelines and regulations are met. Fiscal monitoring in this regard deals with accounting standards and property controls through the use of checklists or questionnaires. The monitor reviews all pertinent regulations, the subcontract, and all CSD bulletins before conducting monitoring activity.

### **Managerial Monitoring**

The purpose of managerial monitoring is to review the quality of the program and the effectiveness of services to the clients. Managerial monitoring focuses on specific problems as they are discovered and determines the reason why performance varies from plan. Problems discovered during compliance, plan vs. actual, or fiscal analysis trigger managerial monitoring which specifically engages in problem-solving activities and results in technical assistance, corrective action plans, and recommendations.

2. If your agency utilizes subcontractors, please describe your process for monitoring the subcontractors. Include the frequency, type of monitoring, i.e., onsite, desk review, or both, follow-up on corrective action, and issuance of formal monitoring reports.

CSBG Unit staff monitor all CSBG subcontractors once per calendar year, once the service numbers for the first half of the year have been recorded. Subcontractors are sent quarterly summaries of services provided compared to those projected. Technical assistance is offered as needed to ensure services are delivered as contracted, along with the option of requesting a reallocation of services if a higher need is observed in one area than in another. A "pre-monitoring" meeting is conducted with all subcontractors in which the standards and expectations for monitoring are presented in some detail. In addition, formal onsite visits are conducted with each program which may incorporate observation of service delivery, desk audits, case file reviews, and interviews with program staff and participants. Monitoring reports are prepared which discuss results of the onsite visits. SETA CSBG staff work with subcontractors to rectify low performance issues in the interest of pursuing a successful outcome for the subcontractor,

the program, and most importantly, the participants. If necessary, Corrective Action Plans are issued which require the subgrantee to submit identified goals for program improvement.

A similar monitoring process takes place each year through the Fiscal Department. The assigned fiscal monitor reviews all of an agency's programs contracted with SETA at the same time, and not only the CSBG-contracted program. As with program monitoring, Fiscal staff issue Corrective Action Plans if necessary. In addition, late in the contract year, any program which is significantly underspent may be placed on corrective action until such time as the situation is reversed.

## Data Analysis, Evaluation, and ROMA Application

CSBG Act Section 676(b)(12)

Organizational Standards 4.2, 4.3

1. Describe your agency's method for evaluating the effectiveness of programs and services. Include information about the types of measurement tools, the data sources and collection procedures, and the frequency of data collection and reporting. (Organizational Standard 4.3)

All SETA programs are monitored in four critical dimensions – Compliance with all SETA and CSBG policies and procedures – Achievement of projected program and service goals – Program management practices – Adherence to all SETA fiscal policies and standard accounting practices.

Program compliance with all SETA and CSBG policies and procedures is ongoing, but formally evaluated annually. Achievement of projected program and service goals is evaluated quarterly. Program management practices are evaluated independently for program and fiscal practices, annually. Program adherence to all SETA fiscal policies and standard accounting procedures is evaluated annually.

SETA CSBG staff are responsible for ongoing program evaluation. Evaluations of CSBG delegate agencies are conducted to determine the effect CSBG services had on the lives of SETA clients and if planned goals and objectives have been met. Reports received from SETA staff and program operators, client surveys, focus groups and interviews, and participant satisfaction surveys tell if the clients' needs are being met and goals achieved, provide information on the quality of services received, and indicate the clients' satisfaction with the overall program. All reports, client interview results and surveys will be summarized in a report which will be shared with SETA management, the SETA Community Action Board and SETA Governing Board members for consideration, and submitted to CSD on or before required due dates. By carrying out the evaluation, SETA can assess the value and purpose of its programs and make administrative and programmatic adjustments for succeeding years.

2. Applying the Results Oriented Management and Accountability (ROMA) cycle of assessment, planning, implementation, achievement of results, and evaluation, describe one change your agency made to improve low-income individuals' and families' capacity for self-sufficiency. (CSBG Act Section 676(b)(12), Organizational Standard 4.2)

At the onset of the pandemic, SETA's senior management determined that while CSBG CARES Act funding was on its way, Sacramento's low-income individuals and families needed immediate help. One result of that was a reallocation of CSBG funds to the Sacramento Works America's Job Centers of California (SWAJCCs) to offer people help with rent, utilities, and other urgent needs. These additional funds were continued throughout the pandemic in the job center system and written procedures were established to help job center staff with the process. After the conclusion of the CSBG CARES Act funding, and having determined that

this was an invaluable form of assistance during these uncertain times, it was determined that funding should be continued for these services. SETA CSBG staff held a meeting to formally introduce the job center and CSBG subgrantee staff to further encourage collaboration and service coordination for our collective CSBG and other clients. We look forward to more communication and referrals between the two systems. Some job centers operate CSBG Family Self-Sufficiency (FSS) programs, and thus also have access to Safety-Net (SN) services through the SWAJCC system. Some include SN services as part of their FSS program and thus do not draw upon SN services available to the job centers. Other FSS programs are independent of the job center system, and can refer clients as needed. This process does require a firm understanding of co-enrollment to ensure no duplication of households served in a year, or duplication of services.

3. Applying the full ROMA cycle, describe one change your agency facilitated to help revitalize the low-income communities in your agency's service area(s). (CSBG Act Section 676(b)(12), Organizational Standard 4.2)

SETA is working on the employment piece of a Sacramento urban development venture known as Aggie Square. Aggie Square is a project that will create a hub for research, innovation and education. It will focus on inclusive economic development and improvement of physical and economic opportunities for local residents in the selected location, which is a low-income community. High-quality job creation for the targeted area will be a priority through the Aggie Square project, with jobs centering on apprenticeships and local hiring for qualified residents. This project will also employ Community Ambassadors who are being trained to foster community engagement, conduct workforce needs assessments that focus on existing resources, needs and interests, and address barriers to successful workforce participation. Community Ambassadors will also connect residents to employment opportunities and use a career pathway model to ensure hiring for living-wage jobs with potential for industry advancement. Selected job centers from the SWAJCC system are highly involved in Aggie Square, providing general oversight that includes: managing the initiative to improve the workforce and economic development infrastructure; overseeing the Community Ambassador Programs; convening and collaborating with existing workforce partners and community members; and coordinating data tracking and reporting.

## Response and Community Awareness

### Diversity, Equity, and Inclusion

1. Does your agency have Diversity, Equity, and Inclusion (DEI) programs in place that promote the representation and participation of different groups of individuals, including people of different ages, races and ethnicities, abilities and disabilities, genders, religions, cultures, and sexual orientations?

Yes

No

2. If yes, please describe.

SETA's programs are implemented through a DEI lens to ensure that diversity, equity and inclusion are considered in the decision-making process. SETA has a DEI committee that has a mission to cultivate a workplace that promotes Diversity, Equity and Inclusion for staff and clients to bring growth professionally and personally.

SETA partners with diverse agencies who have their own established DEI practices, and represent the diverse community that makes up Sacramento County. Partners include La Familia Counseling Center, Asian Resources and the Black Child Legacy Campaign. Subcontractors also maintain an expansive language competency including Hindi, Hmong, Russian, Spanish, Ukrainian, American Sign, Lao, Mandarin, Thai, Vietnamese, Mien, French, Portuguese, Punjabi, Korean, Persian, and Tagalog. SETA's various funding sources, included CSBG funds, are dedicated to funding programs and projects that provide racial equity and inclusion with a focus on vulnerable, disadvantaged communities.

3. Does your agency have Diversity, Equity and Inclusion (DEI) policies in place that promote the representation and participation of different groups of individuals, including people of different ages, races and ethnicities, abilities and disabilities, genders, religions, cultures and sexual orientations?

Yes

No

4. If yes, please describe.

See question 2, above.

## Disaster Preparedness

1. Does your agency have a disaster plan in place that includes strategies on how to remain operational and continue providing services to low-income individuals and families during and following a disaster? The term disaster is used in broad terms including, but not limited to, a natural disaster, pandemic, etc.

Yes

No

2. If yes, when was the disaster plan last updated?

April 4, 2020

3. Briefly describe your agency's main strategies to remain operational during and after a disaster.

The plan outlines modification of staff work assignments and locations, for essential and non-essential employees, and outlines the process for obtaining emergency administrative leave for those employees who are unable to continue working either remotely or in person.



# Federal CSBG Programmatic Assurances and Certification

CSBG Act 676(b)

## Use of CSBG Funds Supporting Local Activities

**676(b)(1)(A):** The state will assure “that funds made available through grant or allotment will be used – (A) to support activities that are designed to assist low-income families and individuals, including families and individuals receiving assistance under title IV of the Social Security Act, homeless families and individuals, migrant or seasonal farmworkers, and elderly low-income individuals and families, and a description of how such activities will enable the families and individuals--

- i. to remove obstacles and solve problems that block the achievement of self-sufficiency (particularly for families and individuals who are attempting to transition off a State program carried out under part A of title IV of the Social Security Act);
  - ii. to secure and retain meaningful employment;
  - iii. to attain an adequate education with particular attention toward improving literacy skills of the low-income families in the community, which may include family literacy initiatives;
  - iv. to make better use of available income;
  - v. to obtain and maintain adequate housing and a suitable living environment;
  - vi. to obtain emergency assistance through loans, grants, or other means to meet immediate and urgent individual and family needs;
  - vii. to achieve greater participation in the affairs of the communities involved, including the development of public and private grassroots
  - viii. partnerships with local law enforcement agencies, local housing authorities, private foundations, and other public and private partners to
- 
- I. document best practices based on successful grassroots intervention in urban areas, to develop methodologies for wide-spread replication; and
  - II. strengthen and improve relationships with local law enforcement agencies, which may include participation in activities such as neighborhood or community policing efforts;

## Needs of Youth

**676(b)(1)(B)** The state will assure “that funds made available through grant or allotment will be used – (B) to address the needs of youth in low-income communities through youth development programs that support the primary role of the family, give priority to the prevention of youth problems and crime, and promote increased community coordination and collaboration in meeting the needs of youth, and support development and expansion of innovative community-based youth development programs that have demonstrated success in preventing or reducing youth crime, such as--

- I. programs for the establishment of violence-free zones that would involve youth development and intervention models (such as models involving youth mediation, youth mentoring, life skills training, job creation, and entrepreneurship programs); and
- II. after-school childcare programs.

### **Coordination of Other Programs**

**676(b)(1)(C)** The state will assure “that funds made available through grant or allotment will be used – (C) to make more effective use of, and to coordinate with, other programs related to the purposes of this subtitle (including state welfare reform efforts)

### **Eligible Entity Service Delivery System**

**676(b)(3)(A)** Eligible entities will describe “the service delivery system, for services provided or coordinated with funds made available through grants made under 675C(a), targeted to low-income individuals and families in communities within the state;

### **Eligible Entity Linkages – Approach to Filling Service Gaps**

**676(b)(3)(B)** Eligible entities will describe “how linkages will be developed to fill identified gaps in the services, through the provision of information, referrals, case management, and follow-up consultations.”

### **Coordination of Eligible Entity Allocation 90 Percent Funds with Public/Private Resources**

**676(b)(3)(C)** Eligible entities will describe how funds made available through grants made under 675C(a) will be coordinated with other public and private resources.”

### **Eligible Entity Innovative Community and Neighborhood Initiatives, Including Fatherhood/Parental Responsibility**

**676(b)(3)(D)** Eligible entities will describe “how the local entity will use the funds [made available under 675C(a)] to support innovative community and neighborhood-based initiatives related to the purposes of this subtitle, which may include fatherhood initiatives and other initiatives with the goal of strengthening families and encouraging parenting.”

### **Eligible Entity Emergency Food and Nutrition Services**

**676(b)(4)** An assurance “that eligible entities in the state will provide, on an emergency basis, for the provision of such supplies and services, nutritious foods, and related services, as may be necessary to counteract conditions of starvation and malnutrition among low-income individuals.”

### **State and Eligible Entity Coordination/linkages and Workforce Innovation and Opportunity Act Employment and Training Activities**

**676(b)(5)** An assurance “that the State and eligible entities in the State will coordinate, and establish linkages between, governmental and other social services programs to assure the effective delivery of such services, and [describe] how the State and the eligible entities will coordinate the provision of employment and training activities, as defined in section 3 of the Workforce Innovation and Opportunity Act, in the State and in communities with entities providing activities through statewide and local workforce development systems under such Act.”

### **State Coordination/Linkages and Low-income Home Energy Assistance**

**676(b)(6)** “[A]n assurance that the State will ensure coordination between antipoverty programs in each community in the State, and ensure, where appropriate, that emergency energy crisis intervention programs under title XXVI (relating to low-income home energy assistance) are conducted in such community.”

## **Community Organizations**

**676(b)(9)** An assurance “that the State and eligible entities in the state will, to the maximum extent possible, coordinate programs with and form partnerships with other organizations serving low-income residents of the communities and members of the groups served by the State, including religious organizations, charitable groups, and community organizations.”

## **Eligible Entity Tripartite Board Representation**

**676(b)(10)** “[T]he State will require each eligible entity in the State to establish procedures under which a low-income individual, community organization, or religious organization, or representative of low-income individuals that considers its organization, or low-income individuals, to be inadequately represented on the board (or other mechanism) of the eligible entity to petition for adequate representation.”

## **Eligible Entity Community Action Plans and Community Needs Assessments**

**676(b)(11)** “[A]n assurance that the State will secure from each eligible entity in the State, as a condition to receipt of funding by the entity through a community service block grant made under this subtitle for a program, a community action plan (which shall be submitted to the Secretary, at the request of the Secretary, with the State Plan) that includes a community needs assessment for the community serviced, which may be coordinated with the community needs assessment conducted for other programs.”

## **State and Eligible Entity Performance Measurement: ROMA or Alternate System**

**676(b)(12)** “[A]n assurance that the State and all eligible entities in the State will, not later than fiscal year 2001, participate in the Results Oriented Management and Accountability System, another performance measure system for which the Secretary facilitated development pursuant to section 678E(b), or an alternative system for measuring performance and results that meets the requirements of that section, and [describe] outcome measures to be used to measure eligible entity performance in promoting self-sufficiency, family stability, and community revitalization.”

## **Fiscal Controls, Audits, and Withholding**

**678D(a)(1)(B)** An assurance that cost and accounting standards of the Office of Management and Budget (OMB) are maintained.

**By checking this box and signing the Cover Page and Certification, the agency’s Executive Director and Board Chair are certifying that the agency meets the assurances set out above.**

## State Assurances and Certification

California Government Code Sections 12747(a), 12760, 12768

### **For CAA, MSFW, NAI, and LPA Agencies**

[California Government Code § 12747\(a\)](#): Community action plans shall provide for the contingency of reduced federal funding.

[California Government Code § 12760](#): CSBG agencies funded under this article shall coordinate their plans and activities with other agencies funded under Articles 7 (commencing with Section 12765) and 8 (commencing with Section 12770) that serve any part of their communities, so that funds are not used to duplicate particular services to the same beneficiaries and plans and policies affecting all grantees under this chapter are shaped, to the extent possible, so as to be equitable and beneficial to all community agencies and the populations they serve.

**By checking this box and signing the Cover Page and Certification, the agency's Executive Director and Board Chair are certifying the agency meets assurances set out above.**

### **For MSFW Agencies Only**

[California Government Code § 12768](#): Migrant and Seasonal Farmworker (MSFW) entities funded by the department shall coordinate their plans and activities with other agencies funded by the department to avoid duplication of services and to maximize services for all eligible beneficiaries.

**By checking this box and signing the Cover Page and Certification, the agency's Executive Director and Board Chair are certifying the agency meets assurances set out above.**

## Organizational Standards

### Category One: Consumer Input and Involvement

**Standard 1.1** The organization/department demonstrates low-income individuals' participation in its activities.

**Standard 1.2** The organization/department analyzes information collected directly from low-income individuals as part of the community assessment.

**Standard 1.3 (Private)** The organization has a systematic approach for collecting, analyzing, and reporting customer satisfaction data to the governing board.

**Standard 1.3 (Public)** The department has a systematic approach for collecting, analyzing, and reporting customer satisfaction data to the tripartite board/advisory body, which may be met through broader local government processes.

### Category Two: Community Engagement

**Standard 2.1** The organization/department has documented or demonstrated partnerships across the community, for specifically identified purposes; partnerships include other anti-poverty organizations in the area.

**Standard 2.2** The organization/department utilizes information gathered from key sectors of the community in assessing needs and resources, during the community assessment process or other times. These sectors would include at minimum: community-based organizations, faith-based organizations, private sector, public sector, and educational institutions.

**Standard 2.4** The organization/department documents the number of volunteers and hours mobilized in support of its activities.

### Category Three: Community Assessment

**Standard 3.1 (Private)** Organization conducted a community assessment and issued a report within the past 3 years.

**Standard 3.1 (Public)** The department conducted or was engaged in a community assessment and issued a report within the past 3-year period, if no other report exists.

**Standard 3.2** As part of the community assessment, the organization/department collects and includes current data specific to poverty and its prevalence related to gender, age, and race/ethnicity for their service area(s).

**Standard 3.3** The organization/department collects and analyzes both qualitative and quantitative data on its geographic service area(s) in the community assessment.

**Standard 3.4** The community assessment includes key findings on the causes and conditions of poverty and the needs of the communities assessed.

**Standard 3.5** The governing board or tripartite board/advisory body formally accepts the completed community assessment.

#### **Category Four: Organizational Leadership**

**Standard 4.1 (Private)** The governing board has reviewed the organization's mission statement within the past 5 years and assured that:

1. The mission addresses poverty; and
2. The organization's programs and services are in alignment with the mission.

**Standard 4.1 (Public)** The tripartite board/advisory body has reviewed the department's mission statement within the past 5 years and assured that:

1. The mission addresses poverty; and
2. The CSBG programs and services are in alignment with the mission.

**Standard 4.2** The organization's/department's Community Action Plan is outcome-based, anti-poverty focused, and ties directly to the community assessment.

**Standard 4.3** The organization's/department's Community Action Plan and strategic plan document the continuous use of the full Results Oriented Management and Accountability (ROMA) cycle or comparable system (assessment, planning, implementation, achievement of results, and evaluation). In addition, the organization documents having used the services of a ROMA-certified trainer (or equivalent) to assist in implementation.

## Appendices

Please complete the table below by entering the title of the document and its assigned appendix letter. Agencies must provide a copy of the Notice(s) of Public Hearing and the Low-Income Testimony and the Agency's Response document as appendices A and B, respectively. Other appendices such as the community need assessment, surveys, maps, graphs, executive summaries, analytical summaries are encouraged. All appendices should be labeled as an appendix (e.g., Appendix A: Copy of the Notice of Public Hearing) and submitted with the CAP.

Document Title	Appendix Location
Notice of Public Forum	A
Public Forum Testimony and Agency's Response	B
Notice of Public Hearing	C
Public Hearing Testimony and Agency's Response	D
SETA's CSBG Community Service Gap Survey	E
Community Service Gap Survey Results	F
Sacramento County Neighborhood and Zip Code Reference Chart	G

## APPENDIX A: NOTICE OF PUBLIC FORUM



Sacramento  
Employment and  
Training  
Agency

### GOVERNING BOARD

**ERIC GUERRA**  
Councilmember  
City of Sacramento

**PATRICK KENNEDY**  
Board of Supervisors  
County of Sacramento

**RICH DESMOND**  
Board of Supervisors  
County of Sacramento

**SOPHIA SCHERMAN**  
Public Representative

**MAI VANG**  
Councilmember  
City of Sacramento

---

**Jennifer Hernandez**  
Executive Director

925 Del Paso Blvd., Suite 100  
Sacramento, CA 95815

**Main Office**  
(916) 263-3800

**Head Start**  
(916) 263-3804

Website: <http://www.seta.net>

### NOTICE

#### Announcement of Community Services Block Grant Public Forum

TO: All interested parties

Since 1983, the Sacramento Employment and Training Agency (SETA) has been designated as a Community Action Agency for the purpose of administering Community Services Block Grant (CSBG) funds for Sacramento County. CSBG funds are meant to help alleviate root causes of poverty not adequately served by existing community resources. Indicators of unmet community needs will be gathered from a variety of sources including members of the community. To this end, SETA will begin gathering public testimony at a public forum before the Community Action Board (CAB). Members of the public with information or concerns regarding the delivery of poverty-related services to families and individuals in Sacramento County are encouraged to testify during this Forum.

Wednesday, March 8, 2023, 10:00 a.m.-12:00 p.m.

Location:  
SETA Board Room  
925 Del Paso Boulevard, Suite 100  
Sacramento, CA 95815

Information gathered at this forum, and from other sources, will be compiled in a draft of the 2024/2025 SETA Community Action Plan and will be available for public review on April 27, 2023 on the SETA website ([www.seta.net](http://www.seta.net)) under the Public Notices/RFP.

Members of the community with questions, or who wish to submit written testimony, may email Pamela Moore at [pamela.moore@seta.net](mailto:pamela.moore@seta.net), or call her directly at (916)263-3734.

***“Preparing People for Success: in School, in Work, in Life”***



## APPENDIX B: PUBLIC FORUM TESTIMONY AND AGENCY'S RESPONSE

Those speaking before the Board included:

### 1) **Anastasiya Hernandez, Acting Director of Integrated Health Services, Saint John's Program for Real Change**

"Good morning, Board Members. My name is Anastasiya Hernandez, and I am the acting director of Integrated Health Services at Saint John's Program for Real Change. Saint John's is a local homeless shelter and employment training program with more than 35 years of experience serving unhoused women and children.

Homelessness is a critical issue in the Sacramento region, having increased 67 percent over the past three years to reach an all-time high. The solution isn't just to provide shelter. At the point a person is experiencing the crisis of homelessness, there are typically co-occurring challenges presenting barriers to securing employment and self-sufficiency.

The vast majority of Saint John's clients have long histories of trauma and adverse childhood events.

- 80 percent suffer from addiction
- 76 percent have experienced domestic or intimate partner violence
- 65 percent are justice-system involved, and
- 61 percent struggle with a mental health disability

Saint John's encourages the Board to prioritize block grant funding for programs with staff trained in providing trauma-informed services.

Saint John's also encourages the Board to prioritize services for the unhoused or those at risk of losing housing. The researchers who performed the point-in-time count of the homeless believe the number of unhoused individuals in our community will continue to increase as COVID-era policies expire, such as eviction moratoriums and motel housing vouchers.

Another significant challenge facing the state at large is a shortage in behavioral health providers. Those struggling with poverty may be the most impacted by an inability to access necessary mental and behavioral health services. Saint John's encourages the Board to ensure Community Block Grant recipients have the resources and ability to connect clients to needed services. With a lack of providers in the community, a referral for services is not enough.

Finally, a recent study conducted by the California Commission on the Status of Women and Girls found the pandemic had a disproportionate impact on mothers, particularly low-income mothers, due to increased childcare responsibilities during school closures, resulting in more significant impacts in workforce participation and long-term economic health.

One of the most significant ways the Board can support low-income mothers is by ensuring prioritization of funding for free or extremely low-cost childcare while women engage in case management, employment training, or other services focused on addressing barriers to employment. Women often shoulder primary responsibility for the care of children, and a lack of affordable childcare is a significant obstacle that should not be ignored.

To summarize, Saint John's encourages the board to prioritize funding for low-income mothers disproportionately impacted by the pandemic, particularly for the unhoused. In addition, funding priority should be given to programs with staff trained in providing trauma-informed services, those providing free or extremely low-cost childcare, and for programs providing direct access to mental and behavioral health services. Without these critical support services, the climb out of poverty often feels insurmountable.

Poverty is a significant issue in the Sacramento region, disproportionately impacting communities of color. Saint John's appreciates the Board holding this hearing to learn more about the challenges on the front line in supporting individuals in overcoming poverty and the crisis of homelessness. Thank you."

(Addressed on pages 18-20 and 26-28 of the Community Needs Assessment)

**2) Ms. Dozier read out the public testimony from South County Services, on behalf of Rochelle Eck:**

"Hello my name is Rochelle and my son's name is Tucker. Well, it's unfortunate that my son Tucker is a homeless addict who suffers from mental health issues, he's been on the streets going on five years, it's a choice for him since he's choosing drugs over a chance at somewhat of a normal life. I've been in red bluff taking care of my elderly mother and I haven't been home to try to guide him in the right direction but I do understand he's got to be the one who ultimately decides when he's had enough, but that gets me to talk about what sources there are out there for those in the same situation as him, living in Galt and being homeless is challenging to say the least and that's where South County service's come in, I can honestly say if they were not here available for those that need a hot meal, warm clean clothing, socks and shoes I'm not sure what they would do, my son has been so grateful to have a warm meal along with someone to talk to, and allowing him to use the phone to call me so I know he's ok, it's all been a blessing to us! Along with providing food, clothing and toiletries for homeless they also provide food boxes for seniors and people less fortunate. To close this I'm so very grateful for their services as my son and many, many others in our small community."

(Addressed on pages 26-28 of the Community Needs Assessment)

**3) Amanda McCarty, Executive Director, River City Food Bank.**

Ms. McCarty stated in her twenty years working in food security, the number of individuals experiencing food insecurity has never been as high as it currently is. Fifteen percent of the greater Sacramento region is experiencing food insecurity, approximately 300,000 people. People are facing impossible choices due to inflation, high rent, and the end of the COVID-19 benefits. River City Food Bank served 292,000 people in 2022, a forty-one percent increase from 2021. These numbers are expected to increase in April 2022 with the end of the COVID-19 services. With SETA's support, the River City Food Bank can be open five days a week, including Saturdays for those who work during the week. The River City Food Bank offers culturally appropriate food options. The River City Food Bank's core values are dignity, compassion, and respect. The River City Food Bank gives CalFresh outreach and application assistance at every emergency food distribution center.

Ms. McCarty spoke about a couple visiting the River City Food Bank for the last year. Alex and Anna publicly protested the war in Ukraine. They had a harrowing journey from Ukraine to the United States, through Turkey and Mexico. They found it unbelievable that there was a food service that not only had nutritional items but culturally meaningful items too. Alex and Anna don't believe in getting without giving back, so they became volunteers. They provide translation services while the River City Food Bank assists them in acquiring employment and addresses their other needs. Ms. McCarty stated the River City Food Bank would not be able to reach their current number of helped individuals without help from SETA.

(Addressed on pages 28-29 of the Community Needs Assessment)

**4) Angela Vega, Employment Specialist, CASH (Community Against Sexual Harm)**

Ms. Vega stated CASH is located in the Oak Park neighborhood of Sacramento. CASH is a center for women who have been commercially sexually trafficked or exploited. Ninety percent of the staff is peer-led. Services range from comprehensive case management to therapeutic services and family support. There are employment classes to help remove education barriers. They have a housing specialist that manages and supports clients. They provide HIV awareness. The drop-in center serves 350 meals monthly and provides a safe space for women. The majority of CASH clients are unhoused individuals. Ms. Vega used to be a client of CASH in the past. She was homeless 1,503 days ago. CASH was there for her. CASH helped her with bus

passes and uniforms when she became employable. Her life and her children's lives have completely changed. She is now an employment specialist at CASH.

[\(Addressed on pages 26-32 of the Community Needs Assessment\)](#)

**5) Molly Mix, Administrative Assistant, Sacramento Kindness Campaign**

Ms. Mix presented on behalf of the Sacramento Kindness Campaign and Sara Thompson. Most clients for Sacramento Kindness Campaign are referrals from school districts on domestic violence or unsafe housing situations. The Sacramento Kindness Campaign provides up to six nights in a safe hotel. They have a barrier removal program to assist with deposit funds and other financial barriers. Ms. Mix read a statement from Sara Thompson: "The Sacramento Kindness Campaign primarily works with children and their families in the school district. I have heard that we should not just pull people out of the river. We should find out why they fell into it at all. I agree, but I also think we need to look around the bend to make sure they don't fall right back in. Homelessness can be like that. People fall back into it. The Ombudsmen says that many families call back for rapid rehousing help from the DHA every year. The eligible keep coming back for help. So how do we help to make a big house stick? I hope our community can engage more case management time to work with families as they become sustainable, even after they were housed."

[\(Addressed on pages 24-28, and 29-31 of the Community Needs Assessment\)](#)

**6) Shajidha Mohammed, Member Refugee, International Rescue Committee (IRC)**

Ms. Mohammed spoke on the struggles she experienced as a refugee and what she achieved after being a member of the International Rescue Committee (IRC). She has lived in the United States with her husband and three kids for four years. She still considers herself new because the last two years only allowed her to do a little in a new country. It was tough for her to cope during the COVID-19 pandemic. As a newcomer to the country, there was added stress, financial struggle, and cultural and language barriers. Her husband is the primary source of income for the family. During the COVID-19 pandemic, they struggled a lot, and that is when she decided to contribute something to help create a decent living for her family. She registered for a medical assistance program after months of browsing her options as a refugee. Her school contacted International Rescue Committee for her. She wanted a career but needed to figure out where to begin and who to contact with her questions. IRC's contribution helped her gain confidence and face the outside world. They provided her with Assistance Career Training Program, a job assistance program, interview preparation, and financial contribution. IRC was her moral support. She traveled two hours on public transportation to and from school. Once she asked for help learning to drive, IRC immediately contacted and registered her for a driving class. She hopes to receive her driver's license soon. Whenever she needed support, IRC was there to provide moral and financial support. They have done so much for her. She is so grateful for the school that referred her to IRC. She has graduated and is a certified medical assistant who completed an externship. Ms. Mohammed wishes to help more people like herself - refugees and immigrants.

[\(Addressed on page 34 of the Community Needs Assessment\)](#)

**7) Corina Baltazar Carrillo, Youth Case Manager, La Familia Counseling Center**

Ms. Baltazar spoke on behalf of La Familia Counseling Center, Project Reach Program. Project Reach offers positive alternatives, counseling, and support services for at-risk youth ages ten to twenty-one through gang prevention and mentoring dropout prevention. Over the last three years, La Familia Counseling Center has seen the community, especially our large underserved populations, struggle and need services, from counseling services to food and housing. Many youths they work with are justice-involved and have come to La Familia Counseling Center for guidance and redirection. Many youths need someone to talk to, believe in them, and push them to better themselves.

The life skills they receive at La Familia Counseling Center are some that they do not receive at home, work, or school. These life skills help them make those positive choices in their lives. Having a counselor provides the youths with someone to confide in and guide them to make better choices. They work with students who

have dropped out of school and, through their program, have entirely changed: they got back to school, secured employment, and are on track to go to college and make a positive difference in their community. They are grateful for the funding as they know this program has positively impacted many youths who were and are struggling. La Familia Counseling Center can continue to make a difference in the youth and families' lives through this funding.

She shared two stories of La Familia Counseling Center's youth living in Sacramento County. First is Alexander; he states, "I appreciate this program so much because they helped me with many things. They helped me with changing my life around. They provided counseling and helped me with clothing for my job and gas cards. I appreciate them so much for helping me with holiday food. They are also helping me get a job since I was laid off due to the weather. I am grateful I was recommended to La Familia because if not, I would have never known about these programs.

Lastly, Hector stated that this program had helped him a lot by recognizing that there is more in life and opportunities out there waiting to be taken. He said, "When I started attending the program, I felt forced to go because of probation. But after going a few times, the environment and the people I was surrounded by quickly changed my mind and motivated me to be better for myself and others around me. They helped me get back on my feet, get to work, and continue my education. Everyone else is so helpful and supportive. I never once felt otherwise. Being at La Familia Counseling Center, they ensured I had everything I needed, such as clothing for work, interviews, and hygiene items. They were also very kind on holidays by giving me groceries. I want to thank everyone for me personally, for all the love and support."

[\(Addressed on pages 22-32, of the Community Needs Assessment\)](#)

**8) Olivia Keiner, Assessment Clinician, Turning Point Community Programs – CORE**

Ms. Keiner is an Assessment Clinician for Turning Point Community Programs. She is a new Marriage and Family Therapist and Professional Clinical Counselor associate. She works closely in assessing mental health diagnoses and is on the front line for Sacramento County clients who are referred by many sources. In the assessment process, she listens to multiple layers of human needs, including many people who have spoken today regarding mental health, homelessness, poverty, lack of education and employment, language and acculturation barriers, and most of all, a compounding drug and alcohol addiction. It is not difficult for her to do her job, as one-third of her life was lived experiencing homelessness, extreme poverty, drug addiction, domestic violence, and mental health problems. These were not mutually exclusive barriers, nor would they have ever been treated effectively if they were treated on their own. As a result, she can relate to and understand the plight of many clients. She spent over two and a half years volunteering at a non-denominational community center in Auburn, distributing food and clothing, and providing shower and crisis assessments when all the State, County, and even small community agencies were closed for people experiencing homelessness. When the center closed, she began handing out bananas and water from the trunk of her car to the unsheltered in her town. What she witnessed as a volunteer and currently sees in the structure of the new CORE program and agencies in Sacramento County is a very siloed approach to housing, substance use, poverty, and mental health. For clients to obtain housing, they must have income. To qualify for this income, they must have a medical justification which often lands in the lap of a mental health diagnosis from someone such as Ms. Keiner.

She proposed, through a joint effort of such agencies that are sitting in the room today, as well as this Board, to increase the number of alcohol and drug programs and services connected to long-term housing, which increases the likelihood of long-term mental health.

[\(Addressed on pages 15-18, 26-28, and 29-32 of the Community Needs Assessment\)](#)

**9) Alexander Garlinger, Case Management Supervisor, First Step Community**

Mr. Garlinger is a Case Management Supervisor at First Step Communities. He spoke on his experience and the disparities he has witnessed regarding sustainable income and housing.

He oversees emergency housing, a tiny home emergency shelter for transitional youth ages eighteen to twenty-four. He has personally observed in the past few years that there is a significant gap between affordable housing and our youth being able to access it. When it comes to permits for housing for those transitional youth ages, it is incredibly challenging to get them in. The primary focus is to help them increase their education, increase their ability to gain employment, and provide the tools needed for sustainable employment to afford housing either on their own or by renting a room.

The most significant gap is between employment and training. Many clients come from extreme trauma as children or former foster care that just were not given the social and emotional tools to hit the ground running at eighteen and go out in the world and be successful and mentally healthy. The age range between eighteen and twenty-four is when many significant mental health symptoms present themselves. First Step Community has partnered with a few agencies to provide services to those individuals. What is needed are programs, specifically, to increase the ability to provide vocational services to individuals to get them into a career path or something sustainable or provide them the tools to be able to have a source of income because it is very challenging for the transitional youth to be able to get into housing programs, as they just they are not prioritized. They are recently homeless and do not have what is considered chronicity.

First Step Community recently started reaching out to other agencies to enroll individuals in semi-educational and vocational programs to get them interested in working and seeing the benefits. We seek community support to serve young people in transitional ages.

[\(Addressed on pages 15-18, 22-23, 24-28, and 32-34 of the Community Needs Assessment\)](#)

**10) Grace Loesher, Creation District Director, Waking the Village**

Ms. Loesher has worked at Waking the Village for nearly a decade. Waking the Village takes a radical and holistic approach to supporting youth experiencing homelessness in Sacramento. Through the support of Community Service Block Grant (CSBG) funds, Waking the Village has launched the eighteen-month transitional living program for pregnant and parenting youth experiencing homelessness. This program provides families with a safe and nurturing environment, food, free childcare, and a full-time coach to stand alongside them to navigate a path toward their dreams. In this program, members become mentors and leaders and have a safe and creative environment that reminds them their dreams are worthy of investment and diligent nurturing. Youth homelessness is not a simple issue; it demands innovative and holistic solutions. The mission of Waking the Village is to support the youth experiencing homelessness so they can get busy living rather than just surviving.

Ms. Loesher expressed her gratitude for the consistency of the funding that has continued to make this work possible.

[\(Addressed on pages 26-29 of the Community Needs Assessment\)](#)

**11) Khalia Richard, Peer Mentor, Waking the Village/Creation District**

Ms. Richard is a Peer Mentor and a Sacramento Youth Action Board member. She said, "As someone who has struggled with mental health issues for most of my life and is a victim of domestic violence, it was imperative for me to create opportunities in my community for people who had gone through what I had while also healing my own trauma through unity.

As a Peer Mentor, I've gotten to help create a musical album as well as help post multiple showcases for the community. I'll forever be grateful for the opportunity to intern under such an amazing non-profit organization, such as Waking the Village, that gave birth to the Creation District a year ago. I could not have imagined being this stable employment-wise due to the lack of mental health support from previous shelter experiences. Before landing at Waking the Village, where my exceptional case manager helped me climb the mountain, trauma led me to homelessness. I'll never forget the support and grace my peers and employees gave me at Waking the

Village while I was addressing my trauma. I learned how to help myself to help others and hope to continue to be an asset to the community.”

(Addressed on pages 26-28 and 32 of the Community Needs Assessment)

**12) Alexis Bernard, Regional Director, Turning Point**

Ms. Bernard is a Regional Director with Turning Point Community Programs, a non-profit mental health provider that, as my colleague said, has been operating in Sacramento County since 1976. Where it is a privilege to serve individuals and families who are considered extremely low income. The primary challenge that the families and individuals served face are food insecurity, housing insecurity and the experience of homelessness. The organization urges this Board to continue to direct funding towards those causes -- particularly case management for individuals who are able to get into housing.

(Addressed on pages 15-18 and 24-29 of the Community Needs Assessment)

**13) Deborah Curtis. Kindest Campaign**

Ms. Curtis shared her gratitude and appreciation for one of the kindest, most uplifting, and most inspirational people she has ever met, Sarah Thompson, with the Kindness Campaign. Ms. Curtis shared her experience with the Kindness Campaign: "When I was referred to the Kindness Campaign, my grandson, Isaac, who was nine years old, and I stayed in my car. We were staying in my car to save money so that I could afford a place of my own. On January 16, my husband passed away suddenly. Isaac had been staying with my mother, his great-grandma, because my daughter was dealing with mental health and drug issues and had left him there. January 16th was also his great-grandma's 82nd birthday, and she was devastated by the loss of her son. She called and asked me to take Isaac.

I found myself living in my car with my nine-year-old grandson. I went to the DHA and was denied help because I was working and had gotten paid that month. I tried everything. I was on every waiting list and made daily phone calls looking for a space to come anywhere to get my grandson, who had pneumonia, out of the car and out of the rainy night. I went through all my savings, staying in hotels and feeding us. I had to take a leave of absence from work because I had no one to watch him while I worked at night as a baker.

When I lost my job with no money in my pocket, I felt hopeless and did not know what to do next. That day I was referred to the Kindness Campaign and talked to Mr. Thompson for the first time. February 14th, Valentine's Day, forever changed my life. I was shown such compassion and kindness putting us in a hotel and giving us food, gas, and an opportunity to rest and feel like human beings again. She brought Isaac toys and books to brighten his days as he has been through a lot for only being nine years old.

The Kindness Campaign made him and myself believe that there are people out there that are true and genuinely kind in this world. Sara allowed me to relax, rest for a moment, and walk through what needed to be done in steps that weren't overwhelming. Today, we're staying in a three-bedroom house with two other families and getting ready to buy a small trailer to live affordably. I found a great place to park near Isaac's school and my work.

We are excited and hopeful to start this new chapter of our lives. And I owe it to Sarah Thompson and the Kindness Campaign. Thank you for hearing my story, and thank you, Sarah. She has truly changed my life, and I hope you have the opportunity to change many more."

(Addressed on pages 15-18, and 24-28 of the Community Needs Assessment)

**14) Gina Robertson, Chief Program Officer, WEAVE**

Ms. Robertson is the Chief Program Officer at WEAVE. WEAVE promotes healthy, safe relationships and supports survivors of domestic violence, sexual assault, and sex trafficking. WEAVE has many comprehensive programs, but she focused on one area. The Center for Financial Security has a new statistic that states

financial abuse occurs in ninety-nine percent of domestic violence cases. This is a powerful statistic. It affects all of the survivors that WEAVE supports. WEAVE provides trauma-informed, client-centered, and culturally responsive services to survivors and their children. The research demonstrates that there is an intersection between domestic violence and homelessness. WEAVE provides emergency shelter for crisis situations and has various housing support services for survivors moving from crisis to stable living.

Once a person stabilizes out of their crisis, they need the support to continue thriving. WEAVE developed a whole department called Housing and Client Prosperity Department, which supports survivors beyond their initial crisis. We provide housing assistance, financial assistance, skills, education, and workshops. We have workshops like "Ready to Rent" that prepare clients for renting an apartment and understanding everything related to that financial literacy.

WEAVE has employment workshops that call upon many of our community partners and employers in the area, providing segments of that workshop. There is an ever-growing employment database. The trauma that survivors have experienced may impact their ability to obtain and maintain housing and employment. WEAVE works to support them not only in obtaining and maintaining employment and housing but also to support them with overcoming their trauma, mitigating the impact of the trauma for them and their children to help break that cycle of intergenerational family violence and abuse.

Ms. Robertson wanted to highlight that WEAVE does more than support survivors. We provide shelter, counseling, comprehensive housing, and a client prosperity department that supports survivors. We were involved in the Sacramento Steps Forward Continuum of Care Board, developing a separate survivor-coordinated entry so survivors can access the same resources within the Continuum of Care for housing options as others. She shared this information to encourage the Board as they develop an Action Plan to call out the need for supportive services for survivors of domestic violence and their children.

[\(Although Domestic Violence is not explicitly addressed in the Community Needs Assessment, SETA addresses the conditions experienced by this subpopulation, including: employment, education, and housing which are addressed on pages 24-28 and 29-32\)](#)

#### **15) Daisy Madrigal, Prevention and Intervention Lead, Lutheran Social Services (LSS)**

Ms. Madrigal introduced herself as a Prevention and Intervention Lead with Lutheran Social Services (LSS). She stated she agreed with what everybody had to say. Everything they highlighted is very important and constantly seen throughout the community. She focuses on homelessness prevention, working with youth ages twelve to twenty-five who are at risk of experiencing homelessness or actively experiencing homelessness. LSS focuses on providing needed interventions to stabilize housing and/or help youth enter into stable housing. This includes rental assistance, allowing them to enter the required entry system, and advocating for appropriate housing placement. These placements are few and far between. Frequently clients need help through a lot of traumatic situations. Currently, with the storms going on, folks are out in their cars and out on the streets, and our transition-age youth often do not have access to many of the emergency services that are going on. For example, hotel vouchers are reserved for the highly vulnerable, and often our transition-age youth, because they are younger, do not meet the qualifications.

This was also true during the COVID-19 pandemic when transition-age youth could not qualify for the emergency protocols that were put into place. The transitional youth were not seen as part of the highly vulnerable population. Over the last few years, the lack of access to some services has become apparent. Regarding the transitional youth, the community has been great at working and advocating. Ms. Madrigal advocated for more prevention-related services for transition-age youth and the community as a whole. She advocated for more flexibility in funding prevention programs to allow for more of a preventative approach to homelessness.

LSS has seen how communities struggle with housing, leading to more individuals experiencing homelessness. Ms. Madrigal stated the need to work on the inflow before we can work on the outflow. More

robust prevention services are needed, including short subsidies for rental assistance for families that lost their jobs. These individuals need a couple of months of assistance while securing other employment. She stated this could be a solution to helping families falling into homelessness while we help address the folks already experiencing homelessness.

[\(Addressed on pages 24-28 and 32 of the Community Needs Assessment\)](#)



## APPENDIX C: NOTICE OF PUBLIC HEARING



Sacramento  
Employment and  
Training  
Agency

### GOVERNING BOARD

**ERIC GUERRA**  
Vice Mayor  
City of Sacramento

**PATRICK KENNEDY**  
Board of Supervisors  
County of Sacramento

**RICH DESMOND**  
Board of Supervisors  
County of Sacramento

**SOPHIA SCHERMAN**  
Public Representative

**MAI YANG**  
Mayor Pro Tem  
City of Sacramento

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**Jennifer Hernandez**  
Executive Director

925 Del Paso Blvd., Suite 100  
Sacramento, CA 95815

**Main Office**  
(916) 263-3800

**Head Start**  
(916) 263-3804

Website: <http://www.seta.net>

### PUBLIC NOTICE

Announcement of Community Services Block Grant Public Hearing

To: ALL INTERESTED PARTIES

Since 1983, the Sacramento Employment and Training Agency (SETA) has been designated as a Community Action Agency for the purpose of administering Community Services Block Grant (CSBG) funds for Sacramento County. CSBG funds are meant to help alleviate root causes of poverty not adequately served by existing community resources. Indicators of unmet community needs will be gathered from a variety of sources including members of the community. To this end, SETA will be gathering public testimony at a scheduled public hearing before the Community Action Board (CAB). Members of the public with information or concerns regarding the delivery of poverty-related services to families and individuals in Sacramento County are welcome and encouraged to testify during the hearing.

The date and location of the public hearing is as follows:

May 24, 2023 (Wednesday), 10:00 A.M. – 12:00 P.M.

Location:  
SETA Board Room  
925 Del Paso Boulevard, Suite 100  
Sacramento, CA 95815

Information gathered at the hearing and from other sources will be compiled in a draft of the 2024/2025 SETA Community Action Plan with copies available for public review on April 24, 2023 on the SETA website ([www.seta.net](http://www.seta.net)).

Members of the community with questions, requests for a printed copy of the draft plan, or wishing to submit written testimony, may e-mail Pam Moore at [CSBG@seta.net](mailto:CSBG@seta.net), or call her directly at (916) 263-3734.

***“Preparing People for Success: in School, in Work, in Life”***

## **APPENDIX D: PUBLIC HEARING TESTIMONY AND AGENCY'S RESPONSE**

There were no public comments during the public hearing hosted on May 24, 2023, or during the comment period between April 24, 2023 and May 24, 2023.

## APPENDIX E: SETA's CSBG COMMUNITY SERVICE GAP SURVEY

### SETA Community Survey for Sacramento County

**Dear Community Member,**

The Sacramento Employment and Training Agency (**SETA**), provides a broad variety of programs intended to help Sacramento County families become self-sufficient and thrive. You have been randomly selected to receive this survey. Our goal is to gather information about the types of services families consider important to help them during a crisis or other emergency. The results of the survey will be used to help plan future services for Sacramento County families and individuals. Thank you for helping your community by completing this survey.

Digital Version of this Survey: <https://www.surveymonkey.com/r/SETACommunitySurvey>

**Please provide your ZIP CODE:** \_\_\_\_\_

**1. What are the biggest problems faced by you or your family over the past 12 months? (Check all that apply)**

<input type="checkbox"/> Lack of Food/Nutrition	<input type="checkbox"/> Health/ Mental Health Problems	<input type="checkbox"/> Drug or Alcohol Abuse	<input type="checkbox"/> Warm Clothing
<input type="checkbox"/> Transportation	<input type="checkbox"/> Criminal Record	<input type="checkbox"/> Unsafe Housing	<input type="checkbox"/> Domestic Violence
<input type="checkbox"/> Immigration Status	<input type="checkbox"/> Employment/Underemployment	<input type="checkbox"/> No Phone or Email	<input type="checkbox"/> Internet Access
<input type="checkbox"/> Child Care	<input type="checkbox"/> Elder Care	<input type="checkbox"/> Affordable Housing	<input type="checkbox"/> Crime/Neighborhood Violence
<input type="checkbox"/> Homelessness	<input type="checkbox"/> Human/Sex Trafficking	<input type="checkbox"/> Cost of Utilities	<input type="checkbox"/> Lack of job skills/ training
<input type="checkbox"/> Other (Describe):			

**2. Which of the following community services would have been most useful to you or your family during the past 12 months? (Check all that apply)**

<input type="checkbox"/> Food Bank	<input type="checkbox"/> Healthcare	<input type="checkbox"/> SMUD and PG&E Help	<input type="checkbox"/> Help to Find Services
<input type="checkbox"/> Bus Passes or Gas	<input type="checkbox"/> Help w/ Criminal Records	<input type="checkbox"/> HS Diploma/GED Classes	<input type="checkbox"/> Assistance for Elderly/ Disabled
<input type="checkbox"/> Car repair	<input type="checkbox"/> Work/School Clothing	<input type="checkbox"/> Job/Career Counseling	<input type="checkbox"/> Legal Services
<input type="checkbox"/> Help with Rent	<input type="checkbox"/> Mental Health Counseling	<input type="checkbox"/> Eye Glasses	<input type="checkbox"/> Shelter
<input type="checkbox"/> Child Care	<input type="checkbox"/> Job Training	<input type="checkbox"/> Other (Describe):	

**3. Current Employment Status: (check all that apply)**

<input type="checkbox"/> Employed Full-Time	<input type="checkbox"/> Employed Part-Time	<input type="checkbox"/> Unemployed	<input type="checkbox"/> Unable to Work
<input type="checkbox"/> Retired	<input type="checkbox"/> Other (Describe):		

**4. Do you want to work with a job coach to find employment? Yes  No**

**5. If you would like to work with a job coach please provide:**

**Name:** \_\_\_\_\_ **Email:** \_\_\_\_\_ **Phone Number:** \_\_\_\_\_

*Please return this survey to the agency who gave it to you, or by email to [csbg@seta.net](mailto:csbg@seta.net).  
Thank you for your interest in helping your community.*

## APPENDIX F: COMMUNITY SERVICE GAP SURVEY RESULTS

<b>Q1: What are the biggest problems faced by you or your family over the past 12 months?</b>											
#	%		#	%		#	%		#	%	
93	27.2%	Transportation	79	23.1%	Health/Mental Health Problems	33	9.6%	Crime/ Neighborhood Violence	22	6.4%	Criminal Records
92	26.9%	Cost of Utilities	72	21.1%	Lack of job skills/training	31	9.1%	Drug or Alcohol Abuse	21	6.1%	Other
87	25.4%	Employment/Underemployment	57	16.7%	Homelessness	26	7.6%	Immigration Status	19	5.6%	No Phone or Email
87	25.4%	Affordable Housing	45	13.2%	Child Care	24	7.0%	Unsafe Housing	19	5.6%	Warm Clothing
85	24.9%	Lack of Food/ Nutrition	42	12.3%	Internet Access	22	6.4%	Domestic Violence	18	5.3%	Elder Care
									12	3.5%	Human/Sex Trafficking
<b>Q2: Which of the following community services would have been most useful to you or your family during the past 12 months?</b>											
#	%		#	%		#	%		#	%	
106	31.0%	Help with Rent	81	23.7%	Healthcare	52	15.2%	Mental Health Counseling	26	7.6%	Shelter
98	28.7%	Job Training	78	22.8%	Car Repair	49	14.3%	Child Care	20	5.8%	Help with Criminal Record
92	26.9%	SMUD and PG&E Help	78	22.8%	Job/Career Counseling	48	14.0%	Legal Services	20	5.8%	HS Diploma/ GED Classes
84	24.6%	Food Bank	63	18.4%	Help to find Services	37	10.8%	Work/School Clothing	17	5.0%	Other
84	24.6%	Bus Passes or Gas	62	18.1%	Eye Glasses	30	8.8%	Assistance for Elderly/ Disabled			
<b>Q3: Current Employment Status?</b>											
#	%		#	%		#	%		#	%	
150	43.9%	Unemployed	54	15.8%	Employed Part-Time	17	5.0%	Retired			
73	21.3%	Employed Full-Time	21	6.1%	Other	15	4.4%	Unable to work			
<b>Total Respondents</b>						342					

Zip Code	#	Zip Code	#
95823	36	NO ZIP	6
95824	28	95811	5
95610	23	95833	5
95820	23	95842	5
95828	22	95826	5
95838	21	95662	4
95822	16	95660	3
95758	11	95757	3
95817	9	95818	3
95834	9	95816	2
95624	9	95630	2
95815	8	95626	2
95608	8	95858	2
95831	8	95819	1
95670	7	95832	1
95825	7	95812	1
95621	7	95693	1
95835	7	95742	1
95829	7	95827	1
95821	7	95864	1
95843	7	95655	1
95628	7		

## APPENDIX G: SACRAMENTO COUNTY NEIGHBORHOOD AND ZIP CODE REFERENCE CHART

Community	Neighborhood	Zip Codes
North Sacramento	Old North Sacramento	95815
	Arden Arcade	95821, 95825
	Del Paso Heights	95838
	South Natomas	95833, 95834
South Sacramento	Florin	95828
	Foothill Farms	95841, 95842
	S. Sacramento/Freeport	95832
	Fruitridge	95820
	Lemon Hill	95824
	Meadowview/ Pocket	95822, 95832
	Oak Park	95817, 95820
	Parkway	95823
Rio Linda		95673
Rosemont		95826
North Highlands		95660
Galt		95632
Carmichael		95608
Rancho Cordova		95670, 95826