# REQUEST FOR COUNCIL ACTION

Date: May 22, 2023 Item No.: 7.a

Department Approval City Manager Approval

Para / Truggen

Item Description: All Department Equity Update 2022-23

#### BACKGROUND

The deaths of Philando Castile on July 6, 2016 and George Floyd on May 25, 2020, among too many others in the Twin Cities metro and nationwide, have propelled the momentum of equity work within the city of Roseville. Since 2018, city staff have been formally invested in equity work through foundational training and goal development in the Government Alliance on Race Equity (GARE) program.

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In 2020, City Council approved an 18-month contract with CultureBrokers, LLC to assist staff in developing a comprehensive racial equity plan. In addition, an Equity and Inclusion Manager was hired to help facilitate and implement strategic equity priorities across the city's departments. This new racial equity plan is called the Strategic Racial Equity Action Plan (SREAP) and focuses on three internal high-impact areas that need to be addressed immediately to lay the foundation for future equity considerations.

While the SREAP explicitly looks to address racial disparities, the city is focused on improving disparities among all of the various groups that make up the city of Roseville. In addition to the organizational goals being developed in the SREAP, city departments have been working through unique equity challenges and objectives related to their own areas of expertise. Many of the day-to-day equity and inclusion initiatives over the past year are highlighted in the attached presentation by department.

SREAP updates can be found on the City of Roseville website here.

#### **POLICY OBJECTIVE**

The on-going work of equity within the city organization reflects the city's Racial Equity Narrative. The City of Roseville is dedicated to creating an inclusive community where the predictability of success is not based on race or ethnicity. The actions of government at the federal ,state, and local level have created racial disparities that continue to harm our community. Rectifying these disparities is critical to the development of a vibrant community and a high quality of life for all residents. All city departments will continue to prioritize racial equity in their planning, delivery, and evaluation of programs, policies and services. To assist with these efforts, and as a priority identified in the SREAP, staff have worked to develop and begin implementation of a Racial Equity Toolkit, that serves as a guide for reflection of the ways in which decisions impact all community stakeholders, including those from underrepresented communities. The City of Roseville is committed to taking tangbile steps to normalize, organize and operationalize racial equity principles and tools, with an eye toward impactful and sustainable outcomes that create a more equitable community.

#### 34 FINANCIAL IMPACTS

There are no financial considerations in this equity update presentation.

#### 36 STAFF RECOMMENDATION

#### 37 REQUESTED COUNCIL ACTION

This presentation is for informational purposes.

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Prepared by: Thomas Brooks, Equity and Inclusion Manager Attachments: A: All Department Equity Update 2022-23.pptx

B: Developing a Racial Equity Impact Summary.pdf

# **Equity Update 2022-23**RESEVILLE



# **Council Equity Update**Intro

City of Roseville staff have continued efforts to integrate equitable and inclusive practices throughout the organization. Reinforcing the city's racial equity narrative, department heads will review equity work completed or in progress to date.

- Police
- Parks and Recreation
- Community Development
- > Fire
- Administration and Finance

# **Racial Equity Narrative**

- The City of Roseville is dedicated to creating an inclusive community where the predictability of success is not based on race or ethnicity.
- The actions of government at the federal, state, and local level have created racial disparities that continue to harm our community. Rectifying these disparities is critical to the development of a vibrant community and a high quality of life for all residents.
- All City Departments will prioritize racial equity in their planning, delivery, and evaluation of programs, policies, and services.
- The City of Roseville is committed to taking tangible steps to normalize, organize, and operationalize racial equity principles and tools, with an eye toward impactful and sustainable outcomes that create a more equitable community.

# **Council Equity Update**Community Aspirations

# As a community, we aspire to be:

- > Welcoming, inclusive and respectful
- > Safe and law-abiding
- > Economically prosperous with a stable and broad tax base
- > Secure in our diverse and quality housing and neighborhoods
- > Environmentally responsible, with well-maintained natural assets
- > Physically and mentally active and healthy
- > Well-connected through transportation and technology infrastructure
- > Engaged in our community's success as citizens, neighbors, volunteers, leaders, and business people

# Council Equity Update Police Department

## Programs and Initiatives



- Received grant to continue Homeless Outreach Worker
- Participation in Ramsey County Alternative Response Initiative.
- Addition of Districtwide School Resource Officer.
- Continued Breaking Down Barriers events to build trust with RAHS students.
- > Partnership with People's Inc for additional mental health social worker
- Working with Ramsey County towards a co-response model on mental health calls.
- Continued partnership with NYFS for Community Advocate.
- Added AmeriCorp intern for summer to provide additional housing support (grant funded).
- Continued participation in Special Olympics Events (Torch Run & Polar Pluge)



**Police Department** 

## **Programs and Initiatives**

- Hosted gun turn in event and free gun locks available at PD
- New Hire Family Support Program
- Art project with RAMS students to promote equity and inclusiveness
- Participation in Human Trafficking Investigators Task force
- Continued community outreach including shop with a cop, holiday toy drive, and personal supplies for RAHS
- Entered into metro-wide fencing consortium to help deescalate potential violence in the event of an officer involved critical incident
- Auto theft prevention grant (catalytic converter etching/free steering wheel locks).
- Narcan and AED grant funding to support communities most affected by opioid crisis. Applied and received opioid settlement funds.



**Police Department** 

#### **Policies**

- Recognizing traffic enforcement based solely on equipment violations disproportionally impacts communities of color, the RPD's traffic enforcement focuses on public safety and driving conduct contributing to motor vehicle collisions.
- ➤ Initiated traffic warning letter program in 2023.

#### **Training**

- All new officers attend 40 hour Crisis Intervention Training (CIT).
- Required mandatory wellness check-ins/ resiliency training with a licensed therapist for all staff. Expanded officer wellness program.
- All officers trained in crisis intervention, conflict management, implicit bias, cultural competence, and autism (POST Mandated—16 hours every 3 years).



**Police Department** 

#### Staffing

Developed innovative solutions to unprecedented challenges in recruiting and retaining law enforcement personnel with a continued focus on hiring non-traditional police officers, community service officers, employees and interns:

- Added a second Cadet position to help with recruiting non-traditional officers. The Cadet program helps reduce financial barriers through offering full-time pay and benefits to non-traditional police officer recruits.
- Expanded paid internship opportunities to boost recruitment of non-traditional law enforcement students.
- Awarded 2022 Pathways to Policing grant funding to supplement recruitment efforts of non-traditional police officer candidates through tuition reimbursement opportunities.
- Increased CSO tuition reimbursement to remove financial barriers.

Since 01/22, 58% of our CSO, Cadet, and Officer candidates and 80% of our interns have been non-traditional or underrepresented in law enforcement.



# Council Equity Update Parks and Recreation

- Engaged with Native American Community regarding the name of Pocahontas Park which led to renaming the park Keya Park. Continuing to engage as the new amenities are developed.
- Entered into an agreement with REACH for Resources to provide additional training and support for individuals with special needs who wish to participate in Parks and Recreation Programs.
- Hosted events and programs that highlight diverse cultures including:
  - Creative Crossroads Summer Entertainment Series
  - Wild Rice Festival
  - Matt Dumba Hockey Without Limits Camp







Parks and Recreation

- Developed ongoing relationship with individuals who advocate for individuals with ambulatory limitations, and included them in the planning process as three new playgrounds were planned.
- Planned Pioneer and Owasso Hills playground so that additional inclusive pieces can be added if funding becomes available.
- Updated accessibility ramp at the MN OVAL.
- Paved the crushed gravel pathways at the Muriel Sahlin Arboretum (funded by a donation from the Roseville Central Park Foundation).







Parks and Recreation

- Incorporated demographics in selection of DYP locations.
- Updated library of books used in summer programs based on recommendations of educators of color, to ensure that people are color are represented.
- ➤ Based on data analysis from 2022, increased the per-person fee assistance amount to \$150 per person.
- Converted male and female single stall rest rooms at Villa, Sandcastle, Oasis park buildings to gender neutral.



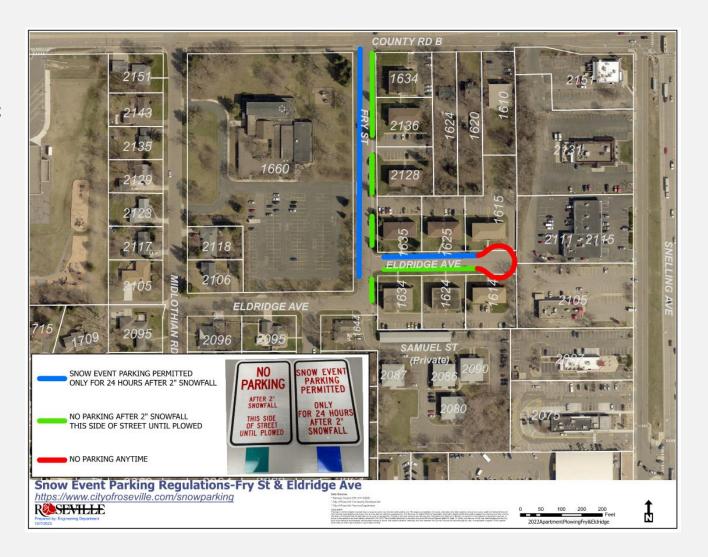




# **Council Equity Update**Public Works

# **Snow Plow Parking Pilot Program**

- Allowed parking on one side of street during snow events in three areas with apartments
- Sought to reduce number of vehicles being ticketed or towed and allow the streets to be cleared efficiently.
  - Reduced amount of tickets issued in these areas.
  - Had minor improvement in getting streets cleared after snow events.





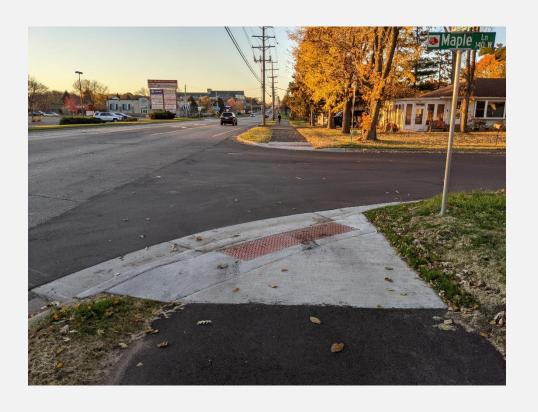
# Council Equity Update Public Works

## **ADA Curb Ramp Upgrades**

Replaced four curb ramps as part of road resurfacing to make them Americans with Disability Act (ADA) Compliant.

# Recycling

Started updating signage and other education and outreach materials in more languages to help reduce contamination in city park recycling carts.



**Public Works** 

## **Sustainability**

- Created low income handouts in seven different languages to promote energy savings. Handouts were provided at food shelves, food distribution events, city hall, city events, etc.
- Modified the Sustainable Steward Program to be accessible for renters and small businesses.
- Worked with Community Development to promote multifamily pilot program to install chargers and an electric car share hub (Edison Phase I).
- Participated in a bike event to promote transportation equity by increasing future bike infrastructure, and worked with a UofM student group who studied how Roseville could improve bike and walkability.





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यी निम्न चरणहरू पालना गर्नहोस

Ramsey & Washington Counties को उर्जा सहायता कार्यक्रमका लागि आवेदन दिन्होस्

उर्ज बारावा कार्यकाले आव्यती-नोष्प परिवाहरूलाई पत्थे बदलीय र शिलार प्रयोग हुने उर्ज व्यवसिक्त गर्न महत गर्का वेबाहरूमा बिल भुकारीया सहायता र उर्जा संबट हरतकोष पर्यवन्ता व्यवस्थि मौत्रम अतिरोधक सहायता शार्यक्रमको रिकारत पनि प्राप्त गृहे हो छ। यर मातिक ६ माडावाराहरू दुवै योग्य सुहूतको

Ramsey & Washington Counties को सामुदायिक कार्य साझेदारीलाई 651-645-6470 मा फोन गर्नुहोस् वा caprw.org मा जानहोस्।

Home Energy Squad® आउने समय निर्धारण गर्नुहोस्

Home Energy Squad\* ले तपाईलाई आफ्नो घरमा उर्जा बचत गर्ने अवसरहरूबारे जान महत गर्रछ र ठाउँको ठाउँ सामग्रीहरू स्थापना गर्रछ। तिनीहरूले हावा पस्ने जोकाहरू, पुगनो धर्मोस्टेट, काम नलाने लाइट बल्चहरू र थप कुग फेर्न सलक्ष्म्।

आमानी-मोण परिवारकका ताणि नि शुक्त मृत्याहकस्तक अवान्ध वन्। विनीतक्ती अकाण प्रतिस्थापन, निशुक्त रोधन र कर्नेतकस्वादित Xcel Energy को पत्थो अर्ज बचन वर्णक्रममानंत तथाई निशुक्त अर्ज बचन वर्णक्रमका तथि योग हुनुहुन्छ या हुनुहुन्न भन्ने कुग पनि निर्धारण गर्ने छन्। पर मालिक र भावस्वाततक पुनै योग हुनुहुन्छ।

अहिले नै xcelenergy.com/HomeEnergySquad मा साइन अप गर्नुहोस् वा 651-328-6220 मा फोन गर्नुहो

\*परिवारहरूले योग्य हुनका लागि कार्यक्रमद्वारा सेट गरिएका आम्दानीका योग्यताहरू पूरा गर्नुपर्छ। तपाई योग्य हुनुहुन्छ वा हुनुहुन्न भनी हेर्नका लागि सेवा प्रदायकलाई सम्पर्क गर्नुहोस्।





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**Community Development** 

#### Renter support w/ Tenant Notification Ordinance

- Engagement occurred in August-September, 2022
- ➤ Engaged w/104 families BIPOC engagement at 50%
- Ordinance adopted on October 24, 2022



DISCHARGED COVENANTS TO DATE: 404

#### Mapping Prejudice & Just Deeds

- Ramsey County data released in July 2022 City joined Just Deeds on July 11, 2022
- Data updated in January 2023 # of properties nearly doubled (including Cityowned properties now 8)
- Map on City website has been updated
- Link to sign up for support via Just Deeds on City's website about a dozen requests so far



**Community Development** 

#### **EDA Programming**

First Generation Down Payment Assistance program

3 closed so far

Small Business Assistance programs – targeting BIPOC

- ➤ Lender of last resort (\$50,000 max) No loans closed to-date
- Forgivable micro-loan program (\$5,000 max)

Choose Roseville program (concluded end of 2022)

- Visited 187 unique businesses over 50 BIPOC-owned
- Assisted 35 businesses 17 BIPOC-owned
- Social media, job posting, website assistance, and video creation serviced provided



# **Council Equity Update**Community Development

- Rice & Larpenteur Alliance
   Board & committee representation (by staff & elected officials)
- Annual financial support (\$40,000)
- Continuing as fiscal agent
- Promote 5 community events
- Input on future G line through corridor
- Direct outreach to businesses many BIPOC-owned
- Micro-grants for façade improvements
- Beautification efforts



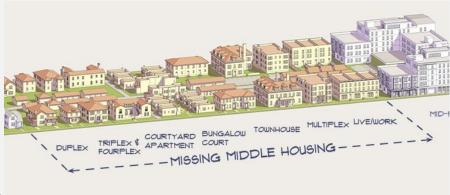




**Community Development** 

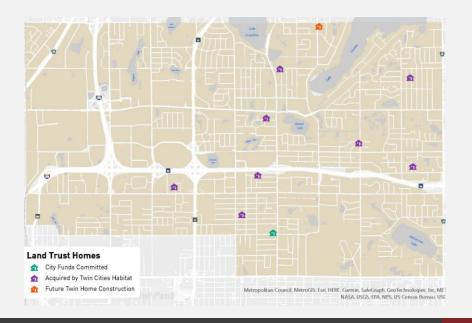
#### Zoning Code Update: secure more Missing Middle housing

- 4 rental townhomes @ Lexington & Woodhill
- 1 twin home by Habitat on Victoria Street (2 trust-held ownership units)
- 5 twin homes (10 units) at Fry Street @ Rosebrook Park (approval pending)
- 2 single family lots w/lot sizes less than 11,000 SF (9,350 is current min.)



#### Public Finance Assistance in support of affordable housing

- Land Trust Partnership with Habitat for Humanity: 1 home closed, 13 more in-process
- 277 units of senior affordable housing at 50% AMI completed (The Harbor at Twin Lakes Station)
- 60 units of family affordable housing at 60% AMI completed (The Edison 2<sup>nd</sup> phase)





**Fire Department** 

#### **Programs and Services**

#### **Healthcare Access**

- ➤ Transitioning to Advanced Life Support first response in an effort to improve immediate health care for all in Roseville.
- Assisting RPD CAT with medical assessment and treatment needs of homeless and unsheltered persons.
- Health Outreach
  - Vial of Life
  - Medication Disposal
  - Fall and Fire Safety Presentations
  - > Senior Health Fair Programs







**Fire Department** 

#### **Multi-Family Licensing Program**

- Secure in our diverse and quality housing and neighborhoods.
  - Safe, sanitary and secure housing for all is the goal of this licensing program.
- > 35% of our population is renter occupied housing
  - ➤ More advocacy, support, and education is needed.







**Fire Department** 

#### **Recruitment Efforts**

#### **Pathways Program**

- > Firefighter Cadet Program
- > Two Cadets on Staff
  - > Both near or at full completion of training

#### **Rejuvenation of the Fire Explorer Post**

- Pandemic significantly impacted this program
- New recruitment approach for young adults in and around our community
  - > Ages 12-19
- Mentorship, skill development, confidence development







**Fire Department** 

#### **Community Outreach**

- Block Parties
- Friday's with Firefighters & Annual Open House
  - Over 1,400 people attended the four events of 2022
- Community CPR
  - Monthly training at the Fire Station
  - Numerous classes at other sites per request







**Administration** 

#### Community Engagement (External)

- Envision Roseville focus on inclusionary engagement & reaching underrepresented populations
- Juneteenth recognizes history and celebrates progress made and still needed
- ➤ Use of IAP2 for outreach and engagement
- Proclamations (Newsletter highlights, educational articles, videos, social media promotion, and continued coordination with HRIEC)
- Increasing translations services on targeted outreach (e.g. Snowplowing)
- Website update (in progress) accessibility

#### Human Resources (Internal)

- Created workforce report
- Implemented systems and processes to collect data in hiring (applicants, new hires, current employees)
- Implementing new Onboard system & creating new processes and training
- Updates to hiring processes (hiring packet, interview questions, scoring plans)
- Classification and Compensation Study
- Recruitment (materials, locations, etc.)
- Updated Employee Handbook with inclusive language







**Administration** 

#### Volunteer (External)

- Recruitment & accommodations for volunteers with disabilities
- Volunteer Spotlight focus on diversity

#### Focus on Learning and Development (Internal)

- Continued engagement with equity SME's across the state
- ➤ DEI Training for leadership team in Fall 2022
- ➤ DEI Foundations training for all staff Spring 2023
- DEI Training for Managers/Supervisors Summer/Fall 2023
- ➤ DEI Training for Leadership team Fall/Winter 2023

#### Administration (Internal)

- Commission Interview process review
- Developed guidelines and training on Racial Equity Impact Summaries included in Requests for Council Action
- Gather preferred language for massage therapists
- Updated Equity dashboard
- Continue progress on the city's Strategic Racial Equity Action Plan









Administration/Finance

# Continued implementation of Strategic Racial Equity Action Plan priorities:

- Workforce Diversity
  - Implementation of SMART goals
    - Onboarding Platform, Classification and Compensation Study, Hiring Manager Packet, and Hiring Bias Training
- Commission Diversity
  - Commissioner and applicant data is being tracked and measured over time
  - Changes based on equity analysis completed; additional changes may come based on council priorities and future stakeholder feedback
- Racial Equity Toolkit/ Racial Equity Impact Summaries (REIS)
  - > Toolkit is available for use; includes a built in REIS
  - > REIS have been included on all council RCA's since January
    - Review is being conducted to learn and improve on future REIS



# Council Equity Update Administration/Finance

#### License Center

- Language translation for non-English speaking customers
- > ADA improvements to counters to better serve

## **Grant Fund Management**

- Track and report on use of federal, state, county, and Metropolitan Council grants that provide services to better serve all residents
  - APRA funds
  - National Opioid Settlement
  - Ramsey County CDBG Funds
  - Metropolitan Council LCDA grants
  - EDA loan programs





**Questions?** 



# THANKYOU

# Developing a Racial Equity Impact Summary For RCA's

#### **Racial Equity Impact Summary**

A Racial Equity Impact Summary (REIS) is a section in Request for Council Action documents. The REIS is a conscious and intentional statement of the impact a decision may have on all areas of the community, with emphasis on historically marginalized or underrepresented communities. The REIS considers impact on all community members inclusive of race, gender, age, disability, economic status, among other relevant categories. The REIS is intended to summarize reflection, research, and data that support staff findings on impact throughout the community to make informed, data-driven policy decisions. As a summary, the REIS can be as short as one sentence and should be no longer than a couple pages. The detailed summary should include the one or more of the following five statements:

#### 1. Direct Statement of Analysis Findings

The initial statement should directly confirm intent meets impact. This statement identifies whether or not the pending decision may have disparate or adverse impacts on any groups or geographical segments in the community.

#### 2. Local Data

In order to make data informed decision, local data should be gathered and included to support equity analysis findings. Local data helps inform the current makeup of the community based on geography and should include relevant racially disaggregated data as available. The most recent data available should be used, including 2020 Census data, American Community Survey data, or data retrieved through the city's <a href="mySidewalk">mySidewalk</a> tool. <a href="mySidewalk">mySidewalk</a> is a data tool available to all city departments that provides staff a way to gather data from 40+ government sources. Please contact your Department Head or the Equity and Inclusion Manager for additional information or access to the tool.

#### 3. Relevant Research Findings

Available scholar or peer reviewed research should be used to increase context and confidence in the equity impact analysis and staff recommendation. Research can show how, when, and perhaps why a policy, process, or solution may work based on case studies in other jurisdictions. Research articles can also be an additional source of relevant data. Referenced data should be as recent as possible.

#### 4. Current Policy Overlap

There may be previously approved RCA's or current policies that may overlap or be impacted by the pending decision. This is an opportunity to reflect on other policies or departments that should be considered or referenced to make an informed decision and avoid unintended impact in other areas of city operations.

#### 5. Additional Considerations

This is an optional opportunity to include any additional information that is relevant and necessary for council to make an informed decision. Even if no adverse outcomes are anticipated for community members, consider challenges with equitable access or enforcement of the proposed policy or program. Additionally consider, alignment to the city's strategic plan or aspirations.

#### **Example 1: Massage Establishment Licensing**

By limiting the number of establishment licenses, there could be an impact on those particular establishments in the future. Although the city does not collect specific demographic information related to ownership of massage therapy establishments, we do know that 75% of establishments currently licensed in the city are women-owned and ancedotally staff estimates that potentially 50% of those are minority owned.

Additionally, according to the findings in 'Human Trafficking Task Force Report'<sup>1</sup>, "Human trafficking is prevalent within the massage profession. Research shows that as many as 6,500 illicit (massage) businesses are active in the United States." The report further states that human trafficking is linked with fraud in massage therapist education and in the licensing pathways. Human trafficking in the massage profession is part of a much larger international problem that creates slavery, bondage, intimidation, violence and trauma. The Trafficking Victim Protection Act of 2004 found that traffickers primarily target women and girls, who are disproportionately affected by poverty, have limited access to education, suffer chronic unemployment, discrimination, and lack economic opportunities in their countries of origin. Traffickers lure women and girls into their networks through false promises of decent working conditions.

#### **Example 2: Tenant Notification Ordinance**

Securing safe and habitable housing is foundational to ensuring the success of Roseville's residents/families. Demographically, in Roseville persons of color are two and a half times more likely to rent compared to Whites and persons of color earn median household incomes that are nearly 40% lower than Whites. Renters are also three times more likely to have moved a year ago or less, which collectively contributes to housing instability. When rental properties undergo an ownership change, tenants can be subjected to changes in lease agreements, including a rise in rental rates, which are of no fault to the renter. Often times, these situations result in renters having to find other housing in timeframes that can be as short as 30 days. Given the availability of affordable housing, and the cost of moving, regulations that provide greater housing stability are needed. By adopting a Tenant Notification Ordinance, the City can legislate an extended timeframe whereby new owners cannot subject tenants to new lease terms in timeframes that are unduly burdensome, or, impose relocation remedies in exchange for not providing an extended timeframe to find alternative, safe and habitable housing.

#### **Example 3: Internal Policy Consideration**

<sup>1</sup> Human Trafficking Task Force Report. *Federation of State Massage Therapy Boards*. <a href="https://www.fsmtb.org/media/1606/httf-report-final-web.pdf">https://www.fsmtb.org/media/1606/httf-report-final-web.pdf</a> 2017.

As this is an internal policy being considered, this decision is not expected to have adverse impacts on community members, including historically disadvantaged communities.

#### **Racial Equity Toolkit**

The Racial Equity Toolkit is a structured guide that can help in the development of a REIS through a series of reflective and data driven questions. Decisions of more significant impact internally or externally may require a more in-depth analysis using the Racial Equity Toolkit. The Racial Equity Toolkit provides opportunities for reflection based on subject matter expertise, available localized data, and engagement with potentially impacted community members. The Racial Equity Toolkit can be found here.

Note: Both the Racial Equity Toolkit and the Racial Equity Impact Summary are public information and should be based on available data. These documents may be stored on the City of Roseville website for community accessibility and transparency. Please send a final draft of the REIS to the Equity and Inclusion Manager, Thomas.Brooks@cityofroseville.com.