

Roseville Public Works, Environment and Transportation Commission

Agenda Item

Date: October 27, 2020

Item No: 6

Item Description: Racial Equity Update

Background:

Inclusive community and governance have been a part of the Roseville City Council's Policy Priority Plan (PPP) for a number of years. In order to help achieve these goals the City partnered with the League of Minnesota Cities (LMC) and the Government Alliance on Race and Equity (GARE), which is a national network of governments working to achieve racial equity and advance opportunities for all. In 2018, the City of Roseville identified 14 employees across all departments and levels to participate in the yearlong cohort.

Since completing the yearlong training, the cohort has worked with city staff and implemented a number of changes in the City. This includes policy changes, staff trainings, and revisions to police practices.

While any sort of progress should be celebrated, city staff is aware that there is much more work to be done and the need to bring in professionals to help guide and provide further direction is clear. This sentiment was echoed by the Human Rights, Inclusion and Engagement Commission (HRIEC) when they brought forth a recommendation that the City hire a Diversity and Inclusion consultant at their August meeting. The HRIEC indicated that the purpose behind their recommendation was to build additional staff capacity as it relates to diversity, inclusion and equity work as well as to move this work forward at a faster pace and more efficiently. The City Council later approved that request and authorized staff to advertise for proposals.

City staff is currently reviewing and interviewing the consultants that responded. Looking forward, the City Manager's proposed budget for 2021 includes the creating of an Equity & Inclusion Manager position. The desire for this position is to provide leadership and direction for advancing equity and inclusion within the organization.

Recommended Action:

Receive update from staff on City's Racial Equity plan and progress.

Attachments:

A: Presentation

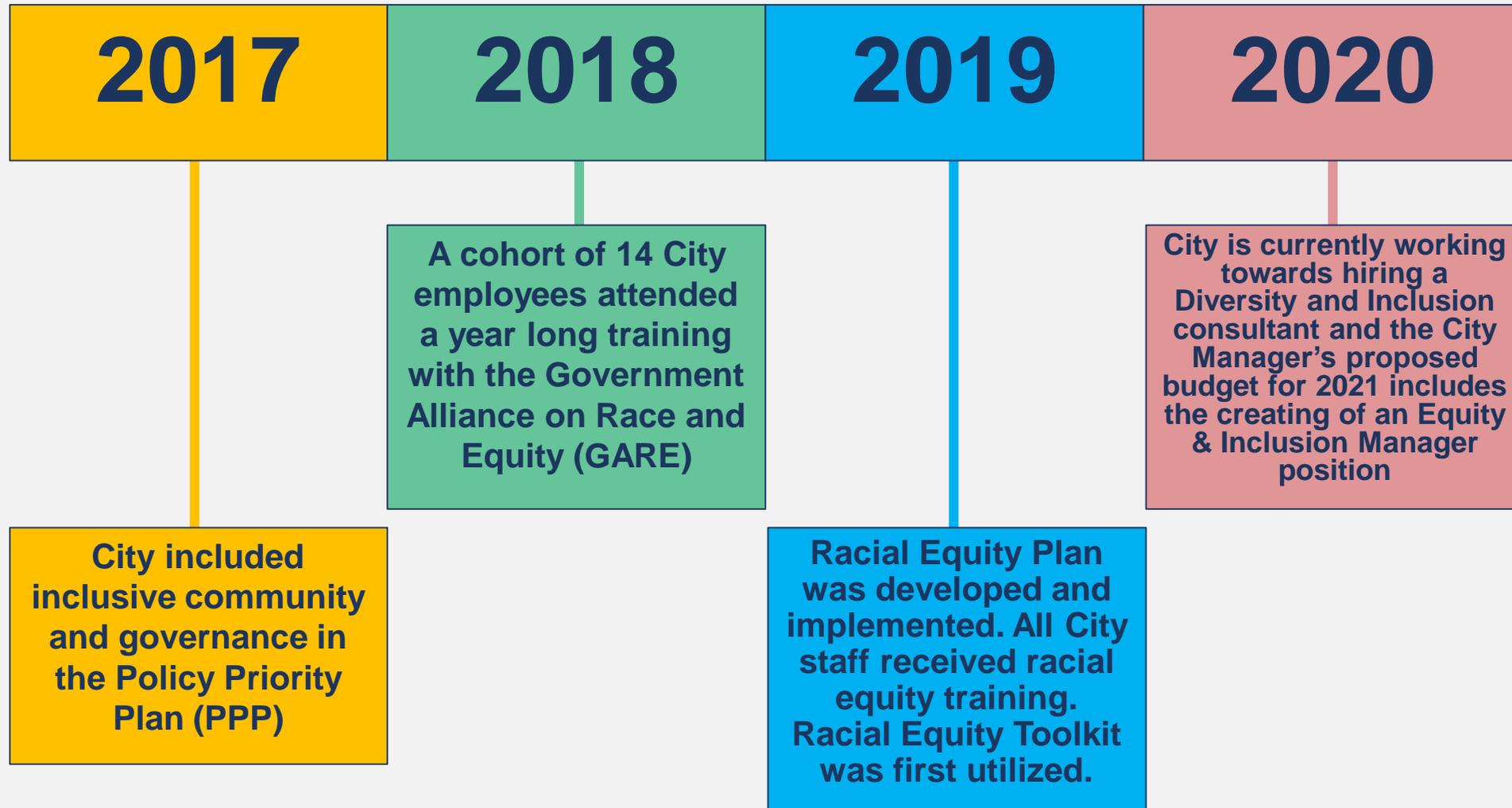
Racial Equity Update

Public Works Department



Racial Equity Update

Timeline



Racial Equity Update

- GARE
 - Racial Equity Narrative
 - Racial Equity Action Plan
 - Racial Equity Toolkit
 - Proposed snowplowing changes
- All staff training
- Consultant and proposed new staff position



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Questions?