

**Strategic Racial Equity
Action Plan (SREAP)
Narrative**



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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.

Background and History

- Participation in the Government Alliance of Race and Equity (GARE)
- GARE cohort developed Roseville's racial equity narrative and began the creation of the strategic plan
- GARE members are now DEI Strategy Team with primary responsibilities of:
 - Evaluating, recommending, and helping implement new activities, programs, and campaigns for the new SREAP

Background Activities

- Snow plowing and on street parking
 - Series of all-staff training
 - Incorporating equity lens in Roseville's 2040 Plan
 - Update of the zoning code
 - Commitment to diversify police force and retain underrepresented officers
 - Established Multicultural Advisory Committee (MAC)
 - Created first SREAP
 - Incorporating equity and inclusion in RFP scoring
 - Engaging community in Pocahontas Park discussion
 - Developed improvements for inclusive play at Central Park - Victoria
- And more at the department and program levels

Our Commitments

- Improving engagement with all community members
- Increased collaboration with BIPOC and traditionally underrepresented community members
- Listening to our community and adapting/improving internally to better meet needs of all
- Recruiting and retaining a diverse workforce that more closely mirrors the community
- Engaging council members, commissioners, and volunteers in city DEI initiatives
- Removing barriers and increasing access to city contracting opportunities for traditionally underrepresented communities
- Committing the resources and funding needed to achieve city equity goals

SREAP Purpose

To help us measure and significantly improve our results with culturally diverse workforce, businesses, representation and programming through:

- Establishing a work plan and related budget to support the SREAP
- Staff diversity and cultural competency development
- Council and commission cultural competency development and responsiveness
- Reflection of Roseville's diversity in all marketing/branding

Equity Plan Development

- Follows first SREAP created through GARE participation
- Staff will continue to support additional DEI initiatives city-wide that may not be included in the work plan
- Main Audience: Intended to guide senior leaders and staff
 - Prioritizing DEI priorities by the unique needs of each department and the community
 - Deciding how to allocate organizational resources;
 - Executing work plan priorities and related tasks; and/or
 - Generally supporting the city's commitment to equity
- Community stakeholders will be engaged and consulted as needed throughout equity and inclusion efforts

Definitions

Community

Individuals who live, work, study or visit the city of Roseville.

Diversity

The presence of variety in one place. We often measure it based on the variety of demographics and their intersections within the city of Roseville, as defined by the U.S. Census Bureau

Equity

Freedom from systemic bias or favoritism. Parity across differences. Product and service access

Inclusion

Including many different types of people and treating them all fairly and equally.

Definitions

People of Color (BIPOC)

Describes a person who identifies as a member of at least one of the following racial census categories: Black or African American, Asian, American Indian and Alaska Native, Pacific Islander, Hispanic, or some other race.

Senior Leaders

Department heads, City Council, Economic Development Authority, and Mayor

Staff

All people actively supervised by our organization and involved in accomplishing our work, including paid employees, and paid interns.

Workforce

All people actively supervised by our organization as staff as well as contract employees and volunteers, as appropriate.

Our Guiding Principles

- Use Disaggregated Data and Information
- Make Data-Driven Decisions
- Leverage Existing Assets
- Use Existing Authority
- Make Policy Changes
- Use Equity to Balance Decisions
- Actively Listen and Engage with the Community

Next Steps

- Council:
 - Provide feedback on Action Plan narrative sections
- HRIEC Commission:
 - Review of Commitments
- Strategy Team:
 - Identify high-impact actions to achieve measurable results
 - Collect, compile and analyze data specific to actions
 - Develop strategic improvement milestones

Q & A