



# REQUEST FOR COUNCIL ACTION

Date: March 6, 2023

Item No.: 7.b

Department Approval

City Manager Approval

Item Description: Strategic Equity Update Q1 2023

1 **BACKGROUND**

2 Work is well underway in implementing the City’s racial equity plan called the Strategic Racial Equity  
3 Action Plan (SREAP), which focuses on internal high-impact areas that need to be addressed  
4 immediately in the City’s equity work. The priorities identified in this initial SREAP were intended to  
5 lay a foundation with city staff and operations to increase capacity for future equity and inclusion  
6 initiatives.

7  
8 In addition to the organizational goals being implemented in the SREAP, city departments have been  
9 working through unique equity challenges and objectives related to their line of expertise. Quarterly  
10 progress on current SREAP goals is highlighted in the attachment, along with an update on upcoming  
11 staff training. As a reminder, updates to the SREAP are maintained on the city’s Racial Equity and  
12 Inclusion webpage.

13  
14 **POLICY OBJECTIVE**

15 The on-going work of equity within the city organization reflects work related to the City’s Racial  
16 Equity Narrative. The City of Roseville is dedicated to creating an inclusive community where the  
17 predictability of success is not based on race or ethnicity. The actions of government at the federal, state,  
18 and local level have created racial disparities that continue to harm our community. Rectifying these  
19 disparities is critical to the development of a vibrant community and a high quality of life for all  
20 residents. All city departments will prioritize racial equity in their planning, deliver, and evaluation of  
21 programs, policies and services. The City of Roseville is committed to taking tangible steps to  
22 normalize, organize and operationalize racial equity principles and tools, with an eye toward impactful  
23 and sustainable outcomes that create a more equitable community.

24 **RACIAL EQUITY IMPACT SUMMARY**

25 This presentation is related to the city’s Strategic Racial Equity Action Plan.

26 **FINANCIAL IMPACTS**

27 There are no financial considerations in this equity update presentation.

28 **STAFF RECOMMENDATION**

29 **REQUESTED COUNCIL ACTION**

30 This presentation is for informational purposes.

31  
Prepared by: Thomas Brooks, Equity and Inclusion Manager  
Attachments: A: Equity Update Q1 2023.pdf

# Strategic Equity Update Q1 2023



# Council Equity Update

SREAP

## Strategic Racial Equity Action Plan Priority Areas:

- Workforce Diversity
- Commission Diversity
- Implementing a Racial Equity Toolkit

## Last Update:

- Q4 2022

# Council Equity Update

## Racial Equity Narrative

### 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

## SREAP Priority 1 – Workforce Diversity



Data Collection



Data Analysis



Stakeholder Engagement



Workforce Report

## Stakeholder Engagement

- Diversify Hiring Panels
- Better Prepare Applicants
- Improve Communication
- Process Improvement
- Compete

## **SREAP Priority 1 – Workforce Diversity**

### **Efforts in progress**

- **Implement SMART Goals**
  - Specific, Measurable, Achievable, Realistic, Timely
- **Continue Process Improvements**
- **Sustain Data Collection**



## SMART Goals – Diversify the Workforce

Hiring Manager Training

Hiring Manager Packet

Onboarding Platform

Compensation and Classification Study

## SREAP Priority 2 – Commission Diversity



Continuing to evaluate each recruitment season



Promotion of all vacancies, Youth Vacancies for Spring 2023

# Council Equity Update

Strategic Racial Equity Action Plan (SREAP)

## SREAP Priority 3 – Racial Equity Toolkit



Implement Racial Equity Toolkit & Racial Equity Impact Summaries



Continue improving REIS on council RCA's



Establish data repository for REIS and Racial Equity Toolkits for quarterly reviews

# Council Equity Update

Additional DEI Initiatives - Training

## 2023 DEI All-Staff Training

All Full-Time Staff – April/May

- Foundations of DEI

Managers Supervisors – August/September

- Creating a Culture of Belonging
- Leading a Diverse Team

Department Heads – October/November

- Managing Conflict
- Courageous Conversations



# Council Equity Update

Additional DEI Initiatives - Training

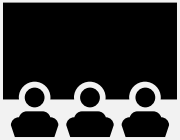
## 2022 DEI Leadership Training - completed

Department Heads – Sept. to Dec. 2022

- Creating a Brave Space
- Microaggressions
- Navigating Difficult Conversations on Race



## Proclamation Support



Display Cases at City Hall



HRIEC to review proclamation language



Educational opportunities for community members including a bi-monthly article in the City News



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Questions?