

# Roseville Human Rights, Inclusion and Engagement Commission

## Agenda Item

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**DATE:** April 19, 2021

**ITEM:** 7B.

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**ITEM DESCRIPTION:** Update on work with DEI Consultant

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### Background

At the April 19, 2021 Council meeting, staff provided an update regarding the work done to-date with CultureBrokers, LLC, and specifically regarding the Strategic Racial Equity Action Plan (SREAP). The staff report and supporting documents are attached for reference.

As part of that update, the City Council was provided the narrative portion of the SREAP that provides the background, history, principles and commitments that form the foundation of the action plan. Staff then requested Council receive feedback from the Human Rights, Inclusion and Engagement Commission on the 'Commitments' section of the plan prior to adoption.

The Commitment section lays out the specific commitments city leaders and staff will make in order to achieve measurable results identified in the action plan. These commitments are as follows:

## Our Commitments

Roseville City Government fully commits to the long-term work of becoming culturally competent and responsive, welcoming, and inclusive of all people both within and outside our organization, as well as in the range of issues and challenges that we engage in. This includes (but is not limited to):

- Improving engagement with community members of different racial, cultural, economic, and religious backgrounds, and ages, as well as those with varying physical abilities, gender identities and sexual orientations.
  - While diversities of all personal characteristics are important, Roseville has decided to focus its efforts on racial equity with the expectation that work to dismantle structural racism will not only benefit all persons but, because racism intersects so

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widely with other forms of oppression, antiracist work will facilitate additional efforts dedicated to relieving the oppression of other marginalized groups.

- Developing relationships and increased collaboration with community leaders/organizations serving BIPOC and traditionally underrepresented communities.
- Following through on intercultural lessons learned by committing to listen, learn, and adapt improved methods and practices to better serve the needs of all in the community.
- Recruiting, hiring, retaining, and developing a culturally competent staff whose demographics more closely mirror those in our residents.
- Engaging council members, commissioners, and city volunteers in city DEI initiatives, practices, and cultural competence development as able
- Recruiting and retaining culturally competent and responsive commission members and city volunteers whose demographics more closely mirror those of our residents.
- Removing barriers and increasing access to city contracting opportunities for historically under-represented businesses.
- Committing the resources and funding necessary to support and achieve approved DEI action plan commitments and goals.

## Recommendation

Provide feedback regarding the commitments identified in the Strategic Racial Equity Action Plan in order to recommend adoption of the SREAP narrative by the City Council.

## Attachments

- A. RCA from April 19 City Council meeting