

ROSEVILLE
REQUEST FOR COUNCIL ACTION

Date: June 7, 2021
Item No.: 7.c

Department Approval



City Manager Approval



Item Description: Receive City Department Equity Initiatives Update 2020-2021

BACKGROUND

The death of George Floyd on May 25, 2020 and the impact this tragedy had on our community 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.

In 2020, City Council approved a contract with CultureBrokers, LLC to assist staff in developing and beginning implementation of a comprehensive racial equity plan. In addition, an Equity and Inclusion Manager was hired to help facilitate equity work 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 in the city's equity work.

In addition to the organizational goals being developed in the SREAP, city departments have been working through unique equity challenges and objectives of their own. Many of the day-to-day equity and inclusion initiatives are highlighted in the attached presentation by department.

POLICY OBJECTIVE

The on-going work of equity within the city organization reflects the work related to the 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, deliver, 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.

FINANCIAL IMPACTS

There are no financial considerations in this equity update presentation.

STAFF RECOMMENDATION

REQUESTED COUNCIL ACTION

This presentation is for informational purposes.

Prepared by: Thomas Brooks, Equity and Inclusion Manager
Attachments: A: June 2021 Department Special Equity Report.pdf

Equity Update 2020-2021 By Department



INTRODUCTION

Equity Update 2020-2021

Following the civil unrest and the call to action in our community with the death of George Floyd, each department head will review equity work completed or in progress to date.

- Police
- Parks and Recreation
- Community Development
- Public Works
- Administration
- Finance
- Fire

POLICE

Equity Update 2020-2021

New and/or Improved Programs and Policies

- Redesigned former “New American Forum” into “Building Safer Communities” through engagement and collaboration with Roseville Community Education Student Senate (ELL).
- Implemented Multicultural Advisory Committee (MAC) to strengthen outreach through focused and ongoing dialogue.
- Full Implementation of NYFS Community Advocate partnership providing mental health case management and resource coordination; cost sharing with neighboring agencies.
- Launched Community Action Team (CAT) to help with coordination of services and appropriate responses to quality of life concerns.
- Expanded and updated Transparency and Data Sharing initiative on website: policies, traffic stops, use of force, #8can'twait.
- Complete review and ongoing updates to RPD's entire policy manual; to include use of force, traffic stops, pursuits, and K9.
- Implemented Lexipol, a policy management and training platform to limit risk and enhance safety (great resource for promising practices).

POLICE

Equity Update 2020-2021

New and/or Improved Programs and Policies cont.

- School Resource Officer uniform changed to “soft” uniform. E.g. polo shirt, sweatshirt.
- Completed first independent Portable Recording System (bodycam) audit with full compliancy.
- Participation in Government Alliance on Race and Equity (GARE) program.
- Significantly increased participation of BIPOC families in 2020 Shop with a Cop program utilizing local faith-based organizations and Roseville Schools Cultural Liaisons.
- Official participation with Microgrants LightsOn equipment repair voucher program (pending).
- School Resource Officer integrated into Roseville Schools “healing circles” program to discuss topics surrounding *Police and Race*, *Anti-Asian Violence*, *Community Trauma*, and other contemporary issues with students, student clubs, and faculty.

POLICE

Equity Update 2020-2021

Racial Equity & Inclusion Initiatives

Hiring to Reflect the Community We Serve

- Focused recruitment of non-traditional police officers, community service officers, employees, and volunteers.
- Coordinated \$50,000 in tuition reimbursement to RPD *Community Service Officers (CSO) through Pathways-to-Policing grant program.
- 4 CSOs earned conditional employment offers as Roseville Police Officers.
- Offering paid internships to help reduce financial barriers and increase access to internship opportunities at RPD.
- Increased percentage of female officers in leadership roles.
 - *RPD female officers represent 22.6% of total officers with 40% representation in leadership roles; compared to 12% and 3% nationally.*
- Solicited and integrated interview questions from MAC to help gauge cultural competence and awareness of new candidates.
- MAC Members served as interview panelists for internal promotions.

Work in progress

- Grant submitted (pending) for RPD Housing Navigator.
- Working with Ramsey County Mental Health to engage community regarding a potential embedded Social Worker within RPD.
- Focused ad-hoc engagement efforts. E.g. Intentional engagement with AAPI residents and business owners, intentional messaging.

**To be hired as a Community Service Officer in Roseville, candidates must be proficient in a second language or have significant experience living in or working in a diverse community.*

PARKS AND RECREATION

Equity Update 2020-2021

Racial Equity & Inclusion Initiatives

- The Rec Connect Summer Outreach Program
- Creative Crossroads Summer Entertainment Series
- Inclusive Playground in Central Park (funded by FOR Parks)
- Continued to connect with Native Americans and others in the community as part of the analysis of the name of Pocahontas Park
- Community engagement opportunities for the name of Pocahontas Park
- Expanded program registration software to include gender options outside of male and female options
- Exploring options with registration software provider to capture racial demographics of program participants
- Staff participation in learning opportunities through national and state organizations

COMMUNITY DEVELOPMENT

Equity Update 2020-2021

Racial Equity & Inclusion Initiatives

- Zoning Code Update
 - Equity & Inclusion community engagement sessions (2) & online Idea Board
 - Considering reducing minimum lot size requirements in LDR zoning districts
 - Considering expanding allowance of other housing types in the LDR district
- Mapping Prejudice & Just Deeds
 - Assisting residents in discharging discriminatory covenants from their property DEED's
 - Discharging discriminatory covenants from City-owned property
- First Generation Down Payment Assistance program
 - \$25,000 of assistance
- Lender of last resort Small Business Assistance program – targeting BIPOC
 - 50/50 partnership w/MCCD's Open to Business
 - Blended loan interest rate of 4%
 - Funded with EDA levy funds
- Public finance assistance in support of affordable housing – new construction and NOAH opportunities
 - Twin Lakes Station (family & senior housing)
 - Brittany/Marion – prospective HOAH preservation project
- Preparing for future EDA informational discussion on Inclusionary Housing and Tenant Notification ordinances (tentatively scheduled for July)

PUBLIC WORKS

Equity Update 2020-2021

Racial Equity & Inclusion Initiatives

Procurement

- Added a Diversity, Equity, and Inclusion component to the Request for Proposals for the new Recycling Contract. Proposals were scored on DEI elements and how the contractor's values and policies aligned with the City's Diversity, Equity and Inclusion policy.

Job Descriptions

- Reviewed job descriptions as positions were filled and/or reclassified to add equity and inclusion elements and requirements to the positions

Developing the workforce

- We have started working with the union for the maintenance staff to discuss how we can use our seasonal positions to introduce and expose underrepresented communities to our maintenance careers. The goal is to give people experience in the industry so they are better qualified when positions open up at Roseville or other public agencies

FINANCE

Equity Update 2020-2021

Racial Equity & Inclusion Initiatives

Purchasing Policy

- A new purchasing policy is being drafted using a racial equity lens
 - The GARE racial equity toolkit will be used to assist in gathering data and decision making on the revisions

License Center Interpreters

- New list of sign language interpreters to assist any Hearing Impaired customers
- Several staff who can communicate with Hmong speakers
- Partnership with the police department to assist with additional language needs
 - New scheduling model allows more time to make accommodations, as needed

ADMINISTRATION

Equity Update 2020-2021

Communications

- Creation of Racial Equity webpage
- Focus on inclusive imagery, articles (newsletter/website)
- Closed captioning – Zoom meetings
- Promoting communication in multiple languages
 - COVID-19
 - Vaccines
 - CARES Act
 - Rental Assistance
 - Census project

Volunteer

- Volunteer Spotlight – focus on inclusive volunteers (age, race, ethnicity, ability)
- Review of volunteer application & background checks
- Equity language added to Volunteer webpage
- Every Meal distribution event

ADMINISTRATION

Equity Update 2020-2021

Human Resources

- Implicit bias for hiring panels
- Job description reviews – equity skills, language, qualifications
- Begun data tracking of demographics
- Review of scoring for applications
- Targeted recruitment of various positions
- Interview questions – equity focus

Administration

- Hiring of DEI Consultant
- Strategic Racial Equity Action Plan
- Strategy Team formation
- Hired Equity & Inclusion Manager
- Developed Community messages surrounding various situations
- Monthly Equity Report
- Update Commission application- track demographics
- Update Youth Commissioner application

Engagement and Involvement

- GARE Cohort (2018-2020)
 - Chief O'Neill
 - Chief Brosnahan
- Strategy Team (2021 and Beyond)
 - Chief Brosnahan
 - Battalion Chief Diaz
- Rice/Larpenteur Alliance
- Roseville Community Health Awareness Team (CHAT)
- Roseville Alzheimer/Dementia (AD) Group
- Age-Friendly Ramsey County

COVID Response and Support

Impacts of the global pandemic on our community has been vast and varying.

- Healthcare Access
- Mask Donation Program
- Food Partnership with Every Meal

Multi-Family Licensing Program

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

Recruitment Efforts

- Creation of a Pathways Program
 - Firefighter Cadet Program
- Recruiting Difficulties
 - % of Female Candidates
 - % of Candidates of Color

THANK YOU

QUESTIONS? FEEDBACK?