


REQUEST FOR COUNCIL ACTION

Date: September 12, 2022
Item No.: 7.a

Department Approval

City Manager Approval



Item Description: Strategic Equity Update Q3 2022

BACKGROUND

In 2020, City Council approved a contract with CultureBrokers, LLC to assist staff in developing and implementing a new racial equity plan called the Strategic Racial Equity Action Plan (SREAP) which focuses on internal high-impact areas that need to be addressed immediately in the city’s equity work. The priorities identified in this initial SREAP were intended to lay a foundation with city staff and operations to increase capacity for future equity and inclusion initiatives.

In addition to the organizational goals being implemented in the SREAP, city departments have been working through unique equity challenges and objectives related to their line of expertise. Quarterly progress on current SREAP goals is highlighted in the attachment, along with an update on new data tools and upcoming staff training. The data tool staff is currently using is called Envisio, and is a live platform that provides quarterly SREAP updates. These updates are located on the city’s Racial Equity and Inclusion webpage or [here](#); a report has been attached for review.

POLICY OBJECTIVE

The on-going work of equity within the city organization reflects work related to the City’s 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: Equity Update Q3 2022.pdf

Strategic Equity Update Q3 2022



Council Equity Update

SREAP

Strategic Racial Equity Action Plan Priority Areas:

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

Last Update:

- May 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



Mapping from “customer-centered” perspective (August 2021)



Job descriptions, recruitment, onboarding (On-going)



Decision point analysis, “Voice of customer”

Council Equity Update

Strategic Racial Equity Action Plan (SREAP)

SREAP Priority 1 – Workforce Diversity

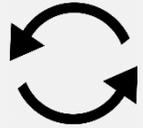
Decision- Point Analysis includes reviewing data disaggregated by race/ethnicity and gender identity through each step of the hiring process.

- Establishing sets of data and visuals of which we can measure and track progress over time

Gathering VOC includes a survey to recent new hires and a deep dive into scoring criteria and interviewing



SREAP Priority 2 – Commission Diversity



Continuing to evaluate each recruitment season



Promotion of all vacancies, Youth Vacancies

SREAP Priority 3 – Racial Equity Toolkit



Racial Equity Toolkit developed



Implementation & Training



Incorporate into decision making

Council Equity Update

New Data Tools - Envisio

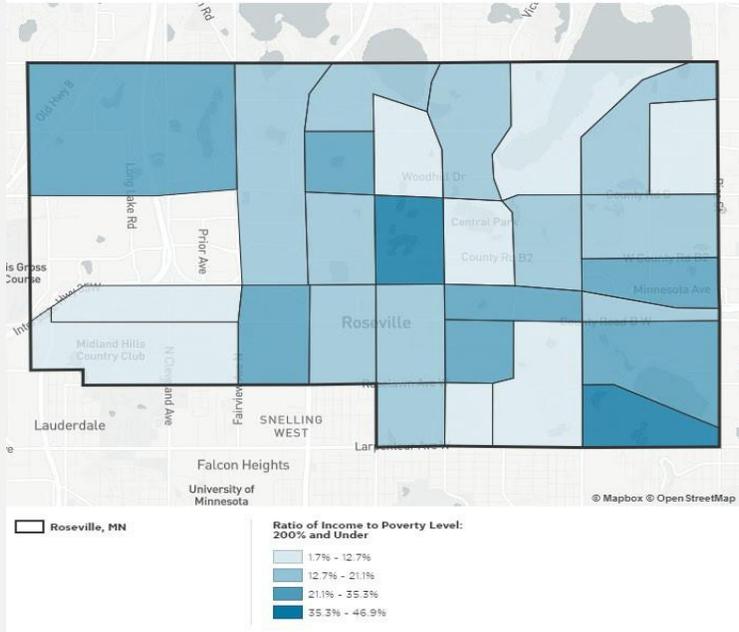


- Implementation started in May 2022 and completed September 2022
 - Included manual loading of the SREAP priorities, phases, and milestones
 - Includes a data analytics module for internal measuring of SREAP progress on workforce recruitment and commission recruitment
 - Includes the ability to generate progress reports
 - Includes the ability to add future strategic plans and data dashboards

Council Equity Update

New Data Tools - mySidewalk

Low Income Population

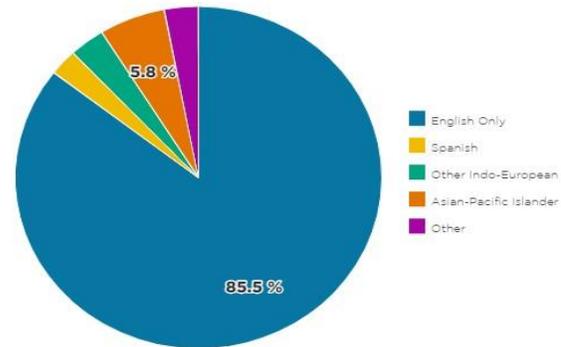


Residents Living with Disabilities

Roseville, MN	People
Population Living with a Disability	3,876
Disability - Hearing Difficulty	1,401
Disability - Vision Difficulty	470
Disability - Ambulatory Difficulty	1,671
Disability - Cognitive Difficulty	1,378
Disability - Self-Care Disability	827

Sources: US Census Bureau ACS 5-year 2016-2020

Language Spoken at Home



Roseville, MN

Sources: US Census Bureau ACS 5-year 2016-2020

mySidewalk

Council Equity Update

Upcoming Equity and Inclusion Training



Leadership Team Training

- Creating a Brave Space
- Behaviors that Trigger Negative Bias
- Microaggressions
- Leading through Anti-Bias Practices



Additional training for all staff will be offered in 2023; updates to come



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

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Questions?