



City of Roseville

Equity & Inclusion

November 2020



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.

Introduction

This monthly update highlights the on-going work being undertaken by staff as it relates to racial equity. The purpose of this update is to inform both City Council, staff and the public regarding this work in an effort to share information as well as to spark opportunities for partnerships or leverage additional resources.

Diversity, Equity & Inclusion Consultant

The City Council approved a contract with Culture Brokers, LLC for the services of a Diversity, Equity and Inclusion consultant to support the city's continued efforts to embed a racial equity lens within day-to-day work of city business. Work has begun on identifying members of the Strategy Team who will be responsible for supporting the participation of a broader group of stakeholders as necessary, helping craft and review a citywide improvement plan and contributing to leadership adoption of the plan.

Multi-Cultural Advisory Committee (MAC)

The Roseville Police Department (RPD) held its 4th MAC meeting (virtually) on November 19, 2020. This month, MAC member Aaron Komo picked up where MAC member Sida Ly-Xiong left off, and led the November meeting with additional capacity and relationship building lessons for the committee. The idea is to become more comfortable with each other in order to facilitate deeper conversations in the future. MAC member, Terry Newby, will lead the December meeting. RPD is continuing to look at ways to incorporate MAC members. So far, MAC Members have served as panelists for 2 promotional hiring processes with another scheduled for December 2, 2020. This month, RPD added a component to its Field Training program that requires a newer officer to interview a MAC member before they finish their final probationary period.

Recruitment

A diverse workforce increases the city's the ability to serve and protect all residents and allows us to provide high quality, responsive and equitable services. Employees from varied backgrounds bring different perspectives, ideas and solutions to the workplace. With this in mind, the city has intentionally sought new ways to recruit employees. Most recently, the city Communications staff worked with the Police department to update all their recruitment materials for both officers and Community Service Officers to focus on equity and inclusion. In addition, a targeted recruitment effort has been made by working with the National Minority Update – a diversity recruitment resource.

Pathways to Policing

In recent years, Roseville Police Department has taken proactive measures to recruit non-traditional candidates with preference given to those who can demonstrate experience living in, interacting with, or organizing diverse communities, and who are fluent speakers, readers or writers of the top 5 non-English languages spoken in Roseville – Hmong, Karen, Somali, Spanish or Thai. The most intensive recruitment has focused on Community Service Officers (CSOs) The department hires CSOs with the intention that they will become Roseville Police Officers in the future. Once hired, CSOs work part-time and attend a full-time peace officer education program.

In July, the city applied for the Minnesota Department of Public Safety's 2020 Pathways to Policing grant. This grant supports Roseville's Commitment to Diversity staffing program by reducing financial barriers. This grant will provide opportunities for reimbursement for coursework fees, books and equipment costs associated with the MN Professional Peace

Officer Education program for eligible CSOs in Roseville.

Pocahontas Park

The Parks and Recreation Commission and staff are continuing to examine the name of Pocahontas Park. At the November meeting, the Parks and Recreation Commission developed a preliminary plan for the process based upon the Government Alliance on Race and Equity (GARE) Racial Equity Toolkit and the draft HRIEC best practices.

At subsequent meetings, the Parks and Recreation Commission is planning to hear from experts on Native American history and land use, Native American residents of Roseville, neighbors of Pocahontas Park and other Roseville residents who are interested in the conversation.

In addition to examining this specific issue, the Parks and Recreation Commission hopes to utilize this process as an opportunity for education on Native American issues and an opportunity for further, ongoing engagement with the Roseville Native American community.

Expansion in Inclusive Play Opportunities Planned for 2021

Parks and Recreation and the Friends of Roseville Parks (FOR Parks) is working to provide expanded inclusive opportunities for residents of all ages and abilities in Central Park next summer. The project aims to provide a more accessible, exciting and complete experience for users of all abilities. One component of the project aims to expand and enhance the existing playground at Central Park Victoria West including all chair-friendly surfacing, additional universally-designed play equipment and a modified layout to improve play experience for users of all abilities.

A second component of the project envisions adding several outdoor "fitness

Pods” in Central Park, which can be used to exercise by users of all ages while enjoying the park.

The city has received input from more than 130 Roseville residents, experts in inclusive play and individuals with disabilities on the proposed project through targeted outreach, in-person meetings, a virtual meeting and an online feedback portal.

The planned project is being funded entirely by a generous donation facilitated by the Friends of Roseville Parks.
