



City of Roseville

# Equity & Inclusion

February 2021



## 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.

## Equity and Inclusion Manager

The city received over 100 applications for the position of Equity and Inclusion Manager and has narrowed the field down and invited candidates to a second round of interviews in early March. The goal is to have someone onboard with the city in early April.

The Equity and Inclusion Manager continues Roseville's commitment to integrating equity and inclusion principles into all operations, projects and services of the city.

## DEI Consultant Update

The Strategy Team has been working with Culture Brokers over the past several months to prepare and build an understanding of the work the city has done to-date and to review and revisit the existing racial equity action plan. The Strategy Team is now moving into further developing and refining the action plan that includes setting priorities, identifying and developing metrics and benchmarks and drafting commitments to this work.

Culture Brokers has officially launched this work with presentations to the City Council, city Leadership Team, Strategy Team and the Human Rights, Inclusion and Engagement Commission. Additionally, they have provided feedback on a variety of projects including:

- Recycling RFP – inclusion of equity principles
- Zoning Code Update – Community Engagement Plan
- Pocahontas Park Engagement Plan