

**ROSEVILLE**  
**REQUEST FOR COUNCIL ACTION**

Date: 4/21/2021  
Item No.:

Department Approval



City Manager Approval

Item Description: Receive Update on DEI Consultant and Strategy Team Work

**BACKGROUND**

At the October 26, City Council meeting, the City Council approved a contract with CultureBrokers, LLC to support the city’s efforts to embed a racial equity lens within day-to-day work in a sustainable manner, and advise on community engagement components. As part of that work, the City has formed a Strategy Team consisting of members from all city departments that is providing guidance to the consultant and helping craft and review the updated Strategic Racial Equity Action Plan.

CultureBrokers has been meeting on a biweekly basis with staff, as well as the Strategy Team, working specifically on the Strategic Racial Equity Action Plan (SREAP). This work has consisted of:

- a) Gaining an understanding of the background and how the current Racial Equity Action Plan was created.
- b) Learning of the successes and barriers of work to-date on the Action Plan.
- c) Identifying performance improvement approaches to the work and how to develop a data-driven assessment of our work.
- d) Developing principles and foundations to guide the work moving forward.

The SREAP has several components associated with it including a narrative that outlines the background of this work, the City’s commitments to the long-term work of becoming culturally competent and responsive, welcoming and inclusive of all people, the purpose of the document, and many other important aspects that are necessary to discuss *before* we get to the actionable items. Tonight, various members of the Strategy Team will present these topics for discussion.

Outside of the work on the SREAP, Culture Brokers has also served as a resource and provided feedback on several different city projects including:

- Zoning Code Engagement Plan
- Pocahontas Park Engagement Plan
- Recycling Request for Proposal
- Participation in interviews for the Equity & Inclusion Manager
- Attendance at HRIEC meetings and providing on-going updates
- Meeting with staff to discuss the work of the Multicultural Advisory Committee

35  
36  
37  
38  
39  
40  
41  
42  
43  
44  
45  
46  
47  
48  
49  
50  
51  
52  
53  
54  
55  
56  
57  
58  
59  
60  
61

**POLICY OBJECTIVE**

The city strives to be a welcoming and inclusive place for all and is committed to promoting equitable service and diversity in the community. In addition, the City’s Priority Plan has identified Inclusive Community and Governance as a strategic priority.

**BUDGET IMPLICATIONS**

None at this time. The full Strategic Racial Equity Action Plan will be brought forward with details for approval and timeline. As part of the full adoption, there will be a request to fund the action items in the plan.

**STAFF RECOMMENDATION**

Receive the presentation and provide feedback to staff and the consultant. Staff recommends having the Human Rights, Inclusion and Engagement Commission review the ‘Commitment’ section of the plan and provide feedback to the Council. This is to ensure that the community understands and has an opportunity to provide input on what commitments the City will make related to the SREAP. This feedback would then be used to draft a final version for Council approval as part of the full Strategic Racial Equity Action Plan.

**REQUESTED COUNCIL ACTION**

Receive the presentation and provide feedback to staff and the consultant. Authorize staff to bring the ‘Commitment’ section to the Human Rights, Inclusion and Engagement Commission and allow their input to inform a final version of the document.

- Prepared by: Rebecca Olson, Assistant City Manager  
Attachments: A. Strategic Racial Equity Action Plan narrative  
B. PowerPoint Presentation