



City of Roseville

# Equity & Inclusion



## 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.

July 2021

### 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.

### Strategy Team Update

The city's Strategy Team has been working with CultureBrokers to implement the City Council approved Strategic Racial Equity Action Plan (SREAP). The Strategy team, including the Assistant City Manager and the Equity and Inclusion Manager are progressing with the first action items for each of the identified problem statements. Current implementation of the action items includes 1) gathering data and creating profiles of the data and 2) visually mapping out each of the existing processes for the problem statements from a customer centered perspective. Initial engagement for the customer centered perspective includes a series of workshops to happen in August with internal stakeholders represented from all departments to provide input on existing processes.

### Communications Plan Update

The Strategy Team also developed a strategic focused Communications Plan, directly aligned with stakeholder communication of the SREAP. This plan was developed with higher level strategy in mind to be proactive and intentional about engaging our various stakeholder groups. The plan includes a list of all possible stakeholders, what should be communicated to them through the SREAP timeline, when or how often communication should occur, and common Q&A's.

In addition to a strategic planning document, a question and answer document was also prepared to aid the Communications Team in various written internal and external communications.