

GOAL: All people of Roseville are welcomed, included and respected					
Community Indicator	Outcomes & Actions (What & How)	Timeline (When)	Accountability (Who)	Performance Measures	Progress Report
A. Roseville's residents state they feel welcome in the community, regardless of background or demographics	<p><u>Outcome:</u> Measurable proxies for feelings of welcomeness, inclusion and respect are developed</p> <p><u>Actions: (#4) Develop a network of contacts in communities of color</u></p> <ol style="list-style-type: none"> 1. Discussion between HRIEC and Council on role of HRIEC in developing relationships and connections in communities of color 2. Communications staff begins discussions on how to further develop relationships in under-reached communities through micro-communication efforts. 3. Strategic communications plan, along with engagement and outreach best practices are developed. 	2019-On-going	GARE Team City Manager Assistant City Manager HRIEC	<p>Development of a Best Practices for Engagement document</p> <p>Develop a Strategic Communications Plan including methods to engage under-reached communities</p> <p>Number of community leaders identified and reached out to</p>	<p>Discussion between HRIEC & Council 6/3/19 HRIEC developing strategies for engagement</p> <p>HRIEC developing a draft Best Practices document for engagement</p> <p>HRIEC is working on event to increase outreach to the Hispanic community that would include opportunity to identify "Ambassadors" (approved by council 7/22/19)</p> <p>Strategic Communications plan is in final drafting stage (8/22)</p>
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B. Roseville's workforce reflects the diversity of the community across the breadth and depth of the organization	<p><u>Outcome:</u> Roseville's applicant pool and workforce is representative of the overall percentage of people of color living in Roseville</p> <p><u>Actions: (#1) Job descriptions are reviewed and revised using a racial equity lens</u></p> <ol style="list-style-type: none"> 1. Specific positions are identified for review 	2019-On-going	Human Resources GARE Team City Manager Assistant City Manager	<p>Number of job descriptions reviewed/revised</p> <p>Process is defined on how to review job descriptions</p>	<p>GARE team is identifying positions to review during 2019-2020</p> <p>Racial Equity statement is included on all jobs under 'Minimum Qualifications'</p> <p>Job postings are targeted to specific professional organizations</p>

	2. A process for reviewing job descriptions using a racial equity lens is developed				
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Racial Equity Priorities
2019-2020

Focus: Normalizing

Community Indicator	Outcomes & Actions (What & How)	Timeline (When)	Accountability (Who)	Performance Measures	Progress Report
<p>D. Roseville staff, elected and appointed leaders understand and are committed to achieving racial equity within the organization and community.</p>	<p><u>Outcome:</u> Racial equity is established as an on-going, sustainable and integrated priority of the city organization, elected and appointed leaders</p> <p><u>Actions: (#1) The city's Racial Equity Narrative is communicated to all staff and officials</u></p> <ol style="list-style-type: none"> 1. Narrative is included as part of employee training and new hire orientation 2. Other platforms are identified as ways to enforce the narrative 	<p>2019-2020</p>	<p>City Manager Assistant City Manager GARE Team Human Resources</p>	<p>Number of employees who receive narrative</p> <p>Number of new hires who receive orientation with narrative included</p> <p>Number of platforms where the narrative is communicated</p>	<p>4/29/19: Focus for 2019 will be on staff</p> <p>8/22/19: 10 out of 12 regular employee new hires in 2019 have received the Racial Equity narrative as part of onboarding</p> <p>The narrative has been integrated into new commissioner annual training, & Strategic Communications Plan</p>
	<p><u>Outcome:</u> All employees within the organization understand and are aware of structural and institutional racial inequity and how it impacts the work we do</p> <p><u>Actions: (#2) All current and future staff receive effective training on racial equity</u></p> <ol style="list-style-type: none"> 1. A training curriculum for employees is developed and implemented 2. A pre-and -post survey is developed to measure effectiveness of training 	<p>2019-2020</p>	<p>GARE Team</p>	<p>Number/Percent of employees who receive training</p> <p>Number of new hires who receive training</p> <p>Analysis of pre/post survey</p>	<p>Training has been developed and all regular employees (200+) will be required to attend in November</p> <p>A pre/post survey is being developed with the intent to provide to employees at the training in November</p>