



City of Roseville

Equity & Inclusion

August 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 is the first version of a monthly update regarding 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 leveraging additional resources.

New Webpage

The city recently created a webpage dedicated to the ongoing work centered on equity and inclusion. The page provides background and history of work that has occurred as well as updates on work that is on-going. Additionally, these monthly updates will be posted on the webpage. You can learn more by going to www.cityofroseville.com/Racial-Equity.

Multicultural Advisory Commission

The city began accepting applications for Multicultural Advisory Commission (MAC) on June 12, 2020. The purpose of the MAC is to enhance communication and address racial disparities in policing to better serve Roseville's diverse community. The city received 58 applications and staff has held informational meetings to help answer questions of applicants. The first MAC meeting is on pace to take place before the end of August.

Diversity & Inclusion Consultant

The City Council directed staff to develop a Request for Proposal to hire a diversity and inclusion consultant based on the recommendation of the Human Rights, Inclusion and Engagement Commission. Staff will refine the scope of the work of the consultant in consultation with the Commission and City Council and bring forward further detailed information at a future Council meeting.

Pathways to Policing Grant

The Police Department has applied for a second round of grant funds for a program called 'Pathways to Policing' through the

Minnesota Department of Public Safety. This program supports Roseville's Commitment to Diversity staffing program by reducing financial barriers by providing reimbursement to Community Service Officers coursework fees, books and equipment costs associated with the Minnesota Professional Peace Officer Education. Our CSOs are typically nontraditional law enforcement candidates who have experience living in, interacting with or organizing diverse communities.

City Workforce Demographics

In 2019, staff implemented a system to begin tracking applicant and new-hire (self-reported) demographics.

In 2019, 37.5% of new hires identified as either Asian, Black, Native American or Hispanic (the tracking software defines the categories). In 2020 to-date, 20% of new hires for regular positions identify as a person of color. Another data point to note is that although only 12% of the city's regular positions are held by people of color, 76% of those individuals have been hired within the past five years. Based on the fact that the most recent data suggests that nearly 25% of Roseville residents identify as an ethnicity besides white, there continues to be focused efforts on widening the applicant pool to ensure diversity of experience, thoughts and skills in our workforce.

Additionally, staff is implementing other ways to enhance the diversity of our workforce. As the Police Department looks to fill a Lieutenant position, updates have been made to include a community member on the interview panel, as well as including specific interview questions that speak to race equity and cultural competency.

GARE Team

The GARE team is meeting biweekly to share information as well as to explore

several actions the city can take as it relates to racial equity. The Volunteer Coordinator has been working with a BIPOC representative with expertise in volunteer coordination to review the application for volunteers with a focus on equity and removing any barriers on the actual application.

In addition, the team is focusing on developing a sustainable organizational structure as this work continues.

CARES Act Funding

The city was awarded \$2.7 million in funds from the CARES Act which is required to be spent by November 15, 2020. City Council authorized \$1.5 million to be used for business and residential relief. The business relief programs, (\$500,000) will be targeted to community businesses that did not receive or were not eligible for funding from the State or County, such as home-based businesses, self-employed and individual contractors who have demonstrated the highest need. In addition, the City Council authorized the remaining \$1 million to be used on residential relief program to prevent evictions and foreclosures of residents who experienced a loss of income.

City Manager Recommended Budget

At the August 10, City Council meeting, the City Manager presented his preliminary budget for 2021. The preliminary budget features the new position of Equity and Inclusion Manager. The goal of the position is to integrate and advance the city's equity and inclusion efforts within the organization and the community. In addition, the City Manager is recommending one additional Police Officer position tied to the Commitment to Diversity staffing program. To learn more about the City Manager's proposed budget, visit our website www.cityofroseville.com/Budget-Info.

Cultural Programming

The City of Roseville continued with it's Creative Crossroads series on Sundays in Central Park. This year's series included additional social distancing measures to reduce the possible spread of COVID-19. The 2020 Creative Crossroad series included Somali Dance, Latin Rythms, Brazilian Bosa Nova, Spanish Flamenco Dancing, Indigenous Blues and Asian Hip Hop. The performances were funded in part through a Metropolitan Regional Arts Council Grant and averaged more than 150 attendees per night.
