



City of Roseville

Equity & Inclusion

September 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 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 leveraging additional resources.

Multicultural Advisory Commission

RPD hosted interviews for the Multicultural Advisory Committee (MAC) on 5 different dates in August. The panelists consisted of Deputy Chief (now Chief) Erika Scheider, Community Relations Coordinator Corey Yunke, Lt. Scott Williams, Human Resource Generalist Yer Vue, and Roseville resident Chris Buckley, a Recruitment Specialist for Red Cross. 14 MAC members were chosen from the 58 applicants. All 14 members attended the first MAC Meeting, a virtual meet and greet on August 24, 2020 via Zoom. Since August, one MAC member served on an internal promotion hiring panel and recently, RPD sourced the entire group of 58 applicants seeking input on what questions could be asked of a candidate in order to gauge cultural competency (crowdsourcing). The next meeting is scheduled for September 24, 2020.

Diversity, Equity & Inclusion Consultant

The City Council directed staff to develop a Request for Proposal (RFP) to hire a diversity and inclusion consultant based on the recommendation of the Human Rights, Inclusion and Engagement Commission. An RFP has been issued and sent to nearly 45 individuals/organizations/companies. Proposals are due September 29. A panel consisting of staff, community members and a member from the Human Rights, Inclusion and Engagement Commission will review proposals and interview firms and make a recommendation to the City Council.

Apprenticeship Program

City staff are working in partnership with community organizations to create an Apprenticeship program to introduce Black, Indigenous, people of color (BIPOC) participants to jobs and skills needed for a career in Public Works. At this point, staff is in the preliminary stages of discussing details but will share more information as it becomes available.

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 city's new Police Chief has joined the GARE team replacing former Chief Mathwig.

Engagement Best Practices

The Human Rights, Engagement and Inclusion Commission presented the City Council with an Engagement Best Practices document at the September 14, Council meeting. This document is the culmination of several years' worth of work by the commission in an effort to gather data as it relates to demographics, outreach and engagement. This document is meant to serve as a reference for staff when designing engagement opportunities in order to ensure equitable participation and representation. The document is currently being reviewed by staff and will also be part of the Scope of Work for the Diversity, Equity and Inclusion consultant.

Food Distribution

The City of Roseville and The Sheridan Story continued their partnership to bring free, fresh produce to Southeast Roseville. Produce was distributed on Wednesday, September 16 from 10:00 to noon at Unity Park, 1716 Marion St. Anyone struggling with food insecurity was encouraged to stop by to receive an assortment of fresh fruits and vegetables. This is part of an ongoing food distribution effort conducted by

the City of Roseville and The Sheridan Story. The city and Sheridan make food bags available at the Roseville Fire Station. Food bags are available for pick up 24 hours a day, seven days a week, from the vestibule at the Roseville Fire Station, located at 2701 Lexington Ave.

Affordable Housing

Minnesota's lack of affordable housing impacts everyone in the State, even those who may not necessarily be struggling to afford a home. The lack of affordable housing impacts several groups of people more severely than others, including people of color, Indigenous people, those at the lowest income levels, and seniors.

Currently, one in five workers spends more than a third of their income on housing, which prevents them from spending income on necessities, including health care, insurance, transportation, entertainment, etc. The Family Housing Fund, per a study conducted in May of 2019, estimated the State's total economic loss could be as high as \$1.6 billion over the next 20 years if the State doesn't accelerate its production of affordable housing units.

The City of Roseville is committed to making progress towards creating our fair share of the region's affordable housing need. In fact, starting in 2018, several affordable housing projects have been approved. Many of these projects included City commitment to public finance support, in the form of Tax Increment Financing and Sewer Access Charge (SAC) credits, to help close financial gaps. Over the next two to three years, the City will add 624 affordable housing units to the City, both for families and seniors, through construction of the following projects:

- Edison Apartments (family units) = 59 units
- The Oasis (family units) = 228 units
- Owasso Gardens (senior units) = 60 units
- The Oasis (senior units) = 277 units

The City of Roseville is proud of its commitment to the creation of affordable housing units and hopes the construction of these projects over the next few years will help close equity disparities related to housing in Roseville.