



City of Roseville

Equity & Inclusion

October 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

The RPD Multicultural Advisory Committee (MAC) virtually met as a group for their 2nd meeting on September 24, 2020 at 6:00 p.m. Following a quick ice-breaker, the group broke into smaller groups to discuss a question posed by a MAC member at the end of the first meeting: “What can we do right now to lessen our community tension?” A few action items created by the group for the next meeting(s) are to create a current organizational chart of the PD and a first (mini) “RPD 101” presentation to be presented to the group and to spend some time with initial committee onboarding tasks. Safe tours of the PD will be scheduled with a few MAC members at a time in the next few months. The next MAC meeting is scheduled for 10/29/2020 at 6:00 p.m.

In addition, based on suggestions and recommendations from the MAC, we have updated all of our interview panels to include question(s) on cultural competence.

Diversity, Equity & Inclusion Consultant

A panel of reviewers consisting of the City Manager, Assistant City Manager, a member of the city’s GARE team, a member of the Human Rights, Inclusion and Engagement Commission, and a community member reviewed the twenty-one proposals that were received. The group narrowed down a selection of consultants to interview over two days. Based on feedback and interviews, the team will be recommending the City Council contract with one of the consultants at the October 26 council meeting. Details of that recommendation are included in the agenda packet materials for that meeting.

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. Currently the team is reviewing the Action Plan in anticipation of working with a consultant. This entails reviewing the concepts, intent and practice of what was put into the plan and identifying any areas where we are struggling or see opportunities to update the plan.

Pocahontas Park

Parks and Recreation staff and the Parks and Recreation Commission are working to examine the name of Pocahontas Park. Following questions from a member of the public and a Parks and Recreation Commission member, staff researched and presented some information to the Commission on who Pocahontas, the person, was and heard feedback from several community members on the subject.

Based on those conversations, the Commission was interested in further discussion. Subsequently, it was suggested to utilize the Government Alliance on Race and Equity “Racial Equity Toolkit” and the draft HRIEC engagement best practices to consider a possible process for engaging the community regarding the name of Pocahontas Park. Look for more information in the coming months.

Energy Action Team

Recruitment is underway for members of the Energy Action Team, which is a group of community members tasked with working with Xcel Energy and its partners to establish recommendations for sustainability goals and strategies. Communities of color are disproportionately impacted and have not always benefited from climate and clean energy programs. With this in mind, staff will be reaching out to businesses, community groups and other partners to

assemble this group of community members with a focus on a team that reflects the diversity of the Roseville community. Part of the recruitment effort will be to reach out to and those frontline communities which are impacted as well as refugee organizations in order to be intentional about achieving participation, and input from traditionally underrepresented groups.

Community Engagement Assessment

Civic engagement should include strategies to make sure that all voices in a community are heard as part of inclusive decision-making. These strategies can increase the extent to which residents are able to influence or control decisions that affect their lives. Traditional engagement activities and communication channels have historically not reached all residents, and in particular specific segments of our population, including people of color.

Upon a recommendation of the Human Rights, Inclusion and Engagement Commission, the City Council, key staff members and various city commissions will be conducting a Community Engagement Assessment. The assessment is produced and developed by Nexus Community Engagement Institute.

The purpose of the assessment is to determine where there is agreement, disagreement and/or any tension as it relates to the city’s community engagement efforts. It can be used to assess where strengths and weaknesses lie, and it serves to begin a conversation as well as deepen conversations already occurring surrounding city engagement efforts. This assessment will serve as a bench mark for future efforts.