



City of Roseville

# Equity & Inclusion

January 2021



## 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 leverage additional resources.

## Equity and Inclusion Manager

Recruitment for the Equity and Inclusion Manager is underway. The Equity and Inclusion Manager continues Roseville's commitment to integrating equity and inclusion principles into all operations, projects and services of the city. This position provides leadership and direction for advancing equity and inclusion across the depth and breadth of the organization and serves as a key member of the City Manager's Leadership team. The position will assist in ensuring equity is considered, integrated and implemented, by serving as a change agent and resource to identify and remove structural bias and inequities in city policies, programs and services. Position details & minimums at: [www.cityofroseville.com/EIMJob](http://www.cityofroseville.com/EIMJob)

## Multi-Cultural Advisory Committee (MAC)

Roseville Police Department hosted the 5th MAC Meeting (virtually) on December 17, 2020. This month, MAC Member Terry Newby facilitated healthy conversations about the *Thin Blue Line*, *Defunding the Police*, and *Policing/Over-policing*. City Manager Pat Trudgeon introduced himself to the committee and expressed his enthusiasm and gratitude for the committee's efforts. Deputy Chief Joe Adams made his MAC debut and helped describe RPD's organizational structure and culture. The committee and RPD staff continue to learn from each other in what was described by Mr. Newby as "an organic" method; through conversations and honest open two-way question and answers. The next meeting will be on January 21, 2021.

## **Recruitment**

Continuing the commitment to increasing the diversity of our applicant pool for job positions, the Police Department is currently interviewing for Community Service Officers. In the December posting, there were over 90 applications and staff will be interviewing 40 candidates. All of the candidates have experience living or interacting with diverse communities or are fluent in the top non-English languages spoken in Roseville.

In addition, as positions become vacant, staff is taking the opportunity to review and update job descriptions to emphasize the organization's priority and focus on equity and inclusion. This includes identifying areas where biases can occur and eliminating them, as well as incorporating key skills and requirements associated with understanding of equity principles, systemic and institutional racism and best practices for inclusion efforts.

## **Rice & Larpenteur Update**

In February of 2021, the Roseville City Council will enter into a Professional Services Agreement with the Saint Paul Area Chamber of Commerce and a Cooperative Funding Agreement with the cities of Maplewood and Saint Paul in order to engage in a third year with the Rice & Larpenteur Alliance.

The Rice & Larpenteur Alliance is a neighborhood hub, at the corner of Rice Street and Larpenteur Avenue, where the cities of Roseville, Maplewood, and Saint Paul meet and collectively advance efforts towards a safe, engaging and inviting neighborhood. The Alliance is proud of, and views its diverse neighborhoods as an asset, with people from all over the world making Rice & Larpenteur their home, including a recent population influx of residents from Burma and Nepal.

Efforts of the Alliance include advocacy for affordable housing, beautifying, economic development grants to local business owners, bicycle and pedestrian enhancements, expansion of Transit services, traffic calming, protection of the area's natural resources, connections to parks, and public art just to name a few.

The Alliance is made up of residents and business owners, as well as elected officials and City staff from all three cities. To learn more about the Alliance, visit [www.riceandlarpenteur.com](http://www.riceandlarpenteur.com).