Strategic Equity Update
Q3 2022

ROSEVILLE

Council Equity Update

SREAP

Strategic Racial Equity Action Plan Priority Areas:

- Workforce Diversity
- Commission Diversity
- Implementing a Racial Equity Toolkit

Last Update:

- May 2022

Racial 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.

Council Equity Update

Community Aspirations

As a community, we aspire to be:

- Welcoming, inclusive and respectful
- Safe and law-abiding
- Economically prosperous with a stable and broad tax base
- Secure in our diverse and quality housing and neighborhoods
- Environmentally responsible, with well-maintained natural assets
- Physically and mentally active and healthy
- Well-connected through transportation and technology infrastructure
- Engaged in our community's success as citizens, neighbors, volunteers, leaders, and business people

Council Equity Update

Strategic Racial Equity Action Plan (SREAP)

SREAP Priority 1 – Workforce Diversity

- Mapping from “customer-centered” perspective (August 2021)
- Job descriptions, recruitment, onboarding (On-going)
- Decision point analysis, “Voice of customer”

SREAP Priority 1 – Workforce Diversity

Decision- Point Analysis includes reviewing data disaggregated by race/ethnicity and gender identity through each step of the hiring process.

- Establishing sets of data and visuals of which we can measure and track progress over time

Gathering VOC includes a survey to recent new hires and a deep dive into scoring criteria and interviewing

SREAP Priority 2 – Commission Diversity

Continuing to evaluate each recruitment season

Promotion of all vacancies, Youth Vacancies

SREAP Priority 3 – Racial Equity Toolkit

- Racial Equity Toolkit developed
- Implementation & Training
- Incorporate into decision making

Council Equity Update

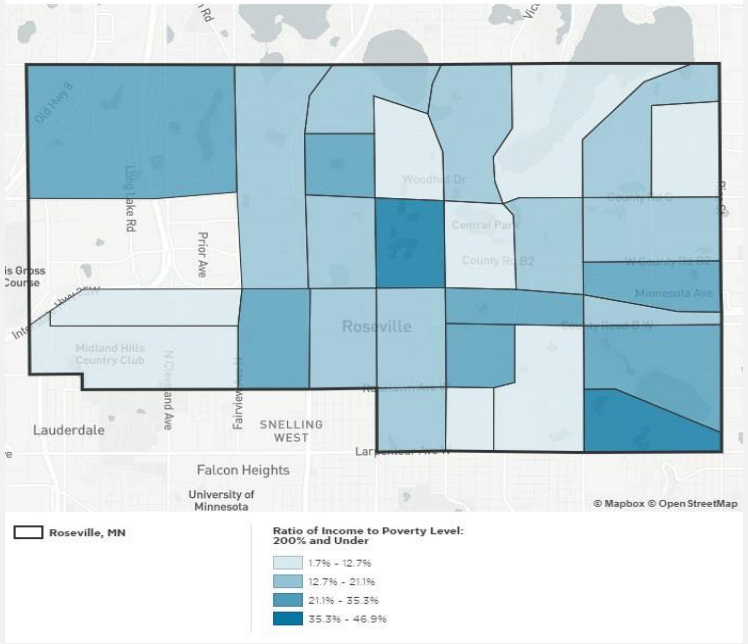
New Data Tools - Envisio

- Implementation started in May 2022 and completed September 2022
  - Included manual loading of the SREAP priorities, phases, and milestones
  - Includes a data analytics module for internal measuring of SREAP progress on workforce recruitment and commission recruitment
  - Includes the ability to generate progress reports
  - Includes the ability to add future strategic plans and data dashboards

Council Equity Update

New Data Tools - mySidewalk

Low Income Population

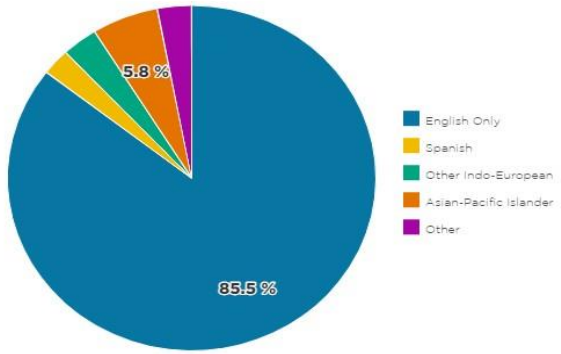


Residents Living with Disabilities

Roseville, MN	People
Population Living with a Disability	3,876
Disability - Hearing Difficulty	1,401
Disability - Vision Difficulty	470
Disability - Ambulatory Difficulty	1,671
Disability - Cognitive Difficulty	1,378
Disability - Self-Care Disability	827

Sources: US Census Bureau ACS 5-year 2016-2020

Language Spoken at Home



Roseville, MN

Sources: US Census Bureau ACS 5-year 2016-2020

mySidewalk

Council Equity Update

Upcoming Equity and Inclusion Training

Leadership Team Training

- Creating a Brave Space
- Behaviors that Trigger Negative Bias
- Microaggressions
- Leading through Anti-Bias Practices

Additional training for all staff will be offered in 2023; updates to come

Educational opportunities for community members including a bi-monthly article in the City News

Q & A

Questions?