Strategic Equity Update
Q1 2023

ROSEVILLE

Strategic Racial Equity Action Plan Priority Areas:

- Workforce Diversity

- Commission Diversity

- Implementing a Racial Equity Toolkit

Last Update:

- Q4 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.

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

SREAP Priority 1 – Workforce Diversity

Data Collection

Data Analysis

Stakeholder Engagement

Workforce Report

Stakeholder Engagement

- Diversify Hiring Panels
- Better Prepare Applicants
- Improve Communication
- Process Improvement
- Compete

SREAP Priority 1 – Workforce Diversity
Efforts in progress

- **Implement SMART Goals**
  - Specific, Measurable, Achievable, Realistic, Timely
- **Continue Process Improvements**
- **Sustain Data Collection**

SMART Goals – Diversify the Workforce

Hiring Manager Training

Hiring Manager Packet

Onboarding Platform

Compensation and Classification Study

SREAP Priority 2 – Commission Diversity

Continuing to evaluate each recruitment season

Promotion of all vacancies, Youth Vacancies for Spring 2023

SREAP Priority 3 – Racial Equity Toolkit

Implement Racial Equity Toolkit & Racial Equity Impact Summaries

Continue improving REIS on council RCA's

Establish data repository for REIS and Racial Equity Toolkits for quarterly reviews

2023 DEI All-Staff Training

All Full-Time Staff – April/May
- Foundations of DEI

Managers Supervisors – August/September
- Creating a Culture of Belonging
- Leading a Diverse Team

Department Heads – October/November
- Managing Conflict
- Courageous Conversations

CATCH
YOUR
DREAM
CONSULTING

2022 DEI Leadership Training - completed

Department Heads – Sept. to Dec. 2022
- Creating a Brave Space
- Microaggressions
- Navigating Difficult Conversations on Race

Proclamation Support

Display Cases at City Hall

HRIEC to review proclamation language

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

Q & A

Questions?