Goal All people of Roseville are welcomed, included and respected.		
Community Indicator	**Outcomes**	**Actions**
A. Roseville residents state they feel welcome in the community regardless of background or demographics.	Outcome: Measurable proxies for feelings of welcomeness, inclusion and respect are developed.	1. Find out what it means to a person of color to feel welcome, included and respected through qualitative means.
		2. Develop measureable proxies for feeling welcome, included and respected.
		3. Interact with the community in their areas of comfort.
		4. Develop a network of contacts in communities of color.
	Outcome: Feelings of welcomeness, inclusion and respect are tracked on an on-going basis.	1. A statistically valid and representative survey is developed and administered on an on-going basis to track the feelings of welcomeness, inclusion and respect.

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Community Indicator	**Outcome**	**Action**
B. Roseville's workforce reflects the diversity of the community across the breadth and depth of the organization.	Outcome: Roseville's applicant pool and workforce is representative of the overall percentage of people of color living in Roseville.	1. Job descriptions are reviewed and revised using a racial equity lens.
		2. A racial equity toolkit is used to review and revise the advertisement, application and interview process for job applicants.
		3. Training on implicit bias is provided for all those serving on hiring panels.
	Outcome: The City establishes a policy to hire contractors who use a workforce that reflects Roseville's racial equity plan.	1. Contracts are reviewed for inclusion of language to address hiring of contractors with a racially diverse workforce.
		2. Purchasing procedures and laws are reviewed.

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Community Indicator	**Outcomes**	**Actions**
C. Participation in local government, programs, and services reflect the diversity of the community.	Outcome: Programs and services meet the needs of all community members.	1. Baseline metrics are established and reviewed in each department on an on-going basis to track participation by demographics.
		2. A needs assessment of city programs and services is completed using a racial equity lens/toolkit.
	Outcome: Policies and procedures are racially equitable.	1. A racial equity toolkit is used to review policies and procedures.
	Outcome: City of Roseville commissions are reflective of the community demographics.	1. A racial equity toolkit is used to review and revise the advertisement, application and interview process for commission applicants.
		2. Barriers to serving on a commission are identified and removed.

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Community Indicator	**Outcomes**	**Actions**
D. Roseville staff, elected and appointed leaders understand and are committed to achieving racial equity within the organization and community.	<u>Outcome</u>: Racial equity is established as an on-going, sustainable and integrated priority of the city organization, elected and appointed leaders.	1. The city's Racial Equity narrative is communicated to staff and officials.
		2. Staff and officials receive effective training on why racial equity is a priority.
		3. Adopted budgets include funding to implement the strategic racial equity plan.
		4. An organizational structure focused on racial equity is developed.