



City of Roseville

# Equity & Inclusion

April 2021

**ROSEVILLE**

## 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

Roseville welcomed Thomas Brooks as the city's first Equity and Inclusion Manager at the end of March. In his role, Thomas will provide leadership and direction for advancing equity and inclusion across the depth and breadth of the organization and continue the progress already made to integrate these principles into all operations, projects and services provided by the city.

## Messages to the Community

The City Manager has released two messages to the community regarding recent events.

[Message to the Community \(Daunte Wright\)](#)

[Message to the Community Regarding the Chauvin Trial Verdict](#)

## Strategy Team Update

The city's Strategy Team has been working with CultureBrokers to review the Strategic Racial Equity Action Plan (SREAP). Members of the Strategy team along with CultureBrokers, the Assistant City Manager and the Equity and Inclusion Manager presented the narrative portion of the Strategic Racial Equity Action Plan (SREAP) to the City Council at their meeting on April 19, 2021. The staff report along with the presentation can be found on the city's [website here](#). This section of the SREAP lays the foundation for the action items to come, and specifically states the commitments the city will make in order to advance racial equity. The City Council has asked the Human Rights, Inclusion and Engagement Commission to provide feedback on the commitments.

**30x30 Initiative**

The 30x30 Initiative is a coalition of police leaders, researchers, and professional organizations who have joined together to advance the representation and experiences of women in all ranks of policing across the United States. Currently, women make up only 12% of sworn officers and 3% of police leadership in the U.S.

The ultimate goal of the 30x30 Initiative is to increase the representation of women in police recruit classes to 30% by 2030, and to ensure police policies and culture intentionally support the success of qualified women officers throughout their careers.

Recently, St. Paul Police released media that they are the first Law Enforcement Agency in Minnesota to sign on to the 30x30 Initiative which challenges police departments to have 30% women officers and 30% representation in leadership positions by 2030. As of June 1, 2021, the Roseville Police Department women officers will represent 22.6% of total officers with 40% representation in leadership roles.