



Saint Paul Minnesota

The most livable city in America

OPERATIONALIZING EQUITY

**2016 & 2017 Racial Equity
Department Action Plans**

THREE GOALS

Racial equity . . . in our workforce.



in our city services
and engagement.

in our community.

WORKFORCE EQUITY – GOAL #1



- **Training, hiring & retention**
- **Creating a culture of equity where all employees are valued**
- **Equity in contracting**

CITYWIDE TRAINING



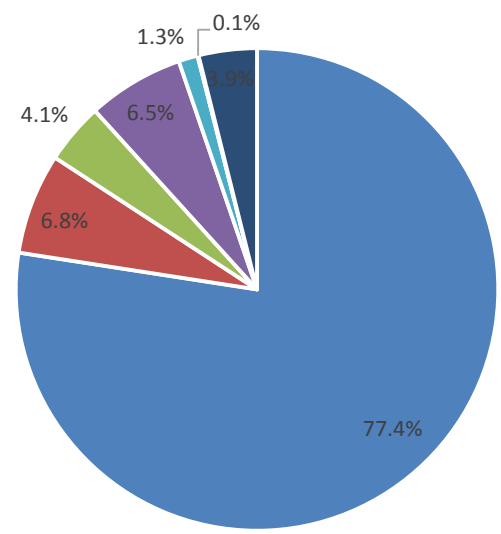
BEYOND DIVERSITY **527**

FOUNDATIONS OF RACIAL EQUITY **2,061**

POLICE RACIAL EQUITY TRAINING **605**

HIRING AND RETENTION

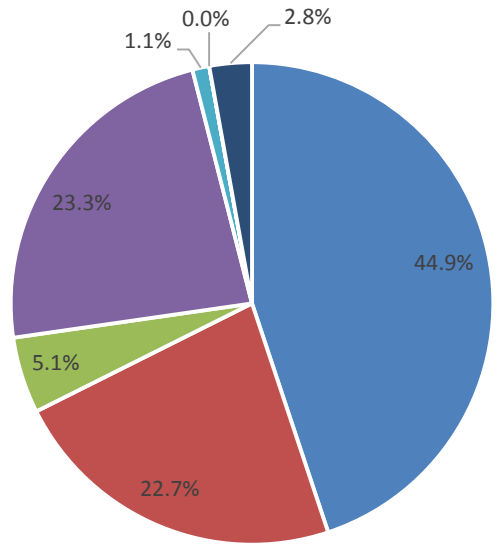
STP Full-Time Employee Demographics January 2017



- White
- Black
- Hispanic
- Asian
- N. Amer
- P. Islander
- Two or More

Full-Time Employees	
White	2108
Black	184
Hispanic	111
Asian	176
N. Amer	35
P. Islander	2
Two or More	<u>106</u>
Total	2722

STP Part-Time Employee Demographics January 2017



- White
- Black
- Hispanic
- Asian
- N. Amer
- P. Islander
- Two or More

Part-Time Employees	
White	79
Black	40
Hispanic	9
Asian	41
N. Amer	2
P. Islander	0
Two or More	<u>5</u>
	176

Source: Citywide Workforce Utilization Report, January 2017

RACIAL DIVERSITY: FIVE YEAR COMPARISON

Department	% Persons of Color Jan 2012	% Persons of Color Jan 2017	Change
Citywide	16.3	22.6	6.3
City Attorney	11.1	20.0	8.9
Finance	11.9	20.0	8.1
Fire	19.2	20.7	1.5
Human Resources	18.5	29.7	11.2
HREEO	47.6	50.0	2.4
Libraries FT	9.6	26.7	17.1
Libraries PT	33.6	58.9	25.3
Parks FT	11.9	20.1	8.2
Parks PT	40.2	59.4	19.2
PED	9.1	15.4	6.3
Police	17.8	26.7	8.9
Public Works	13.3	18.5	5.2
Safety & Inspections	14.3	17.6	3.3
Technology	22.4	29.0	6.6
Water	16.4	21.1	4.7

Showing full-time employees (30+hours /week) plus part-time in Libraries and Parks

HREQUNITYIMPACT



Highlights of Hiring & Retaining a Qualified Diverse Workforce

- ✓ Review minimum qualifications and job classifications
- ✓ Training for hiring managers
- ✓ Notification upon approval of waivers
- ✓ Citywide Recruitment Team
- ✓ Metro State relationship
- ✓ Connect 5 career paths to high schools

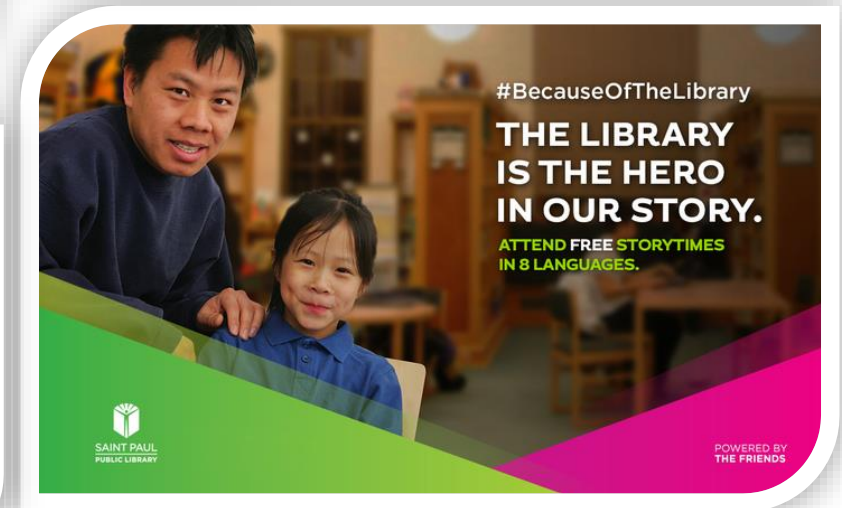
HREQUITYIMPACT



Highlights of Hiring & Retaining a Qualified Diverse Workforce

- ✓ Disaggregate applicant data
- ✓ Post hiring data on website and review with departments
- ✓ Citywide Retention Plan
- ✓ Affinity Groups
- ✓ Workplace Conduct Training
- ✓ Exit Interview Program

EQUITABLE SERVICE & ENGAGEMENT GOALS #2 and #3



H R E E O E Q U I T Y I M P A C T



External: Emerging Youth Leaders Police Partnership Building Program

Utilized racial equity toolkit to evaluate bonding threshold

Internal: Streamline service delivery by merging Contract Compliance with Procurement

Both: Review outward facing programs and polices for Plain Language

OTCEQUITYIMPACT



External: Improve infrastructure at Parks, Libraries and City buildings to provide open access to internet use

Internal: Score projects to determine place in queue with racial equity given priority; build and maintain an online space for collaboration between departments racial equity change teams

Both: Increase amount of data related to race equity work available on Open Information Portal

CITY ATTORNEY EQUITY IMPACT



External: Criminal Case Diversion - Decrease number of qualifying defendants of color convicted for low level, non-violent offenses

Internal: Mandatory education and training on race equity issues tailored to attorneys in Civil Division with goal of giving day-to-day legal advice through a race equity lens

Both: Initiated in-depth file review process to examine how prosecutors may impact racial disparity in the criminal justice system. Review charging trends to potentially make prosecution policy changes based on data

OFS EQUITY IMPACT

External: Como Park's Academy of Finance (AOF)

- Mentorship program with 50+ students at Como High School
- Cultivating interest in working for local government
- Creating partnerships in the community and a pipeline into OFS
- Representatives from each section in OFS go to Como High to mentor students once per month
 - Speaking at Career Days
 - Working on Finance projects
 - Working on resumes
 - Mock interviews
 - Finance games
 - City Hall tour



OFSEQUITYIMPACT



Internal: Responsible Banking Ordinance – General Banking RFP will include questions about potential partner financial institutions service to the community. A community panel will review responses and provide input on bank’s services to all residents and all neighborhoods

Both: Redesign of CIB process so budgeting decisions reflect the City’s commitment to equity. Goals for new process include

- More accessible, inclusive, and relevant community engagement
- Prioritize capital investments using an equity framework
- Strategic investments in maintenance, and data-based decision making

LIBRARIESEQUITYIMPACT



All residents receive high-quality, equitable programs & services

Visits – track success of LibraryGo & SPPS students with virtual library cards

Programs – review distribution of programs across Library branches

Operations – Launch audience surveys in select programs to better track demographics. Apply new banning/discipline policies equitably.

Engagement – develop new community engagement tool, increase engagement opportunities through each branch

PARKS&RECEQUITYIMPACT



All residents receive high-quality, equitable programs & services

Visits – aquatics voucher program restructured to address race based and geographical service gaps at the pools

Programs – fee based programs result in disproportionate registration totals – develop strategies to subsidize fee based programs

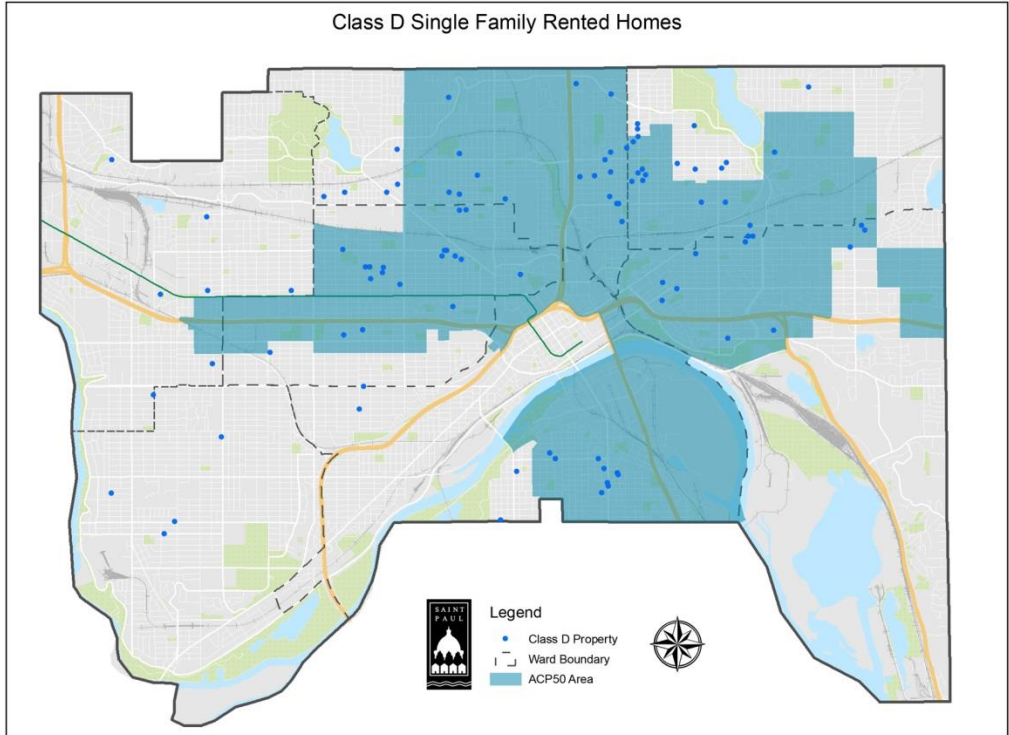
Operations – complete comprehensive system-wide deferred maintenance needs assessment to help inform a future plan that includes racial and economic equity as a prioritization for funding

Engagement – develop neighborhood specific outreach strategies to determine community programming needs

PEDEQUITYIMPACT



Data Driven Engagement and Resource Decisions



Mapped STAR investments and Class D properties with Met Council ACP50 areas and developed racial equity budget proposals

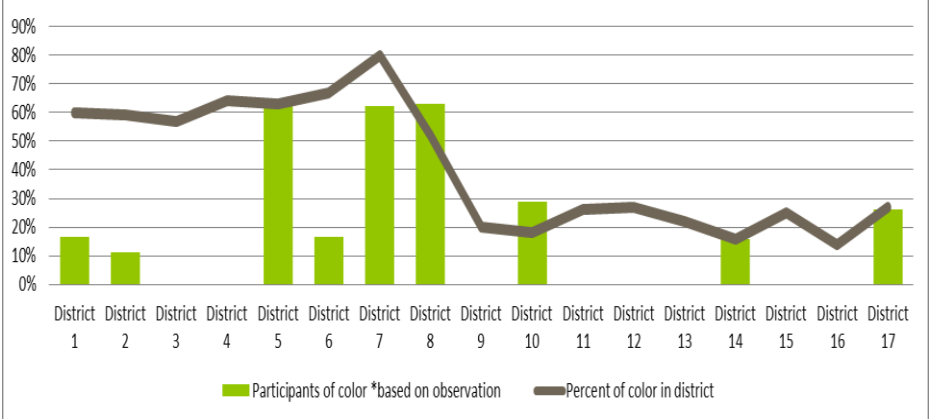
Job Opportunity Fund and Small Rental Rehab Loan Program

PEDEQUITYIMPACT

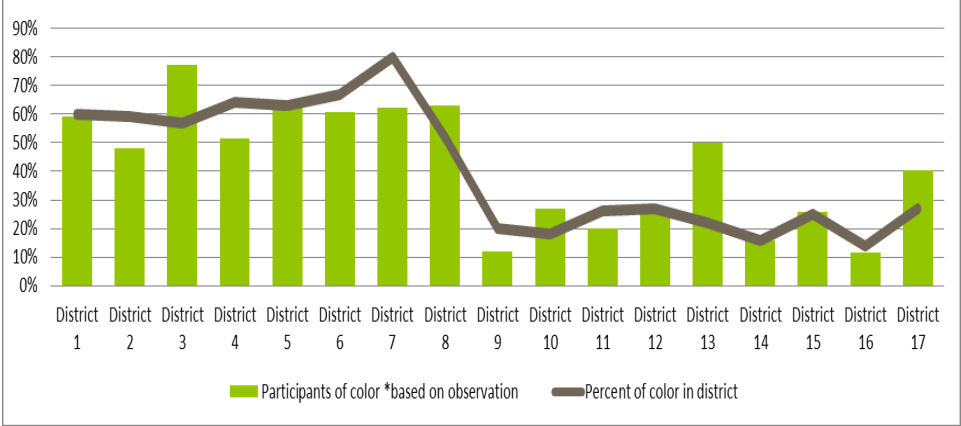


Data Driven Engagement and Resource Decisions Comprehensive Plan Community Engagement

As of June: Racial Composition of Participants



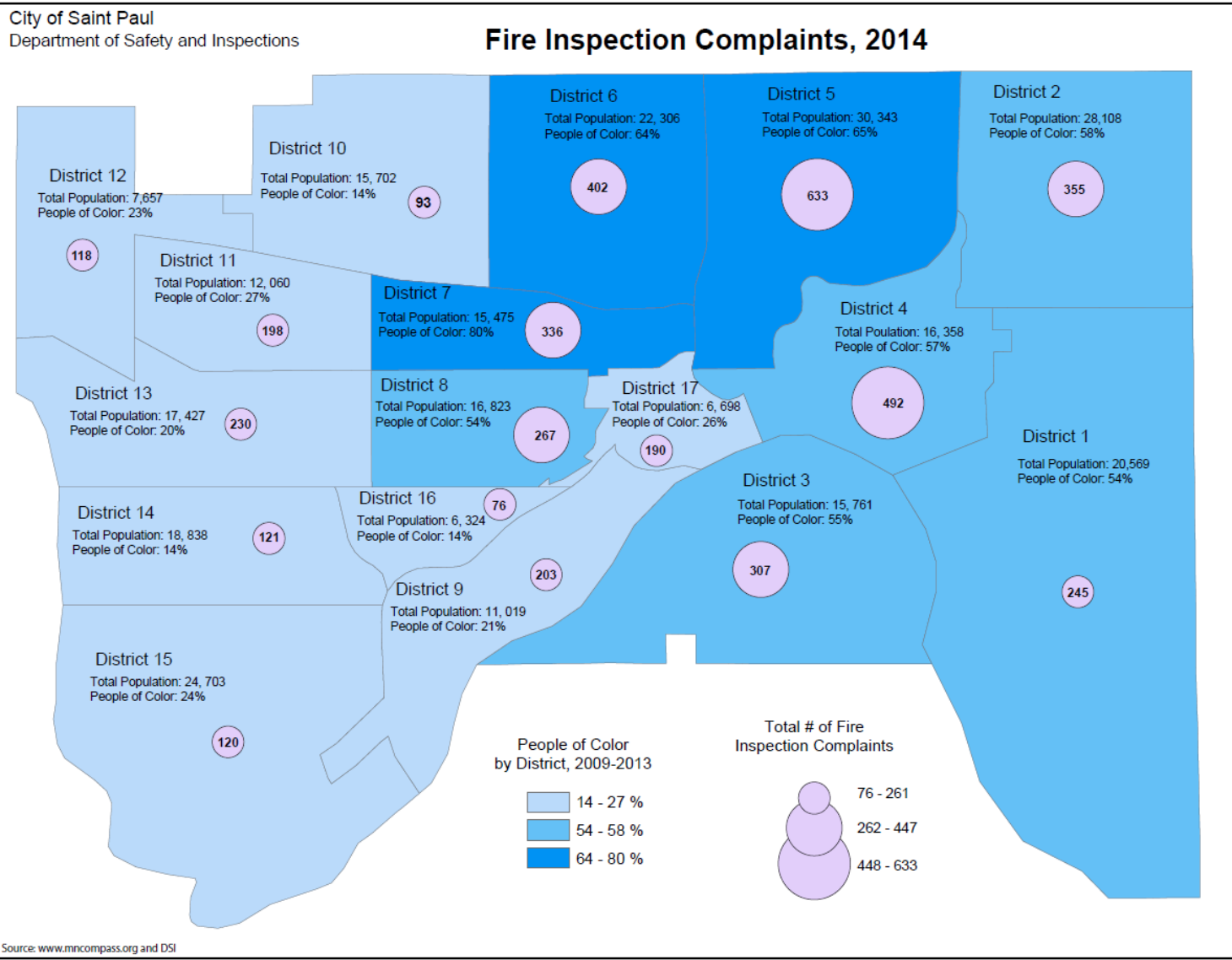
As of August (End of Phase 1): Racial Composition of Participants



DSI EQUITY IMPACT



**Right Track Intern
Mai See Her
moved up
through DSI
pipeline to fill
Fire Safety
Inspector I.
1st Hmong female
Fire Inspector
certified in
Minnesota!**



Mapped 8 residential Fire Safety Services; implemented 16 program improvements to ensure inspections are completed equitably

DSIEQUITYIMPACT



Data Driven Engagement and Resource Decisions

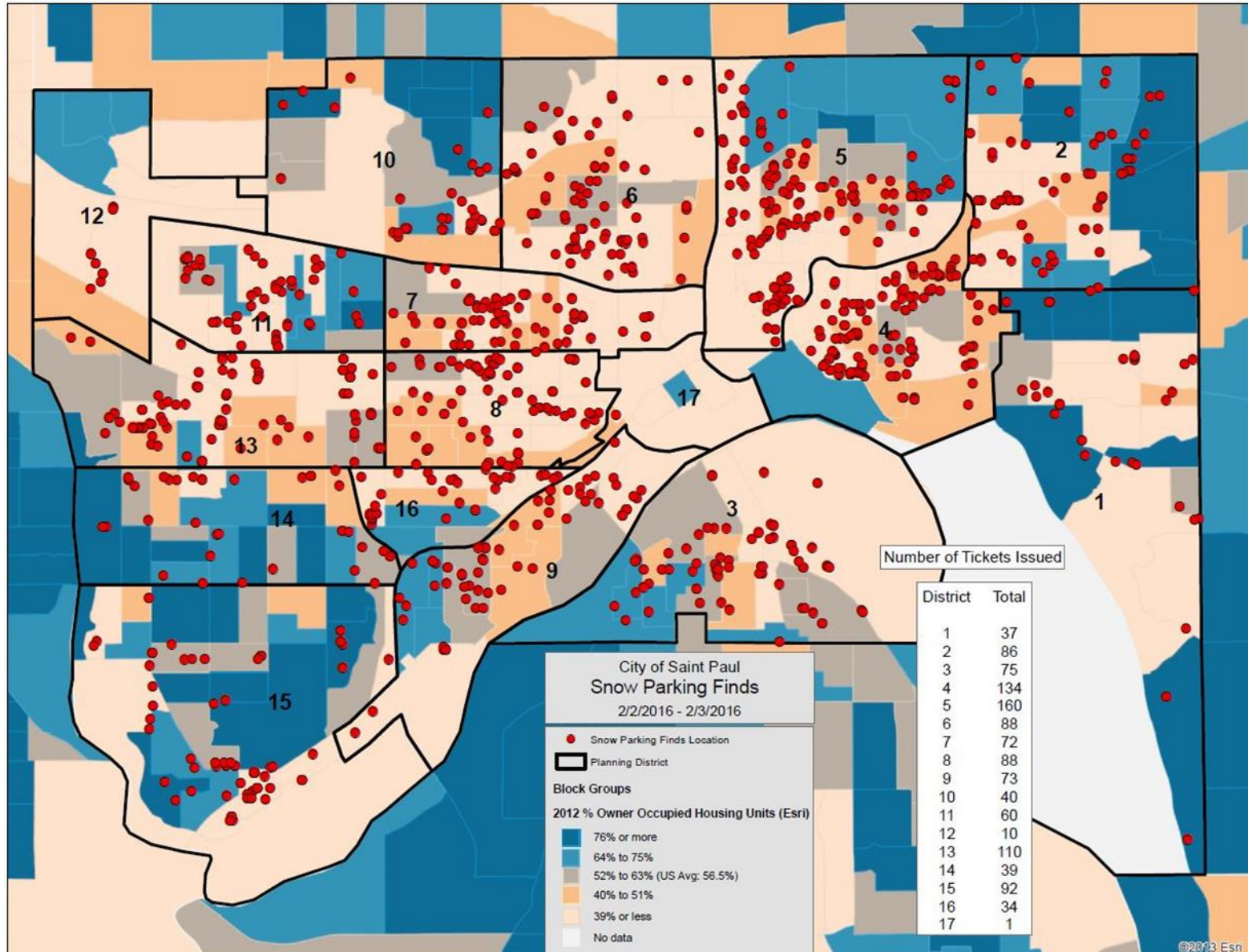
Business Licensing Application Process: All individuals interested in getting licensed by the City of Saint Paul have access to readily understandable information and assistance.

- Working with community business organizations to assist with engaging minority business owners. Drawing upon the organizations' expertise to:
 - Develop a “welcoming” interview process
 - Conduct interviews of minority business owners
 - Utilize interview results to identify and implement process and program changes

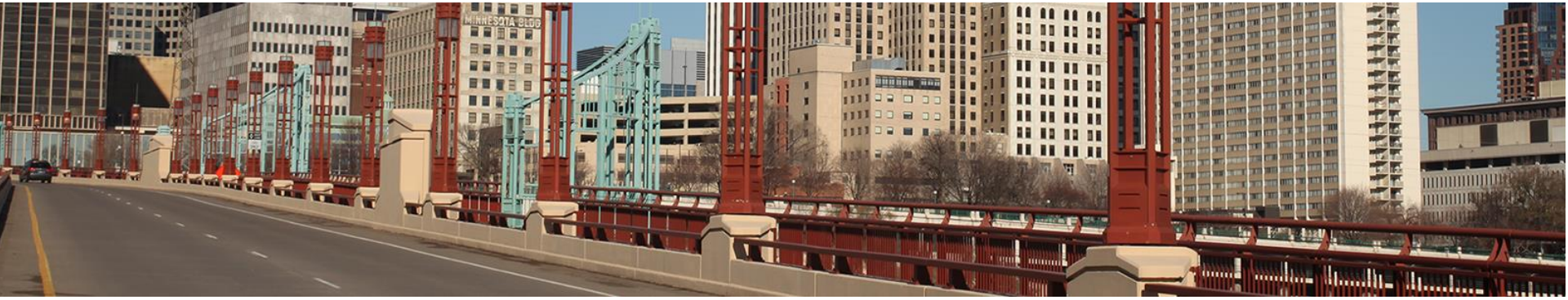
PUBLICWORKS EQUITY IMPACT

Data Driven Engagement & Resource Decisions

Mapping data like snow emergency tickets indicated need for targeted outreach to multi-unit rental buildings to prevent tagging and towing.



PUBLICWORKS EQUITY IMPACT



Data Driven Engagement & Resource Decisions

Recycling Program – Collection of data on tons of material collected across district council areas. Collection of data on participation rates in single family vs. multi-family units

Data collection can help to identify lower levels of participation so we can use targeted outreach and marketing

Targeted community engagement in high density and high POC areas will include the continuation of door knocking, distribution of culturally specific materials, and the use of the Pop Up meeting truck

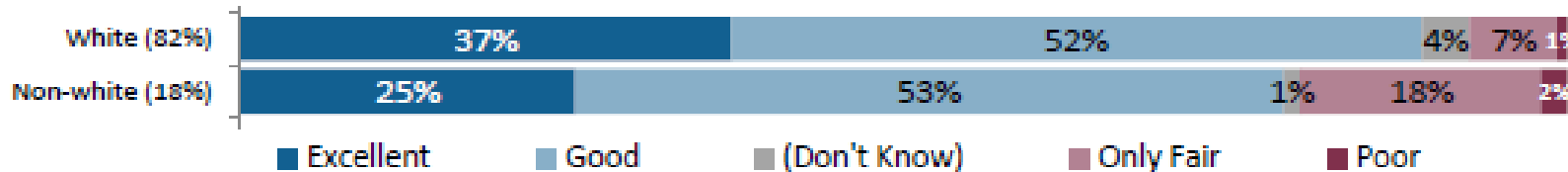
WATER EQUITY IMPACT



Data Driven Engagement & Resource Decisions

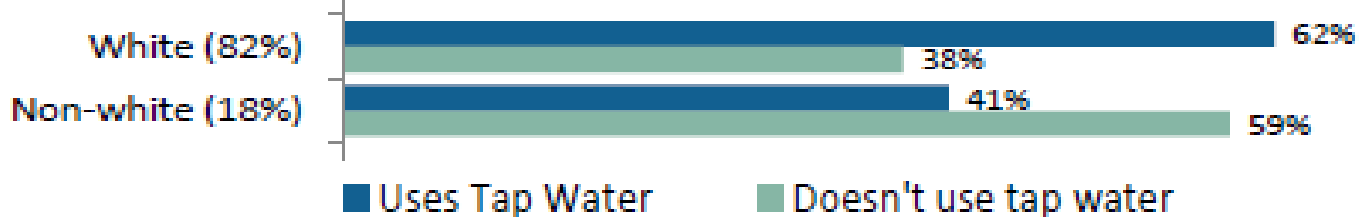
- Customer Survey - Providing a Clear and Understandable Bill

The intensity of SPRWS' rating is lower among non-white respondents, however the rating is positive across all demographics



- Customer Survey - Do you use tap water for drinking

Non-white respondents are less likely to use tap water.



SPFDEQUITYIMPACT



Data Driven Engagement & Resource Decisions

- 5 EMS Academy graduates are now Fire Fighters. 2 more graduates are on track for 2017. 71% of 7 EMS graduates in SPFD are diverse
- Data analysis of SPFD/EMS run volume and response times is intended to highlight service gaps and deployment options
 - While one-time funds are in contingency SPFD and OFS will gather data from CAD and provide groundwork for study

SPPDEQUITYIMPACT

St. Police Department Community Engagement Unit Goals

- Facilitate honest and open interaction between the Saint Paul Police Department and our diverse communities while adhering to the highest standards of “Trusted Service with Respect”.
- Be responsive to meeting requests and intentional about inviting the community to our outreach events via many different outlets to include Community Engagement Specialists



- Strengthen relationships; cultivate opportunities for open communication and dialogues between the Saint Paul Police Department and our diverse communities.

SPPDEQUITYIMPACT

St. Police Department Community Engagement Unit Goals



- Recruit and diversify the department through traditional and non-traditional means such as the Career Ladder Program, a bolstered recruitment program to include social media and CES
- Reduce violent crimes and create better outcomes for neighborhoods by responding to community concerns in an honest, timely and respectful manner.

SPPDEQUITYIMPACT

President's Task Force on 21st Century Policing



SPPD's Racial Equity plan fits in all Pillar's of 21st Century Policing. SPPD is working to lay out our racial equity within the 21st Century Policing format.

- **Pillar 1:** Building Trust and Legitimacy
- **Pillar 2:** Policy and Oversight
- **Pillar 3:** Technology and Social Media
- **Pillar 4:** Community Policing and Crime Reduction
- **Pillar 5:** Training and Education
- **Pillar 6:** Officer Wellness and Safety

*We will be a city where race **DOES NOT** predetermine opportunities in education, employment, housing, health and safety.*

VISION