



City of Saint Paul
Racial Equity Initiative

journey



***Development of
training and work plans***

Vision and goals

PEG training

Executive team

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

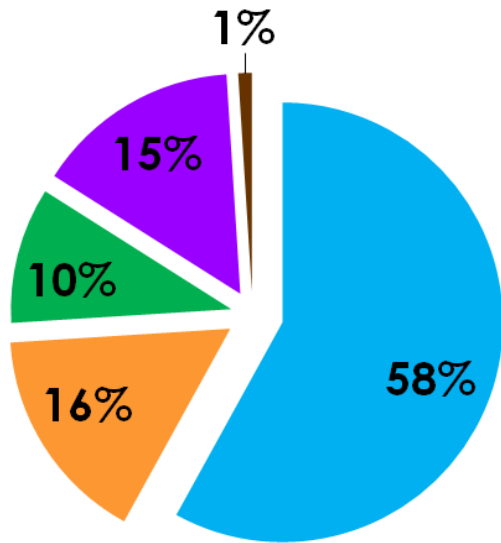
vision

Saint Paul Racial Equity Ecosystem

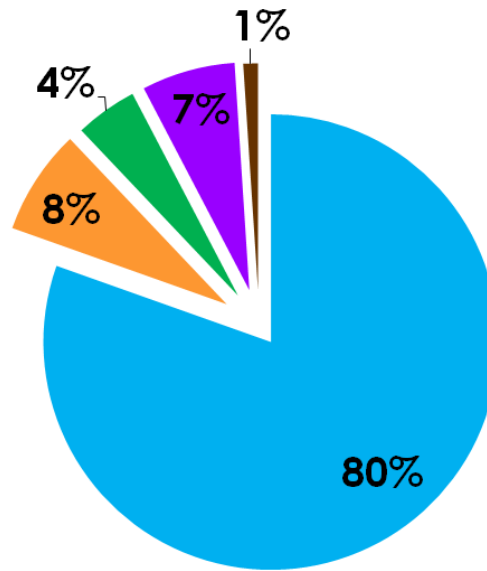


Racial equity in our workforce.
in our city services
and engagement.
in our community.

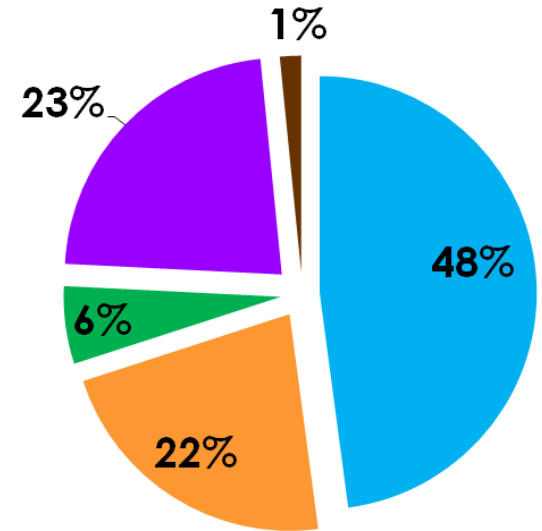
Saint Paul Residents



City of Saint Paul Workforce Full Time



City of Saint Paul Workforce Other than Full Time



- WHITE
- BLACK
- HISPANIC
- ASIAN
- NATIVE AMERICAN

Sources: Census 2010 & Citywide Workforce Utilization Report, January 2016

A word cloud on a teal background with the word 'TRAINING' as the central, largest element. Other words are arranged around it in various sizes and colors, including green, orange, blue, and grey. The words include: KNOWLEDGE, COMMUNICATION, CONTENT, TEAMWORK, DEVELOPMENT, FEEDBACK, LEARNING, LISTENING, ENGAGEMENT, GOAL, SKILLS, and EQUITY.

TRAINING

KNOWLEDGE

TEAMWORK

DEVELOPMENT

COMMUNICATION

CONTENT

FEEDBACK

LEARNING

LISTENING

ENGAGEMENT

GOAL

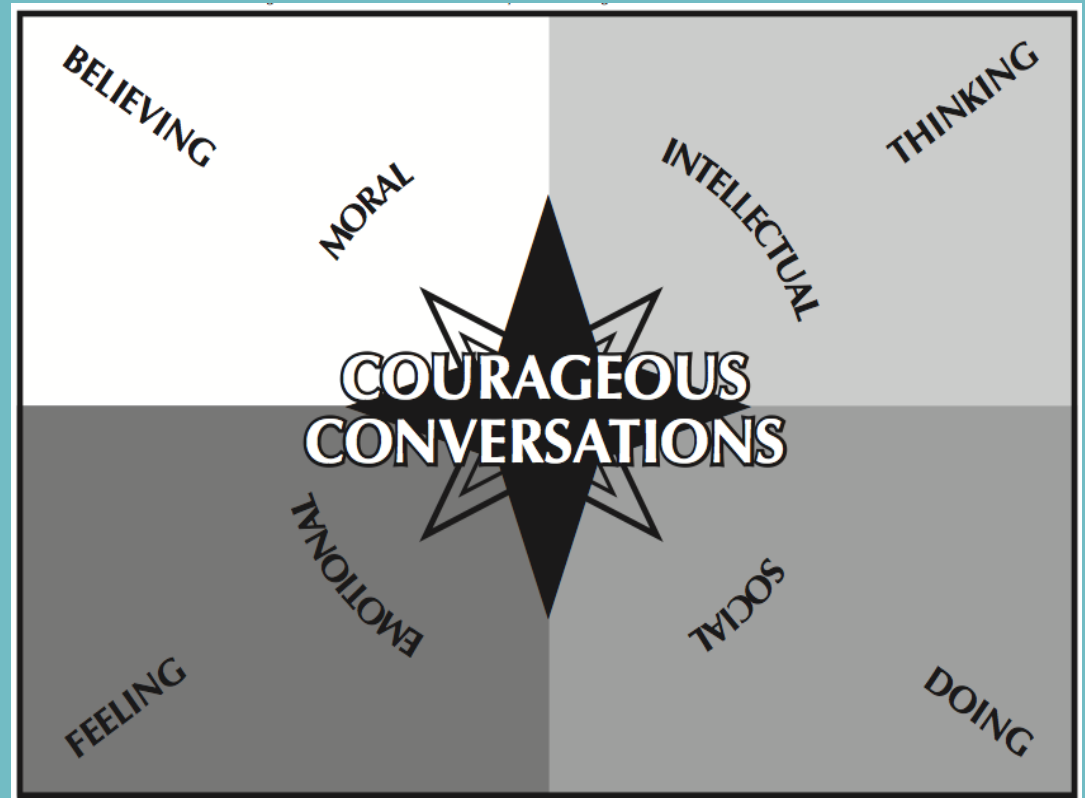
SKILLS

EQUITY

527

supervisors and managers trained

- 2-day training for supervisors and managers



beyond diversity

924

City employees trained



- 1-day training for all City employees

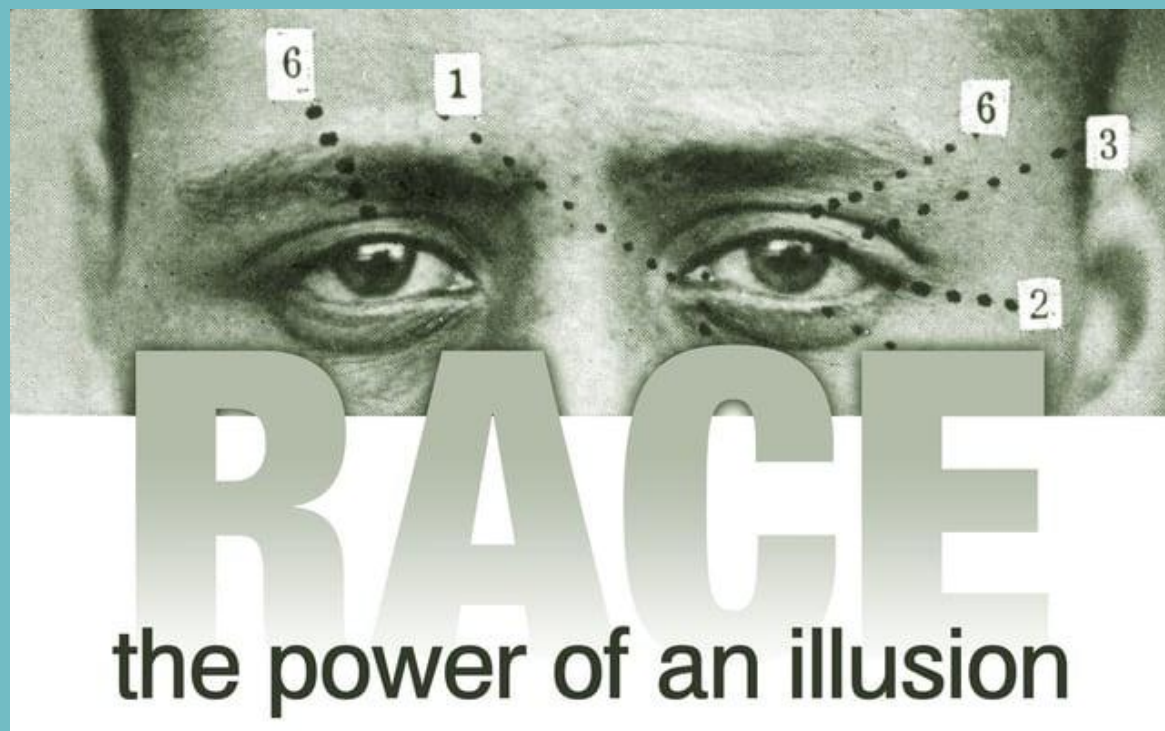
Key Learnings:

- 1) Learn how race affects all our lives.
- 2) Understand Bias and how to counteract it.
- 3) Learn ways to listen and talk about race.

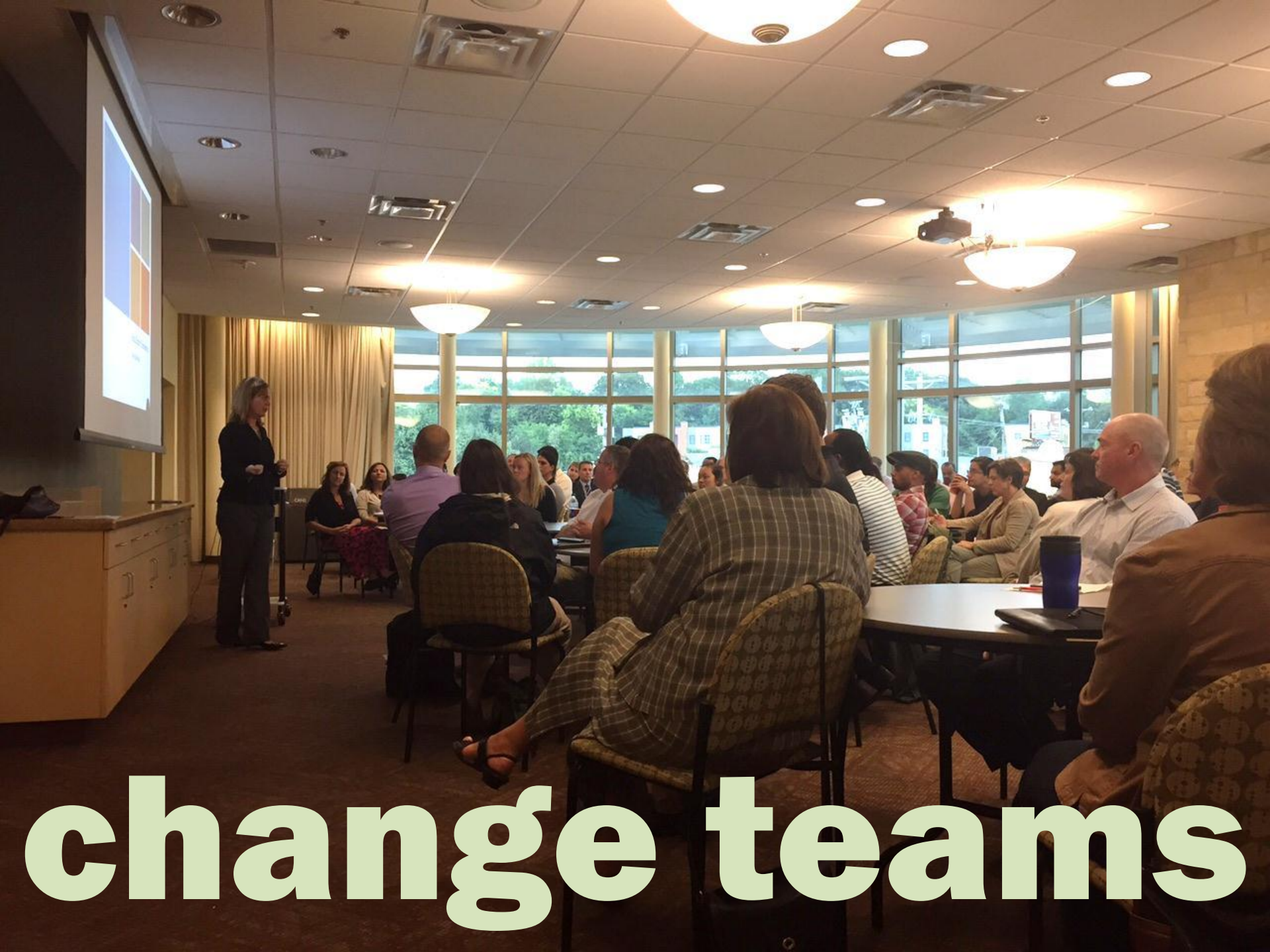
foundations of racial equity

90

officers trained



SPPD training

A photograph of a professional meeting or presentation. A woman in a dark blazer stands on the left, facing a group of people seated at round tables. A large screen on the left displays a presentation slide. The room has large windows in the background and modern lighting. The text "change teams" is overlaid at the bottom.

change teams

Work Plans

Desired Outcomes

Key Actions

Measures, Targets, Lead Staff

Set Deadlines

Results

Assessment Toolkit

How have you involved community members and stakeholders?

What are your strategies to reach your desired racial equitable outcomes?

What resources/partnerships do you still need to make changes?

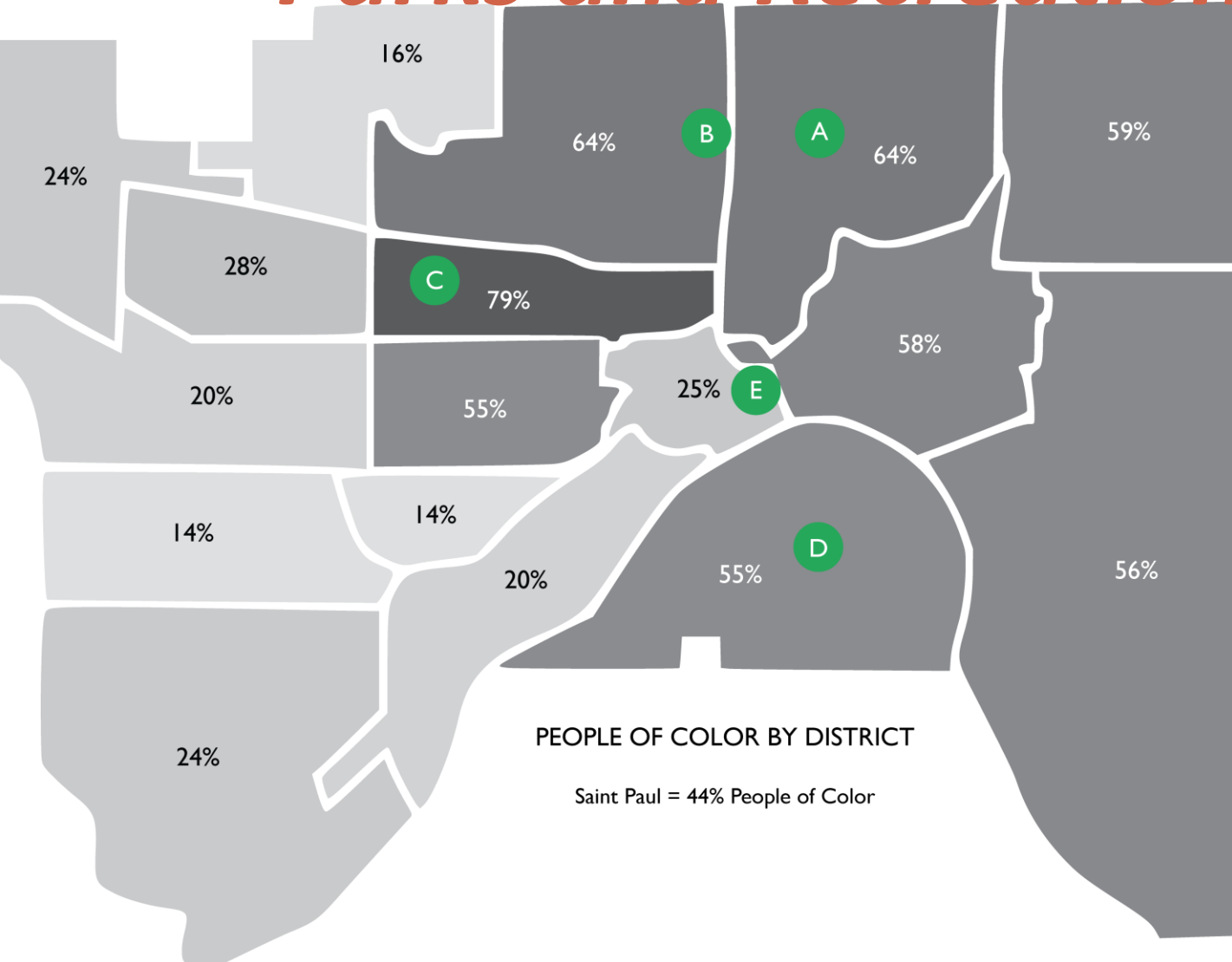
Department Highlights





EMS Academy

Parks and Recreation



A

Arlington Hills Community Center
Jointly operated with the Saint Paul Public Library, this new facility provides a library, technology space, recreation center, and outdoor area.

B

Trout Brook Nature Sanctuary
Located alongside I-35E, this new sanctuary will be home to many new recreational and educational experiences.

C

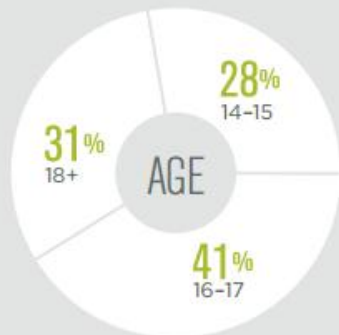
Frogtown Park and Farm
This new park will provide much needed green space to one of Saint Paul's most culturally diverse neighborhoods.

D

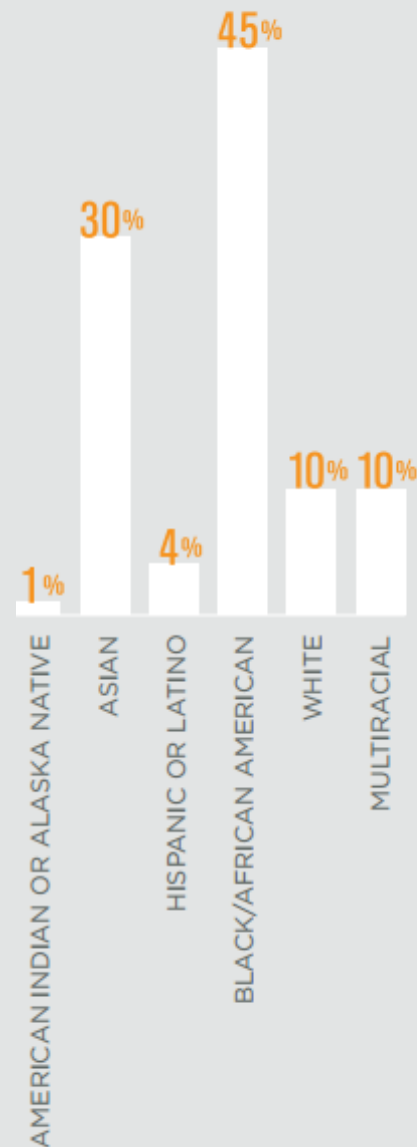
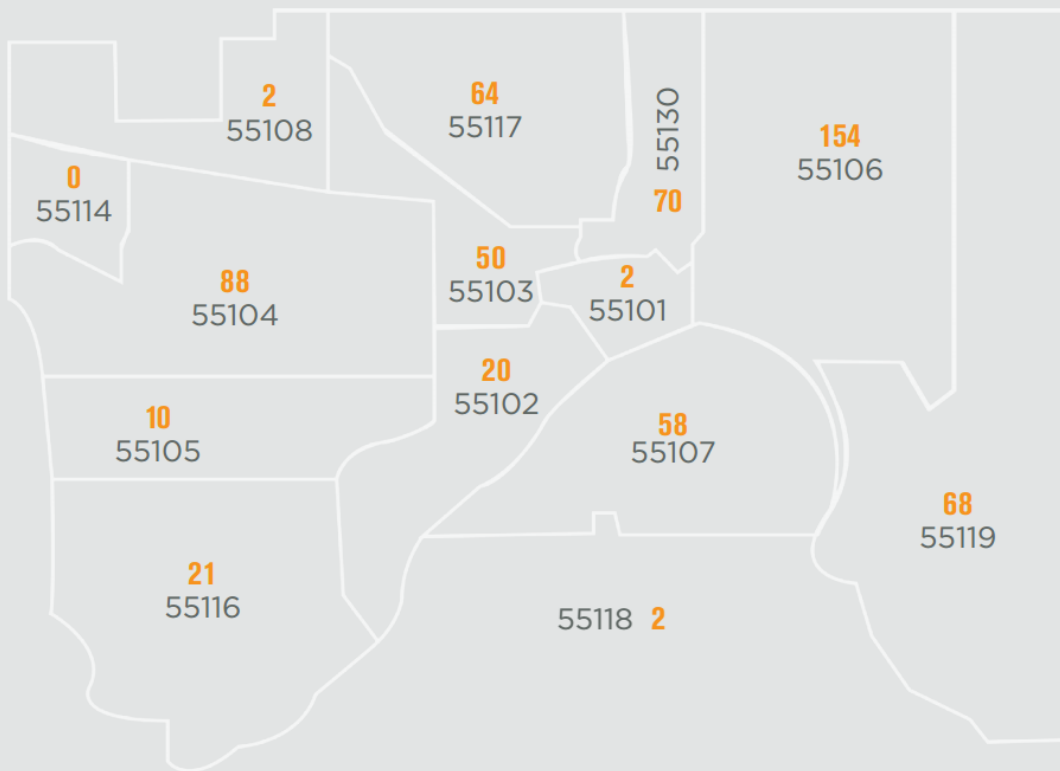
All-Star Park at Gilbert de la O Fields
The City's newest little league baseball field will provide unparalleled experiences and opportunities for youth on the West Side.

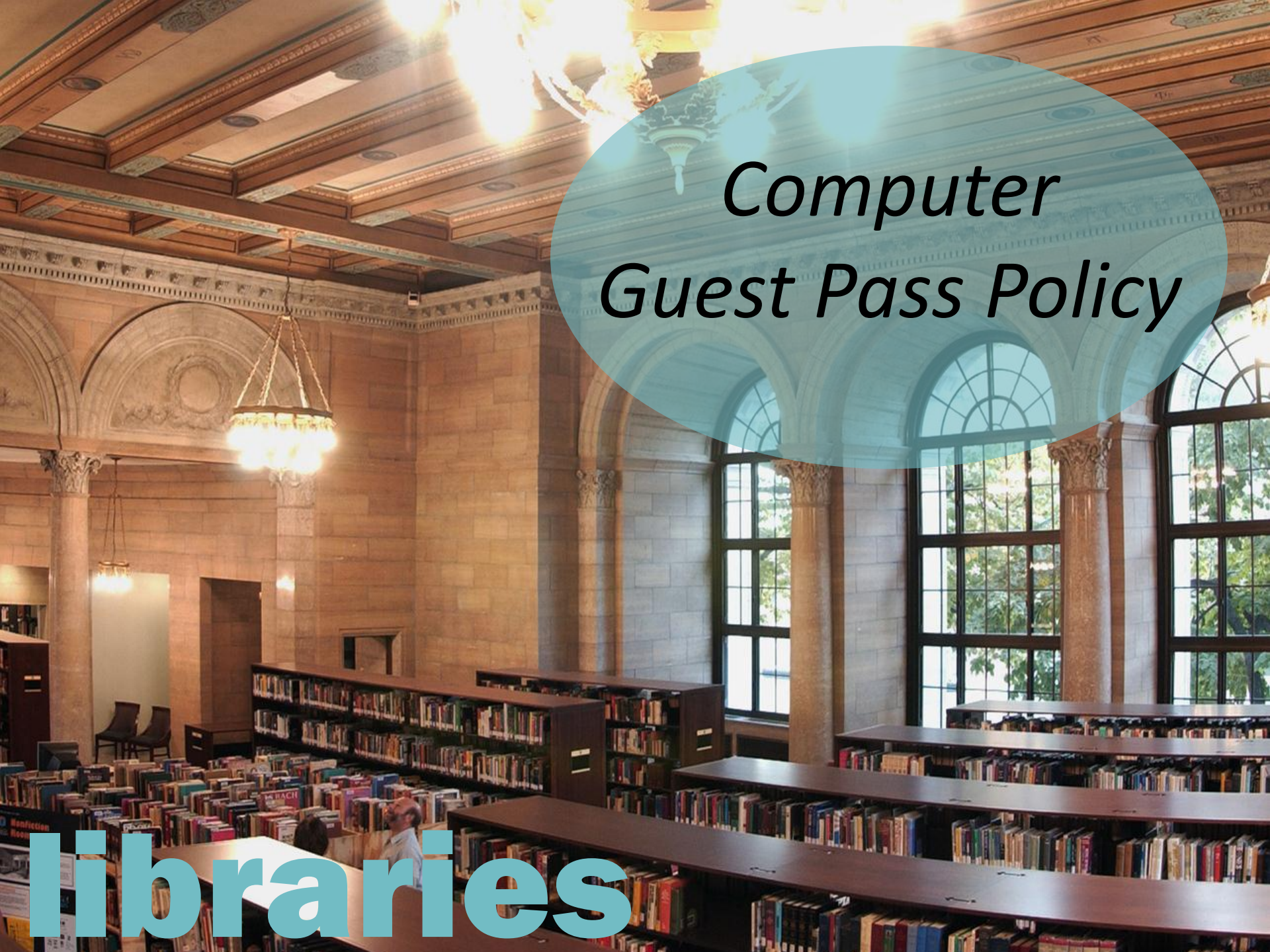
E

CHS Field
CHS Field is located centrally within the city, providing convenient access for all of Saint Paul's neighborhoods and communities.



YOUTH BY ZIP CODE



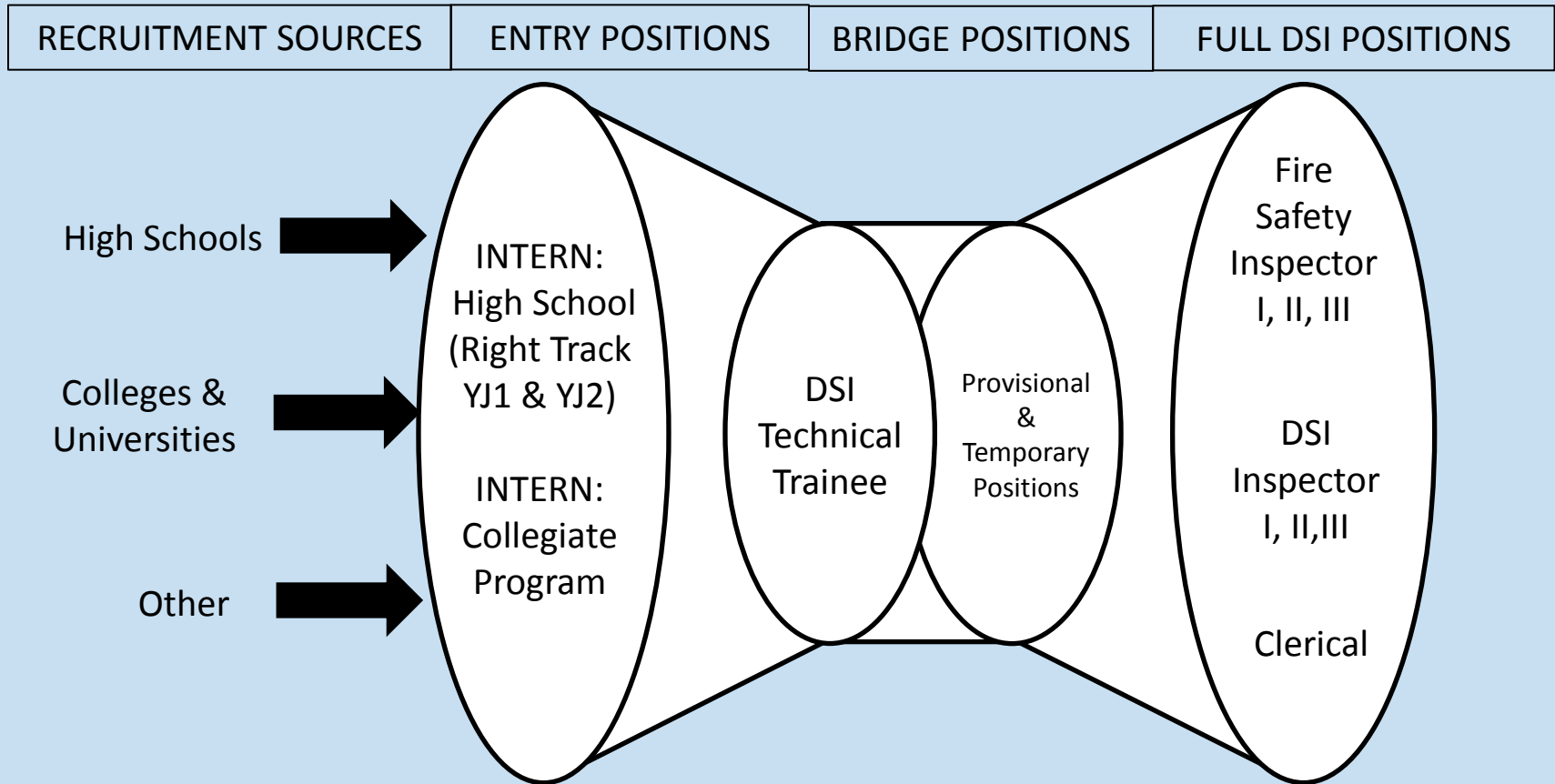


Computer Guest Pass Policy

libraries



Racial Equity Recruitment and Hiring



Plain Language Process: ***POWER***





***African American Male
Initiative AVID Class***

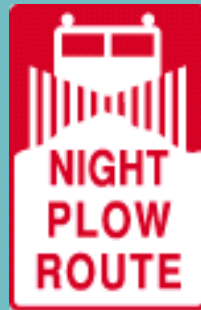


Racial equity
in our workforce:
PROMOTION

PCIARC Audit



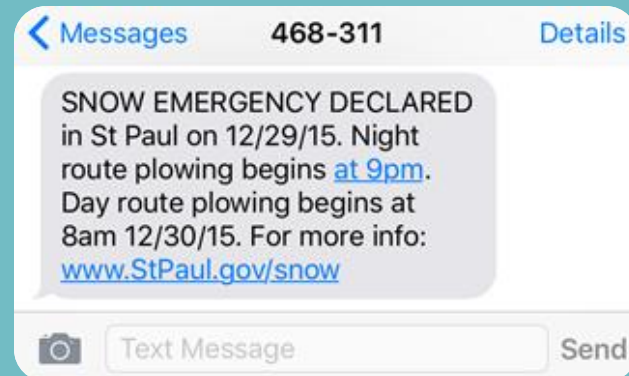
- University of MN conducted audit
- 18 recommendations
- Community conversations



Envia el mensaje de texto "STPAUL SNOW3" al [468311](tel:468311) para recibir un mensaje de texto cuando se declare una emergencia de nieve.

Koj ntau ntawv tau nrog lub xov tooj cov lus "STPAUL SNOW1" rau tus xov tooj [468311](tel:468311) koj thiaj txais tau tsab xov hais qhia koj txog xov xwm kaus snow los yog snow emergency.

U soo qor "STPAUL SNOW2" [468311](tel:468311) haddii add rabtid in aad telefonka ku heshid Somali ogaysiska waqtiga Gurmada baraf Xaaqa. U soo qor "STPAUL SNOW2" [468311](tel:468311) haddii add rabtid in aad E-mailka ku heshid Somali ogaysiska waqtiga Gurmada baraf Xaaqa.





Responsible Banking

We believe...



a prosperous Saint Paul must address racial disparities in our city.



diversity is a strength of our workforce and enables employees to more effectively and authentically provide services to Saint Paul residents, businesses, and visitors.



inclusion, engagement, transparency, and continuous learning from each other are keys to creating racial equity in city government and our community.