



2015 Racial Equity Initiative

Department Work Plans Overview



Themes

Employees
Engagement
Data
Decisions
Contracting
Coalitions





Employees

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Increase Diversity of Employees

- More diverse applicant pools – outreach and recruitment
- Pipeline programs – internships, apprenticeships
- Support diverse employees – mentor program
- Intentional leadership development for diverse employees – certification programs



Increase diversity of SPPD, SPFD academies

25% diverse Academy cadets



35% people of color in new pool



+ Examples

- Partnership with Saint Paul College: Align job classifications with accreditation programs.



- EMS Academy as model of apprenticeship program to be used by Public Works.



- ## + Racial Equity Training
- Beyond Diversity 2 day training for supervisors by December 2015
 - One-day foundational training for all employees by December 2017
 - Specialized training by departments like SPPD



- +
- ### Resources to achieve goal
- HR hiring Diversity Manager Q1 2015.
 - Mayor's policy team leading training.
 - \$60,000 from The St. Paul Foundation.



Engagement

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New
strategies to
ensure
diverse
voices are
heard



+ Informal

- Hearing from residents and informing decisions in new ways that enable equitable input.
- *Example:* St. Paul Public Art “Meeting Fleet” truck



+ Formal



- Review advisory boards to ensure diverse representation.
- Recruit diverse candidates from multiple sources.
- Collaborate with programs like Nexus' Boards and Commissions Leadership Institute.

Example

- *Identify the racial make up of each District Council.*
- *Set goals for representation that mirrors district population.*



Data

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- Review available data to determine if there are gaps in services or outcomes for diverse populations or neighborhoods.



- City of Minneapolis just received \$2.7M grant from the Bloomberg Innovation Fund to develop data tools to evaluate and track similar data.



Inspiring Communities Program

- PED program sold 104 homes, 40% to owners of color.
- Challenge: Sell even more homes to families of color through partnerships.
- MN Homeownership Council, MN Housing
- *Compares to overall rate of 17% ownership by families of color in Saint Paul*





Decisions

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- Build a habit of evaluating decisions so they don't inadvertently create gaps in experience for white vs. non-white residents.





Racial Equity Assessment Tool

- A set of questions to be answered when a decision, policy or program is being developed or reviewed.
- *Example:* Libraries determined they needed children's books in Karen language.
- Resource needed: RE Assessment Tool modeled after successful tools used by cities like Seattle. Mayor's Office will train departments.



+ Incentivizing racial equity

- Give credit, resources or advantage to efforts that take racial equity into consideration.



- *Examples:*
- OTC gives priority to racial equity projects.
- HREEO adds points to RFPs for racial equity projects.
- Supervisors add questions to performance reviews about employee participation in racial equity initiative.



Contracting

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- Increase City contracting and procurement from MBE providers
- Identify and encourage minority contractors and consultants to register
- Departments find common goods and services that could be bundled to increase MBE purchasing



+ *Example*

Responsible Banking Ordinance

- RFP for city banking services will include data requests on how financial institutions are serving the diverse residents of St. Paul through home and business loans.
- This information will be factored into decision on bank that will be selected as city's financial partner.

Resource to achieve goal:

HREEO is a leader in equitable contracting and procurement.





Coalitions

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- Saint Paul Public Schools, Ramsey County and City of Saint Paul
- Government Alliance on Race and Equity
- My Brother's Keeper



Questions

