

2015 Racial Equity Initiative

Department Work Plans Overview

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Themes

Employees Engagement Data Decisions Contracting Coalitions









Employees

Employees

Engagement

Data

Decisions

Contracting

Coalitions

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





 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

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- 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

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- HR hiring Diversity Manage Q1 2015.
- Mayor's policy team leading training.
- \$60,000 from The St. Paul Foundation.

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New strategies to ensure diverse voices are heard





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





- 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.

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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

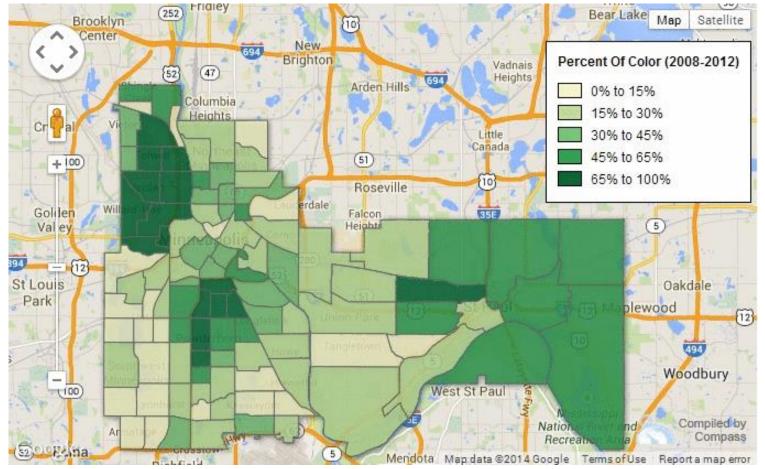
- PED program sold 104 homes, 40% to owners of color.
- Challenge: Sell even more homes to families of color through partnerships.
- MN Homeownership Council, MN Housing

 Compares to overall rate of 17% ownership by families of color in Saint Paul



+ Resources to Achieve Goal

 OTC is creating maps of racial concentrations by neighborhood. Will partner with departments who need to map services to identify trends.



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.
- Resource needed: RE
 Assessment Tool modeled
 after successful tools used by
 cities like Seattle. Mayor's
 Office will train departments.
- Example: Libraries determined they needed children's books in Karen language.



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





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

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Questions



