2015 Racial Equity Initiative

Department Work Plans Overview

Themes

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Decisions

Contracting

Coalitions

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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

COME JOIN OUR TEA[M]
FIRE

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

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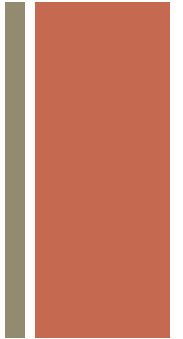New strategies to ensure diverse voices are heard

+ 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.*

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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.
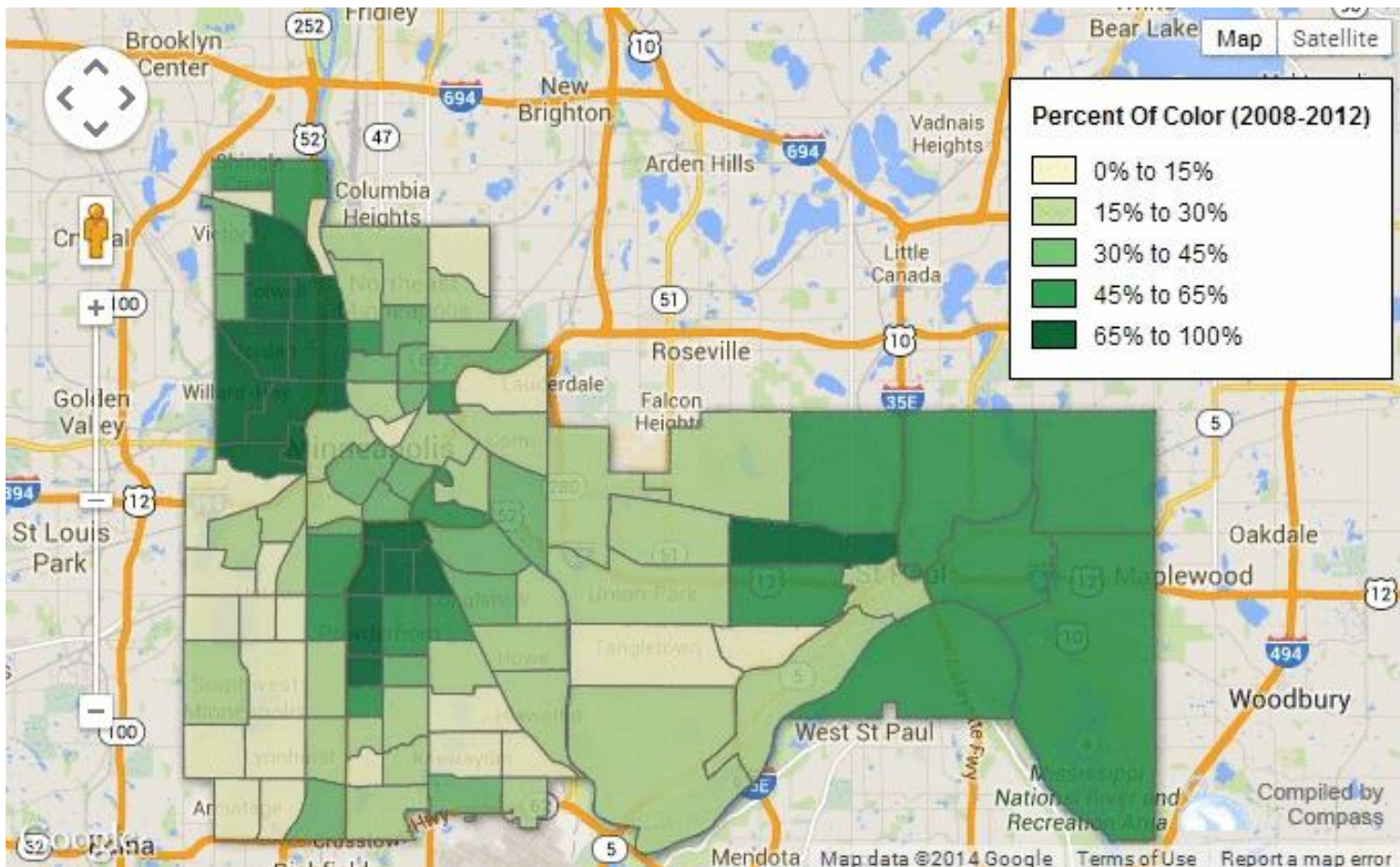
Decisions

- 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

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.

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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