



City of Roseville

# Equity & Inclusion

March 2021



## Equity Narrative

The City of Roseville is dedicated to creating an inclusive community where the predictability of success is not based on race or ethnicity.

The actions of government at the federal, state, and local level have created racial disparities that continue to harm our community. Rectifying these disparities is critical to the development of a vibrant community and a high quality of life for all residents.

All City Departments will prioritize racial equity in their planning, delivery, and evaluation of programs, policies, and services.

The City of Roseville is committed to taking tangible steps to normalize, organize, and operationalize racial equity principles and tools, with an eye toward impactful and sustainable outcomes that create a more equitable community.

## Introduction

This monthly update highlights the on-going work being undertaken by staff as it relates to racial equity. The purpose of this update is to inform both City Council, staff and the public regarding this work in an effort to share information as well as to spark opportunities for partnerships or leverage additional resources.

## Youth Commissioner Statement

At the February Human Rights, Inclusion and Engagement Commission, Youth Commissioner, Yiling (Beverly) Xie spoke about the violence against elderly Asian Americans that has been spiking since the beginning of quarantine across the country. Her words are a reminder that as a community we can come together to denounce racism and violence toward all. (If you would like to view her statement, you can find it on the [city website here](#), beginning at 05:00).

In light of the tragedy that occurred in Georgia this week with the murder of several Asian American women, it is even more important that we acknowledge that racism is and has been occurring toward our fellow citizens and as an organization we condemn that violence and will continue to speak out against hatred, racism and violence. We seek to support our community with the understanding that each individual has a unique experience and story that is valued and contributes to the vibrancy and uniqueness of Roseville. You can find the statement the city issued regarding the violence on the city's website under '[News](#)'.

## Roseville Message to the Community

The City of Roseville recognizes that the trial of former Minneapolis Police Officer Derek Chauvin will undoubtedly have an impact on all of us, particularly our communities of color. We understand this is a time of heightened emotion, stress and anxiety. The City released a message to our community which can be [found here](#).

### **Strategy Team Update**

The city's Strategy Team has been working with Culture Brokers to review the Strategic Racial Equity Action Plan (SREAP). Currently this work has focused on consideration of high-impact actions, understanding of individual and organizational capacities and a commitment to getting measurable results from our chosen activities. The team has spent time ensuring that specific principles are front and center when evaluating and updating the SREAP, including making data-driven decisions, using disaggregated data and information, and leveraging existing assets.

### **Multicultural Advisory Committee Update**

RPD opened up the February meeting with an icebreaker: "*What is one way the PD could celebrate Black History Month?*" MAC Members shared ideas from simply reaching out and supporting local black-owned restaurants and businesses to working with MAC to create or piggy-back on an existing celebration. (E.g. Juneteenth). After the icebreaker, Detective Crystal Jones discussed her current position as Sex Crimes Investigator and former role as School Resource Officer. Community Relations Coordinator Corey Yunke wrapped up the meeting by asking the members to think of ways how the PD can extend its social media reach beyond its current audience.

In between meetings, RPD staff looks for ways to incorporate input from the MAC into various workflows, procedures, and policy. Some MAC members have expressed an interest to give more time to MAC efforts. Sgt. Lopez, along with a few MAC members, have unofficially created the MAC Coffee Club for

those members who want to dive deeper and also, as an opportunity for Sgt. Lopez to introduce RPD's newest officers to the MAC.

### **Policy Change – Narcotics Forfeiture Fund**

The Narcotics Forfeiture account holds funds forfeited for controlled substance offenses and other "designated offenses", as defined in Minnesota statutes. In 2020, the Department completed a comprehensive policy and procedure manual revision. Per policy, beginning in 2021, the Department no longer pursues cash forfeitures under \$2,000 due to the unintended impacts on low-income communities. The Alcohol Forfeiture account holds only funds forfeited for DWI related offenses. In 2018, the Department altered its operating procedures on forfeiting vehicles. The Department will only forfeit vehicles driven in felony DWI offenses and those vehicles must have a value of at least \$5,000.

This change was made for the following reasons:

- Forfeiting a vehicle can have unintended and disparate impacts on families based on income levels.
- Over the past three years, the Department lost over \$25,000 forfeiting vehicles due to expenses and the low return rate at auction, etc.
- Access to secure storage parking lots is expensive.
- Ramsey County judges are increasingly ruling in favor of innocent owner claims.
- Ramsey County judges are returning vehicles to arrested parties and the Department is mandated to pay storage costs.

### **Guidant John Rose OVAL**

The Guidant John Rose MN OVAL hosted the inaugural Matt Dumba Hockey Without Limits Camp on February 27 as part of Hockey Day in Minnesota. The inaugural event was created to promote diversity and inclusion in hockey and prove that hockey is for everyone.

The event was part of the Hockey Diversity Alliance which aims to eradicate racism and intolerance in hockey. It was attended by 100 children of diverse backgrounds and according to the Minnesota Wild's Dumba was an "awesome opportunity for the kids who don't necessarily get this opportunity to come to a hockey camp like this, make some memories [and] make some new friendships."

[View the KARE11 coverage of the camp here.](#)

### **Roseville Police Release Latest Data**

As part of the Roseville Police Department's ongoing transparency and data sharing initiative, RPD has released its latest reports on traffic stops and uses of force in the City of Roseville. The latest information is available at

[www.cityofroseville.com/police/transparency](http://www.cityofroseville.com/police/transparency).

In addition to the latest data on traffic stops and uses of force, the department's transparency webpage also features additional information of interest to the community, including crime statistics and predatory offender information, as well as department policy documents.

The transparency and data sharing initiative grew from the positive community reaction to the department's release of Roseville's 2017 traffic stop statistics nearly four years ago.

In 2017, the Roseville Police Department began collecting driver information for all traffic stops. The collection effort is part of a voluntary, countywide initiative to increase transparency and provide more context about traffic stops. The data collected includes the perceived race and gender of the driver, whether the driver was searched, whether the vehicle was searched, the reason for the stop and whether a warning or citation was issued.

Roseville Police focus traffic enforcement on drivers who are most likely to cause a crash - speeding, not stopping for red lights or stop signs, driving while distracted or other behaviors that jeopardize the safety of others. Stopping cars with minor equipment violations is not priority for the Roseville Police Department.

The Use of Force Summary provides information about when Roseville officers use force and how use of force is counted in Roseville. The city defines use of force as the application of physical techniques or tactics or chemical agents or weapons to gain compliance.

Although Minnesota does not require police departments to collect or disseminate use of force data, Roseville has been gathering data and using the information to examine its practices for years. Tracking how, when, where and why officers use force is an invaluable tool in working towards the department's goal of minimizing force incidents and injuries while maximizing officer effectiveness in situations where force is unavoidable.

All use of force incidents in Roseville include a supervisory review along with a quarterly review during sergeant meetings to look for any trends and to address concerns.

In the wake of George Floyd's death in Minneapolis, RPD formed the [Multicultural Advisory Committee \(MAC\)](#) in the summer of 2020. The goal of the committee is to bring diverse community representatives together to discuss community-policing concerns, strategize ways for RPD to best engage with the community, and share information about police practices and procedures.

RPD values community input and encourages the community to read the 2020 Use of Force and 2020 Traffic Stop reports. Please, do not hesitate to reach out to Roseville Police [Chief Erika Scheider](#) with any questions.

### **Zoning Code Engagement Opportunities**

The City of Roseville is committed to engaging with the public on the Zoning Code Update project. In an effort to reach a broader audience, the City and project consultant created virtual engagement tools that allow the public to engage in their own time and on issues that are important to them.

The Community Development Department is hosting a series of community meetings to discuss the city's zoning code update project and receive community feedback. All meetings will be hosted on the Zoom webinar platform.

#### Thursday, March 25

Equity and Inclusion/Sustainability and Resilience

12:00 to 1:00 p.m.

[Register to attend meeting](#)

Equity and Inclusion/Sustainability and Resilience

6:00 to 7:00 p.m.

[Register to attend meeting](#)

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