

## **PC Operations Division Equity Initiatives Update – 2018**

### **Educational Opportunities:**

- New employees are in the process of completing Foundations of Racial Equity
- All certified Operations staff members are currently participating in a three part educational series titled, Race: The Power of An Illusion.”
- In addition to Operations staff members who voluntarily participate on the Department Equity Team as regular members, Operations Supervisors are rotating attendance on a quarterly basis to increase educational opportunities and awareness of issues throughout the division and be better prepared to engage with their work teams in conversations about our department’s equity work.

### **Hiring/Staffing Initiatives:**

- For the second summer we worked with MSS (Midwest Special Services) to hire a crew of young adults with disabilities to assist with light maintenance duties @ Harriet Island Regional Park
- Operations staff met with students in the CDL program at the HUBBS Center (Free St. Paul Community Education program for adults) to talk about job opportunities in Parks and Public Works
- Hired three candidates of color to fill three Forestry Arborist vacancies
- Hired three candidates of color and two females to fill vacant Parks Worker III openings
- For the third summer Operations hosted three Right Track mechanic trainees
- Added a Right Track Intern this summer for office support
- Blooming St. Paul program employed 12 Right Track workers (an increase of 6 from 2017) to assist in maintaining hanging baskets, select medians/gardens across the city and maintain 3 acres of Green Line vegetation beds.

### **Misc. initiatives/accomplishments:**

- Completed parking lot signage replacement/adjustments and re-allocation and painting of accessible parking spaces to meet ADA upgrades and requirements as part of the ADA Transition Plan you approved last spring
- Building Trades continues to work with Design staff on gender-neutral restroom options and plans for all department facilities.
- Play Area Audit forms are in the process of being modified to include a score for play areas located within “AOCP” (Areas of Concentrated Poverty), allowing for an additional score within these areas that enables us to account for increased/heavy usage.
- Select staff members are continually engaged and working with the city’s Emergency Management team, maintaining Parks’ ability to operate identified Parks facilities as Mass Care shelters when necessary.
- We continue to work closely with the administration, DSI, SPPD on homeless camp issues.
- Forestry management staff completed climbing/rescue technique training with SPFD in an effort to assist citizens when/if necessary.