

Mayor and Council Communication

DATE: 08/04/20

M&C FILE NUMBER: M&C 20-0494

LOG NAME: 14DIVERSITY TRAINING CONSULTANT

SUBJECT

Authorize Execution of a Professional Services Agreement with the National Training Institute on Race and Equity in an Amount Not to Exceed \$124,000.00 for Consultation and Facilitation Services Related to the Delivery of the Employee Values Summit and Implicit Bias and Cultural Competency 21st Century Policing Workshops (ALL COUNCIL DISTRICTS)

RECOMMENDATION:

It is recommended that the City Council authorize the execution of a Professional Services Agreement with the National Training Institute on Race and Equity in the amount of \$124,000.00 to work with the City's Department of Diversity & Inclusion to train employees on the city values of Respect in the Workplace/Diversity and Inclusion, and with the Fort Worth Police Department on Implicit Bias and Cultural Competency 21st Century Policing.

DISCUSSION:

The City of Fort Worth has demonstrated a substantial commitment to increasing equity and inclusion through data-driven decision making that includes employee training and engagement. This commitment began three years ago with the launch of the first Employee Values Summit and the creation of the Diversity & Inclusion employee committee. In FY20, the Diversity & Inclusion Department was created and tasked with developing a comprehensive diversity training program for all employees. The third and final Employee Values Summit on Respect in the Workplace and Diversity & Inclusion serves as the baseline, or first level, for that training program. A Supervisor Summit on those two employee values was held in October 2019 with a commitment from the City Manager to provide that same training to non supervisory employees before the end of FY20.

Additionally, due to the success of the Supervisor Summit on Respect in the Workplace and Diversity & Inclusion, and the positive feedback on the implicit bias portion of the summit that was facilitated by Dr. Bryant Marks, founder of the National Training Institute on Race and Equity, the FWPD applied for and was awarded a grant "from the Fund to Advance Racial Equity at the North Texas Community Foundation" to contract with Dr. Marks to provide in-person, half-day Implicit Bias and Cultural Competency 21st Century Policing Workshops.

FISCAL INFORMATION / CERTIFICATION:

The Director of Finance certifies that funds are available in the current operating budget, as previously appropriated, in the General Fund and the Grants Operating Other funds to support the approval of the above recommendation and execution of the agreement. Prior to any expenditure being incurred, the Diversity & Inclusion and Police Departments have the responsibility to validate the availability of funds.

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