

Mayor and Council Communication

DATE: 09/01/20

M&C FILE NUMBER: M&C 20-0610

LOG NAME: 08EQUITY PLAN CONSULTANT

SUBJECT

(ALL) Authorize Execution of a Services Agreement with City University New York Institute for State and Local Governance in the Amount Not to Exceed \$130,190.00 for Consultation Services Related to the Development of an Equity Performance Management System

RECOMMENDATION:

It is recommended that the City Council authorize the execution of a services agreement with City University New York Institute for State and Local Governance in an amount not to exceed \$130,190.00 for consultant services with the City's Department of Diversity & Inclusion to develop and implement an equity performance management system.

DISCUSSION:

The City of Fort Worth has demonstrated a substantial commitment to increasing equity and inclusion through data-driven decision-making and community engagement. The framework for this commitment is the work carried out by the City's Race and Culture Task Force, whose 22 recommendations span seven substantive areas: criminal justice, economic development, education, governance, health, housing, and transportation. Each recommendation was accompanied by an implementation strategy and a set of performance metrics by which the organization taking the lead in implementation could gauge its success.

The City University New York Institute for State and Local Governance (ISLG) is uniquely positioned to build on the work of the Task Force. Through its Equality Indicators Project, ISLG has worked with local governments to create Equality or Equity Indicator tools in six cities. ISLG also has extensive experience developing performance metrics and systems for performance management, as well as conducting operational assessments and making recommendations for improvement. To aid in these efforts ISLG will work with the City's Department of Diversity & Inclusion to develop and implement an equity performance management system by:

- Engaging the local community in further fleshing out the substantive areas identified by the City's Race and Culture Task Force and discussing additional critical outcomes and metrics that could be tracked.
- Soliciting community input on the best ways to ensure that the local community is kept informed of progress moving forward and provided opportunities to contribute to change efforts wherever possible.
- Identifying reliable data sources which can be measured on an ongoing basis and merge these outcomes with those identified by the Task Force to create a robust framework of metrics that the City of Fort Worth can track moving forward.
- Establishing a performance management system in which these metrics will be regularly reviewed and used to inform policy and practices.
- Developing a customized departmental equity assessment tool that can be used to measure the performance of Fort Worth's different departments and agencies on an ongoing basis. The customized equity assessment tool will include identification of the critical municipal services each department provides and a system for measuring delivery of each of those services by geography and by disadvantaged group, wherever possible.

A Form 1295 is not required because: This contract will be with a governmental entity, state agency or public institution of higher education: City University of New York Institute for State and Local Government

FISCAL INFORMATION / CERTIFICATION:

The Director of Finance certifies that upon the approval of the recommendation, funds are available in the current operating budget, as previously appropriated, in the General Fund. Prior to any expenditure being incurred, the Diversity & Inclusion Department has the responsibility to validate the availability of funds.

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