

**To the Mayor and Members of the City Council****May 5, 2026**

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**SUBJECT: HUMAN RELATIONS COMMISSION OVERVIEW**

This Informal Report is to provide an overview of the Human Relations Commission (HRC), its purpose, programs, and activities as defined by the city's Human Relations Ordinance ([ref](#)) and related regulatory, and programmatic guidelines.

**Purpose**

The purpose of the Human Relations Commission is to ensure that all residents and persons in the city enjoy equal freedom to pursue their aspirations, without discrimination against any individual or group. This is achieved through recommendation, advisement, and consultation to the city on matters involving discrimination as well as participation in and hosting events and programs that foster positive community relations.

**Programs**

In addition to serving in an advisory capacity, the HRC is responsible for the following programs and services, which are administered by the Human Resources Civil Rights Division (Agency):

- Fair Employment Practices Agency (Equal Employment Opportunity Commission)
- Fair Housing Assistance Program (Department of Housing & Urban Development)
- Americans with Disabilities Act (ADA) Coordination & Compliance
- Community Education & Outreach

These programs guide cooperative compliance and enforcement under federal Civil Rights laws and local ordinance.

- Federal protected classes include race, color, religion or belief, disability, national origin, and familial status. Employment-related protections also include age, sex, and genetic information.
- Through local policy, the City of Fort Worth has expanded protections to include sexual orientation, transgender, gender identify, or gender expression.

**Appointment**

The HRC consists of eleven members who are appointed by the City Council at-large for an initial term of two years. Members are limited to a maximum of three consecutive two-year terms. As of April 1, 2026, five (5) of the eleven (11) seats are vacant. Applications are currently under review and consideration, and additional solicitations are planned to address vacancies.



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HRC MEMBERSHIP (as of April 1, 2026)

<b>Place 1</b> Amabilia Martinez	<b>Place 2</b> Glenda Diaz	<b>Place 3</b> Vacant	<b>Place 4</b> Scott Kendall
<b>Place 5</b> Ojesh Upreti	<b>Place 6</b> Vacant	<b>Place 7</b> Karen Johnson*	<b>Place 8</b> Austin Perrotti
<b>Place 9</b> Vacant	<b>Place 10</b> Vacant	<b>Place 11</b> Vacant	

**Standing Committees**

The HRC includes standing committees (Executive, Employment, and Housing) as well as the Mayor’s Committee on Persons with Disabilities (MCPD). Committees may be created or abolished with a two-thirds majority vote.

**Key Metrics**

The following represents investigation, conciliation, and mediation activity over the past three years. Agency staff also partner to provide education and promote cooperative compliance, including the modification of discriminatory practices or policies.

FAIR EMPLOYMENT

**Top three complaint categories**

- Race/Ethnicity
- Sex/Gender
- Retaliation

<b>Investigative Summary</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>
Inquiries Received	150	190	343
Charges Filed	84	73	82
Charges Filed and Deferred to EEOC (Non-Jurisdictional)	37	30	50

<b>Closure by Type</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>
Settlement/Mediation/Conciliation	21	21	16
Letter of Determination-Full Investigation	54	52	44
Administrative Closure	17	12	8

<b>Public Relief</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>
Awards to Charging Parties	\$ 431,804.00	\$ 135,565.00	\$ 378,350.00



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**FAIR HOUSING**

**Top three complaint categories**

- Disability
- Race
- Sex/Gender

<b>Investigative Summary</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>
Inquiries Received	144	569	363
Case Closures	58	29	12
Conciliations	19	7	3

<b>Closure by Type</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>
Cause	1	1	1
No Cause	30	14	2
Conciliation	19	7	3
Administrative Closure	8	7	6
Withdrawal with Resolution	6	4	4
Withdrawal without Resolution			
Failure to Cooperate	1	2	2
Lack of Jurisdiction	1	1	0

<b>Public Relief</b>	<b>2023</b>	<b>2024</b>	<b>2025</b>
Awards to Charging Parties	\$ 11,591	\$ 42,025	\$ 8,415

**ACCESSIBILITY**

In addition to coordinating complaints related to the accessibility of city facilities or programs, the Civil Rights Office investigates complaints of public access to businesses.

<b>Public Accommodation</b> Access to non-city Facilities/Programs	<b>2023</b>	<b>2024</b>	<b>2025</b>
Inquiries Received	13	16	10
Charges Filed	0	2	2
Closures	3	0	2
Settlement/Conciliation	2	0	1

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A Special Called Meeting was held on March 30, 2026, which included members of the HRC and Mayor's Committee on Persons with Disabilities (MCPD). The goals of the meeting were to:

- Provide training to members on their scope and responsibilities
- Review best practices from peer cities
- Conduct annual strategic planning, focused on education and outreach
- Promote member engagement and participation.

Priorities at this time include:

- Filling key vacancies on the HRC and MCPD
- Expanding and maintaining consistent community education and outreach
- Appropriate funding of Agency programs and requirements

The HRC and MCPD currently meet monthly. Questions or information requests should be directed to Kristen Smith, Director of Human Resources, Civil Service and Civil Rights at [Kristen.Smith@FortWorthTexas.gov](mailto:Kristen.Smith@FortWorthTexas.gov) or 817-392-2697.

**Jesus "Jay" Chapa**  
**City Manager**