

**To the Mayor and Members of the City Council****June 23, 2020**

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SUBJECT: IMPLEMENTATION OF RECOMMENDATIONS FROM THE TASK FORCE ON RACE AND CULTURE

The purpose of this Informal Report is to provide quarterly information about progress on implementing recommendations from the Task Force on Race and Culture.

On August 1, 2017, the City Council adopted Resolution 4817-08-2017, appointing a 23-member Task Force on Race and Culture to advise the City Council about various issues relating to race and culture. On December 11, 2018, the City Council approved 22 Race and Culture Task Force Recommendations in key areas of criminal justice, economic development, education, governance, health, housing and transportation. The City Manager's Office provided the first progress report to the City Council on August 19, 2019. With the adoption of the 2020 City Budget, a new Department of Diversity and Inclusion was created from the Human Relations Unit. On December 9, 2019 a new Chief Equity Officer/Director of Diversity and Inclusion Department started work with the City. On January 28, 2020, the Department of Diversity and Inclusion provided a quarterly Task Force progress report to the City Council.

This report serves as the second quarterly report in 2020. Highlights on the most prominent areas of progress are listed below. The attachment includes a full list of the 22 areas of progress.

Criminal Justice | Civilian Oversight of Police Department

The new Police Oversight Monitor-Director of the Office of the Police Oversight Monitor (OPOM) Kim Neal and Assistant Police Oversight Monitor Denise Rodriguez officially joined the City in March. Since then, the Office of the Police Oversight Monitor (OPOM) has conducted initial meetings with multiple community organizations, city leaders, and FWPB personnel. OPOM has also established a general email and phone number for the Office, created a complaint form and has begun receiving and reviewing complaints, inquiries, commendations, use of force incidents, FWPB policies and procedures including, but not limited to use of force. All members of staff are Criminal Justice Information Services (CJIS) certified and continue to participate in external training opportunities. Office personnel have also received training on the Texas Public Information Act as well as met with the City Attorney's Office regarding OPOM functions and Tex. Loc. Gov't Code Ann. Chapter 143. The next steps during Quarter 3 for OPOM will be to continue meeting with community stakeholders, and FWPB officers and administrators. OPOM will also continue to review policies and procedures, and research of and communications with peer civilian oversight organizations and other law enforcement organizations. Additionally, using the newly created complaint form, OPOM will continue to receive and review complaints, inquiries, and use of force incidents.

Economic Development | Capacity-Building of Minority-Owned Businesses

The Business Equity Division (DVIN-BE), formally "Office of Business Diversity" transitioned from the Economic Development Department to the new Department of Diversity and Inclusion expanding its responsibilities for capacity-building of minority-owned businesses in the process. DVIN-BE completed the City's 2020 Business Equity Disparity Study in June, 2020 with consultant Colette Holt Advisors. Along with partner organizations, the DVIN-BE completed 77 outreach events for minority businesses to date, and partnered with Beck Construction to launch Beck School of Construction for new or emerging local minority businesses. The Beck School of Construction classes run over a 9-month period covering topics in business marketing and business development to bids and proposals, to bonding and insurance to business accounting. Classes are held virtually due to COVID 19. The next steps during Quarter 3 for DVIN-BE will be to expand opportunities for minority-owned business capacity-building through developing structure for the launch of the City's Mentor-Protégé program, and implement the City Manager's Disparity Study recommendations including

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new Ordinance and Program Plan proposals. DVIN-BE will continue the redesign of equity in contracting processes for contracting departments and purchasing.

Governance | Redistricting

The 2016 Charter Amendment established increased the number of Council members from 8+1 to 10+1, effective upon redistricting after the 2020 census for the 2023 municipal election. The next steps during Quarter 3 will be to appoint a Task Force by August 2020 to develop criteria and procedures to be used to create City Council districts for the 2023 election.

If you have any questions about this information, please contact Christina Brooks, Chief Equity Officer| Director Diversity and Inclusion Department, at 817-392-8988.

David Cooke
City Manager

**QUARTERLY REPORT ON IMPLEMENTATION OF RECOMMENDATIONS
FROM TASK FORCE ON RACE AND CULTURE**
June 23, 2020

Topic	Strategy	Current Status	Next Steps																											
Criminal Justice	1. Civilian Oversight of Police Department	<p>From March to present, the Office of the Police Oversight Monitor (OPOM) has conducted initial meetings with multiple community organizations, city leaders, and FWPDP personnel. OPOM has also established a general email and phone number for the Office, created a complaint form and begun receiving and reviewing complaints, inquiries, commendations, use of force incidents, FWPDP policies and procedures including, but not limited to use of force. All members of staff are Criminal Justice Information Services (CJIS) certified and continue to participate in external training opportunities. Office personnel have also received training on the Texas Public Information Act as well as met with the City Attorney's Office regarding OPOM functions and Tex. Loc. Gov't Code Ann. Chapter 143.</p>	<p>For Q3 Progress Report Due September 2020:</p> <ol style="list-style-type: none">1. Collaborate with community stakeholders through workgroup meetings and surveys to finalize recommendations regarding civilian oversight.2. Continue to review and monitor inquiries, complaints, use of force, and FWPDP policies and procedures.3. Serve as a member of FWPDP's Use of Force Review Board.4. Commence tracking collection of complainant and police data to identify trends, patterns and circumstances in order to address root causes and recommend next steps including problem solving measures.5. Finalize OPOM mission, duties, and expectations.6. Finalize website, social media platforms, newsletter and listserv communication venues.7. Provide periodic update regarding OPOM activities to stakeholders.8. Continue ongoing research of and communications with peer civilian oversight organizations and law enforcement organizations.																											
	2. Police cadet program	<p>The Fort Worth Police Department completed all tasks related to the advertising, interviewing, and hiring twenty new cadets. The demographic breakdown of the 2020 Police Cadet program stands as follows:</p> <table><tr><th colspan="5">Racial Identity</th></tr><tr><td>Asian</td><td>Black</td><td>Hispanic</td><td>White</td><td>Total</td></tr><tr><td>1</td><td>3</td><td>12</td><td>4</td><td>20</td></tr></table> <table><tr><th colspan="4">Gender Identity</th></tr><tr><td>Female</td><td>Male</td><td>Non-Binary</td><td>Total</td></tr><tr><td>12</td><td>8</td><td>0</td><td>20</td></tr></table>	Racial Identity					Asian	Black	Hispanic	White	Total	1	3	12	4	20	Gender Identity				Female	Male	Non-Binary	Total	12	8	0	20	<p>For Q3 Progress Report Due September 2020:</p> <ol style="list-style-type: none">1. The Fort Worth Police Department plans to retain the hired Cadets within the recruitment pipeline.
	Racial Identity																													
Asian	Black	Hispanic	White	Total																										
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3. Diversity within Police Department	<p>On February 5, 2020 members of the Fort Worth Police Department Training Division met with Captain Raven of the Fire Department to share ideas on recruiting. Captain Raven</p>	<p>For Q3 Progress Report Due September 2020:</p>																												

		provided us with information on a targeted social media campaign and “text this number” campaign that allowed them to increase their diversity pool with great success. We added these ideas to our recruitment plans for future implementation.	<ol style="list-style-type: none"> 1. Streamline plan with the Background Unit that will allow them to process out-of-town applicants during a single trip into Fort Worth. 2. Have preliminary discussions with the Civil Service Commission to change standards on recreational marijuana use, THC edibles.
Economic Development	1. Job training, transportation to jobs, background issues, and hiring process	The City partnered with Workforce Solutions to enhance job fairs and training opportunities and is currently working with Workforce Solutions to identify occupations with labor shortages. The City Municipal Courts expanded its Safe Harbor Initiative warrant forgiveness program declaring February 2020 “Warrant Forgiveness Month”. Individuals who voluntarily appeared at a court location in February to act on their cases were eligible for community service or a reduction in the fine amount based on their ability to pay. The City Municipal Court also continued its Court in the Community initiative to bring the mobile court to sites across the city in February. The City is also currently working with all chambers of commerce on an MOU about various employment-related issues, including transportation to work.	<p>For Q3 Progress Report Due September 2020:</p> <ol style="list-style-type: none"> 1. Continue its partnership with Workforce Solutions to identify occupations with labor shortages and increase training opportunities for these occupations. 2. Establish Key Performance Indicators (KPIs) that track progress on established and expected outcomes related to job training, transportation to job centers, background issues (returning resident opportunities, criminal background checks, financial background checks), and hiring process outcomes (candidate pools, interview pools, final candidate pools, hires). 3. Continue expulsion clinics and expand and track outcomes of warrant forgiveness outreach efforts.
	2. Education incentives to achieve wage parity	In partnership with United Way of Tarrant County and the Fort Worth Chamber of Commerce (who has employed staff to provide oversight and technical assistance to FWISD and community GO Centers), Fort Worth ISD (FWISD) currently has 42 active GO Centers operating around Fort Worth. GO Centers are designed to help students see pathways to careers and college. They are physical spaces in schools, libraries, workforce centers, and church-affiliated spaces equipped with computers and overseen by school staff. Tarrant County Community College also hosts a mobile GO Center. Students visit the GO Centers and research career opportunities, college options, and financial aid. Students are assisted by mentors from higher education institutions and from the community.	<p>For Q3 Progress Report Due September 2020:</p> <ol style="list-style-type: none"> 1. Establish metrics that tie the number of students visiting the GO Centers to outcomes in college or vocational training application rates, college or vocational training acceptance rates, college or vocational training completion rates, employment rates, starting pay rates, by racial demographics and GO Center site.
	3. Capacity-building for minority-owned businesses	Along with partner organizations, the DVIN-BE has completed 77 outreach events to date. Additionally, DVIN-BE partnered with Beck Construction to launch Beck School of Construction for local minority businesses. Classes started on Thursday, Feb. 20, 2020, and are being held from 4-6 p.m. virtually due to COVID 19, and upon full implementation of social distancing, required facial covering, and screening process, in person classes may resume at the Business Assistance Center, 1150	<p>For Q3 Progress Report Due September 2020:</p> <ol style="list-style-type: none"> 1. Expand opportunities for minority-owned business capacity-building through developing structure for the launch of the City’s Mentor-Protégé program. 2. Implement the City Manager’s Disparity Study recommendations including new Ordinance and Program Plan proposals.

		<p>South Freeway in Fort Worth or the Hazel Harvey Peace Center for Neighborhoods, 818 Missouri Ave in Fort Worth.</p> <p>The DVIN-BE has also completed 2020 Business Equity Disparity Study with consultant Colette Holt Advisors (CHA).</p>	<p>3. Continue redesign of equity in contracting processes for contracting departments and purchasing.</p>
Education	1. Early childhood intervention via quality childcare	<p>The City partnered with the Early Learning Alliance (ELA) to embark on a 10-year movement working to ensure that all children have the foundation they need to succeed in school and in life.</p> <ol style="list-style-type: none"> 1. Increased Texas Rising Star quality child care by 131% 2. Onboarded 3,000+ child care professionals on registry 3. Completed 3000+ infants and toddler screenings through Ages & Stages Questionnaire 	<p>For Q3 Progress Report Due September 2020:</p> <ol style="list-style-type: none"> 1. Work with Texas PN3 & State Partners on equitable access to health and early learning supports for children. 2. Build Help Me Grow Community Hub for early care & learning resources 3. Strengthen leadership vision for Racial Equity and Reflective Practices and develop County-wide Early Ed Equity Plan
	4. Service learning and civic engagement	<p>The Rising Stars Leadership Academy has expanded from a 10-week summer program to a year-round experience for youth ages 13 – 18. Before COVID 19, the goal was to enroll 20 youth in the first year-round class by March 1, 2020. Youth will be selected from economically challenged communities to participate in the Rising Stars Leadership Academy which will be held at Martin Luther King Community Center in conjunction with the EnVision Center. The FW@ 6 program sites participated in 2 service-learning projects—working at the North Texas Area Food Bank and collecting toys for Cook’s Children Hospital. The recreation coordinator for NSD, a new team member will be responsible for coordinating these activities.</p>	<p>For Q3 Progress Report Due September 2020:</p> <ol style="list-style-type: none"> 1. Develop a plan to establish or re-establish Youth Advisory Councils (YAC) in City of Fort Worth community centers. 2. Develop at least 1 service-learning opportunity at five community centers: Como, Martin Luther King Jr., Northside, Sycamore, and Worth Heights per quarter. 3. Continue to recruit youth to participate in the Rising Stars Leadership Academy.
	5. College and career centers	<p>Fort Worth ISD (FWISD) currently has 42 active GO Centers operating around Fort Worth. GO Centers are designed to help students see pathways to careers and college. They are physical spaces in schools, libraries, workforce centers, and church-affiliated spaces equipped with computers and overseen by school staff. Tarrant County Community College also hosts a mobile GO Center. Students visit the GO Centers and research career opportunities, college options, and financial aid. Students are assisted by mentors from higher education institutions and from the community.</p>	<p>For Q3 Progress Report Due September 2020:</p> <ol style="list-style-type: none"> 1. Establish metrics that tie the number of students visiting the GO Centers to outcomes in college or vocational training application rates, college or vocational training acceptance rates, college or vocational training completion rates, employment rates, starting pay rates, by racial demographics and GO Center site. 2. Convene a meeting with the work group; 3. Survey partner agencies on enrichment and enhancement activities provided for college and career readiness.
Governance	1. Redistricting	<p>2016 Charter Amendment established increased the number of Council members from 8+1 to 10+1, effective upon redistricting after the 2020 census for the 2023 municipal election.</p>	<p>For Q3 Progress Report Due September 2020:</p> <ol style="list-style-type: none"> 1. Appoint a Task Force by August 2020 to develop criteria and procedures to be used to create City Council districts for the 2023 election.

	2. Diversity and Inclusion Department	The activities identified related to the creation of the Department of Diversity and Inclusion have all been completed. As of October 1, 2019, the Diversity and Inclusion Department was established. The Municipal Equity Division has 1.5 staff members, Business Equity Division has 6 staff members, Enforcement Division has 10 FTE and 3 PTE staff members and 1 Department Director. The new Diversity and Inclusion Director/Chief Equity Officer began work in December 2019. Developed new mission, objectives, and measures for new department. The Business Equity Division, formally reporting to the Economic Development Department, now reports to the Diversity and Inclusion Department. All divisions are co-located at Hazel Harvey Peace Center for Neighborhoods using a shared space model to reduce utility costs.	For Q3 Progress Report Due September 2020: <ol style="list-style-type: none"> 1. Review staffing levels are appropriate to achieve expected departmental and divisional outcomes. 2. Continue tracking Race and Culture Task Force Recommendation Progress 3. Begin Equity Plan process with consultant in TPW 4. Finalize Values Summit Workshops for non-supervisory staff 5. Begin implementation of Disparity Study recommendations including Ordinance revisions, new regulations, and process changes.
	3. Diversity training	The Department of Diversity and Inclusion (formerly Human Relations Unit) and the former Performance and Budget Department completed Values Summits on Diversity and Mutual Respect for supervisors in October 2019. DVIN implemented specialized department inclusion, diversity, equity, and access workshops. The City has Diversity and Inclusion educational workshops available online through City Employee University.	For Q3 Progress Report Due September 2020: <ol style="list-style-type: none"> 1. Complete Values Summit Diversity and Mutual Respect workshops for staff in August 2020. The Values Summits that will be held in August will be facilitated by Dr. Bryant Marks, the same facilitator who was used for the supervisor training last October 2019. There will be 21 sessions over 7 days with a variety of times to accommodate non-traditional work schedules. Dates include Monday, Aug. 10, Tuesday, Aug. 11 and Wednesday, Aug. 12; Thursday, Aug. 20 and Friday, Aug. 21 and Thursday, Aug. 27 and Friday, Aug. 28. 2. Continue to implement additional inclusion, diversity, equity, and access workshops for staff with accountability metrics included in staff performance evaluations.
Health	1. Health education and outreach	Fort Worth's overall 2018 Well-Being Index score rose to 62.5, a gain of nearly four points since 2014. Gallup Sharecare Well-Being Index has not released new reports for 2019 or 2020 to date.	For Q3 Progress Report Due September 2020: <ol style="list-style-type: none"> 1. Add 2019 health data in GIS system over Neighborhood Profile Areas (NPA). 2. Organize the citywide Wellness Neighborhood Leader Forum that was scheduled for April 2020 but delayed because of COVID-19.
	2. Active lifestyles	The City opened Hillside Community Center fitness center in February 2020. The City has finalized Silver Sneakers and Active Renew agreements and implemented new programs to increase older adult use of fitness classes and facilities through existing healthcare providers at community centers. In order to encourage active lifestyles in neighborhoods, the City began installing 6,800 feet of sidewalk improvement and	For Q3 Progress Report Due September 2020: <ol style="list-style-type: none"> 1. Renovate or expand community center facilities in target NPAs and/or replace equipment in identified facilities. 2. Replace fitness equipment at four community centers (R.D. Evans, Southwest and Sycamore), and complete major renovation and expansions of Handley Meadowbrook and Eugene McCray community centers.

		1,000 streetlights within target NPAs using existing bond and PayGo funds. To date, the City has 7,230 LF of sidewalks planned in NPAs, and 1,200 LF or 20% completed. The City has also focused efforts on streetlight maintenance to encourage walkability in neighborhoods. To date, 860 lights have been improved and converted to LED in NPAs since January 1, 2020 (86%). The City's Active Transportation Plan (ATP) was adopted by Council April 2019 and is currently used as a guide to prioritize sidewalk gap implementation and 2022 Bond project identification.	<ol style="list-style-type: none"> Initiate discussions with school district to discern feasibility of shared use of public-school recreation facilities at three schools within target NPAs. Work with IT-GIS to add target NPAs to the CRM system for tracking sidewalk and streetlight improvement requests.
	3. Healthy foods	With the approval of the Farmer's Market Ordinance by City Council January 14, 2020, the City approved residential food carts that can sale packaged fresh fruit cups in Fort Worth neighborhoods. This was accomplished through a standing partnership with Blue Zones, a local food cart operator (Gabriel Velazquez) and Code Compliance department. To ensure access to healthy foods in neighborhoods designated healthy food deserts, the amendment reduces and or eliminates permit fees, updates, and eases requirements for new pop-up farmers markets in the city.	<p>For Q3 Progress Report Due September 2020:</p> <ol style="list-style-type: none"> Continue to support the Farmers Market Nutrition Program at WIC clinics. Establish a centrally located farmers market closest to WIC clinics. Expand access to healthy food choices for an additional day a week from May through August to access three additional farmers' market locations to buy fresh, local produce with their SNAP benefits. Launch 6 more healthy foods produce carts in high-need areas.
	4. Access to providers	The City identified Fiscal Year (FY) 2020 Budget funds to establish the Near Southside Medical District ZIPZONE. The Trinity Metro ZIPZONE program is the agency's "first mile/last mile" solution for users of public transportation. Riders can travel their "first mile" and their "last mile" from the nearest bus stop via on-demand rideshare service. The City paid its first installment invoice to Trinity Metro of the total cost of \$250,000 for Near Southside.	<p>For Q3 Progress Report Due September 2020:</p> <ol style="list-style-type: none"> Begin ZIPZONE service in July 2020 pending COVID19 citywide restrictions.
Housing	1. Affordable housing incentives policy	<p>The City's 5 Year Consolidated Plan marks the City as achieving 43% of its goal to Promote Affordable Housing for Renters and Owners through 4 funding streams—Community Development Block Grants (CDBG), HOME Investment Partnerships (HOME), Emergency Solutions Grant (ESG), and Housing Opportunities for Persons with AIDS (HOPWA).</p> <p>While some policy, procedure, and plan development tasks for Affordable Housing goals are currently on hold due to extensive staff time dedicated to COVID-19 pandemic-related issues, the City responded with the creation of emergency rental assistance program through new CARES Act funding.</p>	<p>For Q3 Progress Report Due September 2020:</p> <ol style="list-style-type: none"> Gain support from Economic Development Department and City Council, for a proposed policy on Payment in Lieu of Taxes (PILOT) for multifamily properties that will encourage additional development and/or dedication of affordable housing units in proposed market-rate property areas that are seeking incentives from the City. Identify funding to pay a consultant for an Affordable Housing Framework Plan.

	2. Homebuyer assistance	The City's Homebuyer Assistance Program provides up to \$20,000 in mortgage assistance for income-eligible first-time homebuyers within the Fort Worth city limits. To date, the City's Homebuyer Assistance Program reported 80% minority participation. Currently, the policy, procedure, and plan development tasks for Housing goals are currently on hold due to extensive staff time dedicated to COVID-19 pandemic-related issues.	For Q3 Progress Report Due September 2020: 1. Research national practice and standards for homebuyer assistance programs. Staffing is limited to focus on this project. 2. Identify a source of funding to pay consultant to finalize Homebuyer assistance policy.
	3. Resident awareness of housing resources	The City has completed a brochure summarizing information on all city housing programs. This information will also be used on the new city's website. The workshops and public meetings originally scheduled for 2020 have been postponed because of COVID-19. Staff is continuing to work on the new presentation and will roll it out when public meetings resume.	For Q3 Progress Report Due September 2020: 1. Continue to work together on a regular basis to provide housing education and information. There has been significant impact on staff due to COVID 19 priorities to focus on this issue. 2. Continue to work with partner organizations to share marketing and materials costs.
Transportation	1. Transportation equity policy and five-year action plan	The Transportation and Public Works Department (TPW) will be the pilot department for the process establishing the City Equity Plan for Municipal Service Delivery. The City is finalizing a consultant contract in June 2020, to partner with Diversity and Inclusion (DVIN), and Planning and Data Analytics (PDA) to create the framework that will include the City Transportation Equity Policy and Five-Year-Plan with public input.	For Q3 Progress Report Due September 2020: 1. Coordinate with the consultant by December 31, 2020 to begin the Equity Plan process development.
	2. Transportation funding criteria	The City has actively incorporated equity as a criteria for project evaluation in the preparation of the transportation projects considered in the 2022 Bond Program.	For Q3 Progress Report Due September 2020: 1. Coordinate on development of a Transportation Equity Policy and Five-year Action Plan. 2. Continue to consider equity as transportation projects are identified, funded, and implemented.
	3. After-action reviews of pedestrian and bicycle crashes	TPW collected and monitored bicycle and pedestrian crash data, observing a reduction in crashes and fatalities for both bicyclists and pedestrians between 2018 and 2019. TPW prepared a bi-annual report to PABAC documenting trends and comparisons among peer cities.	For Q3 Progress Report Due September 2020: 1. Develop reporting and documentation procedures and propose processes for after-action infrastructure/policy recommendations.