

To the Mayor and Members of the City Council**December 1, 2020**

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**SUBJECT: RACE AND CULTURE TASK FORCE RECOMMENDATION
PROGRESS**

The purpose of this Informal Report is to provide information on the Race and Culture Task Force Recommendations and Key Performance Indicators (KPI) progress.

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, 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 City Council 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 with the City.

Summary of Report:

- Areas of direct City oversight have higher levels of continued engagement, and notable achievement of original KPI goals.
- Criminal Justice, Governance, and Transportation have met or exceeded 5-year KPI goals.
- Education has seen no change in KPI goals.
- Economic Development, Health and Housing have no new data to report due to reporting source timeline, policy changes, or delays due to COVID.
- Several areas reported action strategies not directly tied to 5-year KPI goals, or require longitudinal monitoring (more than 5 years) to measure results.
- Significant responsible staff changes and COVID-19 have impacted progress.
- Changes in policy for governmental organization demographic reporting has significantly impacted ability to measure progress on KPIs.

Next Steps:

- The Department of Diversity and Inclusion has asked the Human Relations Commission to:
 - Review Race and Culture Task Force Recommendation Report, and Quarterly Reports;
 - Engage community for feedback;
 - Partner with CUNY-ISLG consultant for the Municipal Equity Plan; and
 - Provide a formal report to City Manager, Mayor and Council on recommendations for possible areas of focus changes, stronger KPI alignment with action strategies, changes in department or city partner organization responsibilities to achieve and sustain race and culture progress.

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This report serves as the final quarterly report in 2020 for Race and Culture Task Force Recommendation and KPI progress.

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

RACE AND CULTURE
TASK FORCE
KPI PROGRESS REPORT

Department of Diversity and Inclusion

December 1, 2020

Summary

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CRIMINAL JUSTICE

Recommended Strategy	Actions Completed	Racial and Cultural Disparities to be Addressed	Estimated Extent of Disparity, 2018 or Earlier Year	Projected Extent of Disparity, 2023	Current Extent of Disparity
Civilian oversight of Police Department	Established a Working Coalition to OPOM. Drafted formal mandate for access and transparency between FWPD and OPOM. Drafted the Office's Standard Operating Procedures. Established a database management system for intake, community engagements and tracking.	Resident perceptions of safety in their neighborhoods at night	Whites 64% Hispanics 48% African-Americans 57%	Whites 64%+ Hispanics 53% African-Americans 62%	Whites 76.3% Hispanics 75.5% African Americans 74.1%
		Resident satisfaction with overall quality of local police protection	Whites 75% Hispanics 64% African-Americans 59%	Whites 75%+ Hispanics 69% African-Americans 64%	Whites 86.3% Hispanics 86.0% African American 73.8%
		Arrests by incident	38.4% African-Americans 26.6% Hispanics 2.0% Other 33.0% Whites	37.0% African-Americans 26.0% Hispanics 2.0% Other 35.0% Whites	31% African American 31% Hispanic 38% White
Police cadet program	Hired 20 cadets that started on 3/5/2020. As of the date of this report, two cadets have left the program. A request to fill vacant cadet positions will be made when the program reaches at least three vacancies.	Composition of recruit classes	13% African-Americans 26% Hispanics 3% Other 58% Whites 16% Female (six most recent classes)	19% African-Americans 34% Hispanics 6% Other 41% Whites 20% Female	72% Hispanic 11% African American 11% White 67% Female
Diversity within Police Department	"Be The Change In Your Community" targeted marketing outreach increased the applicant pool by over 500 applicants, with the majority being minority applicants.	Composition of police force as a whole	10.6% African-Americans 19.9% Hispanics 3.6% Other 65.9% Whites 12.8% Female	12.0% African-Americans 21.0% Hispanics 3.8% Other 63.2% Whites 14.0% Female	10% African American 21% Hispanic 64% White 13% Female
		Diversity of corporals and detectives	5.0% African-Americans 16.3% Hispanics 4.6% Other 74.1% Whites	6.5% African-Americans 18.0% Hispanics 5.0% Other 70.5% Whites	

ECONOMIC DEVELOPMENT

Recommended Strategy	Actions Completed	Racial and Cultural Disparities to be Addressed	Estimated Extent of Disparity, 2018 or Earlier Year	Projected Extent of Disparity, 2023	Current Extent of Disparity
<p>Job training, transportation to jobs, background issues, hiring process</p>	<p>Due to the staffing and resources needed to launch and execute the Preserve the Fort Small Business Grant Program, there has been no progress on the education initiatives during this quarter.</p>	<p>Minority unemployment rates</p>	<p>The minority unemployment rate will decrease 1% per year. Current rate for minorities is approximately 40% higher than for whites.</p>	<p>Minority unemployment rate will be within 3 – 5% of the white unemployment rate.</p>	<p>Not available by race from BLS</p>
		<p>Hard and soft skills that result in higher employability for minorities.</p>	<p>Companies will be able to hire skilled workers from residents.</p>		<p>No baseline data source available or established</p>
		<p>Employment trends in MMA and SMMA's</p>	<p>Employment trends in Majority-Minority Areas (MMA's) will be increasing over the next five years.</p>		<p>Not available by race BLS</p>
<p>Education and incentives to achieve wage parity</p>	<p>Due to the staffing and resources needed to launch and execute the Preserve the Fort Small Business Grant Program, there has been no progress on the education initiatives during this quarter.</p>	<p>Pay equity for minorities.</p>	<p>The median income will continue to grow for all residents of Fort Worth, with no disparity based on race.</p>	<p>Median wage for minority households will be within 75% of white household income over the next 5 years. 50% of incented projects require wages that meet the average Tarrant County wage rate.</p>	<p>Fort Worth data not available by race</p>
<p>Capacity-building for minority-owned businesses</p>	<p>Repealed and replaced Business Diversity Ordinance with new Business Equity Ordinance to reflect Disparity Study 2020 findings and recommendations to remedy racial disparities for African American owned firms and other business equity firms including women, Hispanic, Asian Pacific Islander, and Native American owned firms. Partnered with PeopleFund to introduce a Business Resiliency Microloan program in April.</p>	<p>Amount of minority owned firms in Fort Worth.</p>	<p>Contracting goal for construction projects will meet or exceed the 25% target.</p>	<p>The outcome in five years is that we would have at least 1 -2 firms available in each of these areas. The goal in five years would be to consistently meet the 25% goal.</p>	<p>No baseline data source established. No new data available.</p>
		<p>Access to capital for minority owned firms.</p>	<p>Increase the number of small minority owned firms that receive loans by 1% each year to reach parity with non-minority firms.</p>	<p>Minority firms at parity with non-minority firms in access to capital.</p>	<p>No baseline data source established. No new data available.</p>

EDUCATION

Recommended Strategy	Actions Completed	Racial and Cultural Disparities to be Addressed	Estimated Extent of Disparity, 2018 or Earlier Year	Projected Extent of Disparity, 2023	Current Extent of Disparity
<p>Early childhood intervention via quality childcare</p>	<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>Quality childcare</p>	<p>465 childcare centers 347 accredited childcare centers</p>	<p>Add at least five additional certified quality childcare centers in targeted neighborhoods (to be identified collaboratively) earning at least a 2 star rating from Texas Rising Star by 2025.</p>	<p>No change</p>
		<p>Developmental delay prevention</p>	<p>Complete 4,000 ASQ screenings by December 2020</p>	<p>Increase by 20% the number of ASQ developmental screenings administered by 1) Health Systems 2) Childcare Providers 3) Homes</p>	<p>Completed 3000+ infants and toddler screenings through Ages & Stages Questionnaire</p>
		<p>Kindergarten readiness</p>	<p><u>Blending Sounds</u> 27 point disparity for African Americans and 15 points for Hispanic <u>Listening Comprehension</u> 7 point disparity for African American and 3 points for Hispanic</p>	<p>. Increase kindergarten readiness in pre-reading skills by 10% overall among Hispanics and African American in the targeted / impacted neighborhoods by 2025, as measured by the Kindergarten Early Skills Inventory 2025</p>	<p>No new data available</p>
<p>Service learning and civic engagement</p>	<p>Guidelines established for Youth Advisory Councils (YAC) in community centers. Delayed start due to COVID. Plans to develop service-learning opportunities at five community centers – Como, MLK, Northside, Sycamore and Worth Heights – delayed due to COVID. Fifteen youth enrolled in Rising Starts Leadership Academy.</p>	<p>Academic skills and civic engagement</p>	<p>College Ready Graduates in FWISD 67.2% African American 74.4% Hispanic 84.5% White</p>	<p>Increase the percentage of high school graduates classified as “college and career ready” by 5% to 10% for Hispanics and African-Americans. Increase 6th to 12th grade students’ level of civic and community engagement by the year 2023.</p>	<p>No new data available No baseline data source established or available for civic engagement</p>

EDUCATION

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College and career centers	Metrics for GO Center outcomes delayed due to COVID college campuses closings. Work group for this recommendation delayed due to COVID. Survey delayed due to COVID.	Access to post secondary transition services		5%-10% or significant increase in the utilization of the current GO Centers' services by minority students by 2023. 2	No baseline data source established or available
		Engage in post secondary education	47.1% African American 52.2% Hispanic 73.1% White	. 10% increase in the amount of FWISD minority students who apply and are accepted to college or post-secondary institutions by 2023. Double the participation from corporate, civic and non-profit organizations in the community who partner with the expanded GO Centers by 2023.	No new data available

GOVERNANCE

Recommended Strategy	Actions Completed	Racial and Cultural Disparities to be Addressed	Estimated Extent of Disparity, 2018 or Earlier Year	Projected Extent of Disparity, 2023	Current Extent of Disparity
Independent citizen redistricting commission	Redistricting Task Force convened to develop a recommended criteria for drawing new Council district boundaries. Loraine Miller selected as Task Force Chair. Partnership with Appointments Project and BoardBuild to increase gender and racial diversity on boards and commissions in Fort Worth.	Council district representation	25% African American 12.5% Hispanic 64.5% White	20% African American 40% Hispanic 40% White	Ongoing
		Board and Commission representation	15% African American 11% Hispanic 36% Female	1% increase for African American 3% increase for Hispanic 4% increase for Female	No new data available
		Voter participation	7.1% SMMA 8.1% Citywide	9% SMMA 9% Citywide	62.1% SMMA
Mission of Human Relations Unit	Established stand alone department and hired Director and Chief Equity Officer	Departmental authority Director level leadership	Human Relations Unit in CMO Administrator	Department established and Director hired. Equity Plan in place.	Complete
Diversity training	Completed Values Summit Series on Mutual Respect and Diversity for 6,000+ non supervisory staff with Dr. Bryant Marks facilitating.	Inclusion and belonging in workplace	85% response rate on survey question "The City is dedicated to diversity and inclusiveness."	Increase positive response rate on the employee survey question "The City is dedicated to diversity and inclusiveness" from 85% to 95%.	No new survey data available

HEALTH

Recommended Strategy	Actions Completed	Racial and Cultural Disparities to be Addressed	Estimated Extent of Disparity, 2018 or Earlier Year	Projected Extent of Disparity, 2023	Current Extent of Disparity
<p>Health education and outreach</p>	<p>2019 health data upload in GIS system over Neighborhood Profile Areas (NPA) delayed due to COVID. No new date for the citywide Wellness Neighborhood Leader Forum that was previously scheduled for April 2020 and was delayed due to COVID</p>	<p>Health disparities</p>		<p>2.5 percentage point increase in the number of persons reached over a five-year period. (0.5% annual).</p>	<p>No new data</p>
<p>Active lifestyles</p>	<p>Replaced 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.</p>	<p>Health disparities in high blood pressure, diabetes, obesity, cognitive decline, infant mortality</p>	<p>39.8% African American high blood pressure 38% African American obesity 23.2% African American cognitive decline 15.8% African American diabetes 9.6 African American infant mortality</p>	<p>2.5 percentage point decrease in disparities in targeted Neighborhood Profile Areas. (0.5% annual). Increase 2.5% public assets (e.g., park land, lights, feet of sidewalk, number of dogs secured). Number of residents holding memberships to City of Fort Worth recreation facilities in targeted neighborhoods. Call volume to 392-1234 call center related to street, sidewalk and streetlight repairs; report quarterly (7.5 percent increase in first year, 2.5 percent increase in subsequent years). Increased participation in Healthy Moves program in targeted neighborhoods (5 percent increase annually).</p>	<p>No new data</p>

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<p>Healthy Foods</p> <p>Access to providers</p>	<p>ZIPZONE is a ridesharing transit solution that uses smartphone technology and a fleet of dedicated vehicles to provide trips within specific service boundaries providing access to healthcare facilities, fresh food markets, and more.</p>	<p>Access to fresh food</p>	<p>Encourage grocers and convenience store operators in food deserts that coincide with identified Neighborhood Profile Areas to place more emphasis on fresh, healthy foods.</p>	<p>The disparity in each of these health factors is decreased in target populations by 2.5 percentage points by 2023.</p>	<p>No new data</p>
		<p>Access to healthcare providers</p>	<p>Implement a more robust transit system in Tarrant County to improve mobility to support access for individuals in identified Neighborhood Profile Areas to reach health care providers.</p>	<p>The disparity in each of these health factors is decreased in target populations by 2.5 percentage points by 2023.</p>	<p>No new data</p>

HOUSING

Recommended Strategy	Actions Completed	Racial and Cultural Disparities to be Addressed	Estimated Extent of Disparity, 2018 or Earlier Year	Projected Extent of Disparity, 2023	Current Extent of Disparity
Affordable housing incentives policy	Council did not approve a PILOT program unless the development is in partnership with FWHFC or FWHS. Affordable Housing Framework Plan delayed due to COVID.	Cost-burdened housing	56% of African-American households and 47% of Hispanic households	By 2023, the percentage of rent-burdened African American households will be reduced from 56% to 53% and reduced from 47% to 45% for Hispanic households.	No new data
		Home ownership rates	39.7% African American homeownership rate; 56.9% Hispanic homeownership rate compared to 62.4% for White households.	Dispersion of multifamily housing developments throughout the city will also promote racial integration throughout all Fort Worth communities.	No new data
		Overcrowded housing	Hispanics currently comprise 59% of households in substandard or overcrowded housing.	Dispersion of multifamily housing developments throughout the city will also promote racial integration throughout all Fort Worth communities	No new data
Homebuyer assistance	Funding identified for Homebuyer Assistance policy consultant. RFP proposed in early 2021.	Home ownership rates	39.7% African American homeownership rate; 56.9% Hispanic homeownership rate compared to 62.4% for White households	By 2023, the home ownership rate for African-American households will increase from 39.7% to 39.9%. This will reduce the racial disparity in home ownership with white households whose rate of home ownership is 63.6%.	No new data
Resident awareness of housing resources	Home repair program proposed for seniors, using CARES HUD grant funds. NSD Staff will be recommending that \$2 million be awarded to Trinity Habitat for Humanity to implement a program that will protect elderly homeowners from COVID-19, through “healthy homes” repairs of mechanical systems such as HVAC, plumbing, and electrical.	Access to housing resources	Unknown	By 2023, the percentage of Hispanic households living in substandard or overcrowded housing will be reduced from 9.9% to 6.9%. This will reduce the racial/ethnic disparity with white households whose percentage of living in substandard or overcrowded housing is 0.9%.	No baseline data source established.

TRANSPORTATION

Recommended Strategy	Actions Completed	Racial and Cultural Disparities to be Addressed	Estimated Extent of Disparity, 2018 or Earlier Year	Projected Extent of Disparity, 2023	Current Extent of Disparity
<p>Transportation equity policy and five-year action plan</p>	<p>In partnership with Diversity and Inclusion Department, Planning and Data Analytics and external consultant CUNY-ISLG, began work on Equity Policy and plan review of municipal service delivery in TPW.</p>	<p>Neighborhood street conditions</p>	<p>50% of the City's poor condition roadways are in the Super MMA</p>	<p>2 percentage point annual decrease in the share of poor condition streets in S-MMAs, for a total decrease of 10 percentage points by 2023.</p>	<p>Since FY18, decreased the lane miles in MMA areas with a PCI<=50 by 6%,</p>
		<p>Neighborhood sidewalk conditions</p>	<p>The S-MMA has 50% of the existing City sidewalks but 81% of the poor condition sidewalks</p>	<p>4 percentage point annual decrease in the share of poor condition and missing sidewalks in S-MMAs, for a total decrease of 20 percentage points by 2023.</p>	<p>1,324 linear feet of sidewalks constructed to date Approximately 74% of sidewalks constructed to date are in SMMA's</p>
		<p>Neighborhood lighting condition</p>	<p>Approximately 33% of the City's transportation and mobility assets are located within an S-MMA. 32% of streetlight assets are in SMMAs.</p>	<p>2 percentage point annual decrease in the share of poor condition street lights in S-MMAs, for a total decrease of 10 percentage points by 2023</p>	<p>\$500K - authorized to fund LED conversions in SMMAs and a backlog of Knockdowns (steel pole) citywide. improving (98 Knockdowns and 301 LEDs in SMMAs) 88% of the funding is being spent in SMMAs.</p>

TRANSPORTATION

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Transportation funding criteria	Completed reporting and documentation procedures and propose processes for after-action infrastructure/policy recommendations.	Neighborhood infrastructure and development funding allocation	\$0 allocated to address sidewalk gaps and ADA needs.	Double current annual allocation to sidewalk and bike infrastructure by 2023.	\$742,870 allocated in 2020 for first time to address sidewalk gaps and ADA needs.
After-action reviews of pedestrian and bicycle crashes	Preparing to schedule kick-off meeting and first Fatality Review Committee for the next quarter.	Crash and fatality crash rates	69% of all pedestrian crashes and 79% of fatal pedestrian crashes occurred in MMAs from 2013 to 2017. During the same period, MMAs had 60% of all bike crashes and 86% of fatal bike crashes.	2 percentage point annual decrease in the share of pedestrian and bike crashes in S-MMAs, for a total decrease of 10 percentage points by 2023.	Monitoring bicycle and pedestrian crash data, observing a reduction in crashes and fatalities for both bicyclists and pedestrians between 2018 and 2019

Next Steps

- Human Relations Commission will
 - Review Race and Culture Task Force Recommendation Report, and Quarterly Reports
 - Engage community for feedback
 - Partner with CUNY-ISLG consultant for the Municipal Equity Plan
 - Work with Diversity and Inclusion Department to provide a formal report to City Manager, Mayor and Council on recommendations for possible areas of focus changes, stronger KPI alignment with action strategies, changes in department or city partner organization responsibilities to achieve and sustain race and culture progress.