



REVISED

MEETING AGENDA

Fort Worth Human Relations Commission
April 5, 2021
5:30 p.m.

Videoconference

<https://fortworthtexas.webex.com/fortworthtexas/onstage/g.php?MTID=ea00d154fbaaecf6d34a4cbf753da22cb>

Meeting/Access Code: 182 661 0458
Registration Required

Teleconference

(817) 392-1111 or 1-650-479-3208
Meeting/Access Code: 182 661 0458

Viewing Only

Television: Charter 190; One Source 7; Verizon 5; AT&T Uverse 99
City of Fort Worth Website Homepage: <http://fortworthtexas.gov/fwtv>

To view the docket for this meeting visit: <http://fortworthtexas.gov/calendar/boards-commission>

Due to health and safety concerns related to the COVID-19 coronavirus, this meeting will be conducted by videoconference or telephone call in accordance with the Texas Open Meetings Act and the provisions provided by the Governor of Texas in conjunction with the Declaration of Disaster enacted on March 13, 2020.

****Any member of the public who wishes to address the Commission regarding an item on the listed agenda must sign up to speak no later than 5:00PM on the day prior to the meeting. To sign up, either contact Diane Vargas at diane.vargas@fortworthtexas.gov or 817-392-8660 or register through WebEx per the directions on the City’s website above. Please note that the City of Fort Worth is using a third party vendor to assist with City meetings. If there are service interruptions, including call in number changes, we will provide alternative call in numbers on our website whenever possible.**

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- I. Roll Call
 - II. Call Meeting to Order Kimberly Porter, Chair
 - III. Approval of Minutes for March 1, 2021, HRC Meeting..... Kimberly Porter, Chair
 - IV. Community Presentation(s)
 - V. Director’s Report Christina A. Brooks, CEO/Diversity and Inclusion Director
 - Upcoming Events
 - Organization Updates
 - Employee Recognitions
 - VI. Task Force on Race and Culture Recommendations Kimberly Porter, Chair
 - Briefing on Economic Development Measures Robert Sturns, Economic Development Director
Stacy Marshall, President - Southeast Fort Worth, Inc.
 - Reports from Ad Hoc CommitteesAd Hoc Committee Chairs or designee
 - *Consider and take possible action*

- VII. Reports:
 - Community Relations/Municipal Equity.....Veronica Villegas, Municipal Equity Manager
 - Movies That Matter
 - Hate Crime(s)/Bias Incident(s)
 - Asian American Community Awareness/Education Opportunity
 - Mayor’s Committee on Persons with Disabilities (MCPD) Report.....Rainey Dock Matthews, MCPD Chair
 - *Consider and take possible action* Michael Wyss, HRC/MCPD Commissioner
- VIII. Announcements by Commissioners/Committee Members Kimberly Porter, Chair
 - Upcoming and Recent Events
- IX. Future Agenda Items
- X. Adjournment

Executive Session

If, during the course of the meeting, discussion of any item on the agenda should be held in a closed meeting, the Human Relations Commission will conduct a closed meeting in accordance with the Texas Open Meetings Act, Government Code, Chapter 551, Subchapters D and E. Before any closed meeting is convened, the presiding officer will publicly identify the section or sections of the Act authorizing the closed meeting. All final votes, actions, or decisions will be taken in open meeting.

Sesión Ejecutiva

Si durante el transcurso de la reunión, la discusión de cualquier tema en la agenda debe llevarse a cabo en una reunión a puerta cerrada, la Comisión de Relaciones Humanas llevará a cabo una reunión a puerta cerrada de acuerdo con la Ley de Reuniones Abiertas de Texas, Código de Gobierno, Capítulo 551, Subcapítulos D y E. Antes de que se convoque una reunión a puerta cerrada, el funcionario que preside identificará públicamente la sección o secciones de la Ley que autorizan la reunión a puerta cerrada. Todos los votos, acciones o decisiones finales se tomarán en reunión abierta.

Accommodations

Persons with disabilities registered to attend this meeting, and who may need accommodations, auxiliary aids, or services such as interpreters, readers, or large print are requested to contact Diane Vargas at (817) 392-8660 or email diane.vargas@fortworthtexas.gov at least 48 hours prior to the meeting so that appropriate arrangements can be made. If the City does not receive notification at least 48 hours prior to the meeting, the City will make a reasonable attempt to provide the necessary accommodations.

Acomodaciones

Se solicita a las personas con discapacidades que planean asistir a esta reunión y que necesitan acomodaciones, ayudas auxiliares o servicios tales como intérpretes, lectores o impresiones con letra grande, que se comuniquen con Diane Vargas llamando al teléfono (817) 392-8660 o por correo electrónico a diane.vargas@fortworthtexas.gov por lo menos 48 horas antes de la reunión, de modo que puedan hacerse los arreglos adecuados. Si la Municipalidad no recibe una notificación por lo menos 48 horas antes de la reunión, ésta hará un intento razonable para proporcionar las acomodaciones necesarias.

I, the undersigned authority, do hereby certify that this Notice of Meeting was posted on the City of Fort Worth official website and said Notice was posted on the following date and time **Thursday, April 01, 2021 at 5:00 p.m.** and remained so posted continuously for at least 72 hours preceding the scheduled time of said meeting.

Mary J. Kaiser

City Secretary for the City of Fort Worth, Texas

**Meeting Minutes for the
Fort Worth Human Relations Commission**

March 1, 2021

5:30 p.m.

Due to health and safety concerns related to the COVID-19 coronavirus, the Human Relations Commission regular scheduled meeting was conducted by videoconference and/or teleconference in accordance with the Texas Open Meetings Act and the provisions provided by the Governor of Texas in conjunction with the Declaration of Disaster enacted on March 13, 2020.

Angela Rush, Assistant Director for the Diversity and Inclusion Department administered the Roll Call to determine quorum.

ROLL CALL

Present

DeLong, Jim
Colon, David
Castro, Carmen
Capua, Rachael
Williams, Dante
Porter, Kimberly
Gutierrez, Felipe
Ervin, Staussa
Wyss, Mike
Stallings, Amanda

Absent

Siripurapu, Ravi (Dr. Siri)

Staff

Brooks, Christina
Rush, Angela
Villegas, Veronica
Vargas, Diane
Tuggle, Linda
Lindsey, Ruth
Henderson, Al
Troutt, Christopher

CALL TO ORDER

With a quorum of the Human Relations Commission (HRC) Commissioners present, Madam Chair called the regular session of the HRC meeting to order at 5:39 p.m.

APPROVAL OF MINUTES

Commissioner Stallings motion to accept the February 1, 2021 meeting minutes. Commissioner Colon seconded the motion.

- ✓ Jim DeLong – Yea
- ✓ David Colon – Yea
- ✓ Carmen Castro – Yea
- ✓ Rachael Capua – Yea
- ✓ Williams, Dante – Yea
- ✓ Kimberly, Porter – Yea
- ✓ Gutierrez, Felipe – Yea
- ✓ Staussa Ervin – Yea
- ✓ Mike Wyss – Yea
- ✓ Amanda Stallings – Yea

With no further discussion, Ms. Rush conducted a roll call vote. The motion carried with a 10-0 vote.

INFORMATIONAL REPORTS

Director's Report

Ms. Brooks provided an update on the legislative bills that staff have reviewed and made recommendations. She noted that two additional bills had been added HB886 and HB1153.

Task Force on Race and Culture Recommendations

Elmer DePaula, Assistant Director for the Code Compliance Department briefed the HRC on the Race & Culture Health Recommendation. A brief Q&A followed the presentation.

COVID-19 Update

Dr. Vinny Taneja, Tarrant County Health Director presented an update on COVID-19 vaccines. A Q&A followed the presentation.

REPORTS

Mayor's Committee on Persons with Disabilities (MCPD) Report –

- Commissioners received a copy of the MCPD report prior to the meeting. Commissioner Wyss was available for questions.

Announcements by Commissioners/Committee Members

Ms. Rush reminded the HRC that the final report of the Redistricting Task Force will be presented to City Council tomorrow at 3:00 p.m. during the City Council Work Session.

Commissioner Castro asked the HRC to assist with educating the community about FEMA's disaster assistance program. She noted that there are resources for individuals with English limited proficiency and disability accessibility.

Madam Chair thanked Commissioners that have helped individuals and families that are struggling with the pandemic and the recent winter storm. Additionally, she announced that March is Women History Month.

Ms. Brooks announced that the Federal Housing Finance Agency announced an authorization of more than a billion dollars in affordable housing allocations to Fannie and Freddie Mac. She noted that the funds will be allocated to states and state designated entities for the production or preservation of affordable housing. The funds are competitively awarded to finance affordable housing activities of related economic development and community service facilities. She hopes that the information will aid the Housing Committee with their review.

Future Agenda Items

- Review the language of the public accommodation ordinance regarding LGBT bathrooms.

ADJOURNMENT

There being no further business, Madam Chair adjourned the HRC meeting at 7:12 p.m.

Roundup Story on Asian American Education Film Series

In an effort to combat racial targeting, rhetoric, and crimes against members of the Asian American community across the country and stand with our local Asian American residents, the City of Fort Worth invites employees to learn more about the identity, contributions, and challenges experienced by Asian Americans via a five-hour PBS film series.

The film series — divided into five one-hour episodes — delivers a bold, fresh perspective on American history. As the U. S. faces unimaginable challenges, the series casts a new lens through intimate personal stories on American history and the ongoing role that Asian Americans play.

Each Thursday for the next five weeks, the Diversity & Inclusion Department will feature one episode and an invitation to watch via the Roundup. Employees may watch on their own as their schedule permits or they can organize “watch parties” within their work groups with supervisor approval.

The first episode, ***Breaking Ground***, covers the arrival of new immigrants from China, India, Japan, the Philippines and beyond, and how they became America’s first “undocumented immigrants” who built our railroads, dazzled us on the silver screen and fought for equality in the U.S. Supreme Court.

The series can be streamed for free at <https://www.pbs.org/weta/asian-americans/watch/>.

Additionally the PBS Asian American film series website offers an episode guide and additional resources, including an interactive gallery.

At the conclusion of the film series, watch the Roundup for details on a virtual program celebrating Asian American Heritage month in May.



Search Facebook



Veronica



Human Relations (City of Fort Worth)

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Notifications

14 hours ago



Sara Osorneo, Teresa Parra and 4 others like Human Relations (City of Fort Worth).
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Promote Human Relations (City of Fort...) by boosting this post so more people can see it: "Movies..."
2 days ago



A'sa Mariah Evans mentioned Human Relations (City of Fort Worth) in a comment: "Fort Wort..."
3 days ago



Promote Human Relations (City of Fort...) by boosting this post so more people can see it: "The For..."
3 days ago



Mercedes West and Krissy Ritchey followed Human Relations (City of Fort Worth).



Stephanie Badillo

March 27 at 5:57 PM · 🌐

Please be on the lookout for this man, he blocked a crosswalk for cyclists by the Trader Joes area, yelled racist comments, then deliberately followed my family members in his truck to Clearfork, got out of his red truck, crossed the street towards them and kept telling them to put the phone down to try to fight them. He told them to go back to Mexico the whole entire confrontation. I won't post the video because it sickens me the way he treated them. #EnoughIsEnough I pray that this hate and racism ends. They did call the police by the way.

5:21



5:21



Done

2 of 2

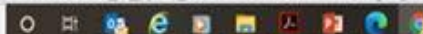
Done

2 of 2



https://www.facebook.com/photo/?fbid=10222995015240137&set=pcb.10222995150262738&_ft_t=AZUj_gbFZT2&it=kak508Ww08PWWA-CygrRC_jkNkavdyWTRhhqDeTjbcvpu0219b8QjUwT4LwVjzcm7msZf3sdZY24uCDfXHUW3Gw8Z008148A_m_v%3F-R

Type here to search



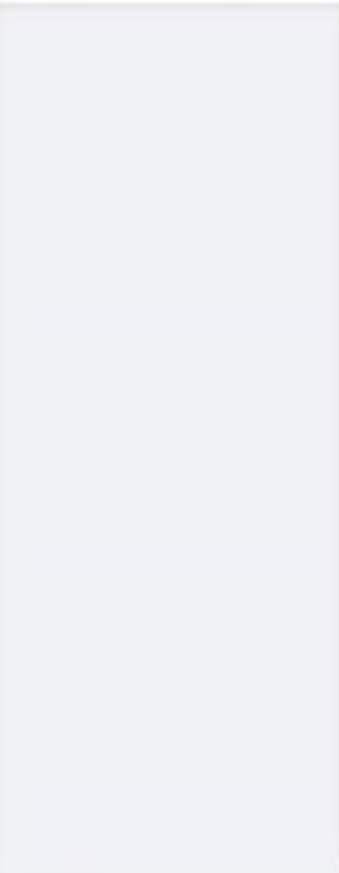
10:35 AM 4/1/2021

Human Relations (City of Fort Worth)

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- Sara Osorneo, Teresa Parra and 4 others like Human Relations (City of Fort Worth). a day ago
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- A'sa Mariah Evans mentioned Human Relations (City of Fort Worth) in a comment: "Fort Wort... 3 days ago
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- Mercedes West and Krissy Ritchey followed Human Relations (City of Fort Worth).



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- Like · Reply · 3d
- Madalyn Stokes
And I bet he calls himself a Christian too. I'm so sorry. excuse for hate, ever!
- Like · Reply · 3d
- Monte Boone
This is insane. I have absolutely no tolerance for this mess. God don't like ugly!
- Like · Reply · 2d · Edited
- Write a comment...



Department of Diversity and Inclusion
Christina A. Brooks | Chief Equity Officer & Director
(817) 392-7530 (main office)
(817) 392-8988 (direct)

#STOPASIANHATE RESOURCES

What constitutes a Hate Crime in the U.S. ?

[Learn About Hate Crimes | HATECRIMES | Department of Justice](#)

Report a Hate Crime

[Get Help Now | HATECRIMES | Department of Justice](#)

<https://www.standagainsthatered.org/>

Educate Yourself

[STOP ASIAN HATE: RESOURCES FOR ACTION](#)

<https://selfevidentshow.com/>

<https://www.documentary.org/blog/documentaries-watch-asian-and-pacific-islander-american-heritage-month>

<https://www.youtube.com/playlist?list=PLuH1M1754dgDjrdZJytzLw-GAJL2HYC0c>

[Language barriers keep Asian Americans in Texas from vaccine registration | The Texas Tribune](#)

[4.2_FINAL_AA_in_Austin_report_from_UT.pdf\(austintexas.gov\)](#)

<https://stopaapihate.org/resources/>

Get involved

National: [Asian Americans Advancing Justice | AAJC \(advancingjustice-aajc.org\)](#)

[the center for asian pacific american women \(apawomen.org\)](#)

<https://www.lavshate.org>

<https://www.lavshate.org/about>

State: [Asian American Resource Center | AustinTexas.gov](#)

[AWIB - Texas - Asian American Directory](#)

Local: <http://www.awib.org/index.cfm?fuseaction=page.viewPage&pageID=868&nodeID=1>

[ASIAN PACIFIC ISLANDER SMALL BUSINESS PROGRAM - Home \(apisbp.org\)](#)

<http://uspaacc-sw.org/> US PAN ASIAN CHAMBER OF COMMERCE – SOUTHWEST

<https://uspaacc.com/> US PAN ASIAN CHAMBER OF COMMERCE NATIONAL

Mailing Address: 200 Texas Street | Fort Worth, TX | 76102

Physical Address: 818 Missouri Ave. | Fort Worth, TX | 76104



Hate and Violence Prevention Tools for Local Communities

March 2021

From: Not In Our Town (NIOT)
Patrice O'Neill CEO
Grande Lum, Board Member and Former Director DOJ Community Relations Service
Pardeep Kaleka, Interfaith Conference of Milwaukee, NIOT Advisor, Sikh Temple of WI

Re: Hate Crime Prevention Community Engagement Recommendations
Supplement to LCCHR Hate Crimes Coalition Memo to Transition Team

Not In Our Town endorses the priorities on hate crime reporting and prevention presented by the Hate Crimes Coalition of the Leadership Conference for Civil and Human Rights (December 2020).

In the aftermath of the January 6 insurrection, and with the increased dangers of hate violence across the country, we would like to present additional priorities focused on **support for local community based response and prevention actions**.

Recommendations for Building Local Capacity to Respond to Hate Incidents Include:

Improve Data Collection, Training and Prevention Efforts

- 1. Support local agency implementation of online reporting of hate crimes and hate incidents, and countywide call-in hate crime reporting systems.(e.g. Los Angeles County 211)**
- 2. Develop third party hate incident reporting partnerships in targeted communities.**
- 3. Support development of hate and bias community response teams at the city/county level.**
- 4. Support research on hate crime prevention using a public health model.**

Raise Public Awareness on Hate Crime Reporting and Prevention through the Office of The President, Dept.of Justice, the FBI, and U.S. Attorneys

- 1. Encourage locally driven public awareness campaigns focused on hate crime prevention and building inclusion and welcoming civic interactions.**

2. **Attend and help convene a gathering of families and survivors of hate crime victims, including leaders emerging from this group who can help galvanize civic action to stop hate.**

Provide Support for Hate Crime Response and Prevention at the Local Level

1. **Allow municipalities, counties, schools, and community organizations to access funds to support locally driven hate prevention programs and training for community members on hate and bias response;**
2. **Local law enforcement training on hate crime response and engagement with local communities on prevention strategies.**
3. **Hate and Bias Response programs and protocols for cities, counties, schools and community groups and programs and policies that embed inclusive and welcoming practice into civic life**

Not In Our Town (NIOT) is an organization that provides resources and guidance for communities and schools on how to stop hate, racism, and bullying; and promote inclusion and equity. Not In Our Town was funded by the DOJ COPS Office (2012-16) to create films and resources for a joint project called the Safe, Inclusive Communities Initiative. In addition to films, community tools and resources, NIOT developed a 150-member Law Enforcement Leaders Network of leaders committed to hate crime prevention.

HATE CRIMES TASK FORCE PRIORITIES - TRANSITION TEAM 2020 December 1, 2020

(The additional recommendations presented by Not In Our Town are listed in red.)



Legislative Priorities for the Administration: FIRST 100 DAYS

1. **Congress must pass the [Jabara Heyer NO HATE Act](#)**
2. **Congress must pass the [NO BAN Act](#)**
3. **Congress must pass the [Domestic Terrorism Prevention Act](#), and ensure that there is no new domestic terrorism charge.**

Regulation and Executive Action: FIRST 100 DAYS

1. **Improve Federal Hate Crime Data Collection, Training, and Prevention Efforts:** US Attorneys, FBI, and CRS should direct resources towards promoting active participation in the Hate Crimes Statistics Act reporting program, with special attention devoted to underreporting large agencies. DOJ should work with police organizations and departments to ensure the implementation of the nationwide adoption of FBI's National Incident-Based Reporting System (NIBRS) crime reporting program in 2021 and increase real-time reporting and transparency.

Support local agency implementation of online reporting of hate crimes and hate incidents, and countywide call-in hate crime reporting systems(e.g. Los Angeles County 211)

Develop third party reporting partnerships in targeted communities.

2. **Re-establish the White House Interagency Initiative on Hate Crimes and hold X meetings per year.**
3. **Support creation or continuing work of hate crime working groups composed of community-based organizations, civil leaders, and police officials housed in and convened by every US Attorney's office.**

Support development of hate and bias community response teams at the city/county level.

4. **Public Awareness and Prevention:** The President, the Attorney General, the FBI Director, and U.S. Attorneys, and leaders should use their bully pulpit to educate about the impact of hate violence and to speak out against all forms of bigotry and bias-motivated violence.

Encourage locally driven public awareness campaigns focused on hate crime prevention and building inclusion and welcoming civic interactions.

Attend and help convene a gathering of families and survivors of hate crime victims, including leaders emerging from this group who can help galvanize civic action to stop hate.

Budget and Appropriations: DAY ONE AND FIRST HUNDRED DAYS

1. Until Congress makes reporting mandatory, the Administration should budget, and Congress should provide funding to states to enable the FBI, the Justice Department, and US Attorneys to create **incentives for participation in the FBI's HCSA data collection program** – including national recognition, targeted funding, matching grants for state and local HCSA-related training, and mechanisms to promote replication of effective and successful programs. The degree to which a specific agency is participating in the HCSA program should be included in the rating and scoring criteria as applications for state funding are considered.
2. **The Administration should budget, and Congress should provide additional funding for:** (1) The Justice Department's Civil Rights Division – to allow for the hiring of additional attorneys focused on enforcing federal civil rights and hate crime laws; (2) The Justice Department's Community Relations Service to allow for the hiring of new professionals to help mediate, train, and facilitate in communities; **(3) to allow for Municipalities, counties, schools, and community organizations to access funds to support locally driven hate prevention programs and training for community members on hate and bias response; and**
3. **(4) The COPS Office to allow for the training of local law enforcement on hate crime response and engagement with local communities to prevent hate.**

Regulation and Executive Action Beyond 100 Days

1. **Conduct research into understanding the needs of people targeted for hate**, whether it is mental health services, financial support, employment issues, housing, or other needs.

2. **Conduct and complete ongoing research into understand the reasons for under-reporting of hate crimes, and**
3. **(1) Fund education and research into the public health implications of hate violence, and research and pilot programs implementing restorative practices and restorative community funds in the response to hate incidents and non-violent hate crimes. (2) Fund research on effective interventions on hate crime prevention using a public health model. (3) Fund research and education on the impact of inclusive and welcoming civic action and practice.**
4. **Improve collaboration between Departments of Education, Justice, law enforcement, and community and civil rights organizations to improve hate crimes reporting on campuses.**

Support from Administration for Legislation Beyond 100 days

1. **New Legislation:** Congress should pass legislation mandating that Justice Department funds should be made available only to those agencies that are demonstrating credible participation in the Hate Crime Statistics Act (HCSA) program.
2. **New Legislation/Appropriations:** Alternatives to Penalty Enhancements in Response to Hate Crimes: Recognizing the limits of legal responses to hate violence, the Administration and Congress should promote the enactment of comprehensive legislation focusing on community-centered support for people targeted for hate, hate crime prevention, and support for pilot projects to develop more evidence based practices in restorative work for non-violent hate crimes.
3. **Support for ongoing funding to cities, counties, schools and community groups to develop hate and bias response programs, introduce and maintain programs and policies that embed inclusive and welcoming practice into civic life.**



**Mayor's Committee on Persons With Disabilities (MCPD)
Report to Fort Worth Human Relations Commission**

Date: April 5, 2021

Prepared by: Mike Wyss

-
- The presenter for the March, 2021 meeting was Ron Lucey, Executive Director of the Texas Governor's Committee on People with Disabilities (GCPD). Mr. Lucey briefed on the GCPD collaboration with State Independent Living Council by holding weekly meetings on issues facing Texans with disabilities from the winter disaster recovery. The GCPD also provided resources and training for the COVID-19 and disaster recovery for people with disabilities to include American Sign Language guidance from the CDC and tips on effective communication. The next Executive meeting of the GCPD will be April 7-8.
 - The Awards and Recognitions Sub Committee will be seeking entries for the GCPD's National Disability Employment Awareness Month Poster competition starting in April.
 - The Accessibility Sub Committee participated in the Community Design Fort Worth Vision Survey for Transit as conducted by Tarrant Transit Alliance (TTA). The TTA will use the results of the survey to determine the focus of its programs and projects in 2021 and 2022.
 - The Community Education and Engagement Sub Committee reported the Tarrant County's Senior Synergy Expo rescheduled date is July 1, 2021. The MCPD is registered to participate.
 - Chair Rainey Dock Matthews reported during the month that she will be resigning as Chair of the MCPD effective April 30, 2021.
 - Next MCPD meeting is April 8, 2021 at 10AM and you are invited to attend.