



Human Relations Commission Assessment of Race and Culture Strategies

Kimberly Porter, Chair
Human Relations Commission

May 18, 2021

Human Relations Commissioners



Rachael Capua



Carmen Castro*



David Colon



Jim DeLong



Staussa Ervin



Felipe Gutierrez



Kimberly Porter*



Ravi Siripurapu



Amanda Stallings



Dante Williams



Michael Wyss*

* Re-appointed Commissioners

Purpose of HRC

The Fort Worth Human Relations Commission (FWHRC), established in 1967, is made up of citizens appointed by the Fort Worth City Council and works to promote improved community relations and to eliminate prejudice and discrimination.

ADVISE



RECOMMEND



PROMOTE



Task Force on Race and Culture

The Task Force on Race and Culture was created, via Resolution No. 4817-08-2017, in August 2017 and was assigned three tasks:

- Community conversations about race and culture
- Assessment of disparities in provision of municipal services
- Leadership Training

In its assessment of disparities, attributable to Race and Culture, the Task Force identified the following areas impacting Fort Worth resident's quality of life:

- Criminal Justice
- Economic Development
- Education
- Governance
- Health
- Housing
- Transportation

The Task Force presented its final recommendations to City Council on December 4, 2018, and City Council approved acceptance of the recommendations on December 11, 2018.

Task Force on Race and Culture

Updates to City Council

- August 2019
- January 2020
- June 2020
- December 2020

December 2020 Report Summary

- Criminal Justice, Governance, and Transportation have met or exceeded five-year disparity measures.
- Education has seen no change in disparity measures.
- Economic Development, Health and Housing have no new data to report due to reporting source timeline, policy changes, or delays due to COVID, but work is still underway.
- Several areas reported action strategies not directly tied to five-year disparity measures or require longitudinal monitoring (more than five years) to measure disparity gaps.
- Staff changes and COVID-19 have impacted progress.
- Changes in policy for governmental organization demographic reporting has significantly impacted ability to measure progress on disparity measures.

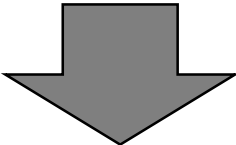
December 2020 Report Next Steps

Human Relations Commission will...

- Review Race and Culture Task Force final report and quarterly progress reports on implementation.
- Engage community for feedback.
- Partner with City University of New York (CUNY) 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 alignment of disparity measures with action strategies, changes in department or city partner organization responsibilities to achieve and sustain progress.

Eliminating Racial and Cultural Disparities

Task Force on Race and Culture (2017-2018)



Human Relations Commission



Attributes of Process to Eliminate Disparities

- Driven by **data**



- Focused on **outcomes**



- Informed by **public participation**



- Linked to **community partnerships**



Task Force on Race & Culture - 22 Recommendations

Topic	Strategy #1	Strategy #2	Strategy #3	Strategy #4
Criminal Justice	Independent oversight of Police Department	Police cadet program	Diversity within Police Department	
Economic Development	Job training, transportation to jobs, background issues, and hiring process	Education and incentives to achieve wage parity	Capacity-building for minority-owned businesses	
Education	Early childhood intervention via quality childcare	Service learning and civic engagement	College and career centers	
Governance	Redistricting criteria and procedures	Diversity and Inclusion	Diversity training	
Health	Health education and outreach	Active lifestyles	Healthy foods	Access to providers
Housing	Affordable housing incentives policy	Homebuyer assistance	Resident awareness of housing resources	
Transportation	Transportation equity policy and five-year action plan	Transportation funding criteria	After-action reviews of pedestrian and bicycle crashes	



= 1 or more metric met



= 1 or more metric addressed



= no metric addressed or met

HRC Review and Update of Recommendations



- How much **progress** have we made in completing the recommended actions and thereby implementing the recommended strategies?
- If necessary, how should we **accelerate** our progress?
- How **effective** have these strategies and actions been in reducing racial and cultural disparities?
- If necessary, how should we adjust our **strategies and actions** to achieve better results?
 - ✓ Potential challenges
 - ✓ Responsible parties
 - ✓ Resources needed
- How should we update our **five-year objectives**?
- How should we engage community leaders and other residents in **meaningful discussions** about these issues?

Proposed HRC Report Format

- Disparity: What existing racial/ethnic disparity are we seeking to reduce or eliminate?
- Strategy: In a sentence, what is our strategy for reducing or eliminating this disparity?
- Inputs: What resources have we allocated toward implementing the strategy, e.g. funds, staff time, etc.
- Outputs: What results have we produced in implementing the strategy?
- Outcomes: To what extent have we reduced the disparity?

Committees of Human Relations Commission to Review Progress on Race and Culture Task Force Recommendations

Committee	HRC Members			City Staff	Subject Matter Expert	Proposed HRC Presentation Date
	Chair	Member	Member			
Criminal Justice	Carmen Castro	Felipe Gutierrez	Staussa Ervin	Neil Noakes	Alex Del Carmen <i>Tarleton State</i>	July 2021
Economic Development	Dante Williams	Kimberly Porter	Amanda Stallings	Robert Sturns	Stacy Marshall <i>Southeast Fort Worth, Inc.</i>	April 2021
Education	Rachael Capua	David Colon	Amanda Stallings	Lawrence Thompson	Kent Scribner <i>Fort Worth ISD</i>	August 2021
Governance	Dante Williams	Felipe Gutierrez	Rachael Capua	Fernando Costa		September 2021
Health	Staussa Ervin	Kimberly Porter	Ravi Siri	Elmer DePaula	Veerinder Taneja <i>Tarrant County Public Health</i>	March 2021
Housing	Felipe Gutierrez	David Colon	Jim Delong	Victor Turner Amy Connolly	Mary Margaret Lemons <i>Fort Worth Housing Solutions</i>	May 2021
Transportation	Mike Wyss	Carmen Castro	Staussa Ervin	William Johnson Chad Edwards	Chad Edwards <i>Tarrant Transit Alliance</i>	June 2021

Presentation Completed

Next Steps

- May – September 2021: HRC committees to continue meeting and reviewing recommendations.
- October - November 2021: Finalize HRC report to City Council.

Thank you



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