

To the Mayor and Members of the City Council

June 23, 2020

Page 1 of

**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 FWPD 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, FWPD 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 FWPD 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

June 23, 2020

Page 2 of

**To the Mayor and Members of the City Council****SUBJECT: Implementation of Recommendations from the Task Force on Race and Culture**

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**