

STATUS OF RECOMMENDATIONS FROM THE 2017-2018 TASK FORCE ON RACE AND CULTURE

Presented to the City Council

Fernando Costa, City Manager's Office

Task Force Co-Chairs

Bob Ray Sanders

Rosa Navejar

Lillie Biggins

September 19, 2023



Jacqueline Craig
1970 - 2023



December 2016

Video of Woman's Arrest in Texas Sparks Anger and Internal Police Inquiry



June 27, 2017: City Council holds special called meeting

Announces intent to...

- Appoint a **Task Force on Race and Culture**,
- Appoint **four co-chairs**, and
- Appoint **other members** as selected by the co-chairs.



Rosa Navejar



Lillie Biggins



Rabbi Andrew Bloom



Bob Ray Sanders

Facilitators

Estrus Tucker



National League of Cities



Resolution No. 4817-08-2017

Appointing Task Force on Race and Culture

August 1, 2017

- Appointed **23 members**, including four co-chairs and 19 other members
- Assigned **three tasks**
 - **Community conversations** about race and culture
 - **Assessment of disparities** in provision of municipal services
 - **Leadership training**
- Task Force to be dissolved no later than **August 1, 2018**, one year after adoption of resolution

Note: May 1, 2018, resolution expands scope of work and extends deadline to **December 31, 2018**

Task Force on Race and Culture

Four Co-Chairs

Lillie Biggins

Rabbi Andrew Bloom

Rosa Navejar

Bob Ray Sanders

18 Other Members at Completion

Charles Boswell

Walter Dansby

*Robert Fernandez**

Miriam Frias

Sara Gillaspie

Robert Goldberg

Yolanda Harper

Bishop Mark Kirkland

Nima Malek

*Rattana Mao**

Gilbert Marez

Arturo Martinez

Roxanne Martinez

Judy McDonald

*Terri Mossige**

Cory Session

Katie Sherrod

Ty Stimpson

Jennifer Trevino

Monica Vasquez

Rev. Tim Woody

** Resigned*

Mission: *To listen, learn, build, and bridge in order to create an inclusive Fort Worth for all residents.*

Vision: *Fort Worth will become a city that is inclusive, equitable, respectful, communal, and compassionate.*

Leadership Training



- **City officials**
 - City Council, appointed officials, assistant city managers
 - Department heads
 - Assistant directors
- **Community leaders** selected by City Council and Task Force members
- **Interested residents**

Public Engagement

- **89 events**
 - Town hall meetings
 - Open house meetings
 - Community conversations
 - “Continuing the conversation” events
 - Leadership training for City officials
 - Leadership training for community leaders
 - Presentations to civic groups
- **2,113 participants**



Top Ten Issues

Discussed in Community Conversations

Rank	Issue	Number of Comments
1	Discrimination in education	70
2	Failure to acknowledge the pervasiveness of racism	64
3	Discrimination in economic development	63
4	Discrimination in criminal justice	62
5	Racial segregation in the community	52
6	Racial prejudice	45
7	Lack of political representation for minorities	40
8	Discrimination in public accommodations	34
9	Discrimination in employment	33
10	Discrimination in housing	26

Frequently Expressed Comments

From Community Conversations

- Perception that **City is doing little or nothing** to improve race relations, racial equity, and cultural awareness.
- Problem is **systemic, structural, and institutional racism**, not simply personal or individual behavior.
- City leaders have **failed to acknowledge this problem**, causing victims of racism to feel unheard and causing perpetrators of racism to feel empowered.
- Need to **continue, expand, and deepen** community conversations about race and culture, and to clarify their measurable outcomes.



Findings and Recommendations



Criminal justice



Economic development



Education



Governance



Health



Housing



Transportation

Analysis of Disparities

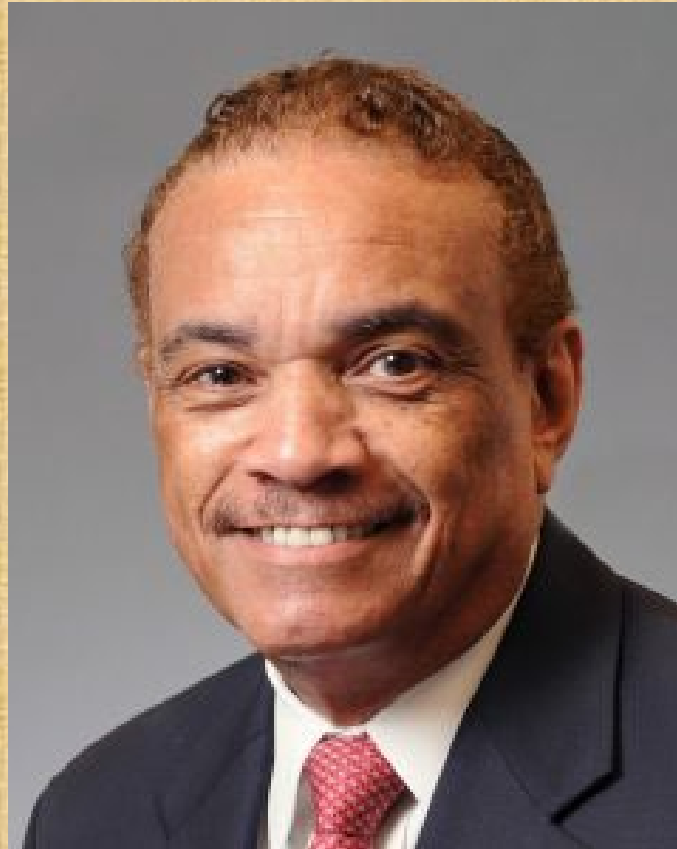
Attributable to Race and Culture

- **Extent** of disparities
- **Causes** of disparities
- **Recommendations**
 - ✓ Strategy
 - ✓ Actions
 - ✓ Potential challenges
 - ✓ Responsible parties
 - ✓ Resources needed
- **Success measures**
 - ✓ Specific
 - ✓ Measurable
 - ✓ Attainable
 - ✓ Relevant
 - ✓ Time-constrained: five years



Criminal Justice

Bob Ray Sanders



Extent of Criminal Justice Disparities



Indicator	Extent of Disparity	Data Sources
Arrests	Despite constituting 19% of Fort Worth's population, African-Americans accounted for 41% of all arrests in 2016 and 41% again in 2017. Corresponding figures were 31% and 30% for Whites, and 27% and 28% for Hispanics.	FWPD Arrest Reports
Recruitment of minorities and females for training academy	Based upon averages for the past six recruit classes, <ul style="list-style-type: none"> • 13% of recruits are African-American (versus 19% of population), • 26% of recruits are Hispanic (versus 34% of population), • 3% of recruits identify as Other (versus 6% of population), and • 16% of recruits are female (versus 51% of population). 	FWPD personnel reports; U.S. Census Bureau, 2012-2016 American Community Survey
Diversity of officers in certain specialized units	No African-American officers serve in any of the following units: <ul style="list-style-type: none"> • SWAT (26 total officers), • K-9 (11), • Criminal Intelligence (11), • Homicide (11), • Major Case (11), and • Robbery (16). Only one African-American officer serves on the Special Response Team (44 total officers).	FWPD personnel reports
Diversity of officers at first promotional rank: corporal/detective	Of 241 total officers at this rank, <ul style="list-style-type: none"> • 16 (7%) are African-American, • 41 (17%) are Hispanic, and • 10 (4%) are Other. 	FWPD personnel records

Causes of Criminal Justice Disparities



- Many residents believe that law enforcement unfairly **targets African-Americans**.
- **Targeted recruiting efforts** have failed to generate much interest among minorities.
- **No cadet programs** are offered in Fort Worth ISD high schools to students who may be interested in law enforcement.
- Senior officers provide minorities with **little or no encouragement** to take promotional tests or to apply for positions in specialized units.
- Minority officers may not wish to be the **only minority officer** in a specialized unit.

Criminal Justice Recommendations

- **Civilian oversight** of Police Department
- Police **cadet program**
- **Diversity** within Police Department



Civilian Oversight of Police Department: Excerpts from Task Force's Final Report

- Establish the framework required to set up and appoint a **Civilian Review Board, or an alternative model of civilian oversight**, that will have an active role in police accountability and oversight.
- Although we are recommending the creation of a Citizens Review Board, **effective civilian oversight can take many different forms**, depending on the needs and preferences of each community.
- The most common models in the United States today may be classified as investigation-focused, review-focused, and **auditor/monitor focused**.



Economic Development, Transportation, Education, and Governance

Rosa Navejar





Extent of Economic Disparities



Indicator	Extent of Disparity	Data Sources
Unemployment rate	In Fort Worth, the 2016 unemployment rate for Whites was 4.2 percent, while African-American and Hispanic rates of unemployment stood at 6.1 percent and 5.7 percent , respectively. These disparities are generally consistent with national trends.	U.S. Census Bureau, 2016 American Community Survey One-Year Estimates
Median income	The median household income for Fort Worth in 2016, in inflation-adjusted dollars, was \$63,704 for Whites, but only \$41,317 for African-Americans and \$44,748 for Hispanics. These disparities are generally consistent with national trends, although the earnings of minority households are higher in Fort Worth than in the nation as a whole.	U.S. Census Bureau, 2016 American Community Survey One-Year Estimates
Minority-owned businesses	Of the top 100 privately-owned firms in Tarrant County, fourteen are owned by minorities and ten of those firms are located in Fort Worth. Six of the ten Fort Worth firms are owned by Hispanics.	2016 data from Fort Worth <i>Business Press</i>

Causes of Economic Disparities



- Unemployment rate is negatively correlated with **educational attainment**: The more educated the workforce, the lower the unemployment rate.
- While the rates of college graduation have increased significantly for all major racial and ethnic groups, **Whites are more likely to hold a bachelor's degree** than are members of other racial groups.
- Minorities are more likely than Whites to live in **economically depressed areas**, which tends to drive up their unemployment rate compared to Whites.
- Many employers continue practices that, while not explicitly discriminatory, tend to disadvantage minority job-seekers. When **executives hire solely or primarily through their own networks**, rather than interviewing several applicants for each position, this practice often shuts out people of color.
- **Access to capital** tends to be a significant issue for minorities seeking to start and grow their own businesses.

Economic Development Recommendations

- **Job training**, transportation to jobs, background issues, and hiring process
- Education and incentives to achieve **wage parity**
- **Capacity-building** for minority-owned businesses



Extent of Transportation Disparities



Indicator	Extent of Disparity	Data Sources
Street conditions	Majority Minority Areas (MMAs) of Fort Worth have 58% of street lane miles, but 77% of poor-condition streets ; 50% of built sidewalks, but 81% of poor-condition sidewalks and 58% of network gaps ; and 53% of installed street lights, but 66% of poor-condition street lights .	TPW's Pavement Quality Index and Street Asset Mapping
Automobile ownership rate	MMAs of Fort Worth have 57% of all households, but 77% of zero-car households , a proxy for alternative-transportation dependence.	U.S. Census Bureau 2012-2016 American Community Survey
Transit ridership	Non-Anglo racial and ethnic groups comprise 58% of Fort Worth's population, but 71% of local transit ridership at the time of the most recent on-board transit survey.	2014 NCTCOG Transit On-Board Survey
Crash incidence	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 .	TxDOT Crash Records Information System
Funding by transportation mode	Since 2007, Fort Worth has funded approximately 20% of the street construction and reconstruction need; only 10% of the estimated annual operating need for the transit system ; less than 10% of the sidewalk need; and roughly 1% of the bike infrastructure need. This imbalance tends to affect minorities disproportionately.	City Bond Programs and CO sales, Transportation Impact Fee expenditures, sales tax allocation to transit, 2010 Bike FW Plan, 2014 Walk FW Plan, 2015 Transit Master Plan

Causes of Transportation Disparities



- MMAs tend to be concentrated in older parts of Fort Worth, and therefore have **older infrastructure** that is more likely to be in deteriorated condition. Additionally, prior **construction standards** allowed for the omission of sidewalks and for the use of asphalt pavement for streets, which has a higher maintenance need than concrete. As annual **maintenance budgets** fall short of the total need, MMAs may be disproportionately affected.
- MMAs are disproportionately affected by economic instability, have a higher incidence of disability, and have higher proportions of their population that are **younger than 18 or older than 64**. Furthermore, according to the federal government's low-cost transportation index, the **cost of transportation** tends to be higher in MMAs than in Fort Worth generally. All of these factors combine to explain higher rates of households **without automobiles** and greater dependence upon alternative transportation modes.

Transportation Recommendations

- Transportation **equity policy** and five-year action plan
- Transportation **funding criteria**
- **After-action reviews** of pedestrian and bicycle crashes



Extent of Education Disparities



Indicator	Extent of Disparity	Data Sources
Third-grade students reading at grade level	In the Fort Worth ISD, only 33% of all third-grade students were reading at grade level in 2016-17, compared to the statewide average of 44%. The percentage of third-grade students reading at grade level is 62% for Whites, but only 32% for Hispanics and 20% for African-Americans.	Read Fort Worth Data Dashboard
High school graduation rate	The graduation rate in 2016 was 88% for Whites, 85% for Hispanics, and 84% for African-Americans.	Texas Education Agency, 2016-17 Texas Academic Performance Report
College and career readiness	The percentage of graduates classified as college- and career-ready in 2016 was 84% for Whites, 74% for Hispanics, and 67% for African-Americans.	Texas Education Agency, 2016-17 Texas Academic Performance Report
Student disciplinary suspensions	Of all students suspended for disciplinary reasons in 2016-17, 55% were African-American, 37% were Hispanic, and 5% were White. By comparison, total student enrollment is 23% African-American, 62% Hispanic, and 11% White.	Fort Worth ISD report, 1/23/18
Location of underperforming schools	The Fort Worth ISD has 14 schools classified as “Improvement Required” and all are located in minority neighborhoods .	Texas Education Agency ratings

Causes of Education Disparities



- **Community engagement**, education, and awareness
- **Readiness** for kindergarten
- Access to **culturally relevant materials**
- **Quality curriculum**, instructors, and instruction
- Equitable distribution of **education resources**
- Exposure to **learning environments** and possible career paths

Education Recommendations

- Early childhood intervention via quality **childcare**
- **Service learning** and civic engagement
- **College and career centers**



Extent of Governance Disparities



Indicator	Extent of Disparity	Data Sources
Minority representation on City Council (district representatives)	Only one of eight district representatives on the City Council is Hispanic, whereas two are African-American and five are White. Hispanics have historically been under-represented on the City Council.	City Secretary's Office
Minority representation on City boards and commissions	Minorities represent only 30 percent of the City's board and commission members. Hispanics represent only 11 percent.	City Secretary's Office
Diversity of City executives and managers	Minorities represent only 29 percent of the City's executives and managers. Hispanics represent only 9 percent.	Human Resources Department
Diversity of firefighters	Minorities represent only 21 percent of the City's firefighters. African-Americans and Hispanics account for 8 percent and 11 percent, respectively. Only one percent of the City's firefighters are women.	Human Resources Department

Causes of Governance Disparities



- Incumbent City Council members redraw **Council district boundaries** after each decennial census and, in doing so, tend to favor boundaries that support their own re-election.
- For a variety of reasons, Hispanics in Fort Worth have tended not to participate in **voting and other civic activities** as much as have Whites and African-Americans.
- **Targeted recruitment** programs have not yet succeeded in attracting minority executives, police officers, and firefighters to Fort Worth in proportion to local minority populations.

Governance Recommendations

- Independent citizen **redistricting commission**
- Mission of **Human Relations Unit**
- Diversity **training**



Health and Housing

Lillie Biggins



Extent of Health Disparities



Indicator	Extent of Disparity	Data Sources
High Blood Pressure	40% of African-American adults in Tarrant County have been diagnosed with high blood pressure, versus 30% of all adults in the county. Corresponding figures are 25% for Hispanics and 31% for Whites.	Tarrant County Public Health: Division of Epidemiology and Health Information. (2015 Statistics)
Obesity	38% of African-American adults in Tarrant County have a body mass index (BMI) of 30 or more, versus 30% of all adults in the county. Corresponding figures are 30% for Hispanics and 28% for Whites.	Tarrant County Public Health: Division of Epidemiology and Health Information. (2015 Statistics)
Cognitive Decline	23% of African-American adults in Tarrant County are experiencing confusion or memory loss that is increasing in frequency or worsening, versus 12% of all adults in the county. Corresponding figures are 6% for Hispanics and 11% for Whites.	Tarrant County Public Health: Division of Epidemiology and Health Information. (2015 Statistics)
Diabetes	16% of African-American adults in Tarrant County have been diagnosed with diabetes, versus 11% of all adults in the county. Corresponding figures are 12% for Hispanics and 9% for Whites.	Tarrant County Public Health: Division of Epidemiology and Health Information. (2015 Statistics)
Infant Mortality	9.6 African-American infant deaths per 1,000 live births were recorded in Tarrant County during 2015, versus 6.2 infant deaths per 1,000 overall. Corresponding figures are 6.6 for Hispanics and 4.3 for Whites.	Texas Department of State Health Services (2015 Statistics)

Causes of Health Disparities



- Limited access to **healthy foods**, which may be due to geographic location in the city, cost factors, income levels, transportation issues or other factors
- Lack of **safe places** to perform physical activity, which may be due to lack of sidewalks, public improvements, fear of stray/roaming animals or other factors
- Inability to seek **medical care**, which may be due to lack of funds, co-pays, deductibles, and other factors
- **Low literacy and lack of knowledge** about health, finances, and health insurance
- High rates of smoking
- **Stress and lack of support**, which makes it difficult to address health problems
- **Behavioral issues**, which may include depression, mental health issues, or others

Health Recommendations

- Health **education and outreach**
- Active **lifestyles**
- Healthy **foods**
- **Access** to providers



Extent of Housing Disparities



Indicator	Extent of Disparity	Data Sources
Residential segregation	The degree of residential segregation for all minority populations in Fort Worth, as measured by the federal dissimilarity index , decreased between 1990 and 2010, from 53 to 45, but has increased back to 49 since 2010 .	City of Fort Worth, draft Assessment of Fair Housing Report, 2018
Households paying > 30% of income for housing	While 33% of all Fort Worth households pay over 30% of their gross income for housing, 45% of African-American households pay over 30% of their gross income on housing.	U.S. Census Bureau, 2009-2013 American Community Survey
Households in substandard or overcrowded housing	An estimated 13,000 Fort Worth households live in overcrowded or substandard conditions, i.e. without a complete kitchen or plumbing in their dwelling unit. Of these households, 7,600 or 59% are Hispanic.	U.S. Census Bureau, 2009-2013 American Community Survey

Causes of Housing Disparities



- Lack of **affordable housing**
- Minority **household incomes** tend to be below the average household income in Fort Worth.
- Many persons of color live in neighborhoods where most **housing was built prior to 1960**. Older housing is more likely to be in substandard condition and to require repairs.

Housing Recommendations

- Affordable housing **incentives policy**
- **Homebuyer** assistance
- **Resident awareness** of housing resources



Summary of Progress 2018-2023

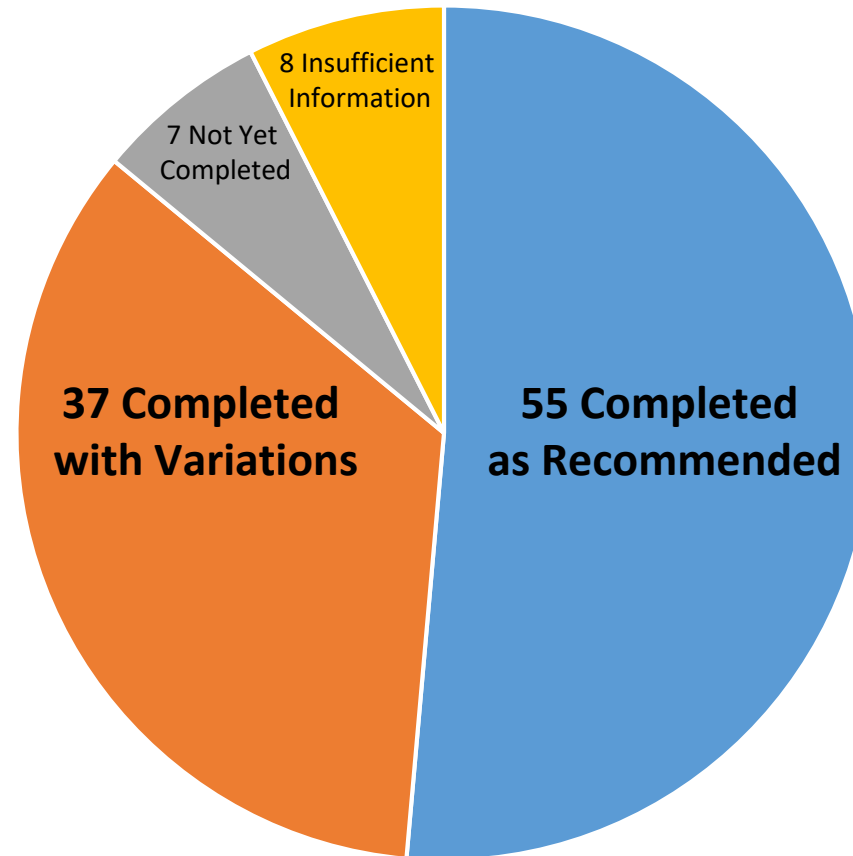


22 Recommended Strategies

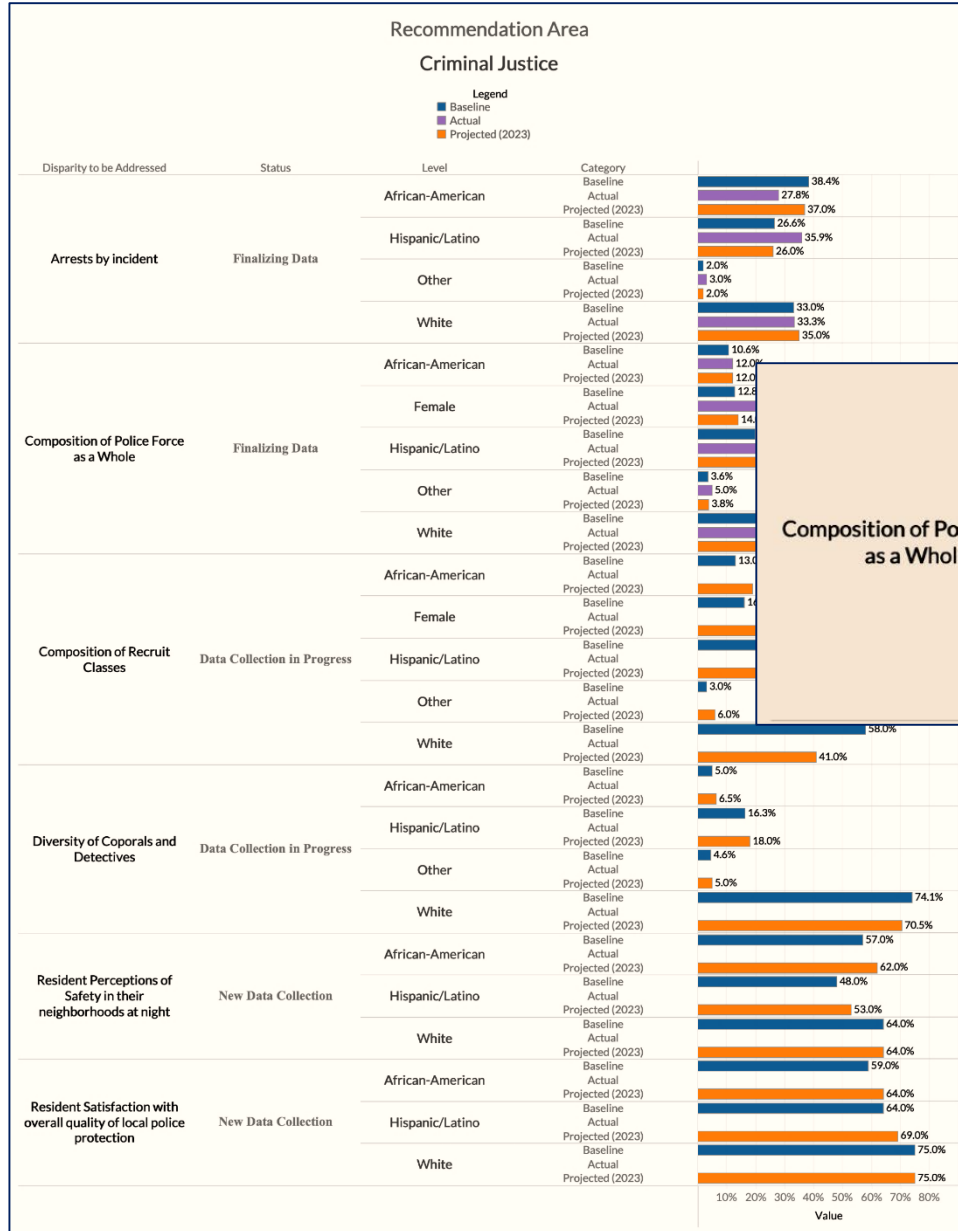
To Reduce Racial and Cultural Disparities

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	

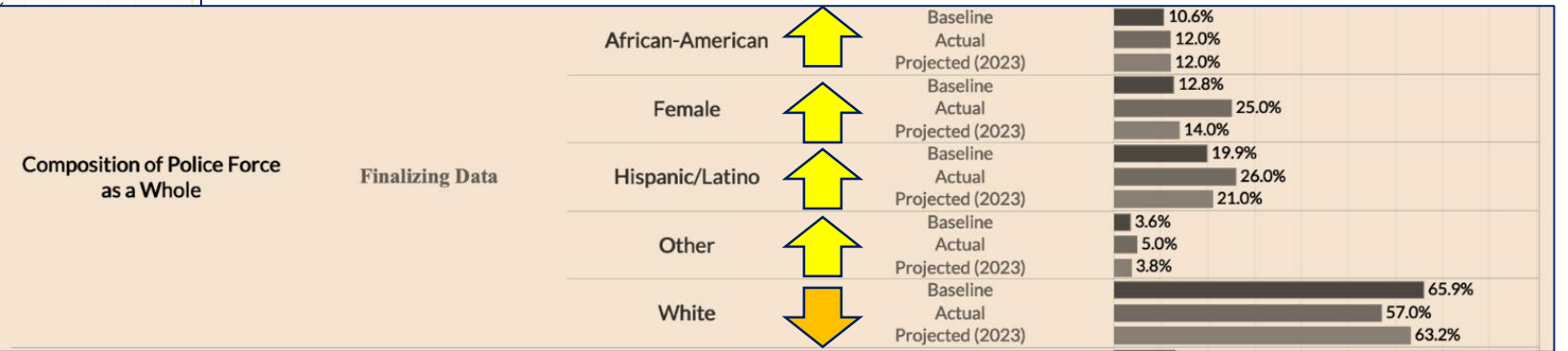
107 Recommended Actions



Dashboard Measures Progress in Reducing Disparities



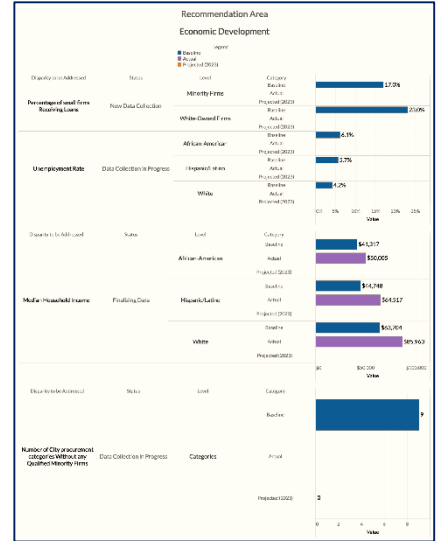
Example from Criminal Justice



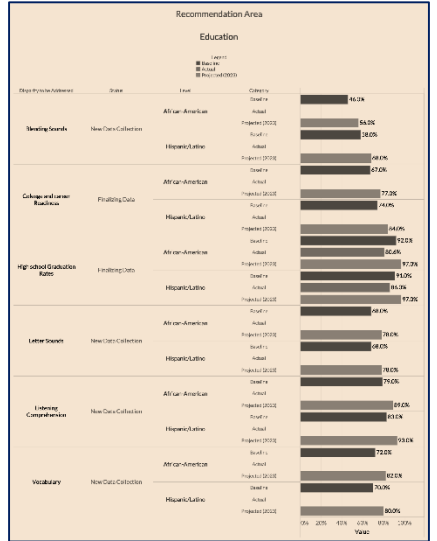
Dashboard Measures Progress in Reducing Disparities

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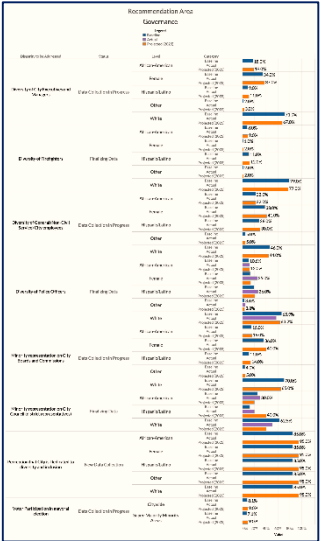
Economic Development



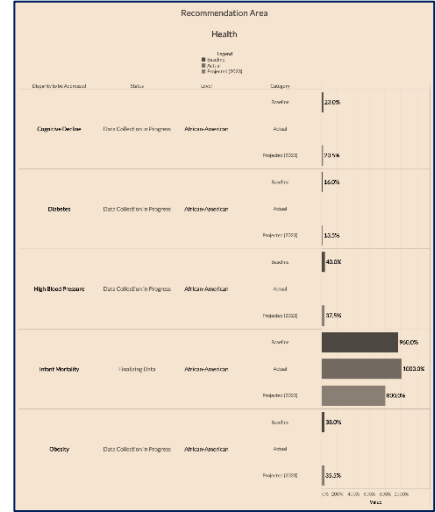
Education



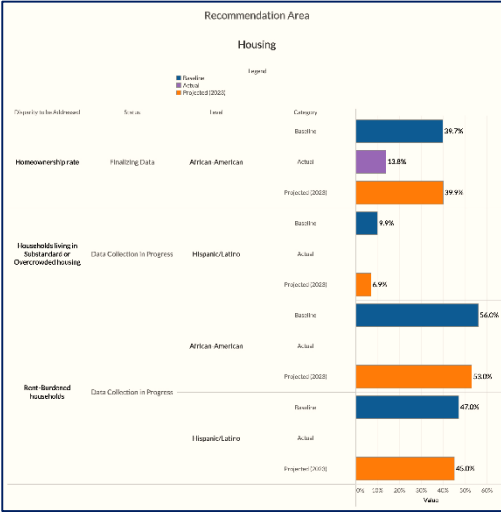
Health



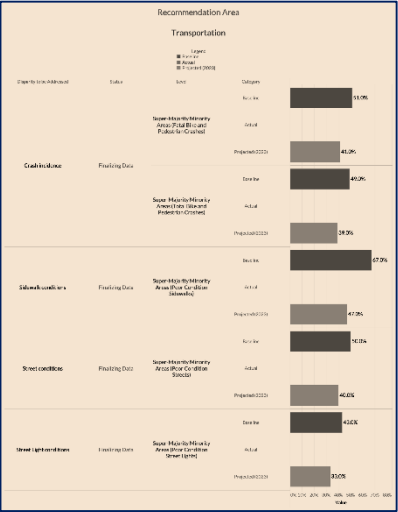
Housing



Governance

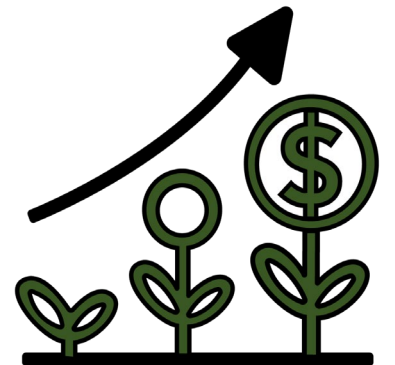


Transportation



Major Accomplishments

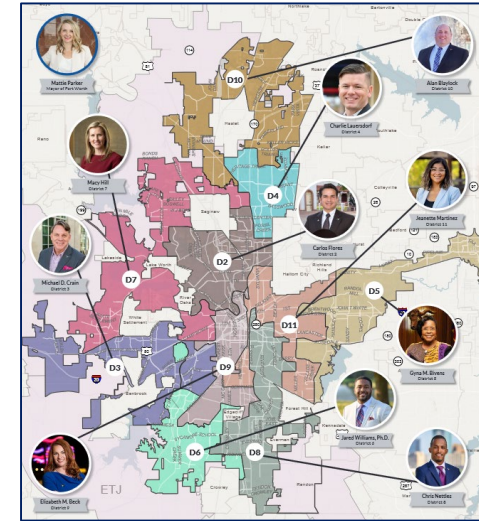
- Created the **Office of Police Oversight Monitor**.
 - ✓ Hosted 2022 annual conference of National Association for Civilian Oversight of Law Enforcement.
- Increased the capacity of **minority-owned business enterprises**.
 - ✓ Created CDFI Friendly Fort Worth, increasing CDFI capital investment in small minority firms from \$10,000 in 2021 to **\$24.3 million** in 2023.
 - ✓ Increased African American business participation in City contracts from 0.7 percent in 2019 to **6.3 percent** in 2023, slightly below availability of 6.6 percent.



Major Accomplishments

(continued)

- Adopted **redistricting** criteria and procedures. Produced a new Council districts map, resulting in the creation of six **minority-opportunity districts**.
- Created the **Diversity and Inclusion** Department to promote business and municipal equity as well as to enforce civil rights laws.



Major Accomplishments

(continued)

- Adopted a **transportation equity policy**, resulting in greater capital investment within 50-percent majority-minority areas (MMAs) and 75-percent super-majority-minority areas (SMMAs).
 - ✓ 2022 **bond program**: Of \$365 million in transportation proposition, **\$194 million** (53%) invested in MMAs and SMMAs.
 - ✓ 2022 allocation of American Rescue Plan Act (**ARPA**) funds: All **\$16 million** of transportation funds invested in SMMAs, including \$12 million for street lighting and \$4 million for pedestrian safety improvements.



Attributes of Process to Eliminate Disparities

- Driven by **data**



- Focused on **outcomes**



- Informed by **public participation**



- Linked to **community partnerships**



**Questions?
Comments?**

