



October 15, 2020

Mayor Betsy Price and Members of the City Council
City of Fort Worth
1000 Throckmorton Street
Fort Worth, TX 76102

Dear Mayor Price and Council Members:

As Acting Chair of the Fort Worth Human Relations Commission, it is my pleasure to submit to you the attached annual report for fiscal year 2020.

Our Commissioners are honored to have the privilege of serving the City of Fort Worth and look forward to another year of working to eliminate prejudice and discrimination, as well as promoting and encouraging communication and cooperation with all groups interested in bettering community relations. Working together, we can ensure that all residents of Fort Worth have equal protections and freedom under the law to pursue their aspirations. If you should have any questions, please contact Angela Rush, Assistant Director Diversity and Inclusion, at 817-392-6155.

Sincerely,

Kimberly Porter
Acting Chair, Fort Worth Human Relations Commission

cc: David Cooke, City Manager
Fernando Costa, Assistant City Manager
Christina Brooks, Director of Diversity and Inclusion Department
Mary J. Kayser, City Secretary
Angela Rush, Assistant Director- Diversity and Inclusion Department



**FY2020 Annual Report
Fort Worth Human Relations Commission**

Fort Worth Human Relations Commission

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Executive Summary FY2019-2020 Annual Report

October 15, 2020

Mayor and City Council Members,

FY2020 proved to be another busy and challenging year for the Fort Worth Human Relations Commission (FWHRC) including, but not limited to: 1) the creation of the new Diversity and Inclusion Department; 2) the hiring of Christina Brooks as the Director of Diversity and Inclusion/Chief Equity Officer; 3) the adoption of edits to the City's Human Relations Ordinance; 4) the development and implementation of numerous outreach/ education activities designed to promote equity and inclusion; 5) the ongoing work of staff to enforce nondiscrimination laws involving discrimination complaints in housing, employment and places of public accommodation, 6) concerns with related grant funding; and 7) the challenges facing the City and the nation.

The fiscal year began with a large majority of FWHRC Commissioners serving on expired terms awaiting the roll-out of the new Diversity and Inclusion Department and hiring of the Department's new director. In December 2019, Christina Brooks, the new Director/Chief Equity Officer began her tenure with the City. Additional changes occurring during the fiscal year included: the addition of a new divisions in the Department including a new Municipal Equity Division and, the transfer in of the Business Equity Division from the Economic Development Department; the renaming of the Human Rights Unit to the Civil Rights Enforcement Division; the development of new missions and goals for the Department; and, the appointment of eight new FWHRC Commissioners, and reappointment of three (3) current FWHRC Commissioners, selected to represent the diversity of the city.

In January 2020, significant edits were made to the City's Human Relations Ordinance (Ordinance). Edits to the Ordinance included non-substantive corrections; regulatory edits; administrative updates; policy edits, updates and/or additions; and conforming edits. Significant edits included the expansion of the FWHRC's role to include serving as an appeal panel for final determinations issued in complaints involving housing and places of public accommodation; clarification on the process for investigations into alleged discrimination in places of public accommodation; addition of language clarifying protection of documents produced in the course of active investigations or conciliation efforts; clarification on subpoena and discovery powers, and edits to increase civil penalties in housing discrimination complaints to match amount of U.S. Department of Housing and Urban Development (HUD) civil penalties. The increase in civil penalties is of particular relevance during this fiscal year, as for the first time in more than 15 years, the FWHRC voted to issue charges of housing discrimination in four (4) housing complaints that could not be conciliated: 1) Complaint FW-19-19: based on Disability and Retaliation; 2) Complaint FW-19-21: based on Race (Black) and Sex (Male); 3) Complaint FW-19-95: based on Sex (Male) -victim of domestic violence; and 4) Complaint FW-19-13: based on Disability and Retaliation. In each of these complaints, Complainant(s) elected to have their complaint heard in District Court. If the District Court upholds the findings of discrimination, civil penalties can be awarded to the City, based on the newly updated amounts in the Ordinance, to vindicate public interest.

Outreach and education activities were ever evolving during the fiscal year. The fiscal year started out with the FWHRC and Mayor's Committee on Person's with Disabilities (MCPD) hosting a Disabilities Rights Summit. Housing, employment, and transportation were significant concerns heard from the majority of attendees. As the year progressed, the COVID19 pandemic resulted in a significant impact on programming for the latter six months of the fiscal year. Both the FWHRC and MCPD had to quickly adapt to the challenges posed by the pandemic and were still able to successfully host and/or participate in activities, programs and events designed to advance equity and inclusion. Activities, programs and events included, but were not limited to: 1) online/virtual programs to celebrate MLK day, Juneteenth, Hispanic Heritage, and the 30th anniversary of the passage of the Americans with Disabilities Act; and 2) participation in community and organizational meetings to advance inclusion and equity such as attendance at local community meetings, participation in the national REV UP campaign designed to advance disability rights, and membership in organizations such as the Tarrant Transit Alliance Board and Fort Worth City Transit Technical Advisory Team.

Similar to past years, funding is of great concern to the FWHRC. The Civil Rights Enforcement Division is largely funded by monies received by HUD and the U.S. Equal Employment Opportunity Commission (EEOC) for investigations in housing and employment. The COVID19 pandemic impacted discrimination intakes, as well as ongoing investigations, during the fiscal year and is continuing. Investigations were delayed as Respondent(s) were unavailable, as well as due to the challenges the investigators faced adapting to their new virtual norms. Equipment for home offices had to be purchased, cell phones had to be purchased for each investigator, and technology for virtual meetings had to be identified and implemented. The resulting delays attributable to the pandemic, increased HUD requirements for intakes, investigations and conciliations, and downward contract modifications issued by the EEOC resulted in a lower number of resolutions in both our housing and employment cases. Lower resolutions have resulted in decreased funding to support ongoing operations. Departmental staff has continued to look for efficiencies, and actions, to increase intakes and resolutions. To this end, the HRC applied for, and was awarded, a HUD CARES Act Partnership Grant. The grant included funding to develop and distribute posters and brochures to promote fair housing. The posters and brochures were distributed during September 2020. Also, as part of the CARES funding, a social media campaign is to be launched during October 2020. The intent of the brochures, posters and social media campaign is/was to raise awareness about fair housing rights and provide information on filing housing discrimination complaints.

In closing, the FWHRC remains concerned about the general divisiveness that exists, nationally and in our local communities, and knows there is much good work to be done to promote positive change and community collaborations that bring Fort Worth communities together in support of diversity, equity and inclusion. The FWHRC's main goal is to help make Fort Worth a great place to live, learn and work for all of its residents.

Sincerely,



Kimberly Porter
Acting Chair, Fort Worth Human Relations Commission

FY2020 FWHRC Recommendations

During FY2020, the FWHRC made several recommendations to the Fort Worth City Council:

February 3, 2020:

Recommended that the wording “Community Presentations” be used on all City Council meeting agendas, and on all City Board and Commission agendas, rather than the current wording “Citizen Presentations.” *See Attachment A*

June 12, 2020:

- 1) Recommended that the City create an Independent Community Police Oversight Board; and
- 2) Recommend the development of a community driven process for the creation of a thorough ordinance for the newly established Office of Police Oversight Monitor.
See Attachment B

Fort Worth Human Relations Commission
Attendance Roster
October 2019 – September 2020

Place	Member	Meetings Held	Attendance Percentage	Term Expiration
1	Vacant (as of September 2019. Former Commissioner was removed by City Council on August 6, 2019)			
2	Reed Bilz	*8	100%	10/01/2020 3 rd Term
3	Carmen Castro	*8	88%	10/01/2021 2 nd Term
4	Vacant (as of January 2019. Former Commissioner moved outside of the City limits and was no longer eligible to serve)			
5	Melissa Rasberry	*8	63%	10/01/2019 2 nd Term
6	Kimberly Porter	*8	75%	10/1/2022 3 rd Term
7	Eva Bonilla	*8	100%	10/01/2019 2 nd Term
8	Arturo Martinez	*8	63%	10/01/2020 3 rd Term
9	Damon Blakeley**	*8	50%	10/01/2019 3 rd Term
10	Michael Wyss	*8	100%	10/01/2022 3 rd Term
11	Carla McKenzie	*8	75%	10/01/2019 3 rd Term

* Meetings were canceled in November 2019, January 2020, and September 2020; meetings were suspended during April 2020 and May 2020 due to the COVID19 pandemic; and a special called meeting was held on June 12, 2020.

** Submitted resignation in October 2018 as he believed he moved out of City limits. Notified in July 2019 that his new address is within the City limits of Fort Worth despite Crowley mailing address. Since a commissioner serves until a new appointment is made, Mr. Blakely began attending meetings again as of July 2019.

Fort Worth Human Relations' Commission Background

The Fort Worth Human Relations Commission (FWHRC) 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. The Role of the FWHRC is as follows:

Established in 1967 and appointed by the City Council to:

- Advise and consult with the City Council and City Manager on matters involving discrimination.
- Recommend to the City Council and City Manager measures designed to eliminate prejudice and discrimination.
- Promote and encourage communication and cooperation between groups interested in bettering community relations.

Hold Monthly Public Meetings:

- To hear citizen concerns regarding prejudice, discrimination and intolerance in Fort Worth.
- Receive information on specific complaints of discrimination; discuss and make recommendations regarding discrimination trends.

Enforcement:

- Hear and render decisions on complaints of housing discrimination when investigation indicates reasonable cause to believe discrimination has occurred.
- Hear and render decisions on appeals filed by complainants objecting to no reasonable cause determinations in housing discrimination complaints and discrimination complaints in places of public accommodation.

Administration:

- Provide policy directives to the Director of the Diversity and Inclusion Department on measures designed to eliminate prejudice and discrimination and promote and encourage communications with, and cooperation of, all groups interested in bettering community relations.

Goals and Work Plan for FY2020

The Fort Worth Human Relations Commission (HRC) is committed to improving the relationships within our city by eliminating discrimination and bias, encouraging collaborations that contribute to maximum well-being and cultivating an atmosphere of mutual appreciation and respect for our diverse cultures and traditions.

Goals identified included:

- Increasing public awareness of the FWHRC and the services provided by the Diversity and Inclusion Department.
- Building and capitalizing on relationships towards common goals by networking with other human rights and community organizations/agencies to problem solve, collaborate and foster understanding and respect for all persons of diverse backgrounds.
- Increasing educational opportunities related to the elimination of discrimination in housing, employment and in places of public accommodations.

In support of their identified goals, the FWHRC has identified several preliminary activities to start with, keeping in mind that all activities undertaken by the FWHRC and the Diversity and Inclusion Department will be undertaken in way to ensure that all people who live in Fort Worth, work in Fort Worth and utilize places of public accommodation are treated equally. Additionally, the FWHRC will listen and respect persons of diverse backgrounds and perspectives and look to solutions that lead to sustainable measures to minimize and eliminate discrimination and promote mutual understanding and common ground.

Specific work activities planned for FY2020 included:

Description	Status
<p><u>Improved Customer Service:</u></p> <ul style="list-style-type: none"> Design and implementation of updated content/layout on the new Diversity and Inclusion Department Website to include: information on Title II and Title VI anti-discrimination laws, addition of links to helpful information, and more. 	<p>Ongoing Title VI and new information added. Waiting on launch of new City website.</p>
<p><u>Effective Time Management:</u></p> <ul style="list-style-type: none"> Oversight and assurance that performance measures are being met as outlined by HUD and EEOC: <ul style="list-style-type: none"> 90% of Housing cases must be resolved in 100 days or less. 90% of EEOC charges must be resolved in 180 days or less. Adopt and implement changes to the City’s Human Relations Ordinance that will promote efficiencies in case investigations. 	<p>Ongoing</p> <p>Completed Edits adopted by City Council on January 28, 2020</p>
<p><u>Communication, Education and Engagement:</u> Engage the Fort Worth Human Relations Commission and Diversity and Inclusion department staff with each other and the community:</p> <ul style="list-style-type: none"> Continue looking for collaborations, partners and sponsors for <i>Movies That Matter</i>. Continue looking for collaborations and partnerships to improve community relations and increase awareness of around the importance of diversity, equity, and inclusion. Continue to advise the City Council on measures to reduce discrimination and promote diversity, equity and inclusion. 	<p>Temporarily suspended due to COVID19 during FY2020</p> <p>Ongoing</p> <p>Ongoing</p>
<p><u>Budget Oversight:</u> Ensure that both the grant and general funds budgets are managed for optimal use and efficiencies.</p>	<p>Ongoing</p>
<p><u>Serving a Diverse Community:</u></p> <ul style="list-style-type: none"> Fill all vacancies and expired terms on the Fort Worth Human Relations Commission, keeping diversity in mind. Update of the City’s ADA Transition Plan, including public meetings to solicit input. 	<p>Completed New commissioners appointed by City Council in September 2020</p> <p>Ongoing</p>

Summary of FY2020 Accomplishments and Activities

The FWHRC¹ accomplishments and activities are reflective of their mission and role:

OCTOBER 2019

Date	Event/Activity
10/07/2019	The Fort Worth Human Relations Commission (FWHRC) met, and: <ul style="list-style-type: none"> • Received a presentation on the Complete Count Census Committee • Received a briefing on recommended “Cause” house complaints.
10/10/2020	The Mayors Committee on Persons with Disabilities (MCPD) met, and: <ul style="list-style-type: none"> • Voted on Chair and Vice Chair positions. • Received a presentation on Dream Park Fort Worth from Racheal Churchill. • Voted Rainey Dock Matthews as MCPD representative on the Tarrant Transit Alliance Board. • Voted to participate in a joint effort with Tarrant County Elections Administration to host a RevUp event for residents of Sedona Village Senior Living. •
10/15/2019	MCPD members participated in the North Texas White Cane Safety Day at the Kimball Museum of Art.
10/22/2019	MCPD and FWHRC hosted Disability Rights Summit held at the Fort Worth Botanic Garden Center.

NOVEMBER 2019

Date	Event/Activity
11/14/2019	The Mayors Committee on Persons with Disabilities (MCPD) met, and: <ul style="list-style-type: none"> • Voted to cancel the regularly scheduled December 2019 meeting of the MCPD. • Received a presentation on “In It to Win It: A Neighborhood Awards How-To Workshop.” • Voted to participate in the 2020 Free Ride Forum/Advisory Committee. • Voted to partner with the ARC of DFW area in the Fort Worth Pathways to Justice Forum. • Voted to recommend that the acronym for the City’s Special Needs Assistance Program (SNAP) be changed to avoid confusion with the federal Supplemental Nutrition Assistance Program.

DECEMBER 2019

Date	Event/Activity
12/02/2019	The Fort Worth Human Relations Commission (FWHRC) and Mayor’s Committee on Persons with Disabilities (MCPD) held a joint meeting, and: <ul style="list-style-type: none"> • The FWHRC Voted to approve programming for the 2020 <i>Movies That Matter</i> season. • Received a presentation on diversity in City employment from the City’s Human Resources Department. • Received a presentation on demographic changes in Texas and Fort Worth from Dr. Lila Valencia with the Texas Demographic Center.

JANUARY 2020

Date	Event/Activity
01/09/2020	The Mayors Committee on Persons with Disabilities (MCPD) met, and: <ul style="list-style-type: none"> • Received a presentation from Julia Ryan with the City’s Transportation and Public

¹ The Mayor’s Committee on Persons with Disabilities (MCPD) and the Employee Diversity & Inclusion Committee are standing committees of the Fort Worth Human Relations Commission (FWHRC).

	<p>Works Department regarding the Fort Worth Active Transportation Plan.</p> <ul style="list-style-type: none"> Received a presentation from Catherine Huckaby with the City's Communication and Public Engagement Department about the 2019 Mayor's Community Engagement Workshops and Neighborhood Awards. Received a presentation from Catherine Huckaby regarding the 2020 United States Census.
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FEBRUARY 2020

Date	Event/Activity
02/03/2020	<p>The Fort Worth Human Relations Commission (FWHRC) met, and:</p> <ul style="list-style-type: none"> Discussed appointments to the FWHRC. Voted to approve recommendation that the wording "Community Presentations" be used in place of "Citizen Presentations" on City meeting agendas.
02/13/2020	<p>The Mayors Committee on Persons with Disabilities (MCPD) met, and:</p> <ul style="list-style-type: none"> Received a presentation from Sal Espino, Director of Government Relations with Trinity metro, on transit trends in Fort Worth and Tarrant County. Voted to host an event to celebrate the Americans With Disabilities Act's (ADA) 30th anniversary. Received a report noting that the Fort Worth's Special Needs Assistance Program (SNAP) has been renamed Fort Worth Alert. Received a presentation from Monica Santiago with Disability Rights Texas on the services they provide.
02/22/2019	<p>MCPD participated in the Mayor's Community Engagement Awards and Neighborhood Workshops and the presentation of the Danny Scarth Trailblazer Award.</p>

MARCH 2020

Date	Event/Activity
03/02/2020	<p>The Fort Worth Human Relations Commission (FWHRC) met, and:</p> <ul style="list-style-type: none"> Received a presentation on end of FY2019 statistical data for the Civil Rights Enforcement division. Received a presentation on the expectations of board and commission appointees.
03/12/2020	<p>The Mayors Committee on Persons with Disabilities (MCPD) met, and:</p> <ul style="list-style-type: none"> Received a presentation on <i>Text to 911</i> implementation and voted to support the implementation plan. Received a presentation on the FY2019 annual end of year report for the Civil Rights Enforcement Division. Received a briefing on COVID-19 protocols and the Diversity and Inclusion Department's Continuity of Operations Plan (COOP).

APRIL 2020

Date	Event/Activity
	Meetings and activities cancelled due to COVID-19 pandemic.

MAY 2020

Date	Event/Activity
	Meetings and activities cancelled due to COVID-19 pandemic.

JUNE 2020

Date	Event/Activity
06/01/2020	<p>The Fort Worth Human Relations Commission (FWHRC) met, and:</p> <ul style="list-style-type: none"> Voted to approve the Fair Employment Practice Agency contract with the U.S.

	<p>Equal Employment Opportunity Commission.</p> <ul style="list-style-type: none"> • Voted to approve the issuance of charges in four housing discrimination complaints.
06/11/2020	<p>The Mayors Committee on Persons with Disabilities (MCPD) met, and:</p> <ul style="list-style-type: none"> • Discussed the edit of the MCPD bylaws. • Received a presentation from Monica Santiago with Disability Rights Texas on Disability Rights and COVID-19. • Voted to cancel the July 9, 2020 MCPD meeting and reschedule for July 24, 2020.
06/12/2020	<p>The Fort Worth Human Relations Commission (FWHRC) met, and:</p> <ul style="list-style-type: none"> • Voted to approve recommendation regarding a Community Police Oversight Board and the development of a community driven process for the creation of a thorough ordinance for the newly established Office of Police Oversight Monitor.

JULY 2020

Date	Event/Activity
07/06/2020	<p>The Fort Worth Human Relations Commission (FWHRC) met, and:</p> <ul style="list-style-type: none"> • Received an update on appointments to the FWHRC. • Reviewed appeal and voted to affirm determination of staff in housing complaint FW-19-110. • Vote to approve Chair Bonilla scheduling discussion with the Mayor about FWHRC recommendations.
07/24/2020	<p>The Mayors Committee on Persons with Disabilities (MCPD) met, and:</p> <ul style="list-style-type: none"> • Received a proclamation from Councilmember Ann Zadeh recognizing the 30th anniversary of the Americans with Disabilities Act (ADA). • Received a presentation from Dr. Gwen Morrison, Tarrant County Board of Trustee, celebrating 30th anniversary of the Americans with Disabilities Act (ADA). • Received a proclamation from Ellen Bauman, Texas Governor's Committee on People with Disabilities member, celebrated the 30th anniversary of the Americans with Disabilities Act (ADA). • Recognized the presence of Kathryn Rotter, Tarrant County Outreach Coordinator with the Office of Judge Whitley.

AUGUST 2020

08/02/2020	<p>The Fort Worth Human Relations Commission (FWHRC) met, and:</p> <ul style="list-style-type: none"> • Voted to approve the Fair Housing Assistance Program contract with the U.S. Department of Housing and Urban Development. • Voted to approve Chair Bonilla scheduling discussion with Maribel Gallardo, aid to Mayor Price, about FWHRC recommendations.
08/13/2020	<p>The Mayors Committee on Persons with Disabilities (MCPD) met, and:</p> <ul style="list-style-type: none"> • Received a presentation from Rachel Albright, President of Tarrant Transit Alliance, on Mobility Matters. • Voted to support the FY21 proposed budget for Trinity Metro and the Tarrant Transit Alliance.

SEPTEMBER 2020

09/10/2020	<p>The Mayors Committee on Persons with Disabilities (MCPD) met, and:</p> <ul style="list-style-type: none"> • Received a presentation from Ron Lucey, Executive Director of the Governor's Committee on People with Disabilities about their upcoming events and an Emergency Management & COVID-19: Disaster Recovery Webinar to be held on September 16, 2020.
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**Recommendation by the Fort Worth Human Relations Commission
Regarding changing the wording of Citizen Presentations to
Community Presentations at all City Meetings**

Ordinance No. 5802 of the City of Fort Worth states, in part, that the Human Relations Commission (“HRC”) has the power and duty “to advise and consult with the city council and the city manager on matters involving discrimination based on age, race, color, sex, religion, disability, national origin, familial status, sexual orientation, transgender, gender identity or gender expression,” and “to recommend to the city council and the city manager measures designed to eliminate prejudice and discrimination.”

The HRC is invoking its duty to recommend to the City Manager and City Council that the wording Community Presentations be used on all City Council Meeting Agendas and at all Boards and Commission Agendas rather than the current wording Citizen Presentations.

During their February meeting, the HRC discussed their concerns with the wording of Citizen Presentations. The primary concern identified was that this wording was not inclusive of all residents in the City of Fort Worth. Thus, the HRC believes that the wording Community Presentations better captures all residents wanting to speak before the City Council and all Boards and Commissions.

Recommendation adopted this 3rd day of February 2020.

ON BEHALF OF THE COMMISSION,

A handwritten signature in cursive script that reads "Eva Bonilla".

Eva Bonilla, Chair



**Recommendation by the Fort Worth Human Relations Commission
Regarding Recent Events and Public Protests**

Fort Worth is a community that values diversity and inclusion. Since its creation by the City Ordinance in 1967, the Fort Worth Human Relations Commission (FWHRC) has sought to uphold the city's declared public policy that all of its residents and persons subject to its jurisdiction should enjoy equal freedom to pursue their aspirations and that discrimination against any individual or group because of race, color, sex, religion, disability, age, national origin, familial status, sexual orientation, transgender, gender identity or gender expression is detrimental to the peace, progress and welfare of the City.

The FWHRC has witnessed the protests over racial injustice and consequences of the ongoing coronavirus pandemic, and we believe our city desperately needs healing. The incidents of racial violence and COVID-19's disproportionate impact on people of color are not random, but instead are the result of inequality due to a lack of social, economic, and political opportunities. Discrimination of any kind including race, color, sex, religion, disability, age, national origin, familial status, sexual orientation, transgender, gender identity or gender expression corrodes our city from the inside out. As stated in our mission, we are committed to supporting solutions to end the disparities.

The FWHRC is tired of the institutional and systemic racism that plagues our education, healthcare systems and the unjust policing of our Black and Brown communities. The City of Fort Worth must find a solution so that people can live a life of dignity regardless of race, color, sex, religion, disability, age, national origin, familial status, sexual orientation, transgender, gender identity or gender expression.

The FWHRC recommends the creation of an Independent Community Police Oversight Board, and to a community-driven process for creating a thorough ordinance for the Newly-Established Office of Police Oversight Monitor.

Recommendation adopted this 12th day of June, 2020.

ON BEHALF OF THE COMMISSION,

A handwritten signature in blue ink that reads "Eva Bonilla".

Eva Bonilla, Chair