

Committee	Strategy #1	Strategy #2	Strategy #3	Strategy #4
Criminal Justice	Civilian 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	Independent citizen redistricting commission	Mission of Human Relations Unit	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	

Governance Recommendation #3:

Diversity Training

Racial and cultural **disparities** to be addressed by this recommendation: Summarize these disparities and their principal causes in one or two sentences each.

Lack of opportunity, diversity, inclusion and respect in the City workforce - City of Fort Worth data shows a lack of diversity in certain departments, specialized units, on Boards and Commissions, in the employee ranks, and in managerial and Assistant Director positions. Lack of opportunity, diversity, inclusion and respect in the City workforce - City of Fort Worth data shows a lack of diversity in certain departments, specialized units, on Boards and Commissions, in the employee ranks, and in managerial and Assistant Director positions.

Recommended **strategy** to address these disparities: Describe this strategy in one paragraph.

Implement a mandatory training program for all City of Fort Worth employees, City Council members, Board and Commission members, and other bodies appointed by the City Council, that addresses and resolves diversity issues in the workplace and community. The training should address: acceptance and respect, accommodation of beliefs, ethnic and cultural differences, gender equality, physical and mental disabilities, generation gaps, and language and communication. Training should emphasize that the City of Fort Worth welcomes diversity and inclusion, as well as emphasize that there is no tolerance for racism or lack of respect in the workforce.

Recommended **actions** to implement this strategy: Describe these actions and the timeframes for executing them in one or two sentences each.

1. Summer 2019 - Review training programs to determine if there is an ideal training module that already exists, and is available for purchase. If there is no training module that would suffice, create training in house.
2. Fall 2019 – Identify and train City and community facilitators for in-person training (train the trainer).
3. Winter 2019 – Roll out training program to all City of Fort Worth employees, City Council members, Board and Commission members, and other bodies appointed by the City Council. Training would be in-person on a quarterly basis with a goal of training all City employees within two years. Once all current City of Fort Worth employees have completed the training, they will be required to retake the training (modified as necessary) every three years. All new employees will also be required to attend the training within three months of hire.
4. Spring 2019 and Ongoing – Continue to identify and implement training opportunities to promote diversity and inclusion. Also, look to add additional questions on the employee survey related to disparity and additional opportunities to disaggregate data based on race, ethnicity, classifications, etc.

Potential **challenges**: Identify obstacles that could impede or prevent the effective execution of these actions and describe ways to overcome them. Cite any other communities that have successfully overcome similar obstacles.

- Two main challenges exist:
- o Lack of funding to purchase, develop, implement and maintain training curriculum.

<ul style="list-style-type: none"> ○ Resistance from employees. However, the City of Fort Worth faced similar resistance when it rolled out mandatory LGBTQ training, and was able to persevere by making expectations clear and non-negotiable.
<p>Responsible parties: Identify one organization that should take the lead in implementing this strategy and any organizations that should provide essential support.</p> <p>Lead organizations: Performance and Budget, Communications and Public Engagement, Human Relations</p>
<p>Resources needed: Describe the financial and human resources that the responsible parties will need to implement this strategy and identify potential funding sources.</p> <p>Existing employees will be utilized to provide the in-person training. Financial resources would be needed to develop or purchase training and increase diversity and inclusion programs both internally and externally to the community at large. \$32,300 estimated cost.</p>
<p>Success measures: Describe the objective, outcomes-oriented data by which the lead organization will regularly measure its success in reducing or eliminating the disparities to be addressed by this strategy. Specify the extent of these disparities as they exist today and as we expect them to exist within five years of implementing the strategy.</p> <p>Between 2019 and 2024, increase positive response rate on the employee survey question “The City is dedicated to diversity and inclusiveness” from 85% to 95%. Staff would also work with Performance & Budget and Human Resource to identify areas to ask additional questions regarding diversity and inclusion on the employee survey, and will work to disaggregate responses based on the race, gender, national origin, job class, etc. of those that respond to the survey. This data will provide a baseline for additional success measures.</p>