

CITY MANAGER'S DIVERSITY TASK FORCE



Presented to the City Council
By the City Manager's Office

November 3, 2009
(Revised)

TASK FORCE MISSION

- To **advise** the City Manager on issues affecting Fort Worth's lesbian, gay, bisexual, and transgender (LGBT) community.
- To **coordinate** the City's activities in response to those issues.



ISSUES AFFECTING LGBT CITIZENS

Identified by City Manager

- City employees need more appropriate **training**.
- Citizens aren't sufficiently aware of City's **non-discrimination ordinances**.
- **Communication** between City and LGBT citizens should be better.

Identified by Task Force

- City doesn't do enough to **recruit and retain** LGBT individuals to apply for jobs.
- **Domestic partners** of LGBT employees don't receive appropriate benefits.
- City doesn't require **businesses receiving City incentives** to provide domestic partner benefits to their employees.
- Fort Worth hasn't realized its full potential to attract LGBT **conventions, visitors, and public events**.

TASK FORCE COMPOSITION

City Employees (12)

- City Manager's Office: **Fernando Costa, Charles Daniels, Tom Higgins, Karen Montgomery, Shirley Little**
- Human Resources Department: **Karen Marshall**
- Community Relations Department: **Vanessa Boling**
- Housing and Economic Development Department: **Jay Chapa**
- Police Department: **Jeff Halstead, Sara Straten**
- Diversity Advisory Committee: **Karen Edwards-Fisher, Allison Tidwell**

TASK FORCE COMPOSITION

(continued)

Community Leaders (14)

- **J.D. Angle**, Angle Mastagni Matthews
- **Scott Bellen**, Tarrant County Stonewall Democrats
- **Steve Dutton**, Samaritan House
- **Robert Fernandez**, Fernandez & Co.
- **Reba Henry**, Ware & Associates
- **Cheryl Kimberling**, Multicultural Alliance
- **Joan Kline**, Kline & Co.
- **Jon Nelson**, Fairness Fort Worth
- **Brendan Peoples**, Imperial Court
- **Charlotte Sobel**, Fort Worth Partnership for Community Development
- **Lisa Thomas**, Human Relations Commission
- **Will Trevino**, Council District 8
- **Estrus Tucker**, Human Relations Commission
- **Carlos Vasquez**, FWISD Board of Trustees

TASK FORCE MEETINGS

Full Task Force: July 23, August 27, September 24, October 22



Human Resources Subcommittee: August 7 and 19, September 18

Community Relations Subcommittee: August 14, September 17

Economic Development Subcommittee: August 17, September 21

TASK FORCE RECOMMENDATIONS AND CITY MANAGER'S RESPONSE

Category	Total	Unconditional Concurrence	Conditional Concurrence
Human Resources	8	6	2
Community Relations	6	6	--
Economic Development	5	5	--
Implementation	1	1	--
Total	20	18	2

HUMAN RESOURCES

Task Force Recommendations	City Manager's Response
<p>Provide four hours of appropriate training for all City employees within the next five years, and for new employees during their initial probationary period. Provide training separately for police, fire, and general employees. Seek to train all police, fire, and front-line general employees within two years.</p>	<p>Concur. Human Resources Department will proceed immediately to develop curriculum and initiate mandatory training programs by April 2010.</p>
<p>Provide appropriate training for elected and appointed officials.</p>	<p>Concur. Human Resources Department will make training available for elected and appointed officials.</p>
<p>Post non-discrimination language on all job notices and application forms.</p>	<p>Concur. Human Resources Department has incorporated appropriate language into notices and forms.</p>

HUMAN RESOURCES

(continued)

Task Force Recommendations	City Manager's Response
Ask Police Chief to provide potential recruits with letter of support for diverse police force that includes LGBT officers.	Concur. Police Chief has agreed to post letter on Police Department's website and to include it in recruitment materials by December 2009.
Provide all employees with equal access to all employee benefits .	Concur , <i>subject to determination of legal and financial feasibility</i> . Will refer to ad hoc advisory committees on healthcare and pension benefits for recommendation during FY10. Will include a Diversity Task Force member on each of these committees.
Authorize family leave for LGBT employees with domestic partners.	Concur. Human Resources Department will prepare appropriate amendment to Personnel Rules and Regulations.

HUMAN RESOURCES

(continued)

Task Force Recommendations	City Manager's Response
<p>Amend health insurance policy to include coverage for gender reassignment surgery and other treatments for gender identification disorder.</p>	<p>Concur, <i>subject to determination of financial feasibility</i>. Will refer to Health Benefits Advisory Committee (HBAC) for recommendation by January 2010. If needed, will appoint more diverse representation to HBAC.</p>
<p>Support establishment of LGBT support group for City employees, similar to Hispanic Leadership Organization.</p>	<p>Concur. Human Resources Department will provide advice and assistance as necessary.</p>

COMMUNITY RELATIONS

Task Force Recommendations	City Manager's Response
<p>Amend City's non-discrimination ordinances to prohibit discrimination on basis of gender identity or gender expression.</p>	<p>Concur. Reviewed by Law Department and recommended by Human Relations Commission. Will place M&C and ordinance on November 10 City Council agenda.</p>
<p>Seek state legislation to prohibit discrimination on basis of sexual orientation, gender identity, or gender expression, consistent with City ordinances.</p>	<p>Concur. Staff will prepare amendment to state legislative program and place on agenda for meeting of City Council's Legislative and Intergovernmental Affairs Committee no later than January 5.</p>
<p>Support passage of federal Employment Non-Discrimination Act.</p>	<p>Concur. Staff will prepare amendment to federal legislative program and place on agenda for meeting of City Council's Legislative and Intergovernmental Affairs Committee no later than January 5.</p>

COMMUNITY RELATIONS

(continued)

Task Force Recommendations	City Manager's Response
Develop and implement educational campaign , similar to activities associated with Fair Housing Month and Disability Employment Awareness Month, to increase awareness of City's anti-discrimination ordinances.	Concur. Community Relations Department and Diversity Advisory Committee will work with LGBT groups to develop campaign for implementation during Gay Pride Month, June 2010.
Use public events to promote Fort Worth as an inclusive community.	Concur.
Use appropriate media to communicate more effectively with LGBT citizens.	Concur. Community Relations Department will make recommendations by December 2009.

ECONOMIC DEVELOPMENT

Task Force Recommendations	City Manager's Response
<p>Reward businesses that provide equal benefits to all employees.</p>	<p>Concur. Housing and Economic Development Department will consult with economic development partners to develop proposed incentive system.</p>
<p>Develop and implement marketing and outreach campaign to attract LGBT conventions, visitors, and public events.</p>	<p>Concur. Fort Worth Convention and Visitors Bureau has begun process to include LGBT-specific marketing in its overall campaign.</p>
<p>Urge local hospitals to participate in Healthcare Equality Index survey being conducted by Human Rights Campaign Foundation and Gay and Lesbian Medical Association.</p>	<p>Concur. Staff is working to communicate with local hospitals about importance of participating in survey.</p>

ECONOMIC DEVELOPMENT

(Continued)

Task Force Recommendations	City Manager's Response
<p>Require contracts with City vendors to state explicitly that failure to comply with City's anti-discrimination ordinances constitutes contract violation.</p>	<p>Concur. Law Department has incorporated appropriate language into City contracts.</p>
<p>Revise draft 2010 Comprehensive Plan to include North Texas GLBT Chamber of Commerce, along with other chambers of commerce, as "cooperating agency." Include appropriate references to LGBT community in future editions.</p>	<p>Concur. Planning and Development Department will prepare appropriate revision for consideration by City Plan Commission and City Council by February 2010, and will include appropriate references to LGBT community in future comprehensive plans.</p>

IMPLEMENTATION

Task Force Recommendation	City Manager's Response
Reconvene Task Force quarterly and as needed during 2010 to monitor implementation of Task Force recommendations and advise City Manager accordingly.	Concur. City Manager's Office will reconvene Task Force on January 28.



Questions?