



Diversity and Inclusion Department

DIVERSITY AND INCLUSION DEPARTMENT

AREAS OF RESPONSIBILITY

Department Divisions

**BUSINESS
EQUITY**

**CIVIL RIGHTS
ENFORCEMENT**

**MUNICIPAL
EQUITY**

Department Boards & Commissions

**FORT WORTH HUMAN RELATIONS
COMMISSION**

**BUSINESS EQUITY ADVISORY
BOARD**

**MAYOR'S COMMITTEE ON PERSONS
WITH DISABILITIES**

**DIVERSITY AND INCLUSION
EMPLOYEE COMMITTEE**

Diversity and Inclusion Department

Mission

To promote community-wide values of diversity, equity, inclusion, and access as they apply to civil rights enforcement, the City's employee and labor relations, its provision of municipal services, capital investments, business support and development, and the quality of life that all Fort Worth residents experience.

Vision

The sustainable establishment of a thriving and equitable City of Fort Worth reflective of our diverse communities in key areas of criminal and civil rights justice, economic and business development, education, governance, health, housing, and transportation.

Values

We are committed to:

Promoting DIVERSITY in the workforce, as well as in thoughts, ideas, perspectives and our values.

Ensuring EQUITY in the provision of City services, programs and activities.

Fostering INCLUSION by building a welcoming and participatory environment, and a culture of trust and respect.

DIVERSITY AND INCLUSION DEPARTMENT

BUSINESS EQUITY



- Supports capacity building efforts for aspiring and existing Business Equity Firms or disadvantaged business enterprises.
- Leads efforts to close racial and gender gaps in City contracting and procurement.
- Assists Business Equity Firms in gaining access to prime contracting and sub-contracting opportunities compliant with the City Council's most current Business Equity Ordinance.

DIVERSITY AND INCLUSION DEPARTMENT

CIVIL RIGHTS ENFORCEMENT

- Investigates complaints of discrimination in employment (certified FEPA), housing (certified FHAP) and public accommodations.
- Monitors conciliation agreements for compliance.
- Ensures City of Fort Worth compliance with the ADA and Title VI. Investigates ADA and Title VI accessibility complaints.
- Serves as a resource to other City departments regarding accessibility, Title VI provisions, and the City's anti discrimination ordinance.
- Provides outreach and education on anti-discrimination laws and renter's rights.



DIVERSITY AND INCLUSION DEPARTMENT

MUNICIPAL EQUITY



- Coordinates the City's efforts to eliminate racial, ethnic and gender disparities in criminal justice, economic development, education, governance, health, housing and transportation.
- Ensures fair and equitable provision of city services and capital investments through the creation of City department equity plans.
- Leads public awareness efforts that foster harmonious relations among Fort Worth's residents through diversity related learning, engagement and cultural awareness opportunities for the community and city employees.

