Bastrop Diversity, Equity, and Inclusion Board Agenda

Bastrop City Hall City Council Chambers
1311 Chestnut Street
Bastrop, TX 78602
(512) 332-8800

February 28, 2024

Agenda - Diversity, Equity, and Inclusion Board at 5:30 PM

Bastrop Diversity, Equity, and Inclusion Board meetings are available to all persons regardless of disability. If you require special assistance, please contact the City Secretary at (512) 332-8800 or write 1311 Chestnut Street, 78602, or by calling through a T.D.D. (Telecommunication Device for the Deaf) to Relay Texas at 1-800-735-2989 at least 48 hours in advance of the meeting.

_____

1. **CALL TO ORDER**

2. **CITIZEN COMMENTS**

    At this time, three (3) minute comments will be taken from the audience on any topic. Anyone in attendance wishing to address the Board/Commission must complete a citizen comment form and give the completed form to the Board/Commission Secretary prior to the start of the Board/Commission meeting. In accordance with the Texas Open Meetings Act, if a citizen discusses any item not on the agenda, the Board/Commission cannot discuss issues raised or make any decision at this time. Instead, the Board/Commission is limited to making a statement of specific factual information or a recitation of existing policy in response to the inquiry. Issues may be referred to City Manager for research and possible future action.

    It is not the intention of the City of Bastrop to provide a public forum for the embarrassment or demeaning of any individual or group. Neither is it the intention of the Board/Commission to allow a member of the public to slur the performance, honesty and/or integrity of the Board/Commission, as a body, or any member or members of the Board/Commission individually or collectively, or members of the City's staff. Accordingly, profane, insulting or threatening language directed toward the Board/Commission and/or any person in the Board/Commission's presence will not be tolerated.

3. **MINUTE APPROVAL**

3A. Consider action to approve DEI minutes from the November 27, 2023, Regular meeting.

4. ANNOUNCEMENTS

4A. Introduction of new board member, Mary Moody.

5. REPORTS - NONE

6. PRESENTATIONS

6A. Discuss presentation and possible action regarding racial profiling by Herb Goldsmith.

7. WORKSHOP - NONE

8. ITEMS FOR INDIVIDUAL CONSIDERATION

8A. Receive update on monthly Human Resources report.

Submitted by: Sylvia Carrillo, ICMA-CM, CPM, City Manager

8B. Hold a vote on the revised logo.

Submitted by: Sheila Lowe, DEI Chair

8C. Consider action on Diversity, Equity, and Inclusion's City of Bastrop webpage.

https://www.cityofbastrop.org/page/cs.boards_dei-information

Submitted by: Sheila Lowe, DEI Chair

8D. Continue discussion of which item(s) to focus on for 2024, from the workplan.

Submitted by: Sheila Lowe, DEI Chair

8E. Receive update on city high density mineral bond project.

Submitted by: Sheila Lowe, DEI Chair

8F. Delgado Park Mural.

Submitted by: Sheila Lowe, DEI Chair

9. ADJOURNMENT

I, the undersigned authority, do hereby certify that this Notice of Meeting as posted in accordance with the regulations of the Texas Open Meetings Act on the bulletin board located at the entrance to the City of Bastrop City Hall, a place of convenient and readily accessible to the general public, as well as to the City's website, www.cityofbastrop.org and said Notice was posted on the following date and time: Thursday, February 8, 2024, at 5:00 p.m. and remained posted for at least two hours after said meeting was convened.

   /s/Ann Franklin
Ann Franklin, City Secretary

MINUTES OF DIVERSITY, EQUITY, AND INCLUSION BOARD MEETING
November 27th, 2023

The Bastrop Diversity, Equity, and Inclusion Board met in a Regular Meeting on Monday November 27th, 2023, at 5:30 p.m. at Bastrop City Hall, located at 1311 Chestnut Street, Bastrop, Texas. Members present were: Sheila Lowe, Carly Bartee, Nancy Wood, Anthony Vasquez, City Manager Sylvia Carrillo. Mayor Lyle Nelson, Michelle Lia & Council Member John Kirkland also present.

1. CALL TO ORDER:

At 5:30p.m. Chair Sheila Lowe called the meeting to order with a quorum being present.

2. CITIZEN COMMENTS: None

3. APPROVAL OF MINUTES:

Nancy moved to approve minutes from the October 25th, 2023 meeting, Carly seconded.

4. ANNOUNCEMENTS: None

5. PRESENTATIONS: None

6. WORKSHOP: None

7. ITEMS FOR INDIVIDUAL CONSIDERATION:

7a. HR Report: data needs updating and correcting. Gather information on where job seekers are coming to us from. Want to continue receiving a monthly report. Additional information needed for applications submitted and results of who is hired. What information and follow up happens with applicants after applying?

7b. Motion to approve moving future meetings to 12:00pm on the 4th Wednesday of every month by Nancy, Carly seconded, passed.

7c. 2024 calendar: Sheila will look at community support calendars and events, will bring suggestions to January meeting for '24 events to participate in.

7d. DEI City of Bastrop web page: Nancy and Sheila to work on mock up. Topic ideas: financial literacy/education, home ownership, employment opportunities, HR monthly survey.

8. ADJOURNMENT:

Chair Sheila Lowe adjourned the meeting at 6:29 p.m. without objection.

APPROVED: ATTEST:

_____   _____
Insert name and title of signer   Insert name of person attesting

Revised Analysis of 2022 Del Carmen Consulting Racial Profiling Report pre~~[cut off]~~ for Bastrop Police Department

Prepared by: Herb Goldsmith
Date: 1/28/24
herb.goldsmith@gmail.com

Introduction

The purpose of the analysis is to glean useful data from the report via statistical analysis that examines the results of the 3,811 traffic stops. It is advised to read the full report for details, titled, *Del Carmen Consulting 2022 Racial Profiling Report prepared for Bastrop Police Department.* This analysis is not meant to imply or judge if there has been racial profiling. I conducted my review of the report. I have experience with Criminal Justice data analysis: formerly Director of Research Maryland Dept. of Juvenile Justice; Advanced Graduate Studies in Criminology; Advanced Graduate Certificate in Policy Science; and peer-reviewed articles in various journals regarding Criminal Justice. I also led the effort to revamp recidivism studies for all Juvenile Justice interactions and the protocol is still being used to date.

Regarding this analysis given the categorical and nominal data available, it is useful to compare the results of frequency data via Chi-square statistics. It allows you to examine Expected and Observed data. The Del Carmen report indicated that it decided to compare race data using the Households with Vehicle Access. The report stated on page 24, "In 2002, some civil rights groups in Texas expressed their concern and made recommendations to the effect that all police departments should rely, in their data analysis, on the Fair Roads Standard. This source contains census data specific to the number of "households" that have access to vehicles. Thus, proposing to compare "households" (which may have multiple residents and only a few vehicles) with "contacts" (an individual-based count). In essence, this constitutes a comparison that may result in ecological fallacy. Despite this risk, as noted earlier, the Bastrop Police Department accepted the recommendation to utilize this form of comparison (i.e., census data relevant to households with vehicles) in an attempt to demonstrate its "goodwill" and "transparency" before the community. Thus, the Fair Roads Standard data obtained and used in this study is specifically relevant to the city of Bastrop."

It is understood that the Household with Vehicle Access by Race has limitations but was recommended as an accepted measure for comparison. I used the Fair Roads Standard in my analysis but also used Census Data and contrasted the two outcomes for the "Before Race/Ethnicity is Known" measures. Please note that drivers stopped could reside outside Bastrop City limits. As a result, Del Carmen pointed out that census data focusing on city limits presents a significant problem.

1

The first part of my analysis focuses on events that occur "Before Race/Ethnicity Is Known" (reported as 96.6%). As previously stated, it relies on the comparison of stops with census data (2 types) via the Chi-Square test Goodness of Fit and Chi-Square test for Independence. The following were examined (highlighted means statistically significant disparity was found): ==Total Motor Vehicle Stops==, ==Moving Vehicle Stops==, ==Vehicle Traffic Violation Stops==, Violation of Law Stops, ==Gender Stops,== and ==City Street vs State Highway Stops==.

The second part of this analysis does not rely on the Household with Vehicle Access by Race or the Census data measures for comparison. The analysis examines events that occurred "After Race/Ethnicity Is Known." In this part of the analysis, I am comparing the % of a race within each category via the Chi-Square test for Independence. As a result of using actual observed data, the results can indicate if there was an actual disproportionate representation of the Race/Ethnicity (overrepresented and underrepresented; and direction of the disparity) and whether the differences are statistically significant. The following Categories when Race/Ethnicity was known were examined (highlighted means statistically significant disparity was found): ==Citation vs Written Warning==, ==Search==, Consent and ==Probable Cause Search==, ==Contraband Found==, Contraband Found and Arrest, ==Arrest and Reason for Arrest (Penal Code Arrest, Outstanding Warrant Arrest)==. Please read the Results section of each category, including the first part of the analysis of the data, titled *Measures and Statistics Before Race Is Known (2022).* The second part of the analysis is titled *Measures and Statistics After Race/Ethnicity Is Known (2022)*. Where tests of significance statistics could not be computed due to sparse numbers, descriptive statistical analysis was provided. It should be noted there was one Complaint filed for Possible Violations of Texas Racial Profiling Law which was Not Sustained (page 4 of Del Carmen Consulting Report).

This analysis packet contains the following:

Introduction

Data Analysis

Topics for Further Inquiry & Explanation of Statistics

Internet Addresses for Racial Profile History and Opinions

Results from a previous analysis I completed on the 2019 EEO-4 Report and 2019 Bastrop City Employees Wage Data

My analysis is not in any way connected to any one group or influence that would cause bias in this report. I hope others review this report and provide feedback. I am grateful to the Bastrop Police Department Chief and City Manager for their willingness to accept feedback. I am also grateful to our Police Officers for their service.

Data Analysis of Racial Profiling Report Bastrop Police Department 202

Final Draft (1/26/24)

Note: A p-value of less than or equal to 0.05 is regarded as evidence of a statistically significant result, and in these cases, the null hypothesis should be rejected (no difference) in favor of the alternative hypothesis (there is a difference). As a result of analysis, I have accepted the alternative hypothesis. Alaska Native, American Indian, Asian, and Pacific Islander (2% of Total Stops), were removed from some categories for comparison analysis in the Measures and Stats After Race is Known due to the sparse numbers of Traffic Stops in a specific category.

Note: Orange and Yellow highlights in the table indicate a significant difference between Observed and Expected**,** and indicate the direction of the disparity**.**

Measures and Statistics Before Race/Ethnicity Is Known

% Race Not Known Before Stop = 99.6% (3795)
% Race Known Before Stop = .4% (16)

Total Motor Vehicle Stops = 3811

Race/Ethnicity	Observed	Expected	Household Veh Expected Rate	Observed Stops Rate
AN/AI	37	38	.01	.01
Asian/PI	49	152	.04	.01
Black	419	267	.07	.11
White	2082	2477	.65	.55
Hispanic	1224	877	.23	.32

Chi-Square test
of Independence / Homogeneity of <u>Goodness-of-fit</u>
Table data

37	0.01
49	0.04
419	0.07
2082	0.65
1224	0.23

Calculation results

X2	357.867524
P-value	< .01
Degrees of freedom	4

Race/Ethnicity	Observed	Expected	Census Exp Rate	Observed Stops Rate
AN/AI	37	38	.01	.01
Asian/Pi	49	76	.02	.01
Black	419	267	.07	.11
White	2082	2287	.6	.55
Hispanic	1224	1143	.3	.32

Chi-Square test

of Independence / Homogeneity of Goodness-of-fit

Table data

37	0.01
49	0.02
419	0.07
2082	0.6
1224	0.3

 Calculation results

X2   120.625370

P-value   < .01

Degrees of freedom   4

Results for Total Stops

The % Households with Vehicle Comparison indicated significant statistical differences between Observed & Expected Stops; proportionally, more Black & Hispanic Stops than White or Asian/PI and much fewer White Stops than Expected.

The % City/County Census Comparison indicated statistically significant differences between Observed & Expected Stops; proportionally, more Black Stops than Hispanic, White, or Asian/PI and fewer White Stops than Expected.

Moving Traffic Vehicle Stops = 2431 (64%)

Race/Ethnicity	Observed	Expected	Household Veh Expected Rate
AN/AI	29	24	.01
Asian/PI	45	97	.04
Black	271	170	.07
White	1273	1580	.65
Hispanic	813	559	.23

Chi-Square test
of Independence / Homogeneity of <u>Goodness-of-fit</u>
Table data

29	0.01
45	0.04
271	0.07
1273	0.65
813	0.23

Calculation results

X2   263.686114
P-value   < .01
Degrees of freedom   4

Race/Ethnicity	Observed	Expected	Census Exp Rate
AN/AI	29	24	.01
Asian/PI	45	49	.02
Black	271	170	.07
White	1273	1459	.6
Hispanic	813	729	.3

Chi-Square test

of Independence / Homogeneity of Goodness-of-fit

Table data

29	0.01
45	0.04
271	0.07
1273	0.65
813	0.23

Calculation results

X2   263.686114

P-value   < .01

Degrees of freedom   4

Results for Moving Vehicle Stops

The % Households with Vehicle Comparison indicated significant statistical differences between Observed & Expected Stops; proportionally, more Black & Hispanic Stops than White, AN/AI or Asian/PI; and fewer White Stops than Expected.

The % City/County Census Comparison indicated statistically significant differences between Observed & Expected Stops; proportionally, more Black and Hispanic Stops than White, AN/AI or Asian/PI; also, fewer White Stops than Expected.

Vehicle Traffic Violation Stops = 1290 (34%)

Race/Ethnicity	Observed	Expected	Household Veh Expected Rate
AN/AI	7	13	.01
Asian/PI	4	52	.04
Black	142	90	.07
White	754	839	.65
Hispanic	383	297	.23

Chi-Square test
of Independence / Homogeneity of <u>Goodness-of-fit</u>

Table data

7	0.01
4	0.04
142	0.07
754	0.65
383	0.23

 Calculation results

X2	109.825894
P-value	<.01
Degrees of freedom	4

Race/Ethnicity	Observed	Expected	Census Exp Rate
AN/AI	7	12.9	.01
Asian/PI	4	25.8	.02
Black	142	90.3	.07
White	754	774	.6
Hispanic	383	387	.3

Chi-Square test
of Independence / Homogeneity of <u>Goodness-of-fit</u>
Table data

7	0.01
4	0.02
142	0.07
754	0.6
383	0.3

Calculation results

X2   51.276855
P-value   <.01
Degrees of freedom   4

Results for Vehicle Traffic Violation Stops

The % Households with Vehicle Comparison indicated statistically significant differences between Observed & Expected Stops; proportionally, more Black and Hispanic Stops than White, Asian/PI, or AN/AI; and fewer White Stops than Expected.

The % City/County Census Comparison indicated statistically significant differences between Observed & Expected Stops; proportionally, more Black Stops than White, Hispanic, AN/AI or Asian/PI.

Violation of Law Stops = 84 (2%)

Race/Ethnicity	Total # of Stops	VOL Stops	Total Stops minus VOL Stops	% of Total Stops	% of VOL Stops
AN/AI	37	1	36	0.0%	1.2%
Asian/PI	49	0	49	0.0%	0.0%
Black	419	5	414	0.1%	6.0%
White	2082	52	2030	1.4%	61.9%
Hispanic	1224	26	1198	0.7%	31.0%
	3811	84	3727		1

Results for VOL

Chi-Square test of <u>Independence</u> indicated there were no statistically significant differences between Observed & Expected Violation of Law Stops.

Note: There were also Stops for Pre-existing Knowledge (6), which were only 0.15% of all Motor Vehicle Stops.

Gender

Overall, 42% were Female and 58% Male

Race/Ethnicity	Number	Male	% Stops Male w/in Race	Female	% Stops Female w/in Race
AN/AI	37	28	76%	9	24%
Asian/PI	49	34	69%	15	31%
Black	419	269	64%	150	36%
White	2082	1106	53%	976	47%
Hispanic	1224	763	62%	461	38%

Chi-Square test

of Independence / Homogeneity of Goodness-of-fit

Table data

28   9

34   15

269   150

1106   976

763   461

 Calculation results

X2   43.560528
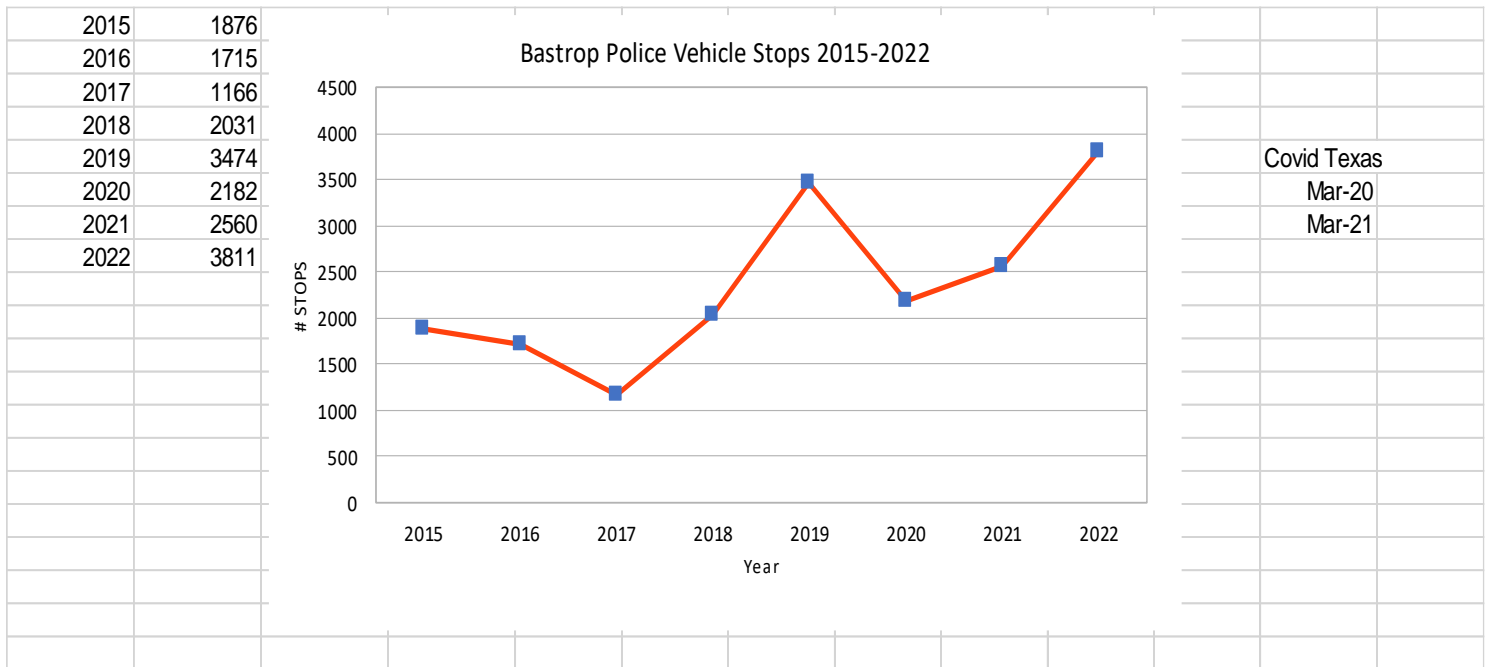
P-value   < .01

Degrees of freedom   4

Results for Gender

There were statistically significant differences between Observed & Expected Stops for Gender; proportionally, more Black, Hispanic, AN/AI and Asian/PI Men were Stopped than White Male.

City Street vs State Highway Stops

Location of Stop	2021 Year	2022 Year	
City Street	1719	2021	
US Highway	0	0	
County Road	839	0	
State Highway	0	1790	
Private Property	2	0	
	2560	3811	
	67%	53%	City Street
	33%	47%	Other

2015	1876
2016	1715
2017	1166
2018	2031
2019	3474
2020	2182
2021	2560
2022	3811

Bastrop Police Vehicle Stops 2015-2022

Covid Texas
Mar-20
Mar-21

Chi-Square test
of Independence / Homogeneity of Goodness-of-fit
Table data
67 53
33 47

 Calculation results
X2   4.083333
P-value 0.043308
Degrees of freedom   1

Discussion

Covid may have had an impact that resulted in fewer Traffic Stops; in Texas, Restrictions began March of 2020 and were removed March of 2021. Statistically, there were more Stops on State Highway/Other than City Streets in 2022 than 2021; and fewer Stops on City Streets in 2022 than 2021.

Measures and Statistics After Race/Ethnicity is Known

Citation

35% (1125) of Traffic Stops Resulted in a Citation and 65% (2364) resulted in a Written Warning
Written Warning and Arrest = 18, Citation and Arrest = 34, Total = 52 (Same number as Total
Arrests); Arrest data was included in the % calculations for Citations (that data was separate in
Report)

Race Ethnicity	Total # of Stops	Citation	No Citation	% Citation issued in Total Stops	% of Race in Citation issued	Expected % for Race in Citation issued	% of Citation issued in Total Stops w/in Race
AN/AI	37	10	27	0.3%	0.9%	1%	27%
Asian/PI	49	13	36	0.3%	1.1%	1%	27%
Black	419	159	260	4%	13.7%	11%	38%
White	2082	483	1599	13%	41.7%	55%	23%
Hispanic	1224	494	730	13%	42.6%	32%	40%

Chi-Square test
of <u>Independence</u> / Homogeneity of Goodness-of-fit
Table data

10	27
13	36
159	260
483	1599
494	730

Calculation results

$X2$ 120.208201

P-value   < .01

Degrees of freedom   4

Results for Citation & Written Warning

There were statistically significant differences between Observed & Expected for receiving a
Citation; proportionally, more Black and Hispanic received a Citation than White, AN, and
Asian/PI; fewer Whites received a Citation than Expected.

Note: A Written Warning is given whenever a Citation is not issued (confirmed 1/24/24)

Search

143 Searches were completed (4% of Stops). All Arrests had a Search (52).

Race Ethnicity	Total # of Stops	Search	No Search	% Searches in Total Stops	% of Race in Searches	Expected % for Race in Searches	% of Searches in Total Stops w/in Race
AN/AI	37	2	35	0.1%	1.4%	1%	5%
Asian/PI	49	0	49	0.0%	0.0%	1%	0%
Black	419	38	381	1.0%	26.6%	11%	9%
White	2082	49	2033	1.3%	34.3%	55%	2%
Hispanic	1224	54	1170	1.4%	37.8%	32%	4%

Chi-Square test

of Independence / Homogeneity of Goodness-of-fit

Table data

38   381

49   2033

54   1170

 Calculation results

$X2$ 45.159552

P-value   < .01

Degrees of freedom   2

Results for Search

There were statistically significant differences between Observed & Expected for being searched; proportionally, more Black and Hispanic received a Search than White; fewer Whites received a Search than Expected. AN/AI and Asian/PI were not included due to sparse numbers.

Note: Not all Searches result in Arrest; one might be arrested and then a search occurs, which may explain why all Arrests had a Search.

Reason for Search

There were 143 Searches; the majority were due to Consent and Probable Cause. There were also 2 for Contraband in Plain View, 5 for Inventory, and 6 due to an Incident to Arrest, which accounted for 9% of all Arrests.

Probable Cause Search

Race Ethnicity	Total # of Stops	Probable Cause	Not Probable Cause	% Probable Cause Searches in Total Stops	% of Race in Probable Cause Searches	Expected % for Race in Probable Cause Searches	% of Probable Cause Searches in Total Stops w/in Race
AN/AI	37	2	35	0.1%	1.8%	1%	5.4%
Asian/PI	49	0	49	0.0%	0.0%	1%	0.0%
Black	419	33	386	0.9%	30.3%	11%	7.9%
White	2082	35	2047	0.9%	32.1%	55%	1.7%
Hispanic	1224	39	1185	1.0%	35.8%	32%	3.2%

Chi-Square test

of Independence / Homogeneity of Goodness-of-fit

Table data

33   386

35   2047

39   1185

Calculation results

X^2 48.620993

P-value   < .01

Degrees of freedom   2

Results for Probable Cause Search

Probable Cause Searches were 109 of the 143 Searches (76%). There were statistically significant differences between Observed & Expected for Probable Cause Search; proportionally, more Blacks and Hispanics received a Probable Cause Search than Whites; fewer Whites received a Probable Cause Search than Expected. AN/AI and Asian/PI were not included due to sparse numbers.

Consent Search

Consent Searches were 21 of the 143 Searches (15%)

Race Ethnicity	Total # of Stops	Consent	Not Consent	% Consent Search in Total Stops	% of Race in Consent Searches	Expected % for Race in Consent Searches	% of Consent Searches in Total Stops w/in Race
AN/AI	37	0	37	0.0%	0	1%	0.0%
Asian/PI	49	0	49	0.0%	0	1%	0.0%
Black	419	4	415	0.1%	19.0%	11%	1.0%
White	2082	7	2075	0.2%	33.3%	55%	0.3%
Hispanic	1224	10	1214	0.3%	47.6%	32%	0.8%

Results for Consent Search

Chi-Square test of Independence /Homogeneity of Goodness-of-fit could not be calculated due to small numbers in this category. Inspection of the numbers indicates Hispanics and Blacks were more likely to Consent to a Search; fewer Whites received a Consent Search than Expected.

Contraband Found

Contraband was found in 120 of the 143 Searches (84%). Drugs were 91% of the Contraband. Other Contraband types included Weapons (2), Alcohol (16), and Other (3); these items appear to overlap with each other, such as if a Search found a Weapon and Drugs.

Race Ethnicity	Total # of Stops	Contraband Found	Contraband Not Found	% Contraband Found in Total Stops	% of Race in Contraband Found	Expected % for Race in Contraband Found	% of Contraband Found in Total Stops w/in Race
AN/AI	37	1	36	0.0%	0.8%	1%	2.7%
Asian/PI	49	0	49	0.0%	0.0%	1%	0.0%
Black	419	34	385	0.9%	28.3%	11%	8.1%
White	2082	42	2040	1.1%	35.0%	55%	2.0%
Hispanic	1224	43	1181	1.1%	35.8%	32%	3.5%

Chi-Square test

of Independence / Homogeneity of Goodness-of-fit

Table data

34	385
42	2040
43	1181

Calculation results

X2	42.528399
P-value	< .01
Degrees of freedom	2

Results for Contraband Found

There were statistically significant differences between Observed & Expected for Contraband Found; proportionally, more Black Contraband Found than Hispanic and White; and fewer Whites had Contraband Found. AN/AI and Asian/PI were not included due to sparse numbers.

Contraband Found & Arrest

There were 33 Arrests for Contraband (63% of Arrests) and there was a total of 52 Arrests.

Race Ethnicity	Total # of Stops	Contra Found & Arrest	Contra Found & No Arrest	% Contraband Found & Arrest in Total Stops	% of Race in Contraband Found & arrest	Expected % for Race in Contraband Found and Arrest	% of Contraband Found & Arrest in Total Stops w/in Race
AN/AI	37	0	37	0.0%	0.0%	1%	0.0%
Asian/PI	49	0	49	0.0%	0.0%	1%	0.0%
Black	419	10	409	0.3%	30.3%	11%	2.4%
White	2082	11	2071	0.3%	33.3%	55%	0.5%
Hispanic	1224	12	1212	0.3%	36.4%	32%	1%

Results for Contraband Found and Arrest

Chi-Square test of Independence /Homogeneity of Goodness-of-fit could not be calculated due to small numbers in this category. Inspection of the numbers indicates Blacks were more likely to be Arrested if Contraband was found than Hispanic and White; fewer Whites were Arrested when Contraband was found than Expected.

Arrest and Reason for Arrest

There were 52 in the Arrest Category; 28 for Penal Code (54%) and 23 for Outstanding Warrant (44%). There was only one Arrest for Traffic Violation.

Race	Total Arrest	%Total Arrest	Penal Code	% Arrest for Penal Code	Warrant	% Arrest for Warrant
AN/AI	0	0	0	0	0	0
Asian	0	0	0	0	0	0
Black	11	21%	8	29%	3	13%
White	22	42%	13	46%	9	39%
Hispanic	19	37%	7	25%	11	48%

Race/Ethnicity	Total # of Stops	Arrest	Not Arrested	% Arrested in Total Stops	% of Race in Arrests	Expected % for Race in Arrests	% of Arrests in Total Stops w/in Race
AN/AI	37	0	37	0.0%	0	1%	0%
Asian/PI	49	0	49	0.0%	0.0%	1%	0%
Black	419	11	408	0.3%	21.2%	11%	3%
White	2082	22	2060	0.6%	42.3%	55%	1%
Hispanic	1224	19	1205	0.5%	36.5%	32%	2%

Chi-Square test

of <u>Independence</u> / Homogeneity of Goodness-of-fit

Table data

11   408

22   2060

19   1205

Calculation results

$X2$ 6.558745

P-value < 0.05

Degrees of freedom   2

Results Arrest

There were statistically significant differences between Observed & Expected for Arrests; proportionally, more Black Hispanic had an Arrest than Hispanic and White; fewer Whites were Arrested than Expected.

The numbers were too sparse to statistically compare Penal Code and Warrant Arrests.

Topics for Further Inquiry

1.   Include data on the residence of each Stop (such as -In City, In County, In State or Out of State).

2.   Compare the current year's report with last year's report via a standard protocol; this also provides an important comparative analysis.

3.   Seek explanations of the possible reasons for differences between Expected and Observed outcomes; this could include discussions with police officers, citizens, and others via focus groups or a different type of group event; surveys would be another option. Are Socio-Economic factors, such as Poverty a factor?

4.   Research what are the best methods to compare race; for example, improve % Households with Vehicle Access data, census data specific to 18 years and older, and other measures via consultations with national experts in Racial Profiling analysis.

5.   Consider the impact of the cessation of Motor Vehicle Inspections in 2025 (On Aug. 5, 2024, Gov. Greg Abbott signed House Bill 3297 into law, which eliminates regular mandatory vehicle safety inspections for noncommercial vehicles). For example, more vehicles may be on the road that present hazards and result in more Vehicle Traffic Violation Stops.

6.   Consider providing racial/ethnicity and gender data of the police officers as of the end of the reporting period (not for every Stop, etc.) in three groups:
    Those who make Stops
    Those who do not make Stops
    Total Police Force

Explanation of Statistics

1. The data qualified for Chi-Sqare tests for Independence/Homogeneity and Goodness of fit based on Assumptions and Conditions required by Chi-Square tests.
2. % in Total Stops = # in the Total Stops in Race ÷ # Total Stops: such as # of White Citations, 2082 ÷ 3,811 (Total Stops).
3. % of Race in Category = # in the Category for Race ÷ #Stops in for Race, such as # of White Citation, 483 ÷ 1,125 (Total # of Citations issued).
4. Expected % for Race = # of Stops in Race ÷ # Total Stops; which is 1% AN/AI, 1% Asian/PI, 11% Black, 55% White, 32% Hispanic.
5. % of Category in Total Stops for Race = # in the Total Stops in Race ÷ # Total Stops in Category: such as # of White Citations, 483 ÷ 2082 (Total Stops in Race).

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Internet Addresses for Racial Profile History and Opinions

Roots of Racial Profiling
https://historynewsnetwork.org/article/1167

The Persistence of Racial and Ethnic Profiling in The United States
https://www.aclu.org/publications/persistence-racial-and-ethnic-profiling-united-states

Report: Police In Texas Most Likely to Search Latinos, But Most Often Find Contraband on Whites
https://www.houstonpublicmedia.org/articles/news/criminal-justice/2021/06/03/399704/report-police-in-texas-most-likely-to-search-latinos-but-most-often-find-contraband-on-whites/

Racial Profiling - A Failure to Report - 2021 Kxan Investigation
https://www.kxan.com/racial-profiling/?ipid=promo-link-block2

Race, Place, and Context: The Persistence of Race Effects in Traffic Stop Outcomes in the Face of Situational, Demographic, and Political Controls -2020, Frank Baumgartner is Co Author and has completed analysis of 5 million traffic stops.
https://fbaum.unc.edu/articles/JREP-2020-RaceAndPlace.pdf

Stanford researchers developed a new statistical test that shows racial profiling in police traffic stops.
https://news.stanford.edu/2016/06/28/stanford-researchers-develop-new-statistical-test-shows-racial-profiling-police-traffic-stops/

The Myth of Racial Profiling - There's no credible evidence that racial profiling exists, yet the crusade to abolish it threatens a decade's worth of crime-fighting success.

https://www.city-journal.org/article/the-myth-of-racial-profiling

Researchers studied nearly 100 million traffic stops and found black motorists are more likely to be pulled over.

https://www.cnn.com/2019/03/21/us/police-stops-race-stanford-study-trnd/index.html

Brief Summary of ORR Data 2019-Final Draft

Completed by Herb Goldsmith, 1105 Pecan St., Bastrop TX   TP 979-203-1150   11/2/20 R-1/22/24

On 7/13/20, I submitted an ORR that requested data regarding all FT positions employed on January 1, 2020. I requested wage data, job title and race/ethnicity of the employees. I also requested a copy of the most recent EEO-4 Survey submitted to U.S. Equal Employment Opportunity Commission. The EEO-4 survey, formally known as the State and Local Government Report, is collected in odd-numbered years from State and Local governments. I received both sets of data, including the 2019 EEO-4 survey. I am not presuming any causation based on the data. Bastrop City Government's ORR response was factual, timely, efficient, and transparent.

EEO-4 Data

Full Time

The EEO-4 data (125 employees on 6/30/19) showed distinct differences in the racial composition of various positions. White and Nonwhite (Hispanic and Black combined) approximated what one would expect in three categories (Technicians, Service Maintenance, and Skilled Craft Workers). There were more White employees than expected in the following job categories: Officials/Administrators -84%, Professionals-100%, Protective Services-83%, Para-professionals-80%, and Administrative Support-88%. Based on census data, the assumption is the workforce was comprised of 35% Nonwhite and 65% White employees. Current Bastrop County data indicates the population is 45% Nonwhite and 55% White. EEO-4 Data is attached to the Report.

FT As of 6/30/19

EEO4 Job Category	Salary Range	Nonwhite	White	% Nonwhite	%White
Officials Administrators	25,000-+70,000	4	21	16%	84%
Professionals	33,000-+70,000	0	8	0%	100%
Technicians	33,000-+70,000	3	4	43%	57%
Protective Service	33,000-+70,000	4	19	17%	83%
Paraprofessionals	25,000-+70,000	1	4	20%	80%
Administrative Support	25,000-55,000	2	14	13%	88%
Skilled Craft	25,000-70,000	8	13	38%	62%
Service Maintenance	25,000-55,000	10	10	50%	50%
	Total	32	93	26%	74%

New Hires 7/1/18-6/30/19 (Total = 15)

53 % were Nonwhite (8)
47% were White (7)

ORR Salary Summary Data

The Salary data (122 employees) entailed those employed on 1/1/20. ==The data indicated statistically significant wage differences by race== (p< .01, see highlight in chart for details). Median wages were analyzed since the data was skewed (relatively few made higher wages and more employees had made wages). The City Manager's salary was removed due to it being much higher than the next highest salary but was included in the Salary Range. Females and Males showed no significant difference in wages. There were fewer Black employees (5), and these wages did not show a significant difference in salary compared to White employees. As a result, Black and Hispanic were grouped into the Nonwhite Category. It should be noted there were more White employees (72% vs 65% expected), fewer Nonwhite employees (27% vs. 35% expected), and fewer Black employees (4% vs 8% expected).

White salaries (89) were significantly higher than:
Hispanic (28)
Nonwhite (33)
Kruskall-Wallis H statistic p < .001

Including Gender, White Male (54) and White Female (35) salaries were significantly higher than:
Hispanic Females (7) – who also made significantly less than Hispanic Males
Hispanic Males (21)
Nonwhite Females (9)
Nonwhite Males (24)
Kruskall-Wallis H statistic p < .001

Summary Salary Data from highest to lowest Median in various Categories:

Category	Number	Average Salary	Median Salary	% of Total
Black Fem	2	$77,917	$77,917	2%
White Male	54	$64,650	$57,581	44%
Black	5	$59,652	$57,527	4%
Black Male	3	$47,475	$57,526	2%
Male	78	$59,036	$54,467	64%
White	89	$61,835	$54,079	73%
White Fem	35	$57,491	$49,025	29%
Female	44	$55,234	$48,006	36%
NonWhile Male	24	$46,406	$40,393	20%
NonWhite	33	$46,419	$40,373	27%
Hisp Male	21	$46,254	$40,373	17%
NonWhile Fem	9	$46,455	$39,624	7%
Hispanic	28	$44,056	$38,168	23%
Hisp Fem	7	$37,466	$35,797	6%
Salary Average		$57,665		
Salary Range		$27,372	$143,512	
Median		$49,753		

EEO Summary Report

Generated by Zana Jones on 01/03/2024 14:49:05
For records between **12/01/23** and **12/31/23**
93 records found.

Department	Job Title	Gender					Ethnicity										Applicant Selected	Candidate Job Posting Source
		F	M	N	Unk	Tot	2	A	AI	B	H	N	NH	W	Unk	Tot		
Engineering & Capital Project Management	Civil Engineer I or II/or Project Manager (DOQ)	2	4	0	0	6	0	2	0	0	0	0	0	4	0	6		Government Jobs: 1; Indeed: 1; Careers: 4; City website: 0; Android gm: 0;
Total for Engineering & Capital Project Management		2	4	0	0	6	0	2	0	0	0	0	0	4	0	6	Position is still open	Google: 0
Information Technology	GIS Analyst	2	5	0	0	7	0	1	0	1	1	0	1	3	0	7		Government Jobs: 1; Indeed: 3; Careers: 3; City website: 0; Android gm: 0;
Total for Information Technology		2	5	0	0	7	0	1	0	1	1	0	1	3	0	7	Position is still open	Google: 0
Library	Library Associate - Children's Services	13	0	0	0	13	2	0	0	1	2	0	0	8	0	13		Government Jobs: 1; Indeed: 4; Careers: 7; City website: 1; Android gm: 0;
Total for Information Technology		13	0	0	0	13	2	0	0	1	2	0	0	8	0	13	Position is still open	Google: 0
Municipal Court	Municipal Court Administrator	9	0	0	1	10	0	0	0	1	3	0	0	5	1	10		Government Jobs: 2; Indeed: 0; Careers: 8; City website: 0; Android gm: 0;
Total for Municipal Court		9	0	0	1	10	0	0	0	1	3	0	0	5	1	10	F/W	Google: 0
Community Engagement	Special Event Worker	4	8	0	0	12	2	0	0	0	4	0	0	6	0	12		Government Jobs: 0; Indeed: 1; Careers: 10; City website: 0: Android.gm: 1;
Total for Community Engagement		4	8	0	0	12	2	0	0	0	4	0	0	6	0	12	Position is still open	Google: 0
Police Department	Crime Victim Advocate	10	0	0	0	10	0	0	0	3	4	0	0	3	0	10	F/W	Government Jobs: 0; Indeed: 2; Careers: 7; City website: 1; Android gm: 0; Google: 0
	Police Officer	0	0	0	3	3	0	0	0	0	0	0	0	0	3	3	M/H (3 positions still open)	Government Jobs: 1; Indeed: 0; Careers: 2; City website: 0; Android gm: 0; Google: 0
Total for Police Department		10	0	0	3	13	0	0	0	3	4	0	0	3	3	13		
Public Works	Parks Irrigation Specialist	0	10	0	0	10	1	0	1	1	5	0	0	2	0	10	Position is still open	Government Jobs: 1; Indeed: 2; Careers: 6; City website: 0; Android.gm: 1; Google: 0

Department	Position	F	M	N	Unk	Total	2	A	AI	B	H	N	NH	W	Unk	Total	Status	Source
	Public Works Foreman - Streets & Drainage	0	3	0	0	3	0	0	0	0	2	0	0	1	0	3	Position is still open	Government Jobs: 0; Indeed: 1; Careers: 1; City website: 0; Android.gm: 1; Google: 0
	Public Works Maintenance Worker - Streets & Drainage	1	7	0	0	8	0	0	0	3	3	0	2	0	0	8	Position is still open	Government Jobs: 1; Indeed: 0; Careers: 5; City website: 0: Android.gm: 1; Google: 1
Total for Public Works		1	20	0	0	21	1	0	1	4	10	0	2	3	0	21		
Water & Wastewater	Chief Wastewater Plant Operator	0	4	0	0	4	0	0	0	0	1	0	0	3	0	4	Position is still open	Government Jobs: 1; Indeed: 0; Careers: 3; City website: 0: Android.gm: 0; Google: 0
	Water & Wastewater Plant Operator	0	6	0	0	6	2	0	0	1	1	0	0	2	0	6	Position is still open	Government Jobs: 1; Indeed: 1; Careers: 4; City website: 0: Android.gm: 0; Google: 0
	Water & Wastewater Systems Technician	0	1	0	0	1	0	0	0	0	0	0	0	1	0	1	Position is still open	Government Jobs: 0; Indeed: 0; Careers: 1; City website: 0: Android.gm: 0; Google: 0
Total for Water & Wastewater		0	11	0	0	11	2	0	0	1	2	0	0	6	0	11		
Total - December 2023		41	48	0	4	93	5	3	1	10	24	0	3	30	4	93		

Total Applications Received: 93

Gender Identifiers:

F - Female

M - Male

N - Declined to State

Unk - Did not report

Ethnicity Identifiers:

2 - Two or More Ethnic Origins

A - Asian

AI - American Indian/Alaskan Native

B - Black

H - Hispanic

N - Chose not to disclose

NH - Native Hawaiian/Pacific Islander

W - White

Current City Employees Composition December, 2023

Total Current Employees	Gender	Total	% by Gender	White	% of Employees (White)	Black	% of Employees (Black)	Hispanic	% of Employees (Hispanic)	American Indian / Alaskan Native	Asian / Pacific Islander
165	Male	100	61%	69	42%	5	3%	26	16%	0%	0%
	Female	65	39%	51	31%	2	1%	12	7%	0%	0%
	Total	165	100%	120	73%	7	4%	38	23%	0%	0%

Bastrop County

Population Change

Trade Area built from components		
	Number	Percent Change
2000 Census	57,727	
2010 Census	74,171	28.50%
2020 Census	97,216	31.10%
2022 Projection	104,003	7.00%
2027 Projection	114,648	10.24%

Population by Race (2020)

Trade Area built from components		
	Number	Percent
White	55,705	57.30%
Black	5,736	5.90%
Asian	778	0.80%
Native American	1,264	1.30%
Hawaiian / Pacific Islander	97	0.10%
Two or More	16,624	17.10%
Other Race	16,916	17.40%
Total	**97,216**	**99.90%**

Hispanic Population (2020)

Trade Area built from components		
	Number	Percent
Hispanic	41,511	42.7%
Not Hispanic	55,705	57.3%
Total	**97,216**	**100.00%**

City of Bastrop

Population Change

Trade Area built from components		
	Number	Percent Change
2000 Census	5,513	
2010 Census	7,200	30.60%
2020 Census	9,688	33.33%
2022 Projection	11,112	14.70%
2027 Projection	12,804	15.22%

Population by Race (2020)

Trade Area built from components		
	Number	Percent
White	6,288	64.90%
Black	988	10.20%
Asian	233	2.40%
Native American	107	1.10%
Hawaiian / Pacific Islander	19	0.20%
Two or More	1,317	13.60%
Other Race	736	7.60%
Total	**9,688**	**100.00%**

Hispanic Population (2020)

Trade Area built from components		
	Number	Percent
Hispanic	2,412	24.9%
Not Hispanic	7,276	75.1%
Total	**9,688**	**100.00%**

DEI DIVERSITY, EQUITY, & INCLUSION

BASTROP, TEXAS

Information for webpage:

DEI email address: dei@cityofbastrop.org

Monthly meetings: Fourth Wednesday at Noon

Board Members:

- Sheila Lowe, Chair Term End September 2025
- Anthony Vasquez, Vice-Chair Term End September 2024
- Carly Bartee – Secretary Term End September 2025
- George Martinez – Member Term End September 2024
- Nancy Wood – Member Term End September 2024
- Mary Moody – Member Term End September 2025

Mission Statement:

The City of Bastrop Diversity, Equity and Inclusion Board serves to connect Bastrop to the diverse perspectives and lived experiences of its residents. We advocate for equitable access and opportunity for every community member. We identify barriers to participation and inclusion, and pursue programs, policies, partnerships and ideas that remove those barriers.

History:

<div align="center">

RESOLUTION NO. R-2022- 71

A RESOLUTION OF THE CITY OF BASTROP, TEXAS, CONVEYING THE BASTROP CITY COUNCIL'S EXPECTATIONS AND DIRECTIVES TO THE CITY'S DIVERSITY, EQUITY & INCLUSION BOARD

</div>

WHEREAS, on July 26, 2022, the City Council approved Resolution No. R-2022-67, creating the Diversity, Equity and Inclusion Board (DEI Board); and

WHEREAS, the City Council of the City of Bastrop ("City Council") supports the goals and objectives of the City Manager's Diversity Task Force that led to the creation of the DEI Board; and

WHEREAS, the City Council opposes discrimination in all its forms, specifically including discrimination in the City of Bastrop's services, programs, and employment practices; and

WHEREAS, the City Council finds it necessary and appropriate to provide specific guidance to the members of the DEI Board.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Bastrop:

Section 1: Expectations & Directives. The City Council hereby provides the following expectations and directives to the DEI Board.

a. **Advisory:** The DEI Board shall serve in an advisory capacity through which it renders recommendations to the City Council and City Management. Recommendations shall be in the form of an annual written report to the City Council, and upon request by the City Council or City Manager. Suggestions from the DEI Board for possible solutions and improvements may apply to City policies, practices, services and programs.

b. **Educational:** The DEI Board shall promote community awareness on the value of Diversity, Equity and Inclusion. The DEI Board shall coordinate with City staff to identify opportunities to provide educational information and activities at civic events and public forums.

c. **Human Resources:** The DEI Board shall provide input to the City's City Manager on employment practices and opportunities in an effort to enhance recruitment and retention of a diverse workforce that better reflects the community. The DEI Board shall suggest means for improving the volunteer service of minority residents on City boards and commissions.

d. **Public Safety:** The DEI Board shall provide input to the City Manager in an effort to encourage equitable provision of fire and police services throughout the community, including neighborhoods with predominately minority residents.

Section 2: Work Plan & Budget. The City Council hereby asks the City Manager to work with the DEI Board to devise a long-term Work Plan to be submitted to the City Council for approval and annual review. The Work Plan shall include any requested budgetary allocations necessary to support the DEI Board's goals and activities.

Section 3: Open Meeting. The meeting at which this Resolution was passed was open to the public, and that public notice of the time, place and purpose of said meeting was given as required by the Texas Open Meetings Act.

Diversity, Equity, and Inclusion Advisory Board

Implementation Plan

Creating Opportunity for our local government to better connect with its community

OVERVIEW

The purpose of creating a Diversity, Equity, and Inclusion Advisory Board for the city is to provide a means to continuously assess the current state of diversity and inclusion in the City of Bastrop and working with residents and community organizations to draft plans of action that improve quality of life for all citizens.

- **Role of Board –** Serve as an advisory board and resource to local government on issues pertaining to diversity, equity, and inclusion. The board will engage citizens, businesses, schools, and community organizations to identify biases and barriers to diversity, equity, and inclusion in our community, and make recommendations to the city council on opportunities that ensure equitable access to opportunities, benefits, and resources for all city of Bastrop residents.

- **Board Composition –** Board members shall be appointed by the mayor and approved by City Council. Members appointed should be representative of the community's diversity in age, race, gender identity, sexual orientation, religion, disability, education, business skills and life experiences.

  The board may create sub-committee that include members of the public to address diversity, equity, and inclusion related subject matter and assist in planning and promotion of multi-cultural events having appointed a board member as the sub-committee chair by a majority of the board.

Individuals interested in serving on the board must complete the board application process during the annual application window, and/or doing periods of time where vacancies need to be filled. Applicants must live inside the city limits, ETJ, or provide a service to the city (i.e., business) and be a registered voter.

Board Charge at Formation - Establish a board chair, co-chair, and secretary, and parliamentarian; and review the Purpose, and Mission Statement, and objectives to ensure they are consistent with the vision and mission of the board; as well as define 5 key initiatives to be achieved within 12 months of formation. Decide when the board will meet and the time.

FOUNDATION OF THE BOARD

The boards goals are to promote and support initiatives to strengthen a multicultural and diverse community by working in partnership with local government and community stakeholders by:

- Creating dialogue in local government, the city, and community that provides education, understanding, and empathy for ongoing issues minorities face in diversity, equity, and inclusion in our society, in leadership, and in community partnerships;

- Creating strategies for local government to better engage, celebrate, and promote the efforts of minority residents, by encouraging participation from minorities in local government, city initiatives, and city events;

- Making recommendations to local government and community leaders on ways to improve disparities in health outcomes, education, employment opportunities, and in criminal justice;

- Strategizing and make recommendations to improve marketing efforts to ensure the messaging of Bastrop is reflective of inclusivity across all demographics and is more representative of diversity in our community; and

- Build partnerships to support minority business, workforce development and multicultural events.

- Break silos in the community and in organizations that engage the community, through initiatives that promote unity and healing.

- Work to encourage and promote minority engagement in local government through volunteerism.

- Work the community task force on positive community policing in minority areas of the community.

PURPOSE AND MISSION STATEMENT

Board Purpose

The Bastrop Diversity, Equity and Inclusion Advisory Board will serve as a community led initiative working together in partnership with the Bastrop City Council and the community, to identify areas of improvement in local government, and city services in areas where a lack of diversity, equity, and inclusion exist, to ensure equitable access and inclusion of opportunities, benefits, and resources are available to all City of Bastrop Residents to ensure the City of Bastrop is recognized as one that publicly acknowledges the importance of equality in our city, and strives to build communities that are free from all forms of discrimination included but not limited to race, gender, religion, age, gender identity or expression, and disability.

Board Mission Statement

In acknowledging the history of discrimination and the impact of discriminatory belief systems that have negatively impacted upward mobility and equality for minorities in our nation, thereby creating a distrust of governmental agencies in minority communities; the mission of the Bastrop Diversity, Equity and Inclusion Board will serve as a bridge between the community and city government to identify areas where there is a noticeable lack of diversity, equity, and inclusion in city services and local government, and work to ensure long term equitable access and inclusion of opportunities, benefits, and resources for all City of Bastrop Residents.

CHARGE OF THE BOARD

Powers and Duties of the Board Shall be as Follows:

- Examine practice and procedures of the city of Bastrop to identify strategies to create processes and services that recognize the needs and differences of all who live, work, and visit Bastrop.

- Review and recommend amendments that incorporate the values of diversity, equity, and inclusion into the city of Bastrop's comprehensive plan.

- **Draft a Board Work Plan** that includes but is not limited to the following:

  o *Engagement in activities forums, community gatherings, and events that promote mutual understanding, as well as encourage residents to connect with one another.*

    ▪ *Focus on engagement at boards and commission fair, (George and the City Manager's office)*

    ▪ *resident surveys on various topics. (needs a member)*

      ● *Communication needs various outlets*

  o *Create strategies to distribute information to people of different cultures in culturally appropriate ways.*

    ▪ **Create magnet or other informational piece (Anthony)**
    ▪ Create location map of where services are located (add to sub bullet regarding **dashboard on the website**) **(Nancy/Sheila)**
    ▪ Partner with our social service agencies
    ▪ Information at the Rec Center
    ▪ Private home health, ER, doctor offices,
    ▪ Review data – work on **translation of documents** into those languages – Spanish (At-Risk Population Profile)
    ▪ All city facilities and also on the website
      o **When meetings are in executive session, conduct information sessions (Sheila)**
    Paid ads
    ▪ **Welcome packet to new residents (New utility bills) (Sylvia)**

- o Work with the City Manager to periodically conduct surveys when needed to gain feedback from the community in underserved areas.

    - ▪ Review data to determine who the underserved areas are
    - ▪ Start with the cultural arts/partner to determine if stats can be improved.

- o Identify to council policy and budgetary choices that negatively impact marginalized communities; and

    - ▪ Balancing Act work with the City Manager (organically) **(Sylvia)**

- o Work with the city to ensure that traditionally underserved populations are engaged thru public input sessions around master planning

- o ***Work collaboratively with our partners:***
    - ▪ Affordable Housing – Create programs in the future
    - ▪ Financial Education – Partner with BISD
    - ▪ Small Business Education
        - ● Partner with the EDC
        - ● Microloan expansion/flexible terms
        - ● Website with a dashboard on information **(Aimee in conjunction with IT)**
            - o https://www.cityofbastrop.org/page/social.services.contact Add description – FAQ Highlight to better improve that folks can go here. – FAQ by Category to go here as default
            - o Track analytics as a metric
            - o Library – default page as the first page
            - o ***Welcome packet to new residents (New utility bills)***
        - ● Quarterly welcome session

Rules of Procedure for the City Council and Boards & Commissions

https://www.cityofbastrop.org/page/open/7655/0/RESOLUTION%20NO.%20R-2020-58%20AMENDING%20CITY%20COUNCIL%20RULES%20OF%20PROCEDURES.pdf

BASTROP DIVERSTY AND INCLUSION TASK FORCE BOARD RECOMMENDATION AND ITEMS FOR BOARD CONSIDERATION

1. **Promotion of Minority Business and Entrepreneurs**

   a. Minority Exposition Event to increase exposure for minority on businesses, artist, products, and service to the public and procurement.

   b. Partner with the area Chambers of Commerce and Bastrop Economic Development Corporation to host workshops for minority owned businesses.

2. **Promotion of Workforce Diversity**

   a. Educate minority businesses on opportunities and resources available for government contracting.

   b. Improve employment and workforce recruitment in minority communities.

   c. Improve trade and training opportunities in minority communities.

3. **Promotion of Multicultural Events and Area Businesses**

   a. Improve and increase city support of multicultural events;

   b. Build relationships with organizations to increase awareness and acknowledgement of our community's diverse historical heritage;

   c. Work with organizations to increase minority engagement and participation in all community events and programming.

   d. Work with main street advisory board, area chambers of commerce and visit Bastrop to seek ways in minority participation in local retail, restaurants, and hotels services.

BASTROP DIVERSTY AND INCLUSION TASK FORCE BOARD

MEMBER APPOINTMENT RECOMMENDATIONS

Sheila Lowe (City Resident)
sheilaylowe@gmail.com
512 297-4732

Sumai Lokumbe (City Resident)
sumaiblokumbe@gmail.com
512 718-9350

Aimee Cook (City Resident)
aimeecook226@gmail.com
512 934-7229

Reverend Arthur Banks (City Resident – Mount Rose)
drart6651@gmail.com
253 255-2721

Jennifer (Jennie) Olsen McEwan (Tough Cookie - Downtown)
jenknee77@yahoo.com
512 549-9916

Carly Bartee
carlybartee@gmail.com
832 859-0790

Christopher Higgins (Barber Shop Downtown)
mrchubbz512@gmail.com

Maria Montoya (City Resident) – Head of Cultural Arts Board would be happy to help as a resource for cultural arts and education serving on a sub-committee

Ryan Holiday (City Resident/Store Owner) - Would be happy to help as a resource and/or serve on a sub-committee

Catina Higgins White (City Resident) - Would be happy to help as a resource and/or serve on a sub-committee

Cynthia Sanders Meyers (City Resident) - Would be happy to help as a resource and/or serve on a sub-committee