

Our progress to date as of 03/1/2022

Action on Mayor's Commission for Racial Justice and Equality Report Recommendations

- On October 4, 2021, Mayor Linda Gorton appointed Tiffany Michelle Brown to serve as the Equity and Implementation Officer in the Mayor's Office. As part of her duties, Brown will staff the newly established Racial Justice and Equality Commission.
- The permanent Racial Justice and Equality Commission was approved by council on February 17, 2022.

ECONOMIC OPPORTUNITY

Economic Opportunity Recommendation #2: Issue a disparity study to determine if there is a disparity between the availability and utilization of MBE Firms.

- **IMPLEMENTATION ACTION:**
Disparity and Availability Study whose goal is determining the availability of Disadvantaged Business Enterprise (DBE), Minority Business Enterprise (MBE), and Women Business Enterprise (WBE) in the area.
 - Disparity and Availability Study report and recommendations are anticipated by May of 2022.
 - LFUCG is committed to making spending with MBE contractors a priority.

Economic Opportunity Recommendation #5: Develop funding sources designed to assist MBEs to increase their ability to take their business to the next level.

- **IMPLEMENTATION ACTION:**
A minority business incubator has been approved by Council as part of the American Rescue Plan Act (ARPA) funds.

Economic Opportunity Recommendation #4: Encourage MBE development and employment in the growing areas of our economy.

- **IMPLEMENTATION ACTION:**
In July, we piloted the Lexington Workforce Resource Center and started the WORK-Lexington program.
 - The Lexington Workforce Resource Center and WORK-Lexington, located at the Charles Young Center, offers on-site assistance with job applications, job connections and job placement, and program referrals.

EDUCATION

Education Recommendation #5: Create meaningful afterschool opportunities for youth.

- **IMPLEMENTATION ACTION:**
LFUCG partners with Fayette County Public Schools (FCPS) to run the Extended School Program. The Mayor has proposed increasing the Summer Youth Employment program by an additional \$100,000 for the next two years to extend its impact throughout the year.

HOUSING AND GENTRIFICATION

Housing & Gentrification Recommendation #1: The city must create an Office of Housing Advocate, by ordinance and with permanent funding, to centralize and provide oversight of the full spectrum of housing needs in our community.

AND

Housing & Gentrification Recommendation #9: We recommend the work and function of this subcommittee continue to not only see each recommendation through to fruition, but continue to provide a laser focus on housing issues that impact African Americans living in Lexington.

➤ **IMPLEMENTATION ACTION:**

A new Department of Housing Advocacy is included in the Mayor's Fiscal Year 2022 Proposed Budget.

- Appointment of Charlie Lanter as Commissioner of the Department of Housing Advocacy and Community Development. Lanter will be working on several recommendations related to affordable housing.

Housing & Gentrification Recommendation #2: Changes must be implemented in the Division of Code Enforcement. Our recommendation is the Housing Code of the City of Lexington be re-imagined into a Code Agency that places the health, well-being, and protection of residents (especially the most vulnerable) and neighborhoods as its mission.

➤ **IMPLEMENTATION ACTION:**

A new Code Enforcement Assistance program is included in the Mayor's Fiscal Year 2022 Proposed Budget.

- This program, which will be managed out of the Commissioner's Office of the Department of Housing Advocacy and Community Development, will be for low-income/eligible homeowners to address and remediate housing violations issued by Code Enforcement.

Housing & Gentrification Recommendation #3: The city must put in place mechanisms to keep housing affordable. It is possible to stem the tide of gentrification, while creating more housing opportunity for all Lexingtonians.

➤ **IMPLEMENTATION ACTION:**

The Mayor proposed and Council approved \$10 million from ARPA funds go to affordable housing.

Housing & Gentrification Recommendation #4: The city must allot a portion of the COVID-19 funding toward eviction prevention initiatives.

➤ **IMPLEMENTATION ACTION:**



The City has dedicated approximately \$1 million in local funds and another \$29 million in federal funds to eviction assistance programs to aid in eviction prevention. This program is ongoing and now in partnership with Community Action Council. <https://www.lexingtonky.gov/how-do-i-get-help>

RACIAL EQUITY

Racial Equity Recommendation #3: Establish a Job Training and Community Center.

➤ **IMPLEMENTATION ACTION:**

The city is using space at the Charles Young Center to partner with community organization, businesses and nonprofits to provide referrals for job training and programming. This partnership was piloted in July 2022 and will be enhanced moving forward. Job training is part of the Mayor’s budget plan for Fiscal Year 2022.

Racial Equity Recommendation #4: Establish a citywide or neighborhood-based summer youth job and apprentice program as part of the job training and community center.

➤ **IMPLEMENTATION ACTION:**

The Mayor has proposed and council approved an expansion to make LFUCG’s neighborhood-based summer youth job and apprentice program year-round, including increased funding of \$100,000 each of the next two years.

Racial Equity Recommendation #13: Enhance and establish bias training and evaluation procedures.

➤ **IMPLEMENTATION ACTION:**

Diversity and Inclusion Training will be conducted by Dr. Roger Cleveland, founder and president of Millennium Learning Concepts (MLC). All LFUCG Employees will receive this training. A survey was sent out to employees on November 5th and MLC is now reviewing the collected data.

HEALTH DISPARITIES

Health Disparities Recommendation #1: Data indicates a lack of community awareness of health-related resources and a lack of culturally competent healthcare providers, which contributes to mistrust of the healthcare system. Evidence indicates that Community Health Workers (CHWs)/Promoters are uniquely positioned to build trust and address the barriers by traditionally underserved communities when seeking medical care and services. The CHW will be a layperson, with at least a high school diploma, who lives in one of the areas that experience disparate health outcomes.

➤ **IMPLEMENTATION ACTION:**

The Lexington-Fayette County Health Department has created and filled its new Community Health Worker position.

Health Disparities Recommendation #2: Improve Food Access & Healthy Food Options.

➤ **IMPLEMENTATION ACTION:**

The Mayor's Office is working with community organizations to develop a plan for increased food access in Lexington. Community engagement sessions have begun including a community survey to begin exploring innovative food access models used in other cities.

LAW ENFORCEMENT

The most notable revisions to the collective bargaining agreement are consistent with recommendations that were in the Commission for Racial Justice and Equality Report. These revisions include the following:

Recommendation #1: Participation and transparency in LPD's disciplinary process and civilian assistance

➤ **IMPLEMENTATION ACTION:**

The new agreement places two civilians on the Disciplinary Review Board. This is a significant change to the agreement. Previously, there were no civilians on the Disciplinary Review Board. Nominations for those two seats with a third as an alternate have begun.

- Police publicize disciplinary dispositions as soon as available.
- Police make every effort to comply with the stated time frames listed in the collective bargaining agreement on reaching disposition.
- If an extension is needed past the collective bargaining agreement timeframes, the extension now must be in writing and made available to the public.
- The City's Law Department has worked with Police to communicate with residents about complaints they make and how to keep them updated throughout the process.

Recommendation #3: Officers be required to wear Body Worn Cameras

➤ **IMPLEMENTATION ACTION:**

Police now utilize body-worn camera (BWC) technology that allows for an automatic activation, i.e. when weapon drawn by officer.

- Axon Signal Sidearm – activate BWC when Firearm drawn from holster.
- Updated Taser – Activates BWC when turned on.
- CAD Integration – Import calls for service data with our BWC System which will soon allow for the BWC system to be aware of calls officers respond to and help correctly identify incident case numbers.
- Axon Performance – Builds off the CAD Integration and will soon automatically compare calls for service which would require BWC videos to the videos recorded by the Officer. Flags when BWC is not present for case.
- Police now maintain non-evidentiary footage from BWCs for 60 days.

Recommendation #4: Reviews of the FOP and collective bargaining recommendations

➤ **IMPLEMENTATION ACTION:**

The City and the Fraternal Order of Police recently agreed to a new collective bargaining agreement.

- The new contract allows for two citizens to participate on the Disciplinary Review Board, which makes disciplinary recommendations to the chief.

Recommendation #5: Reviews of police de-escalation and use of force

- **IMPLEMENTATION ACTION:**
Police have reviewed de-escalation techniques and reviewed their training processes.

Recommendation #7: Officer Discipline

- **IMPLEMENTATION ACTION:**
The disciplinary article of the prior agreement prohibited LFUCG from considering discipline older than 5 years when making decisions on current misconduct. The new agreement eliminates that prohibition. LFUCG can now consider all prior discipline when making disciplinary decisions.

Recommendation #8: Enhance information in police reports

- **IMPLEMENTATION ACTION:**
Police have expanded information concerning searches in police reports.

Recommendation #9: Enhance community relations

- **IMPLEMENTATION ACTION:**
Officers now provide residents with contact cards, which contain information on how to report complaints or to provide feedback.
In addition to the comment cards, LPD engages in community relations through Neighborhood Resource Officers, volunteering at community events, and other community-policing strategies.

Recommendation #10: Police to provide reports and analysis

- **IMPLEMENTATION ACTION:**
Police provide ongoing updates to the Mayor, administration and partner agencies regarding E911 data and analysis, and continue to report on the success of recent policy changes and reforms on an ongoing basis.

Recommendation #11: Submit information to the National Use-of-Force Data Collection

- **IMPLEMENTATION ACTION:**
Police officers submit information to the FBI's National Use-of-Force Data Collection

RELATED PROGRESS OUTSIDE OF RECOMMENDATIONS

[Recommendation - No-Knock Warrants](#) –The Lexington Police Department is now banned from executing No-Knock Warrants.

Starting pay for a police officer increased from \$41,057 to \$47,000 to encourage recruitment and retention of officers.

The City's [Eviction Prevention/Utility Assistance Program](#) is ongoing and is now being facilitated in partnership with Community Action Council.

[Mayor's COVID-19 Mobile Neighborhood Testing Program](#)

[UK/LFUCG COVID-19 Mobile Vaccine Clinic](#)

[Renaming of Henry A. Tandy Centennial Park](#)

[Creation of the Safety NET Program](#) - SafetyNet has expanded and the program and funding will operate out of the Lexington Rescue Mission.

- Council has allocated the funding of \$300,000 to make repairs to [the Palmer Building](#). The United Way has expressed an interest in the building, but plans are not firm yet.
- Increased funding for Human Resources for minority recruitment is included in the Mayor's Fiscal Year 2022 Proposed Budget.
- Expansion of One Lexington 'It Takes A Village' Mentoring Program with \$240,000 over the next 3 years.