



## Our progress to date

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

#### ECONOMIC OPPORTUNITY

- **A Request for Proposals has been issued for a 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.**
  - **Proposals have been received, a consulting firm has been selected, and the contract is currently being negotiated. Once an agreement has been finalized, the contract will be recommended to Council for their approval, anticipated by mid-May.**

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

#### HOUSING AND GENTRIFICATION

- **A new Department of Housing Advocacy is included in the Mayor's Fiscal Year 2022 Proposed Budget.**
  - **Mission Statement:** To develop and implement strategies to build strong and equitable neighborhoods, provide needed guidance, and ensure sustainable growth and development to improve quality of life for Lexington residents.
  - **Purpose:** Recognizing the importance of strong and equitable neighborhoods, the Department of Housing Advocacy and Community Development uses federal, state, and local funding to provide a variety of public service to the community, including Homelessness Prevention and Intervention, Affordable Housing, Code Enforcement, Grants and Special Programs, Historic Preservation, and Community and Resident Services.

##### **Housing & Gentrification Recommendations**

**#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.

**#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.

**#5:** The city must financially invest in gentrifying neighborhoods and neighborhoods that are at risk of gentrifying where disinvestment and displacement has occurred, and is occurring.

- **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 #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.



- The City has allocated over \$2 million in local funds and another \$10.1 million in federal funds to eviction assistance programs to aid in eviction prevention. This program is ongoing.  
<https://www.lexingtonky.gov/how-do-i-get-help>

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

## RACIAL EQUITY

- The city is working on locating space, training partnerships, and programming for one or multiple Job Training and Community Center(s). The city already offers job training through several partners, and job training is again part of the Mayor's budget plan for FY 22.

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

- Proposals have been received and a contract will be awarded in the next few weeks for Diversity and Inclusion workshops for all city employees.

**Law Enforcement Recommendation #13:** Enhance and establish bias training and evaluation procedures.

- A full communications plan is currently being developed with the city and the University of Kentucky College of Communication and Information to create a dynamic plan that will remain current, comprehensive, and responsive to our community. The College of Communication and Information at the University of Kentucky is interesting in partnering with the city to build a comprehensive communication plan to share progress and seek feedback, creating targeted campaigns and channels for different segments of the community.

**Racial Equity Recommendation #2:** Create and Implement a Multi-Media Communications Strategy Designed to Educate, Inform and Engage the Community on Matters of Racial Equity

## LAW ENFORCEMENT

### [Police Transparency Website](#)

- Council approved in March that body-worn cameras will expand to entire police force. Additional cameras have been purchased, and it is anticipated that they will arrive and be fully deployed across the police force by late summer 2021. <https://www.lexingtonky.gov/body-worn-cameras>

**Law Enforcement Recommendation #3:** Officers be required to wear body worn cameras

- The acquisition of technology that allows for automatic activation of body-worn cameras when a Taser or weapon is drawn is included in the Mayor's Fiscal Year 2022 Proposed Budget.

**Law Enforcement Recommendation #3:** Officers be required to wear body worn cameras



- Police training for de-escalation techniques is ongoing and continuing, especially as it relates to use-of-force incidents.

**Law Enforcement Recommendation #5:** Reviews of Police de-escalation and use of force

- Strengthening the current anti-retaliation policy is being included in the pending update to Police policies.

**Law Enforcement Recommendation #6:** Anti-retaliation policy against complainants

- Enhancement of information in Police reports, specifically information related to searches where a person was handcuffed but not arrested, is complete, following a Police Executive Order (*an immediate change to an existing policy before it can be formalized*) issued by Chief Weathers dated October 12, 2020.

**Law Enforcement Recommendation #8:** Enhance information in police reports

- Information on police business cards [now directs citizens to the Police Transparency website](#) to enhance community relations and communications. That website includes, but is not limited to the following:
  - [Police Public Comment form](#)
  - [Police Complaint process](#)
  - [What to expect when stopped by police](#)

**Law Enforcement Recommendation #9:** Enhance Community Relations

- Professors at Eastern Kentucky University, the University of Kentucky, and the University of Cincinnati have been consulted and asked for recommendations and input on how to improve providing of reports and analysis data.

**Law Enforcement Recommendation #10:** Police to provide reports and analysis

- Police Data has been submitted to the [National Use-of-Force Data Collection](#), Office of Justice Programs, Bureau of Justice Statistics.

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

- New Lexington Police officers will be recruited based on recommendations from the publication *Hiring for the 21<sup>st</sup> Century Law Enforcement Officer*. This publication, and the Mayor's Commission for Racial Justice & Equality Recommendations, are not only being used in the recruitment and training of new officers, but are also a focus in the ongoing training of current officers.
  - [Hiring for the 21<sup>st</sup> Century Law Enforcement Officer](#)
  - [LPD Evaluation of the President's Task Force on 21<sup>st</sup> Century Policing](#)



**Law Enforcement Recommendation #12:** Recruit new officers for the Lexington Police Department and Fayette County Sheriff's office based upon the recommendations from the publication *Hiring for the 21st Century Law Enforcement Officer*

- The city is collaborating with other stakeholders and social service agencies to establish a Sobering Center. This Center would provide an option for an alternative to detention for citizens cited for being under the influence.

**Law Enforcement Recommendation #16:** Sobering Center

- LPD is reviewing other models with Dean of the University of Kentucky, College of Social Work, in order to be able to effectively and successfully divert 9-1-1 calls related to addiction, mental health, and homelessness to professionals outside of law enforcement. Police are already working with [New Vista and their Community Outreach team](#) to utilize those resources as appropriate.

**Law Enforcement Recommendation #15:** Establish 911 Diversion Plan-Pilot

- Bias Training for Police has been enhanced.
  - The bias training module has been updated.
  - The training was submitted to the Kentucky Law Enforcement Council and approved to teach.
  - The training will be utilized during the next new hire recruiting class.

**Law Enforcement Recommendation #13:** Enhance and Establish Bias Training and Evaluation Procedures

## RELATED PROGRESS OUTSIDE OF RECOMMENDATIONS

- The Mayor's Office is in the process of developing a permanent Racial Justice Commission.
- The city's [Eviction Prevention/Utility Assistance Program](#) is ongoing.
- [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](#)
- Council has allocated the funding of \$300,000 to make repairs to [the Palmer Building](#) in order to issue a new Request for Proposals after the RFP in last fall to sell the building to possible interested agencies returned no proposals.
- The city will collaborate with [New Vista to engage with their Crisis Outreach Team](#) in a Pilot Program
- Increased funding for Human Resources for minority recruitment is included in the Mayor's Fiscal Year 2022 Proposed Budget.



**These investments allocated and proposed in the community from the city, with the cooperation of the Council, have been over \$4.9 million to date.**

**Money Allocated Previous to Mayor's Proposed Budget**

- \$2 million in local funds for Eviction Assistance Program
- \$500,000 allocated for Disparity Study
- \$122,237 in local funds to purchase body cameras for officers that did not previously have them
- \$120,000 allocated for Diversity Training Program

**Money in Mayor's Proposed Budget**

- \$20,000 increase in LFUCG Minority Recruiting Efforts
- \$80,000 in personnel funding for new Racial Equity position in Mayor's Office
- \$25,000 in professional services for Mayor's Office Commission initiatives
- \$602,694 for five Neighborhood Resource Officers, 1 sergeant, and vehicle expenses
- \$1 million increased allocation to Affordable Housing Trust Fund
- \$229,921 for two positions to create Department of Housing Advocacy
- \$200,000 for Code Enforcement Assistance Program