Unity Council Report
FEBRUARY 2021
The fourth challenge we face is to unite around powerful action programs to eradicate the last vestiges of racial injustice. We will be greatly misled if we feel that the problem will work itself out.

– Rev. Dr. Martin Luther King, Jr.
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Dear Mayor Williams and members of the City Council,

Thank you for the opportunity to serve as the Arlington Unity Council. This report is the result of our meetings, expert speakers, public input through interviews, town hall meetings and focus groups as well as the work we have done since our appointment in July of 2020. The core of your charge to us – to gather community input, seek strategies and create an equity plan to eliminate racism and other forms of discrimination – has guided us and our work over these past eight months.

As you can see, we are a diverse group in many ways. One thing we all have in common is our love for Arlington and our fellow residents. Our work together has brought us a variety of viewpoints. Via the virtual format that we have used this year, many of us have formed new connections with people we might have never had the occasion to meet without the experience on the Unity Council. We hope that our work together, our struggle to reach consensus and our unity will provide an example to Arlington residents that it is possible to work with people who are different and truly enjoy the experience.

We hope this report will begin the necessary and important work of addressing racial inequities in Arlington. While this report captures a snapshot in time, the recommendations contained in this report are meant to be a beginning, not the final answer. Many of these recommendations cannot be accomplished by the City alone and will require the collaboration of community partners. In several places, you will see the recommendation to continue the work of the Unity Council beyond the transmittal of this report. The topics we have addressed are complex and several have angles and depths that our time together could not explore adequately. Additionally, there may be more areas that need to be addressed and we hope that the City Council will support an opportunity to do so.

Thank you for the honor to serve as members of the Arlington Unity Council. We appreciate the support the Mayor and Council have shown for this important topic.

The Unity Council
Quotes throughout this report are drawn from interviews and focus groups conducted with Arlington residents.

Akram Abbadi
Murjan Altawil
Esteban Blanco
John Burgdorff
Jennifer Cathcart
Arely Cure
Larry Curry
Leticia M. Evans
Dan Fernandez
Michael Glaspie
Ronnie Goines
Cyndi Golden
Heidi Hardy
Nikkie Hunter
Kennedy Jones
Blaize LaFleur
Grace McDermott
Julie Nicholson
Scherron Richard
Ines Roach
Pamela Roach
Charletra Sharp
Jason E. Shelton (Chair)
Deborah Spell
Reecia Stoglin
Alyssa Tsing
Rebecca Valdez
Codi Van Duzee
The Unity Council

Economic Disparities Subcommittee

Kennedy Jones (Chair)
Esteban Blanco
Grace McDermott
Deborah Spell
Nikkie Hunter
Jason E. Shelton
Chair
Education and Workforce Development Subcommittee

Murjan Altawil
Arely Cure (Chair)
Larry Curry
Blaize LaFleur
Alyssa Tsing
Codi Van Duzee
I feel that what sets Arlington aside in a little different way is there’s a lot of pretty positive intent in Arlington and a willingness to have conversations as opposed to some communities that I’ve lived in. Also, while I wouldn’t say that everything could be perceived as being equitable for all racial and ethnic groups in Arlington, I do believe that Arlington is a special place where there’s a foundation to have these dialogues.

– an Arlington resident
I just want to say thanks for the opportunity to participate. This has been enlightening and I hope that our information and comments are heard, and that something positive and concrete comes out of this.

– an Arlington resident
Executive Summary: Where Do We Go From Here?

Dr. Jason E. Shelton
Associate Professor of Sociology and Director of the Center for African American Studies,
University of Texas at Arlington

This report represents eight months of hard work and dedication by a committed group of residents from the great city of Arlington, Texas. As members of the Unity Council, we were charged by Mayor Williams and City Council to examine different aspects of racial and ethnic disparities, as well as “study equity strategies that the City of Arlington could implement to promote and encourage greater equality, to gather community input on the need to use equitable measures to build greater equality, and to report findings and recommendations to the City Council.”

Every page of this document reflects the goodwill, best efforts, and honest dialogue of a racially and ethnically diverse task force comprised of 28 people with their own personal values, opinions, and experiences.

Our project was difficult, in part because 2020 will be remembered as a very difficult year in American history. Everyday people with different backgrounds and viewpoints shared one thing in common: they felt like our nation was reaching a breaking point. Black or White, rich or poor, gay or straight, liberal or conservative: many of us spent many days and nights wondering about what was happening to our country, questioning if things would return to “normal,” and longing for stability, peace of mind, and hope for the future.

None of that seemed possible due to a perfect storm of tragedies: hundreds of thousands of Americans died from an unexpected virus, our economy tanked and people lost their livelihoods, and longstanding tensions between African Americans and law enforcement became front-page news (once again). This time, millions of people watched a 46-year-old man named George Floyd die after being slowly suffocated by a police officer. Everyday people found it hard to understand why the officer refused to move his knee from George Floyd’s neck even after he called out for his mother.

It didn’t take long for us, as a nation, to realize that a consistent theme tied together much of the turbulence and commotion happening in our country: racial and ethnic disparities. By mid-summer, it had become widely known that Blacks, Latinx, and Native Americans were far more likely to test
positive for and die from COVID-19 than Whites. At the same time, Americans across a wide range of racial and ethnic backgrounds peacefully protested the deaths of George Floyd, Breonna Taylor, Ahmaud Arbery and others during hot summer days. At night, however, many of us sat on pins and needles praying that escalating tensions between protestors and police would not turn violent. They often did.

All of these events—as well as many others—impacted life on the ground right here in Arlington. Our City Council passed several resolutions affirming its “commitment to equity for its residents of all racial, ethnic, and national origins,” and recognized racial and ethnic disparities in COVID-19 here in our City. The Arlington Police Department also updated its “Use of Force” policy and established community dialogues on policing, while the Arlington Ministerial Alliance organized a peaceful march that met at City Hall and was supported by hundreds of Black, White, Asian, and Latino residents. Elected officials, civil servants, clergy, and civic leaders across a variety of local groups banded together in an effort to re-establish a sense of harmony and normality. There was also a groundswell of support for understanding the depth, breadth, and consequences of racial and ethnic disparities. Mayor Williams and City Council harnessed this energy on June 23rd by passing a resolution that established the Unity Council.

And so it began, and it is now concluding in late February 2021. This final report focuses on five areas of study: Economic Disparities; Education and Workforce Training; Housing; Health and Wellness; Policing and Criminal Justice. We examined each of these topics in multiple ways including: (1) statistical analyses of various data sources including the US Census and the Arlington City Satisfaction Survey; (2) thirty one-on-one, in-depth interviews with local residents; and (3) fifteen focus groups that addressed various aspects of diversity including race, ethnicity, religion, sexuality, disability, and youth. Results published within this report speak for themselves, through both the language of (simple) math and direct quotes from everyday people. Please note that some of these quotes are positive and uplifting, while others may be painful to read. For this report to be taken seriously—and received by folks who feel they been overlooked and left (Continued on the next page.)
Executive Summary (continued)

out—it must include these honest but difficult perspectives. Our city is diverse, and so are opinions about it.

The Unity Council was also charged with creating an “equity plan which includes strategies to eliminate racism and other forms of discrimination and to advance unity in Arlington.” In accomplishing this goal, each of our five subcommittees developed a set of recommendations based on the aforementioned quantitative and qualitative data, as well as another source of information: (4) input from guest speakers who were invited to attend Unity Council meetings. These experts included local community leaders, notable academic scholars, and elected officials from other large and diverse cities who have already established programs and policies that aim to address racial and ethnic disparities. The recommendations contained in this report are not always within the full purview of the City of Arlington. We have already spoken with many of the community stakeholders whose collaboration will be needed to implement several of these recommendations. The City of Arlington may be able to play the role of convenor in working with these entities to implement some of these recommendations.

Each subcommittee had the autonomy to review the data, expert analysis, and community input that they received to determine what they felt was most important to Arlington. Their goal was to provide a roadmap or a sense of direction for what they believe are our most pressing problems and a general idea of how they might be solved. However, the City Council and the City Manager’s Office understand the strategic and tactical tools to implement recommendations that the Unity Council has proposed in this report.

Our taskforce met more than forty times over the past eight months in subcommittee meetings and with the full Unity Council. We considered the information presented to us, discussed and debated amongst ourselves, compromised on some things, held our ground on others, and decided to let some things go (for now, at least). As a result, the recommendations contained within this report represent various sources of knowledge, as well as a contrasting mix of personal values and beliefs.

Arlington, Texas, is now the 49th largest city in the United States. We’re also the 11th most racially and ethnically diverse city in our nation. Each of the 28 people who served on the Unity Council are just as unique and diverse as our City. That’s why one of our goals was to demonstrate that we can, in fact, “all get along” and find common ground despite our differences. We reached that goal, and along the way have provided a blueprint for showing other large and diverse cities how to address racial and ethnic inequality in a way that is respectful and inclusive of residents.

Our city’s brand is: “Arlington: American Dream City.” Results and recommendations published within this report can help bridge racial and ethnic divides so that all residents might one day have the confidence, skills, and opportunities to make their American dreams come true.

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\(^1\)See Arlington City Council Resolution No. 20-161 (June 23rd, 2020)
\(^2\)See Arlington City Council Resolution No. 20-147 (June 9th, 2020)
\(^3\)See Arlington City Council Resolution No. 20-146 (June 9th, 2020)
I think that more visible expressions of acceptance of cultural differences, racial differences, religious differences that are done by the city will help to cause change in a direction that results in more acceptance.

– an Arlington resident
Focus Groups

The Power of Public Participation by Estrus Tucker

The one true source of a great city is its people. People are the lifeblood of our communities and our cities, and our capacity and will to welcome and engage this powerful human diversity defines our future. To value public participation is to welcome the full spectrum of human identity and respectfully engage people with different lived experiences, in service of a more inclusive vision and hopeful outcomes important to a cross section of the public.

With this in mind the Unity Council early on envisioned a varied and robust plan for public participation. In addition to the inspiring diversity of identity and perspective reflected in the Unity Council membership, the Unity Council’s Public Participation efforts included thirty one-on-one, in-depth interviews with key local residents; four virtual Town Hall meetings broadcast from City Hall; and fifteen focus groups that addressed various aspects of diversity including race, ethnicity, religion, sexuality, differently-abled, and youth.

The primary intent of our public participation efforts was to engage a diversity of Arlington’s resident stakeholders, reflective of the city’s demographic make-up in service of relevant feedback. By listening to and capturing diverse perspectives on key questions we sought to encourage broad based ownership in the development of key recommendations and add faces, voices and stories to the critically important quantitative data.

Each of these important qualitative approaches — one on one interviews, town halls and focus groups contributed uniquely and significantly to the quality and range of feedback. Informed by an impressive assembly of guest speakers and content experts we carefully crafted questions for each of these approaches and collected written feedback.

Town halls during a pandemic required careful planning, a demonstrable commitment to people’s health and safety, accessible technology with technical support and patience. The resulting virtual platform fit the bill and engaged members of the Arlington public whose voices and stories had not been heard.

In addition, Town halls provided a platform for key local leaders from collaborative organizations like the Arlington Chamber of Commerce and United Way of Metropolitan Tarrant County to speak of the importance and relevance of the Unity Council’s mission and the great shared work that was possible. Town halls also allowed the Unity Council Subcommittee Chairs to provide timely updates and discuss emerging draft recommendations to the public.

Focus Groups — a deeper dive into Public Participation

Typically a great source of energy and traction in public participation is participant interaction and

Focus Groups made up of the following communities and areas of interest were held by the Unity Council:

- African American Community
- African and Caribbean Immigrant Community
- Asian American Community
- Christian Pastors
- Disabled Community
- Economic Disparities
- Education and Workforce Training
- Health and Wellness
- Housing
- Jewish Community
- Latinx Community
- LGBTQ+ Community
- Arlington’s Youth
- Muslim Community
- Policing and Criminal Justice
- Vietnamese Community

30 one-on-one interviews were also conducted with key stakeholders and members of the Arlington community.

Unity Council Report
that’s where our focus groups come in. Our intent of focus group engagement was to draw upon diverse residents’ attitudes, feelings, beliefs, experiences and reactions in a way where other methods ie interviews and town halls are not applicable. Focus group discussions are frequently used as a qualitative approach to gain a deeper understanding of social issues. This method aims to obtain data from a purposely selected group of individuals rather than from a statistically representative sample of a broader population. Our selected groups targeted specific Arlington populations who have experienced historic or recent discrimination, exclusion, targeted bias or are frequently not at the table of key decision making.

Focus groups can reveal a wealth of detailed information and deep insight to seemingly complex issues. A well designed focus group seeks to create an accepting environment that puts participants at ease allowing them to thoughtfully answer questions in their own words and add meaning to their answers. Sometimes it takes listening to the opinions of others in a small and safe group setting before we form our thoughts and opinions about important matters.

Our Focus groups were structured around a set of carefully predetermined questions addressing five key focus areas: 1) Economic Disparities, 2) Education and Workforce Training, 3) Housing, 4) Health and Wellness, and 5) Policing and Criminal Justice and various identity aspects of diversity. In addition, each set of questions sought to invite perspective and insight on issues related to the experience of racial equity in the City of Arlington, Texas. As expected, participant comments stimulated and influenced the thinking and sharing of others in the focus group.

Critical to the success of our Focus Group design was the use of carefully selected co-facilitators who guided each group. These co-facilitators received an orientation of the process, followed a structured agenda that maximized time for participant voices, and a basic script to ensure feedback continuity across multiple focus groups. The 90 minute format was guided by two basic Ground-rules to enhance engagement:

1) **LISTEN & BE PRESENT AS FULLY AS POSSIBLE.** Welcome other voices & listen actively. Don’t interrupt others. Suspend judgment. Respect the opinions of others even if you don’t agree. Share your video so your presence can be seen. No crosstalk.

2) **SHARE YOUR PERSPECTIVE.** Everyone’s voice is important. Our views of reality may differ, but sharing one’s perspective doesn’t mean interpreting, correcting or debating what others say. Focus on topic. Say what is in your heart, and on your mind from your experience. Speak using “I” statements. Respect one another’s dignity & identity.

After the conclusion of each Focus Groups the Co-Facilitators drafted a summary of the focus group with highlights, best quotes and any themes they observed. These summaries served as an invaluable resource for crafting the Unity Council key recommendations.

Public participation is not about perfection but persistence. The power of public participation lies not only in an inclusive intention but in our courageous integrity to ask “who’s not at the table?” and “who’s not thriving?” May our collective efforts reflected in these offered recommendations motivate, provoke and inspire collective actions that lead to the beautiful unity in diversity we dream of.
Summary of Unity Council Process

Unity Council
MEETING DATES & SPEAKERS

1. July 29, 2020
2. August 25, 2020
   • **R. Daniel Lavelle**, District 5 Council Member, Pittsburgh, PA
   • **Rita Soler Ossolinski**, National League of Cities, Racial Equity and Leadership Program Director
3. September 22, 2020
   • **Secretary Henry Cisneros**, Co-Chief Investment Officer and Chairman of American Triple I Partners, Principal Siebert Cisneros Shank & Co, former HUD Secretary, and former San Antonio Mayor
4. October 20, 2020
   • **Dr. Richard Florida**, University Professor at University of Toronto’s School of Cities and Roman School of Management, Distinguished Fellow at NYU and FIU, and Co-Founder and Senior Editor, The Atlantic City Lab
5. November 11, 2020
   • **Mayor Vi Lyles**, Charlotte, NC
6. November 19, 2020 - Town Hall
7. December 8, 2020
   • **Mayor Jeff Williams**, Arlington, TX
8. December 9, 2020 - Town Hall
9. January 19, 2021
10. February 1, 2021 - Town Hall
    • **Regina Williams**, United Way of Tarrant County
11. February 2, 2021

There are solutions, but the City’s leaders have to want to not only hear the solutions from communities of color and from experts of color. They’ve got to want to implement the solutions and not come up with little workarounds so that their friends and people who elect them are comfortable.

— an Arlington resident
Economic Disparities Subcommittee
MEETING DATES & SPEAKERS

1. August 17, 2020
2. September 10, 2020
   • Tillie Burgin, Mission Arlington
   • Regina Williams, United Way
3. September 21, 2020
   • Dr. Michael Emerson, University of Illinois at Chicago
4. October 5, 2020
5. October 19, 2020
   • Bryan Acosta, Latino Business Council
   • Grace McDermott, U.S. Pan-Asian American Chamber of Commerce
6. November 16, 2020
7. January 5, 2021
8. January 14, 2021

Education and Workforce Training Subcommittee
MEETING DATES & SPEAKERS

1. August 19, 2020
2. September 9, 2020
   • Dr. Marcelo Cavazos, AISD Superintendent
   • Dr. Kimberley Cantu, MISD Superintendent
3. September 24, 2020
   • Dr. Ruth N. López Turley, Professor of Sociology at Rice University, Director of Houston Education Research Consortium, Associate Director of Kinder Institute for Urban Research
4. October 7, 2020
   • Melanie Johnson, Director of Multicultural Affairs at The University of Texas at Arlington
   • Troy Johnson, VP of Enrollment Services at The University of Texas at Arlington
   • Dr. Bill Coppola, President of Southeast Campus Tarrant County College
5. October 22, 2020
6. January 13, 2021
7. January 21, 2021
# Summary of Unity Council Process

## Health and Wellness Subcommittee

**Meeting Dates & Speakers**

1. August 17, 2020
2. September 14, 2020
   - **Blake Kretz**, President of Texas Health Arlington Memorial Hospital
   - **Robert Early**, President and CEO of JPS Health Network
3. September 28, 2020
   - **Dr. Keon Gilbert**, Associate Professor of Behavioral Science and Health Education at Saint Louis University
4. October 12, 2020
5. October 26, 2020
6. November 9, 2020
7. January 11, 2021
8. January 20, 2021

## Housing Subcommittee

**Meeting Dates & Speakers**

1. August 17, 2020
2. September 1, 2020
3. September 17, 2020
   - **Dr. Andre Perry**, Brookings Institute
   - **Demetria McCain**, Inclusive Communities Project
4. October 5, 2020
   - **Doris Washington**, RE/MAX Elite
   - **Barbara Landers**, Coldwell Banker Realty
5. October 14, 2020
   - **Jason Archiga**, NRP Group
   - **Yoni Gruskin**, Lincoln Avenue Capital
   - **Donna VanNess**, Housing Channel
6. October 28, 2020
7. January 13, 2021
   - **Dixon Holman**, Front Real Estate Co.
   - **Cliff Mycoskie**, MMA Texas
8. January 25, 2021
Policing and Criminal Justice Subcommittee

MEETING DATES & SPEAKERS

1. August 19, 2020
2. September 9, 2020
   - Alisa Simmons, NAACP
   - Luis Castillo, LULAC
3. September 23, 2020
   - Dr. Rashawn Ray, University of Maryland
4. October 7, 2020
5. October 28, 2020
   - Dr. Kent Kerley, The University of Texas at Arlington
   - Dr. Daniel R. Altman, Altman Psychological Services
   - Dr. Crystal Gayle, Great Life Counseling Center
   - Dr. Kevin Lambert, Great Life Counseling Center
6. November 18, 2020
7. December 16, 2020
8. January 13, 2021
Arlington is the 11th most diverse city out of the top 100 most populated cities in the United States. The one thing we can do to improve relations in Arlington is to invite those who are less involved to get more involved. And by so doing, we can improve the activities and the appreciation for the City of Arlington. I love Arlington. I think it’s one of the better cities that I’ve ever lived in and that I’ve ever known, and it has a lot going for it. A lot has changed since 1979, but it has changed for the better.

– an Arlington resident
A majority of Arlington respondents rated their Quality of Life as good or excellent between 2011 and 2019. Residents who do not identify as Black, White, or Latino had the lowest percentage of respondents selecting a “good” or “excellent” Quality of Life between 2011 and 2016. After 2016, the ratings by this group did improve by 1 percent.
Demographics

I’m really excited about the diversity of the city. I think people have a willingness to work together for the greater common good in the city, and the reason I feel that way is because of what was done through the Arlington Ministerial Alliance March that was held at City Hall. Just seeing the citizens of Arlington, and the people that came out to participate in that. It’s like everyone hoped for a better community and a sense of coming together.

– an Arlington resident

Arlington’s population is approximately 39 percent White, 29 percent Latino, 22 percent Black, and 7 percent Asian or Pacific Islander. Since 2000, the share of Arlington’s population that is White has declined by over 20 percent while every other minority group (except Native American) has increased in share. Of the foreign-born residents of Arlington, over half are from Latin America and another 27 percent are from Asia. The majority of Asian and Pacific Islander residents in Arlington have Vietnamese ancestry at 59 percent, and the majority of Latino residents have origins in Mexico. There are more U.S.-born than foreign-born Latino residents. Limited English-speaking households are concentrated in east Arlington.
Race & Ethnicity Overview

Current Demographics

<table>
<thead>
<tr>
<th></th>
<th>2010</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
<td>164,375</td>
<td>153,476</td>
</tr>
<tr>
<td>Latino</td>
<td>95,452</td>
<td>114,595</td>
</tr>
<tr>
<td>Mixed/Other</td>
<td>7,312</td>
<td>9,968</td>
</tr>
<tr>
<td>Asian or Pacific Islander</td>
<td>24,954</td>
<td>27,208</td>
</tr>
<tr>
<td>Native American</td>
<td>1,099</td>
<td>1,029</td>
</tr>
<tr>
<td>Black</td>
<td>66,218</td>
<td>86,186</td>
</tr>
</tbody>
</table>

Total Population: 392,462

Source: U.S. Census Bureau, 2018 ACS 5-Year Estimates.

Race & Ethnicity in Arlington

Whites have the largest population in Arlington and this is changing. The White population decreased from 2010 to 2018, while all other populations, with the exception of Native Americans, increased. Latinos are the second-most populous ethnoracial group in Arlington, making up 29.2 percent of the population. People of Color (POC) as a whole make up 60.9 percent of the City’s population, placing Arlington at #49 out of the largest 100 cities in terms of the percent of the population that is POC.

Largest 100 Cities by Percent People of Color, 2017

#1 Hialeah, FL: 97%
#49 Arlington, TX: 60.9%
#100 Spokane, WA: 19%

Changes in Demographics by Residential Location

The City of Arlington has continually seen an increase in People of Color since 1980, while having a decrease in individuals identifying as White since 1990. As the population of People of Color has grown since 1970, residents identifying as non-White have more often settled East of Cooper St., leading to the diverse residential makeup observed today.

‘

Maybe you only know a few Black people, a couple of Asians, or a couple of Hispanics. But those individuals do not represent the race as a whole. So, when we talk to people, let’s try to understand them individually and their uniqueness first before we paint the whole race as one experience. Our group hosts cultural events, and we’re hopeful that we can replace ignorance. I think ignorance is the root of a lot of problems. So, if we can replace ignorance with tolerance, apathy with empathy, and thoughtlessness with kindness, our society will be a much better place.

– an Arlington resident
Spatial Distribution

Population by White and People of Color by Census Tract, 1970 - 2010

There are three words that I would use to describe ethnic and racial relations as I observe them here in Arlington: respectful, tenuous, and suspicious.

– an Arlington resident

Source: U.S. Census Bureau, 2018 ACS 5-Year Estimates
Shifting Demographics

Percent Change by Race & Ethnicity 2010 - 2018

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>2000</th>
<th>2010</th>
<th>2018</th>
<th>Percent Change 2010 - 2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
<td>59.6%</td>
<td>59.6%</td>
<td>53.0%</td>
<td>-6.6%</td>
</tr>
<tr>
<td>Black</td>
<td>45.7%</td>
<td>45.7%</td>
<td>48.8%</td>
<td>30.2%</td>
</tr>
<tr>
<td>Latino</td>
<td>45.7%</td>
<td>59.6%</td>
<td>59.6%</td>
<td>20.1%</td>
</tr>
<tr>
<td>Asian or Pacific Islander</td>
<td>9.0%</td>
<td>9.0%</td>
<td>9.0%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Native American</td>
<td>9.0%</td>
<td>9.0%</td>
<td>9.0%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Mixed /Other</td>
<td>6.1%</td>
<td>6.1%</td>
<td>6.1%</td>
<td>0.0%</td>
</tr>
</tbody>
</table>

Source: U.S. Census Bureau, 2018 ACS 5-Year Estimates.

Population Share by Race & Ethnicity 2000 - 2018

I have experienced the disparate treatment that African Americans, Hispanics, Asians and other communities of color experience here. Our leadership uses diversity jargon, tossing around words like ‘equity’ and ‘access’ but do they have any intention of creating any real space for change?

– an Arlington resident
Shifting Demographics

Percent Change in White and People of Color by Decade, 1980 - 2018

Percent Change in People of Color by Census Tract, 2010 - 2018

Racial and ethnic diversity is one of our best strengths. I love it. I think we should celebrate it more, and not make it a negative. After all, we all have red blood, right? It’s one of the jewels in our crown.

– an Arlington resident

Diversity

Out of the top one hundred most populated cities in the United States, Arlington is ranked as the 11th most diverse. At 60.9 percent, the share of Arlington’s population represented by People of Color is more than twenty percent higher than the United States as a whole. The share of People of Color in Arlington increased by 20.5 percentage points between 2000 and 2018.

Diversity Score Amongst Comparison Cities 2000 - 2017


Diversity Score Amongst Top 100 Populated Cities in the United States 2017

Source: U.S. Census Bureau, 2018 ACS 5-Year Estimates.

Share of People of Color Amongst Comparison Cities 2018

Arlington residents come from regions across the world. As of 2018, foreign-born residents represent 20.8 percent of the total population of the City, compared to 13.5 percent of residents in the United States as a whole. Over half of Arlington’s foreign-born residents moved to the City from Latin America, while 28 percent moved from Asia and 16 percent from Africa.

### Ethnicty by Nativity, 2018

<table>
<thead>
<tr>
<th>Nativity of Arlington Residents, 2018</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Count</td>
<td>%</td>
</tr>
<tr>
<td>Native to the United States:</td>
<td>310,646</td>
</tr>
<tr>
<td>Foreign-Born Residents:</td>
<td>81,816</td>
</tr>
</tbody>
</table>

Source: U.S. Census Bureau, 2018 ACS 5-Year Estimates.

### Latino Populations by Ancestry

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mexican</td>
<td>81.5%</td>
</tr>
<tr>
<td>Salvadoran</td>
<td>4.7%</td>
</tr>
<tr>
<td>Puerto Rican</td>
<td>3.8%</td>
</tr>
<tr>
<td>Honduran</td>
<td>1.6%</td>
</tr>
<tr>
<td>Guatemalan</td>
<td>1.5%</td>
</tr>
<tr>
<td>All other Latino</td>
<td>7.0%</td>
</tr>
</tbody>
</table>

Source: U.S. Census Bureau, 2018 ACS 5-Year Estimates.
“Although racial problems here are not like other cities, COVID-19 continues to build a cultural problem as it is called ‘China virus.’”

“It’s a cool place as long as you stay in your place, but once you get out of your place and you offend some people that’s when you see all of the micro aggressions as well as physical aggression, when they feel you’re out of your place.”

“Our experience has been people here are open minded, with big heart and welcome hands. They did not see us as foreigners.”

“I think the key problem that we have been facing related to race and ethnic relations in Arlington is the polarizing national politics. It bleeds into Arlington, causing racial mistrust, which increases the probability of us encountering racial tensions, not because of any realistic issue in our city.”

“The Mayor and City Council have been very supportive of our community.”

“We need a city Hotline with a fluent Vietnamese speaking operator to serve the non-English-speaking people in our community, and a Vietnamese Community Center for all activities, events, social services, education, training, etc.”

“I would say that my personal experiences here have been terrible. I can’t really compare it to anybody else. But that’s just me personally growing up in Arlington. I feel like a lot of younger Black people as well can probably relate to a lot of things that we’ve seen and gone through growing up.”

“When it comes to racism, people are always thinking that it’s Black and White. Racism is everyone. And when we try to come up with a solution, make sure that the Asians are part of the solution, as well, and do not forget about the other ethnicities. Racism is a shared problem, and we’re going to have to work together to resolve it.

If you are part of old Arlington, you’re respected. But when I’m in the same circles with my wife and I’m the only Hispanic in the room, I don’t feel like I’m noticed. There’s not that same respect that my wife is privileged to have. There’s a lot of things about Arlington that are primarily for White Americans. But I know how to navigate the system. I understand who the key players are in our City, so I’ve established relationships with them. But again, I’m a person of privilege. I had a position of authority and influence. Most Hispanics don’t have that in our community.

– an Arlington resident
“Regarding the Hispanic population, let’s not sugarcoat that we’re dying like dogs from diabetes and from healthcare insufficiency and unnecessarily the health care system. It’s such a complex answer but I’d say healthcare is the major problem among the middle to older age population. And it’s an access issue because if you’re an undocumented individual, there are some charity clinics and community clinics that exist out there.

“But it’s also a cultural issue because oftentimes we wait until something bad happens to go to take care of our health. So it’s multifaceted. I don’t think the city can necessarily solve all the problems through policy. We’ve got to have boots on the ground, boots on the TV, people in the community and among our own family. And that also stems from lower socioeconomic status. Are you going to focus on your health when you’re sending money to your country of origin and maintaining your family here and your kids are going to school?”

“In the last few months, I’ve curtailed my walking and jogging activity. After walking not far from my residence, I was spit on by people driving by in a truck for no apparent reason except for my race and ethnicity. We are in a highly-politically charged environment where you have people driving pickup trucks, waving flags, and calling you obscene names for no apparent reason other than race or ethnicity. This is not being addressed. To be out on the sidewalk walking, exercising my rights in a City where I’ve paid hundreds of thousands of dollars in taxes over the years and then to be spit on for no apparent reason...It is not a good feeling. And so, I think other people who have experiences like me probably view the quality of life in this city as having declined.”

“Our community still experiences all levels of racial discrimination, especially the non-English-speakers. But rarely will our community report the incidents or fight back.”

“I’m Asian American, and when you look at Arlington, it encompasses several ethnicities. You’re talking about Chinese, Filipinos, Vietnamese, and Koreans. And, in the city of Arlington, the growing Asian ethnicity is Vietnamese. But, I don’t realize or think that a lot of the city or council realizes that there is a big difference. However, as far as ethnicity and race in Arlington, I’ve seen how much we’ve grown since I moved to Arlington back in 1995.

– an Arlington resident
<table>
<thead>
<tr>
<th>Concern or Issue</th>
<th>Recommendation</th>
</tr>
</thead>
</table>
| City of Arlington should have a permanent community-based group tasked with monitoring racial and ethnic disparities, as well as bridging racial and ethnic divides | **Short term**  
- Establish a permanent task force charged with directly engaging local residents, organizations, and institutions on matters regarding race, ethnicity, and other forms of diversity in Arlington |
| City of Arlington needs an adequate data source for monitoring racial and ethnic disparities | **Short term**  
- Enhance Arlington’s “City Services Satisfaction Survey” to include a wider range of important variables such as race/ethnicity, income, and education |
| Arlington City Manager’s Office needs a staff member charged with monitoring various matters relevant to race and ethnic relations | **Medium term**  
- Establish a Chief Diversity Officer who will create various programs that aim to enhance diversity, equity, and inclusion |
| City of Arlington should establish a form of public transportation that is more accessible to low-income residents | **Medium term**  
- Develop a pilot-program for local residents who qualify for free or reduced rates on VIA Rideshare by collaborate with Tarrant County WIC and the Arlington Housing Authority |
| There are growing levels of concentrated poverty in particular neighborhoods in Arlington | **Long term**  
- Establish anti-poverty programs in targeted neighborhoods that focus on job training, community clean-up, as well as public and private investment |
White residents and Asian and Pacific Islanders have the lowest poverty and unemployment rates and the highest wages, while Black, Latino, and Mixed/Other residents have the opposite. Latino residents have the highest poverty rate (23.8 percent) and the lowest median wage ($15.60), and the Mixed/Other group has the highest unemployment rate (6.8 percent). The poverty rate of People of Color in Arlington is 10 percent more than that of White residents. Arlington has a higher poverty rate (15.7 percent) with respect to other comparison cities and has the highest working poverty rate of the comparison cities (3.7 percent).

White workers occupy 70 percent of jobs, and Black workers occupy 21 percent. The largest industry sector is Retail, Hospitality, and Other, but Healthcare, Education, and Government is growing at the fastest rate. Minority-filled jobs are increasing much faster than White-filled jobs.

Unity Council Report
I have considered it a privilege and an honor to have been the chairperson for the Economic Disparity subcommittee. We had some very hard-working individuals with varying opinions because of their different backgrounds or political persuasions. However, these differences, I believe, allowed us to look at the accumulated data, the economic information and listen to the results of the town hall discussions with greater clarity than we otherwise would have. Even the speakers that Dr. Shelton brought in to discuss these same issues and how they were addressed in other cities were vetted through our committee’s varying perspectives. This helped all of us get to a place of making bold but pragmatic recommendations that are achievable and will be impactful if implemented by the City Council in a thoughtful thorough manner.

Our overall goal was to effect change not just in the City government of Arlington but to effect change in the whole of the business community of the city. We saw an opportunity with the changing attitudes of our City Council towards a more fair, just and equitable society and decided to reach for recommendations that were worthy of meeting this unique moment in our city’s history. In order to maximize this opportunity’s potential, we decided on recommendations that could leverage the City’s business relationships with the minority community into an “economic moral climate” to encourage the City’s greater business community to follow suit.

Our recommendations can be summed up as follows. We recommended the City use its economic clout in banking to effect change in how banks dealt with the businesses in the minority community. Next, we recommended the creation of a MWBE Office of Business Diversity staffed by three to five people to set policy guidelines, maintain oversight, and seek to ensure equity in city contracting. Then we recommended establishing a job resource center in the East Arlington Library staffed with a knowledgeable individual of job fairs and employment opportunities within the City and beyond. Lastly we recommend a reduction in fees associated with the City’s Via public transportation program for those of lower economic standing.

Our goal in the Economic Disparity Subcommittee was not to attempt to fix everything. It was to offer substantive solutions that could effect real change and improved economic opportunities for many of the citizens of Arlington that have been left out for to long. It was a heavy lift but it was also long overdue. We were honored to have had the opportunity to apply our effort to achieve the good that we seek.
I've been very fortunate in that I always felt as though Arlington was the biggest, little small city there has ever been. Everybody had an opportunity here. That was my vantage point. I have no doubt about someone else’s vantage point on another side of town. Their skin color is different. Their economic status is different. I am sure of that. But from where I stand, I saw opportunity.

– an Arlington resident
I have noticed a chasm in Arlington in the last 30 years. Cooper Street is the chasm between West Park Row and East Park Row. We have people who not only have an elevated education level, but an elevated economic status regardless of their color. There are pockets of it here and there, everywhere around the city. But there’s a chasm that divides us, and it’s economics.

– an Arlington resident
Median wages decreased for each respective ethnoracial group from 2000 to 2017. The greatest decrease was in Asian or Pacific Islander wages, where the median wage fell $4.20, an average of $0.60 per year. The median wage is lowest for the Latino population and second lowest for the Black population.

In addition to having the lowest median wage, Latino residents experience the highest poverty rate. The Mixed/Other population has the second highest poverty rate, followed closely by the Black population. White residents have the lowest poverty rate, less than half that of the Latino community.

The working poverty rate represents individuals aged 25-64 working full time and have an income below the federal poverty line. While the City of Arlington currently ranks 18th amongst the top 100 populated cities for working poverty rate, during years 2010 and 2000 Arlington’s working poverty rate was comparable with cities of similar size and demographics.
Job Changes in Arlington

In accordance with the Longitudinal-Employer Household Dynamics guidelines, wages are grouped into three categories. Low wages being a monthly income $1,250 or less, medium wages being between $1,251 - $3,333 per month, and high wages being over $3,333 per month. Job data is based on job location in Arlington and not jobs by Arlington residents.

Jobs that are filled by individuals with less than a high school degree are growing the fastest, more than twice the rate of jobs filled with a person with some college or Associate degree. However, a higher quantity of jobs are being filled by people with some college or an Associate degree than by those with less than a high school degree.

By wage, jobs that are considered high wage are growing the fastest, with over a 100 percent increase, whereas both medium and low wage jobs are decreasing.
Jobs Available

**Jobs by Educational Attainment, 2017**

- Less than high school: 17.4%
- High School Degree: 25.5%
- Some College or Associate’s degree: 32.1%
- Bachelor’s Degree or Higher: 24.9%

**Jobs by Wage Levels, 2017**

- > $3,333 / month: 32.6%
- $1,251 - $3,333 / month: 41.2%
- < $1,250 / month: 26.2%

**Jobs by Industry, 2017**

- Retail, Hospitality, and Other: 35%
- Healthcare, Education, and Government: 22%
- Professional Services: 13%
- Manufacturing and Logistics: 30%

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Current Jobs in Arlington

Jobs that are filled by someone with some college or an Associate degree are the most common in Arlington, followed by a high school degree. Jobs filled with someone with less than a high school degree are the least common, making up only 17.4 percent of jobs.

The Retail, Hospitality, and Other sector is Arlington’s largest industry, making up over one-third of jobs. The smallest job sector in Arlington is Professional Services, which only account for 13 percent of jobs.

In terms of wage levels, jobs in Arlington are most common at high wages and least common at low wages. Only 26.2 percent of jobs fall into the low wage category.
Employed Persons by Race in Arlington

White workers occupy almost 70 percent of the jobs in Arlington, followed by Black workers, who occupy 21.3 percent of jobs (and make up 22 percent of the population). Asian or Pacific Islander workers, who are 6.9 percent of Arlington’s population, make up 6.7 percent of Arlington jobs. Native Americans occupy the least jobs, and those who are more than one race make up 1.7 percent of jobs and 2.5 percent of Arlington’s population.

The fastest growth in jobs by race is in the Black and multi-racial populations. Between 2009 and 2017, jobs filled by Black individuals increased at a rate of 54.8 percent, or an additional 1,564 jobs per year. Jobs filled by multi-racial individuals increased at the second highest rate (44.8 percent), but at the second lowest raw increase, due to their small share of the population. Both Asian or Pacific Islander and Native American jobs grew over 25 percent as well. Jobs filled by White workers increased at the slowest rate, at only 6.3 percent.
The City’s Expended Contract Dollars

Between fiscal years 2003-2007, Minority- and Women-Owned Business Enterprises were awarded 12 percent of the contracted dollars. In fiscal years 2014-2018, the amount awarded to M/WBE increased to 22.1 percent.

The M/WBE disparity ratio is a calculation used to compare the City’s utilization of M/WBE contractors compared to the availability of these contractors in the area. The lower the ratio, the higher the disparity. According to the 2020 City of Arlington Disparity Study, Black, Hispanic, and Native American contractors all experienced disparity ratios less than 80 percent, representing “large” or “substantively significant” disparity.
Additional Community Feedback

“Things can be done on contracting with the City of Arlington. Maybe it has to be done by a third party? It all comes down to education and offering those resources out for knowledge to people so that they know how to apply, what the steps to go through, and how to navigate that process.”

—an Arlington resident

“We get the last crumbs in the 11th hour with respect to the amount of money that is out there being spent by the City. What they allocate or award to African American business owners is not even a drop in the hat.”

—an Arlington resident
## Economic Recommendations

<table>
<thead>
<tr>
<th>Concern or Issue</th>
<th>Recommendation</th>
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</thead>
<tbody>
<tr>
<td>MWBE spending by the City is not adequate</td>
<td>Long term</td>
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<tr>
<td></td>
<td>• Implement data collection</td>
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<tr>
<td></td>
<td>• Create an Office of Business Diversity</td>
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<td></td>
<td>• Reduce barriers of communication with MWBEs</td>
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<tr>
<td></td>
<td>• Find solutions to reducing barriers to MWBEs being prime contractors</td>
</tr>
<tr>
<td>MWBE program needs to be strengthened</td>
<td>Short term</td>
</tr>
<tr>
<td></td>
<td>• Create an MWBE Department and develop contracting requirements and accountability for City departments and prime contractors</td>
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<tr>
<td></td>
<td>• Enhance Arlington’s “City Services Satisfaction Surveys” to include a wider range of important variables such as race/ethnicity, income, and education</td>
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<tr>
<td>Commercial capital access for MWBEs needs to be increased</td>
<td>Long term</td>
</tr>
<tr>
<td></td>
<td>• Increase lending to minority business by connecting MWBEs with banks, encouraging banks to lend more to MWBEs and recruit additional lenders with a track record of lending to MWBEs</td>
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<tr>
<td>More job opportunities are needed in East Arlington</td>
<td>Long term</td>
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<tr>
<td></td>
<td>• Establish a job resource center in the East Arlington library, staffed by at least one individual, encourage companies to conduct job fairs in this area</td>
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<tr>
<td></td>
<td>• Conduct job and Arlington Resource Sharing Group fairs in East Arlington on an annual basis</td>
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<tr>
<td>Need to increase affordability of transportation to get to work</td>
<td>Medium term</td>
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<tr>
<td></td>
<td>• Consider a pilot program that subsidizes Via service for persons with certain income level</td>
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<tr>
<td>Continued Unity Council effort needed</td>
<td>Long term</td>
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<tr>
<td></td>
<td>• Maintain the Unity Council, in some form, as a standing committee past delivery of February report.</td>
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<tr>
<td></td>
<td>• Implement an independent MWBE public oversight committee chosen by the City Council members</td>
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</tbody>
</table>
Education and Workforce Training

Arlington falls in the lower half of the top 100 most populated cities in the U.S. in terms of the percent of the population with an associate’s degree or higher (32.6 percent). White and Asian or Pacific Islanders are the most likely groups to have a bachelor’s degree or higher, while Latino residents (particularly immigrant Latinos) are the least likely. White residents consistently receive the highest wages with all levels of educational attainment, while those identifying as Latino consistently receive the lowest wages. Similarly, Black residents have the highest unemployment rates when comparing ethnoracial groups at all levels of educational attainment, and they have three times the unemployment rate of White residents when considering the population with a bachelor’s degree or higher. Out of youth aged 16-24, Latino residents are the most likely to not be employed or enrolled in school, and Asian or Pacific Islanders are the least likely.

Life is overwhelming sometimes to teenagers. I have to go meet with them three times to convince them that a scholarship is available! That’s money! So it’s work to even get them to understand what is available to them. But again, our shortcoming is communication.

– an Arlington resident
“Being American is more than a pride we inherit, it’s the past we step into and how we repair it.” With these simple words, Amanda Gorman, Youth Poet Laureate, defined the exact purpose I found in the Unity Council to instill hope, ignite change, and with patience, repair existing disparities. The task of reducing racial disparities was a tall order but the desire for change that all 28 members transmitted through our virtual meetings were truly incredible – something that cannot always be accomplished, and will be hard to replicate. The ethnic, racial, and political diversity that existed among this extraordinary group of Arlington residents, allowed for productive conversations and sharing of personal experiences that can be seen throughout the entirety of this project.

Our Education Subcommittee was composed of current high school and college students, educators, and community advocates with a demographic background that reflected our city. From the beginning, we all had different angles we wanted to focus on the education disparity but through the various speakers, Dr. Tracy Brown and Dr. Ruth Turley, among others, we were able to get a wholesome view of the immediate issues that were root causes to the unbalanced equity.

We learned that the digital divide was more real now during this pandemic than ever before and an issue that will only get worse unless it is resolved. We learned that accessibility and awareness of resources for parents might be limited due to this divide. We learned that in schools with higher poverty percentages, the counselor to student ratio is too high to allow for any progress. We learned that many cities have completed full racial assessments and are implementing changes from curriculum to community events. And finally, we learned that school districts in our city are doing the work, are willing to hear community input, and need a partnership with city and community organizations. As a committee, we are excited to see these recommendations develop but more importantly to see change. A change that this community needs to truly reflect and represent equitable opportunities.

The Unity Council showed me that when a community unites to work together, be active listeners, and respect our differences we can accomplish so much. It is just like Amanda Gorman said being something “is more than a pride we inherit” but it is about coming up with actionable diligence that can and will mend areas where we have lost our way.
The majority of Arlington’s population has at least some college education (67.3 percent). Over a quarter of Arlington’s population has some college education but no degree, and almost a third have earned a bachelor’s degree or higher. Eleven percent do not have a high school degree.

For People of Color in Arlington, where you live appears to have some correlation with your degree of education. For all Census tracts in central-east Arlington, the percent of People of Color with a bachelor’s degree is less than 20 percent. This value generally increases the farther from East Arlington you go and is highest at the city’s southern, western, and northern edges, with greater than 30 percent of People of Color with a bachelor’s degree.

Source: U.S. Census Bureau, 2018 ACS 5-Year Estimates.
Asian or Pacific Islanders in Arlington are the most likely ethnoracial group to have a bachelor’s degree or higher (36.6 percent), followed by White residents (31.8 percent) and Mixed/Other residents (31.4 percent). Those identifying as Latino are the least likely to have a bachelor’s degree or higher, and those who are foreign-born are half as likely as U.S.-born Latinos. Immigrant Latino residents represent the highest percentage of people with less than a high school degree, over three times that of the second-highest percentage (U.S.-born Latinos, 17.7 percent).

“Information is power. And, if you’re going to empower people, it’s also giving them the knowledge with the choices they have when they’re ready and willing to make those choices.”

– an Arlington resident
Education Comparison

Education Attainment by Race & Ethnicity With Bachelor’s Degree or Higher, 2017

Compared to the U.S. as a whole, the percent of the population with a Bachelor’s degree or higher in Arlington is higher for Black and Mixed/Other residents, but lower for Whites, Asian or Pacific Islanders, and Latinos. The greatest difference in educational attainment by race between the U.S. and Arlington is for Asian and Pacific Islanders, where Arlington’s total population with a Bachelor’s degree or higher is 43.8 percent, compared to 62 percent for the U.S. as a whole.

In terms of the percent of the population with an Associate’s degree or higher compared to the top 100 most populated U.S. cities, Arlington ranks #79.
Education Impact

Median Wage by Education Attainment by Race & Ethnicity, 2017

<table>
<thead>
<tr>
<th>Education Level</th>
<th>White</th>
<th>Black</th>
<th>Latino</th>
</tr>
</thead>
<tbody>
<tr>
<td>High School Graduate</td>
<td>$18.1</td>
<td>$14.9</td>
<td>$14.4</td>
</tr>
<tr>
<td>Some College</td>
<td>$20.5</td>
<td>$17.6</td>
<td>$16.9</td>
</tr>
<tr>
<td>Bachelor’s Degree or Higher</td>
<td>$28.7</td>
<td>$24.1</td>
<td>$22.6</td>
</tr>
</tbody>
</table>

Unemployment Rate by Education Attainment by Race & Ethnicity, 2017

<table>
<thead>
<tr>
<th>Education Level</th>
<th>White</th>
<th>Black</th>
<th>Latino</th>
</tr>
</thead>
<tbody>
<tr>
<td>High School Graduate</td>
<td>4.6%</td>
<td>3.9%</td>
<td>4.7%</td>
</tr>
<tr>
<td>Some College</td>
<td>3.8%</td>
<td>4.7%</td>
<td>5.1%</td>
</tr>
<tr>
<td>Bachelor’s Degree or Higher</td>
<td>1.7%</td>
<td>1.0%</td>
<td>2.2%</td>
</tr>
</tbody>
</table>

Education and Employment

Median wage varies by education, but also by race and ethnicity. Wages increase as educational attainment increases, but White workers consistently earn the highest wages at each level of educational attainment. Latino workers consistently earn the lowest wages, with Black workers falling in the middle.

In general, unemployment decreases with a college degree, but Black individuals consistently face the highest levels of unemployment. This ethnoracial difference is most noticeable at the education level of Bachelor’s degree or higher, where 627 Black individuals (5.1 percent) are unemployed compared to 312 White individuals (1.7 percent).

At every degree of educational attainment, People of Color have higher unemployment rates than White individuals. The greatest gap occurs when comparing those with less than a high school degree.
Child Opportunity

The childhood opportunity index (COI) is developed by researchers at the Institute for Child, Youth, and Family Policy using numerous public sources, including the Census Bureau, National Center for Health Statistics (NCHS), Department of Education, the Environmental Protection Agency (EPA) and others. The only proprietary data used was a school-level dataset with math and reading achievement scores, as well as high school graduation data licensed from GreatSchools (GS). The index takes 29 social, economic, and environmental factors, standardized and weighted based on the degree to which they predict health and economic outcomes, and aggregates them, resulting in a total score that indicates the overall opportunity that a neighborhood provides for its children.

I think we’ve come up with some very creative and innovative ways of working with our community and our students. A common problem that I see is regarding resources. There are many available in our community for students and families, but the challenge is finding these resources. It is important to make sure that there is some type of way of connecting everyone with these resources, whether they’re in Mansfield or Arlington.

– an Arlington resident

70% of the children that go to Arlington School District live in poverty. We need to figure out how to give parents and kids better access to programs.

– an Arlington resident
People of Color aged 16-24 are more likely to be disconnected (not employed or enrolled in school) than White residents in this age group. This gap has increased since 1990. Disconnected White residents of this age have halved, while disconnected People of Color have quadrupled, and disconnected Latino youth in particular have increased fivefold.

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When we think about a student achievement gap, and the divide in the achievement gap among different races within a community, it goes beyond the four walls of the classroom. It’s being able to not just identify what the school system itself is doing and can do to help eliminate that. But what is the surrounding community able to do to provide support?

– an Arlington resident

“I like to look at the holistic child. There are some greater needs than some of the achievement issues. The things we need to target, let’s say reading, writing, and math—all of those are college readiness skills that students should have. But I think sometimes the life of the student gets in the way of some of that gap. I remember testing a young lady years ago in Arlington at one of the elementary schools, and people thought that maybe she was a student with an emotional disturbance because she had a lot of acting out behaviors and she was from one of the Central Arlington elementary schools. I realized very quickly that she was not achieving academically at all. She was acting out extremely, but it turns out her family was homeless and they were living in a shelter. She wasn’t able to bathe, she had food insecurity, housing insecurity, separation from her parents.”

“In Arlington, special education referrals seem to be higher in the minority community. We see students that are Latino or African American who might be referred for special education because of lack of progress academically, when we’re not necessarily looking at the whole child, per se. The same thing goes with discipline. When we look at the discipline data, a higher likelihood of students of color are disciplined and receive suspensions.”

“This is the type of community that is all in on their kids. It’s all in on the well-being of their students. They get behind what we as a school are trying to accomplish and that’s what it’s all about. You want to be at a place where you know you’re appreciated and supported. If you don’t, you don’t get the opportunity to have an impact, not just within the walls of our school, but outside of it as well.”

“It would be good for the school district to have a focus group like this one that’s focused on youth, then make curriculum changes on race relations and train the teachers to help the students.

—an Arlington resident
“Some parents may not have the same credentials as the teachers that are teaching our kids, so sometimes the trust is not there. But building relationships can help build that trust. Teaching parents how to ‘do school’ in a sense of providing opportunities for them to participate and learn how to help their kids read at night or with math problems is important because home and school working together is always going to get the best from the students.”

“A lot of us are in our bubbles. We don’t understand what else is out there. I think as far as the Hispanic and Black community in education, it’s understanding what their needs are. They may not have a structured place where they can go to study. They may not have a parent that is there for them to help guide them. So, I think it’s important to find out exactly what is going on and what we can do in the thriving Asian and White communities. We need to understand what we can do to give back and to help each other as a whole because our students, no matter White, Black, Hispanic, or Asian, they’re the future. I think everyone, for them to succeed, all have to be on the same playing field.”

“The City needs to work on being more transparent, more into the community. For example, City Council meetings need to be posted on Facebook.”

– an Arlington resident
## Education and Workforce Training Recommendations

<table>
<thead>
<tr>
<th>Concern or Issue</th>
<th>Recommendation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Improved Internet access is needed for families with limited resources or in an</td>
<td>Medium term</td>
</tr>
<tr>
<td>area with low connectivity</td>
<td>• Increase Internet availability</td>
</tr>
<tr>
<td></td>
<td>• Increase free public WiFi hot spots throughout Arlington</td>
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<tr>
<td>Community is not aware of available community resources such as educational</td>
<td>Short term</td>
</tr>
<tr>
<td>assistance, job training, work opportunities, etc.</td>
<td>• Create Community-Outreach-Networking-Empowerment-Communication-Tool (CONECT) –</td>
</tr>
<tr>
<td></td>
<td>centralized location for resources and assistance*</td>
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<tr>
<td>Increase low-income student and parent</td>
<td>Short term</td>
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<tr>
<td>participation in ISD programs</td>
<td>• Conduct “Education &amp; Workforce Training Fair” twice annually in public areas</td>
</tr>
<tr>
<td></td>
<td>throughout where needed the most</td>
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<tr>
<td>Increase racial, ethnic and cultural diversity in curriculum</td>
<td>Long term</td>
</tr>
<tr>
<td></td>
<td>• Diversify lesson plans and curriculum to be inclusive of relevant culture and</td>
</tr>
<tr>
<td></td>
<td>identity*</td>
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<tr>
<td>Address microaggressions occurring in schools</td>
<td>Medium term</td>
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<tr>
<td></td>
<td>• Require diversity training for students and teachers and organize conversations</td>
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<tr>
<td></td>
<td>on same*</td>
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<tr>
<td>Increase availability of counselors to students to address mental health issues</td>
<td>Medium term</td>
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<tr>
<td></td>
<td>• Hire additional guidance counselor resources for school districts*</td>
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<tr>
<td>Increase higher education preparedness in high-poverty high schools.</td>
<td>Medium term</td>
</tr>
<tr>
<td></td>
<td>• Add programs and resources such as college advisors and internship programs*</td>
</tr>
<tr>
<td>*Collaboration with or action by community partners will be required for</td>
<td></td>
</tr>
<tr>
<td>implementation.</td>
<td></td>
</tr>
</tbody>
</table>
Those who are considered rent or owner burdened spend over 30 percent of their income on housing costs. Nearly 53 percent of renter households in Arlington are rent-burdened, compared to 50 percent of renters in the U.S. as a whole. Homeowners are also burdened; Twenty-three percent of homeowners in Arlington and the U.S. are burdened. Latino homeowners in Arlington are the most likely to experience cost-burden and White homeowners are the least likely. While Arlington is one of the most diverse large cities in the U.S., the spatial spread of this diversity is somewhat limited, with White and Latino residents being the most segregated from one another, and Black and Asian or Pacific Islander residents being the least segregated. Furthermore, various accessibility measures (Internet, vehicle, commute time, and English-language proficiency) also vary greatly throughout Arlington and between ethnoracial categories.

I’ve found that people who tend to visit our City have a much more consistent, pleasant experience than even some of the folks who actually live here.

– an Arlington resident
It has been my honor and privilege to serve the City of Arlington as the Chair of the Unity Council’s Subcommittee on Housing. My fellow committee members and I devoted countless hours meeting with, and hearing from experts in the housing field, reviewing reports, and conferring with one another to develop a set of recommendations to make Arlington a more equitable city. Our subcommittee’s diversity included representation from various ages, races, political ideologies, educational backgrounds, and occupations. Despite holding contrasting viewpoints, we were able to work together, and managed to develop camaraderie. There were many spirited debates and our recommendations are better because of them. Our final work product is one that contains contributions from, and has the support of, each of our committee members.

We began this process by researching the national history of housing discrimination to gain a better grasp of present-day issues. We learned about *de jure* segregation, which includes segregated public housing, redlining, blockbusting, FHA subsidized housing that precluded Blacks, and urban renewal that placed infrastructure in the middle of Black and Brown neighborhoods. Arlington is the 11th most diverse city in the United States. However, that diversity is not reflected uniformly in neighborhoods. We learned that Arlington’s first comprehensive plan was formulated in 1952, and there was a suggestion to develop a new residential subdivision in Southeast Arlington for African Americans as a means of providing more suitable housing as opposed to the historical “Hill” neighborhood they inhabited at the time. It is quite interesting that Southeast Arlington continues to be primarily populated by African Americans and is the least segregated area of the city. The White share of Arlington’s population decreased by nearly twenty percent from 2000 – 2018. This phenomenon is known as “White flight.”

There is a misconception that low-income housing or tax credit properties decrease the value of nearby homes or increase the crime rate. Mixed-income neighborhoods are one way to increase diversity. One obstacle is NIMBYism (not in my back yard), although education can be used to combat this sentiment. Addressing the housing inequities that exist needs to be a collaborative effort that is done through an equity lens with a focus on unintended consequences such as displacement. Displacement is when existing residents are essentially forced out due to affordability and/or cultural changes brought on by revitalization. As tools and solutions are being implemented there needs to be a focus not only on income level but also on an individual’s wealth code, which factors in debt. Arlington is a growing city, and there is a need for housing that is affordable and accessible for low- and moderate-income levels.

In closing, the inequity that exists in Arlington is not as bad as in other cities, yet there is still work that must be done. Moreover, our recommendations are the first step in the quest to ensure that ALL of Arlington is a good place to live. It is our sincere hope to receive buy-in from our community in this collaborative effort.
Owner Overview

Ownership burden is defined as homeowners who spend over 30 percent of their income on their housing costs. As of 2017, 23 percent of all homeowners in Arlington were burdened, which is equivalent to the homeownership burden rate of the U.S. as a whole.


Ownership Burden by Race & Ethnicity, 2017

<table>
<thead>
<tr>
<th>Race &amp; Ethnicity</th>
<th>1990</th>
<th>2000</th>
<th>2010</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
<td>18.5%</td>
<td>25.6%</td>
<td>27.2%</td>
<td>30.3%</td>
</tr>
<tr>
<td>Asian or Pacific Islander</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Black</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Latino</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>People of Color</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Source: U.S. Census Bureau, 2018 ACS 5-Year Estimates.

Ownership Burden by Census Tract, 2018

Ownership Burden by Race & Ethnicity, 2017

Ownership Burden, 1990-2017

Rent burden is experienced by renters who spend over 30 percent of their income on their rent. As of 2017, 53 percent of all renters in Arlington were burdened, compared to 50 percent for the U.S. as a whole.
Where you live in town absolutely makes a difference in your quality of life because certain areas have higher performing schools and they have more shopping and more expensive homes and nicely kept parks that are safe for kids. But in other parts which tend to be more low income, there’s not going to be as much green space and the schools are not going to be as high performing.

– an Arlington resident
Neighborhood poverty is defined as a Census Tract with 30 percent poverty or higher. People of Color in Arlington are more likely to live in impoverished neighborhoods than White residents, and the likelihood of anyone in Arlington living in an impoverished neighborhood has increased from 2010 to 2017. Latino residents are the most likely ethnoracial group to live in an impoverished neighborhood. When compared to White residents, all other racial and ethnic groups are more likely to live in an impoverished neighborhood.

Limited English speaking households are concentrated geographically in east Arlington between Interstate 20 and 30 and east of Cooper Street. Nowhere south of Interstate 20 is there a tract where greater than 12 percent of households are limited English speaking.
Household Statistics

Without Private Vehicle Access by Race & Ethnicity, 2017

Black and Asian or Pacific Islander residents of Arlington have the greatest amount of individuals without private vehicle access at 5.9 percent and 5.7 percent respectively. However, while Black residents have the longest commute times (29.6 minutes), Asian or Pacific Islander residents have the shortest commute time (26.5 minutes). Latino residents in 2017 have the greatest amount of individuals with private vehicle access and average the second lowest commute time (27.2 minutes).

A few White people that I know asked me why I lived where I lived, saying that I needed to get out of there. But I liked where I lived. It was basically in the middle of everything. I don’t know if you’d call it overt racism or anything, but they were concerned that I’m this White guy living in a Black and Hispanic neighborhood.

– an Arlington resident
Residential Segregation

Dissimilarity Index

The dissimilarity index measures how evenly spread two groups are across geographic areas. In other words, the dissimilarity index compares the total population of two demographic groups in order to measure segregation. The numerical value of the index is the percentage of one of the two groups being compared that would have to move to a different geographical sub-area to match the distribution of the two groups of the larger area. In this instance, the sub-areas considered are Census tracts within Arlington, and the larger area is the City of Arlington itself.

If the share of one group compared to another group in a tract is greater than that share across the whole city, that would indicate a higher dissimilarity index.

When comparing White and People of Color, east- and west-central Arlington are the most segregated, whereas southeast Arlington is the least segregated. This pattern holds true for White and Black comparison, and White and Hispanic, with some variation.

<table>
<thead>
<tr>
<th>Pairing</th>
<th>Index Value</th>
</tr>
</thead>
<tbody>
<tr>
<td>White - Person of Color</td>
<td>41.685</td>
</tr>
<tr>
<td>White - Black</td>
<td>43.873</td>
</tr>
<tr>
<td>White - Hispanic</td>
<td>46.074</td>
</tr>
<tr>
<td>White - Asian or Pacific Islander</td>
<td>44.498</td>
</tr>
<tr>
<td>Black - Hispanic</td>
<td>33.352</td>
</tr>
<tr>
<td>Black - Asian or Pacific Islander</td>
<td>28.663</td>
</tr>
<tr>
<td>Hispanic - Asian or Pacific Islander</td>
<td>40.773</td>
</tr>
</tbody>
</table>

# Additional Community Feedback

| “I feel like I’m walking around on eggshells just about every single day of my life and I don’t like that. Specifically in my neighborhood, I feel very included. But outside of my neighborhood, I do feel like I’m walking on eggshells. I’m sort of waiting for something to occur.” |
| “We see a disproportionate number of folks seeking homeless services that are minorities. So when you compare the population of Arlington, you see a disparity in that more people are homeless that are African American, than people who White, Asian, or even Latino.” |
| “When they found out that I worked at that school, some of the White people would talk about it as a ‘rough’ school. I think that’s code for ‘Black,’ and it shows an undercurrent of prejudice in the White community very much still alive and present. That Black spaces or spaces that are more populated with Black people must somehow be more ‘rough’ or ‘less safe’ is not true.” |
| “The City helps fund about 20 different non-profits that are all working in low-income communities, but often people don’t know about them. The challenge is to try to figure out how to get the word out.” |

“We can do things like invest in those low-income neighborhoods with things like improved streets, sidewalks, community centers. We have already done this in several places with our Community Development Block Grant funding....I think we’ve invested about $10 million of grant funding in those low income East Arlington neighborhoods where you used to see a lot of crumbling infrastructure and a lot of older streets with potholes.”

— an Arlington resident
## Housing Recommendations

<table>
<thead>
<tr>
<th>Concern or Issue</th>
<th>Recommendation</th>
</tr>
</thead>
</table>
| Existing zoning ordinance disadvantages older or established neighborhoods at a disadvantage for redevelopment | **Short term**  
  • Establish different standards for infill housing development |
|                                                                                 | **Medium term**  
  • Establish different standards for infill housing development |
| Zoning ordinances can be barriers in developing sustainable, equitable communities which include housing that is affordable | **Medium term**  
  • Examine existing ordinances to eliminate barriers to develop housing that is affordable  
  • Find tools to develop affordable neighborhoods with accessible services |
| There are insufficient resources for the public to learn about home rental, buying and home ownership | **Medium term**  
  • Work with educational institutions to include financial education to ensure that graduates are financially responsible  
  • Review homebuyer and renter education to see if it is sufficient  
  • Seek to implement changes where resources are insufficient |
| There is inadequate housing inventory that is affordable and accessible for all income levels | **Long term**  
  • Research how to include household debt in the evaluation of housing cost burden  
  • Use the data in the Housing Needs Analysis and debt burden data to identify housing needs and target solutions to gaps  
  • Reduce barriers to renting |
| Arlington neighborhoods do not uniformly represent the diversity of the city’s population | **Long term**  
  • Examine possible reasons behind the current housing map by race and ethnicity  
  • Encourage development of proximate housing that varies by affordability and type with access to services throughout the city |
Access to health insurance, healthy foods, safe drinking water, and a clean environment are all important factors in physical health. Many people, and disproportionately People of Color, live in areas of Arlington with higher obesity rates, greater prevalence of diabetes, and with fewer individuals having health insurance. Black residents are recorded as having shorter life expectancies than Whites (75.28 years compared to 78.73). However, Latino and Asian or Pacific Islander residents report the highest life expectancies. This section contains data such as health insurance, life expectancy, obesity, and more. Where available, the data is categorized by race and ethnicity.

As a City, when it comes to race and ethnic relations, we need to make sure that voices—all voices—are being heard. Not just some, not just the privileged, not just the wealthy, not just the most influential, but all voices. You have to take into account the perspective and experience of all stakeholders. Bring everyone to the table.

—an Arlington resident
Being the chair of the subcommittee on Health and Wellness has been a wonderful experience, largely due to the hard work of the members of my group. The composition of our cohort was perfect! This was probably due to Jason’s planning or maybe a happy accident.

With two registered nurses, a non-profit administrator, a marketing and research professional, a corporate wellness leader and a former city council person, we were destined for success! We were also subject to lengthy and sometimes heated debate!

Initially the large volume of information on health and wellness was overwhelming. However, with sound intention and purpose our path was declared.

The input and insight gained from our guest presenters was invaluable. It validated our route and initiatives we had chosen independently prior to the expert opinions.

The scope of the Unity Council was broad. The process of interviews, focus groups, research, establishing priorities resulted in reasonable, thoughtful recommendations. Hundreds of hours spent gathering data, over a dozen zoom meetings held, and individual networking all combined to formulate realistic recommendations.

A particular challenge was staying within the parameters and framework established by Dr. Jason Shelton. Every person on the Unity Council was committed to doing great good, but we had to honor our particular charge.

We didn’t always agree, but we agreed to do our best to promote sustainable change for residents of Arlington!

I feel honored to have been a part of this important project.
Health Comparison

Arlington’s Health Compared to Other Cities

A population’s health is a common indicator of life conditions for the residents of a city. There exists a large variance between individual cities and regions on life expectancy and various health data points.

The City of Arlington has the largest percent of uninsured population with regard to selected comparison cities at 20 percent with Irvine, CA, having the lowest at 4.9 percent. However, Arlington has comparably more individuals over the age of 65 receiving preventive care than all comparison cities, except Irvine, CA and Raleigh, NC.

The Dallas-Fort Worth-Arlington Metropolitan Statistical Area ranks #58 amongst the top 150 MSAs by population in life expectancy. Arlington is trailing the number one position by approximately 3.5 years, while exceeding the last position by 4.1 years.
Census tracts existing along the city boundaries to the North, West, Southwest, and South have an average life expectancy higher than residents in Central and East Arlington. The greatest difference shows over 10 years difference between the least years life expectancy and the greatest. In stark comparison, health insurance is less common in Central and East Arlington, while the same boundary tracts to the North, West, South West, and South are less likely to have uninsured individuals.
Health Indicators by Location

Keeping in mind that Central and East Arlington are less likely to have health insurance, the above indicators show a greater prevalence in obesity, diabetes, and high blood pressure in Central and East Arlington. North and Southwest Arlington maintain lower percentages of individuals living with these health indicators. Obesity is more concentrated in Central and East Arlington, while diabetes and high blood pressure are less concentrated but exist in high percentages across the middle of Arlington.

There are social determinants of health. These are questions like: ‘Do I have access to or can I afford fresh produce and healthy foods? What is my access to emotional and social support? Do I have the ability to pay my bills and not worry? Will I have heat next week when it is 40 degrees outside?’ Answers to these questions contribute to health and well-being of the community.

– an Arlington resident
Health by Race & Ethnicity

Differences Between Races and Ethnicities

Examining health indicators by race, Latinos and Asian or Pacific Islanders have the longest life expectancy while Black residents have the shortest. Across all indicators provided, Black residents are the most likely to have cardiovascular disease, obesity, high blood pressure, or diabetes.


Source: Department of Population Health, NYU Langone Health. City Health Dashboard.

Source: Texas Behavioral Risk Factor Surveillance System.

Data is only available for Tarrant County Population and was unavailable for other races or ethnicities.
Generative Health

Low Birth Weight, 2017

Percent of live births with low birthweight (<2500 grams)

Source: Department of Population Health, NYU Langone Health. City Health Dashboard.

Teen Births, 2017

Teen births per 1,000 Females (Age 15-19)

Source: Department of Population Health, NYU Langone Health. City Health Dashboard.

Premature Deaths, 2017

Years of potential life lost per 100,000 people

Source: Department of Population Health, NYU Langone Health. City Health Dashboard.

Early Death and Child Health Indicators

Health indicators for early childhood and generative health indicate that Black residents are more likely to have a low birth weight and die prematurely. However, Black residents are second in teen births, behind Latino individuals. Those identifying as Asian have the lowest percentage of teen births and premature deaths, but are second in low birth weights.
Data presented on COVID-19 in Arlington includes the number of positive cases, hospitalizations, and COVID related deaths by race and ethnicity for cases occurring prior to September 14, 2020. While Latino patients represent the largest share of positive cases and hospitalizations, White residents represent the largest share of COVID related deaths. Black residents maintain the second largest share in positive cases and hospitalization, but are third largest in COVID related deaths. Asian residents and those that identify as Mixed or Other represent the smallest shares of cases, hospitalizations, and COVID related deaths.
Additional Community Feedback

“Healthcare needs to be brought to the people instead of residents being expected to go to the healthcare. Maybe JPS, Arlington Memorial, or the North Texas University medical programs could partner with the City and other entities to set up neighborhood clinics with doctors in residency and senior nursing students from UTA and TCC to staff these clinics for a few days a week to offer screenings, wellness programs, education, preventative care, etc. I am not sure about the issuing medication, but hopefully some type of partnership could be forged. If this kind of pilot program worked successfully, it could be replicated in other under-served neighborhoods where health care issues and health disparities exist.”

“You’ve probably heard about ‘food deserts’ that are usually in lower-income areas. These neighborhoods might have a Dollar General store if they’re lucky, or a 7/11 convenience store. But they don’t have fresh fruits and vegetables. Those are all things that are high in carbs and high in sugar. They lead to obesity. What’s gonna happen if you live in one of these food deserts and you don’t have transportation to get to an actual grocery store? Your probability of being overweight is unbelievably higher, and we know that the more overweight people are, they’re susceptible to the things that have a real negative impact with COVID-19 like diabetes and hypertension.

– an Arlington resident

“This week we set up three high-output vaccination clinics, to be able to begin vaccinating in the most vulnerable populations to COVID-19. We said, ‘Okay, let’s look at who’s on the Tarrant County Public health wait list and start pulling from that list because there’s hundreds of thousands of people on that list.’ Of the 7000 names, here’s what I can tell you: it’s not representative of our community; Whites are over-represented and minorities are almost non-existent.”
## Health & Wellness Recommendations

<table>
<thead>
<tr>
<th>Concern or Issue</th>
<th>Recommendation</th>
</tr>
</thead>
</table>
| **Communities of color are disproportionately affected by gaps in physical and mental healthcare services.** | **Short term**  
• Create dedicated City staff position of Chief Equity Officer to implement and monitor strategies targeted to erase disparity in healthcare for residents of Arlington. This position would report directly to the Arlington City Manager and work in collaboration with health care providers. |
| **Entities serving disadvantaged residents could use additional support such as Mission Arlington, Open Arms Clinic, private and nonprofit groups, churches and health organizations.** | **Medium term**  
• Leverage relationships with trusted providers to enable and support efforts in care delivery |
| **Physical and mental health disparities exist in some areas of the city especially 76010 and 76011** | **Medium term**  
• Support a mobile healthcare program to provide basic primary care, mental health care and referral by exploring funding sources and convening stakeholders to implement* |
| **Lack of affordable transportation options inhibit ability to receive care and services.** | **Medium term**  
• Enact a program to provide free or subsidized rates on VIA for residents in need. |
| **Information regarding health and wellness is not distributed effectively to many residents in need, especially those in poorer areas.** | **Long term**  
• Explore and implement alternative means of disseminating information to all communities |
| **Lack of healthy food choices and presence of “food deserts”** | **Long term**  
• Investigate City ordinances and or policies to promote the presence of healthier food choices in areas determined in need or identified as food deserts |
| **Arlington is consistently ranked low in the healthiest cities identifications.** | **Long term**  
• Create a citywide awareness initiative involving City leadership as well as citizen leaders and organizations providing not only examples of healthy living practices, but opportunities to achieve them* |

*Collaboration with or action by community partners will be required for implementation.
Policing and Criminal Justice

If you give that there’s a disparity, I personally believe that the reason for it is simply the type of police work that is done today. It’s called ‘Cops on Dots.’ I don’t know if you’ve heard that phrase before, but it’s when you put your higher concentration of police officers in the higher crime areas. Usually the higher reported crime areas of the City are the less-economically developed portions of the City, which are usually going to be minorities. So you’re going to have a higher concentration of contact with the people in that area.

– an Arlington resident

Public safety data was gathered directly from publicly available reports released by the City of Arlington’s Police Department. Elsewhere in the report “Latino” is used exclusively, however, “Hispanic” and “Hispanic or Latino” are used in this section to exactly match the data available. The data available shows the number of occurrences of police force used per race and ethnicity of subjects. Additionally, motor vehicle contact data is provided showing the number of occurrences where police came in contact with subjects, the ticket and citations provided, as well as verbal or written warnings. This data is also provided by race and ethnicity.
I’d be remiss without first giving kudos to the best city in the nation! I’ve long been a fan of Arlington since moving here 20 years ago and have immensely enjoyed seeing its rocket growth over the last five years. Forming the Unity Council was a clarion call stating, “ARLINGTON CARES ABOUT ALL ITS CITIZENS NO MATTER THE RACE OR ECONOMIC STANDING!”

My assignment was to lead the Policing Subcommittee. Though time taxing, this has been a great experience on two levels.

First, I was proud to discover how much APD does right. There are multiple checks & balances to ensure that our citizens and officers have equal treatment. Notwithstanding, touting APD’s laurels was not the charge presented to our committee. Second, we discovered glaring disparities in terms of arrests made & citations issued. I’ve deduced that departmental racism is not at the core of APD’s differences but instead a training or ignorance issue regarding policing minorities.

Further research also revealed that a disservice occurs when our police officers lack the proper tools to be mentally and emotionally prepared to deal with their jobs’ trauma. An officer can choose a career path where they NEVER take a psychological evaluation. Currently, only one psychological assessment is required, and this occurs BEFORE becoming an officer. In light of recent history, it was unfortunate to discover that the current psychological evaluations, taken before officer status, doesn’t account for bias, trauma, depression, or other tension officers might experience.

We also discovered that while officers interface with the patrolled communities is encouraged, it’s not required. When officers only exit their vehicles in times of trouble, it conveys a negative stigma.

With this in mind, the policing subcommittee has recommended solutions and is excited to see the continued change in our great City of Arlington. Our Mayor, City Manager, and police administrators seem eager to make the necessary strides to get this right.
Policing and Criminal Justice

Race Profiles of Subjects, 2019

<table>
<thead>
<tr>
<th>Type of Force Used</th>
<th>White</th>
<th>Black</th>
<th>Hispanic</th>
<th>Other</th>
<th>Animal</th>
<th>Total</th>
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<tbody>
<tr>
<td>Firearm Drawn</td>
<td>227</td>
<td>333</td>
<td>140</td>
<td>30</td>
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<td>730</td>
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<tr>
<td>Firearm Pointed</td>
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<td>589</td>
<td>373</td>
<td>16</td>
<td>0</td>
<td>1323</td>
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<tr>
<td>Firearm Discharged</td>
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<td>1</td>
<td>0</td>
<td>2</td>
<td>3</td>
<td>6</td>
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<tr>
<td>CEW Deployment</td>
<td>20</td>
<td>37</td>
<td>19</td>
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<td>0</td>
<td>76</td>
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<tr>
<td>Impact Weapon</td>
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<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
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<tr>
<td>Handcuffed without Arrest</td>
<td>89</td>
<td>156</td>
<td>70</td>
<td>3</td>
<td>0</td>
<td>318</td>
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<tr>
<td>OC Spray</td>
<td>13</td>
<td>23</td>
<td>8</td>
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<td>44</td>
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<tr>
<td>Empty Hand Control</td>
<td>164</td>
<td>256</td>
<td>101</td>
<td>6</td>
<td>0</td>
<td>527</td>
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<tr>
<td>Vascular Neck Restraint (VNR)</td>
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<td>0</td>
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<td>0</td>
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<td>0</td>
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<tr>
<td>Restraint Chair</td>
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<td>2</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>3</td>
</tr>
<tr>
<td>Apprehension K9 without Bite</td>
<td>8</td>
<td>8</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>16</td>
</tr>
<tr>
<td>Apprehension K9 with Bite</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>1</td>
</tr>
<tr>
<td>Total</td>
<td>867</td>
<td>1405</td>
<td>712</td>
<td>57</td>
<td>3</td>
<td>3044</td>
</tr>
<tr>
<td>Percentage</td>
<td>28.5%</td>
<td>46.2%</td>
<td>23.4%</td>
<td>1.9%</td>
<td>0.1%</td>
<td></td>
</tr>
</tbody>
</table>

Historically, there has been too much leniency towards those officers who express partiality of biases. There has not been a stern enough hand. There has not been firm enough discipline. There have not been really assertive actions to weed out that element within the department.

– an Arlington resident

Use of Force by Race Profiles of Subjects

The most common types of force used on subjects according to the 2018 Annual Use of Force Report are having a firearm point (37.1 percent), a firearm drawn (25.8 percent), and the use of empty hand control (20.6 percent). Not specific to any type of force, the three most common subjects by race or ethnicity are Black (47.7 percent), White (26.5 percent), and Hispanic (23.4 percent).
Policing and Criminal Justice

Top 5 Uses of Force, 2019

We really need to look at the selection process of officers, making sure they are culturally competent. In my own opinion it’s better to hire someone that is culturally competent and then put them in a class. We need to get people from a sound background, and then see how they can relate to a community of color.

– an Arlington resident

Source: 2019 Annual Report Sandra Bland Act, Arlington Police Department
Motor Vehicle Contacts Including Tickets, Citations and Warnings, 2019

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>All Motor Vehicle Contacts</th>
<th>Tickets or Citations</th>
<th>Verbal Warnings</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>N</td>
<td>%</td>
<td>N</td>
</tr>
<tr>
<td>White</td>
<td>36,269</td>
<td>31.0%</td>
<td>16,412</td>
</tr>
<tr>
<td>Black</td>
<td>43,903</td>
<td>37.5%</td>
<td>18,731</td>
</tr>
<tr>
<td>Hispanic or Latino</td>
<td>28,926</td>
<td>24.7%</td>
<td>13,745</td>
</tr>
<tr>
<td>Asian or Pacific Islander</td>
<td>4,991</td>
<td>4.3%</td>
<td>1,874</td>
</tr>
<tr>
<td>Alaska Native or American</td>
<td>67</td>
<td>0.1%</td>
<td>30</td>
</tr>
<tr>
<td>Middle Eastern</td>
<td>2,925</td>
<td>2.5%</td>
<td>1,274</td>
</tr>
<tr>
<td>Other</td>
<td>-</td>
<td>-</td>
<td>-</td>
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<tr>
<td>Total</td>
<td>117,081</td>
<td>100%</td>
<td>52,066</td>
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Motor Vehicle Contacts

Of all motor vehicle contacts, the majority of subjects by race or ethnicity were Black (37.5 percent), White (31.0 percent), and Hispanic or Latino (24.7 percent). The same order of ranked frequency is observed for tickets or citations and verbal warnings.

I was definitely trying to let the officer know that I’m deaf, that I could not hear anything. I was saying: ‘I can’t hear you,’ and the policeman was trying to force me to read his lips. In that situation, I was trying to clearly write to him because I was needing and wanting to communicate, but the policeman refused to write with me. It just became aggravating. He asked me to get out of the car because he thought that I was resisting. I was getting really nervous and paranoid about it and I didn’t know if he was gonna try to arrest me. I just didn’t know what was going to happen at that point, whether I was going to be arrested or something. He was screaming at me and I kept saying, ‘I’m deaf.’

– an Arlington resident
“I started paying attention to what’s going on around me. At the same time, something happened when this young lady got shot in Fort Worth at her own home. I used to call the police for everything, but I don’t feel comfortable anymore. I feel afraid to call the police, because I don’t want to be the victim of an accident. That concern made a difference in my life, and it hasn’t been the same since.”

“If you give that there’s a disparity, I personally believe that the reason for it is simply the type of police work that is done today. It’s called ‘Cops on Dots.’ I don’t know if you’ve heard that phrase before, but it’s when you put your higher concentration of police officers in the higher crime areas. Usually the higher reported crime areas of the City are the less-economically developed portions of the City, which are usually going to be minorities. So you’re going to have a higher concentration of contact with the people in that area.”

“Always look for ways to improve but don’t let the actions of other cities affect what happens here in Arlington because it’s very easy to turn on the TV and see something going on in Minneapolis or wherever. These horrendous things have occurred and people try to tie that back to Arlington by saying, ‘Well, we need to fix Arlington because of what happened in Philadelphia.’ That’s simply not the case. Arlington is not perfect. We definitely have had our incidents in the past. But those were dealt with quickly.”

“I’m not saying that mental evaluations need to be mandated, but I would like to see some kind of measuring mechanism because if you have an officer that is answering those high stress calls all the time, there needs to come a point where he probably needs to go talk to somebody about that.”

“I had a similar incident in my years of experience. I pulled someone over for a traffic offense and smelled marijuana. He chose to run away. But I knew where he lived, so I did not shoot him. We are talking about lives here, and there is due process for people that run away.”

Our Arlington Police Department has been amazing. They respond whenever we call them with a concern or question. They give us advice. They have come by and given us ideas on how we can make our building more secure. The Police Chief was also very active, so I want to keep those kinds of relationships open in the future.

– an Arlington resident
Programs that waive or reduce property taxes if a police officer’s house is located within the city limits of Arlington could be beneficial. That would encourage officers to move here, to live here, to become more of the fabric of the community. And when that happens, then I think we will see positive change and positive outcomes because officers were living here.

– an Arlington resident

There have to be more police officers in this community because they’re stretched. Look at a comparable community like Tampa, Florida, for instance. It’s similar to Arlington in terms of population size, they have two major ball-playing field sports arenas. But they have 100 more officers, and here’s how that plays into safety: If you only have four people on a shift that covers 30 square miles of the City, the officers are just going, going, going, and going. They don’t have the luxury of time to be able to slow things down or de-escalate things in a proper way that maybe they could if they didn’t feel as pressured.

– an Arlington resident
<table>
<thead>
<tr>
<th>Concern or Issue</th>
<th>Recommendation</th>
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| There is a deep divide between Arlington’s youth and police.                    | **Short term**<br>• Expand the Police Athletic League to include sporting activities throughout the entire school year  <br>**Medium term**<br>• Build upon the police ride-along program to include students and young adults  <br>**Long term**<br>• Start a program to connect K-12 students with APD related to similar interests or hobbies  <br>**Some Arlington police officers are not as well educated about or connected with the communities they patrol**<br><br>**Short term**<br>• Pair new officers with officers of a different race and background and directly engage with communities of a different race in their districts  <br>**Medium term**<br>• Create a plan to encourage patrol officers to attend community events, patronize diverse restaurants, meet with different community leaders, and make connections with residents  <br>**Long term**<br>• Create an immersion program for officers to connect to the communities they serve; suggestions include having officers live in their beat for one week and connect with HOAs and other organizations that serve the area  <br>**Stress can put police officers’ mental and emotional health at risk and therefore it may prevent them from carrying out their responsibilities as public servants and healthy citizens**<br><br>**Short term**<br>• Revised psychological program to include racially diverse professionals; survey APD about adequacy of current program and implement indicated changes  <br>**Medium term**<br>• Schedule regular psychological evaluations for all officers such as an evaluation administered every 3-5 years and a mandatory evaluation after a traumatic event; consider hiring a full time APD Chaplain as a part of this process  <br>**APD Police Academy and In-Service Training should allow for more community input/interaction and include more training that focuses on police misconduct**<br><br>**Short term**<br>• Institute a review process that includes City Manager’s Office and APD leadership, qualified professionals and community members to review and evaluate high profile national incidents of police violence and misconduct to incorporate time sensitive changes in policy, training or other processes  <br>**Medium term**<br>• Invite concerned members of the community to review training and add a member of the Unity Council to the Police Training Advisory Board  <br>**Long term**<br>• Institute a bi-annual review process that includes City Manager’s Office, APD leadership, qualified professionals and community members to review current trends, training resources for possible inclusion into the APD training model  <br>**An abundant amount of data that could assist in identifying racial disparities and behavioral trends of officers in policing exists, but the crime analysis unit is understaffed and unable to adequately utilize this data to enhance and/or create departmental policy that addresses these issues**<br><br>**Short term**<br>• Increase staff dedicated to analyzing data by hiring more in-house professionals or contracting to experts  <br>**Medium term**<br>• Implement periodic internal and external review of analyzed data to monitor officer behavior and trends (with respect to disparities) and adjust policies accordingly  <br>**Long term**<br>• Translate review into layman’s terms and disseminate to the public to seek feedback
Public Comments

“Wouldn’t it be wonderful if the theme of the parade was something to do with diversity and embracing the diversity of our City?”

— an Arlington resident
Religious Community Feedback

“There is an American nationalistic Christian thing that’s on a lot of believers right now and it’s not healthy. It’s not a part of the Kingdom of God. At least, it’s not supposed to be a part of the Kingdom of God. But we’ve got people that would rather identify more as one side of the island than they would a disciple of Jesus. It’s more important, who they vote for than who they pray to.”

“We could light a Menorah, and there are so many opportunities for the Muslim holidays. I would love to see the City take a leadership role and in that. It could be great.”

“The City should have representation to the Muslim community and assign somebody to communicate with us on a regular basis. We can relate our concerns to them in a monthly or weekly basis. I don’t know where to start, but this would be ideal.”

“We talk more about training of City officials on cultural and religious sensitivities, and we do have resources available at CAIR and Islamic Speakers Bureau for regular meetings with our community.”

“The one thing I would mention is the experience we’ve had with the schools. The school’s general calendar doesn’t even mention Yom Kippur or Rosh Hashanah, and there have been instances where City Council meetings are open to the public on those significant holidays. I’d like the government to be more sensitive to this when they schedule anything for the public.”
“One of the challenges for the Christian community—not just in Arlington but in a political system like we’re in America—is for Christian communities to not become so completely identified with any one particular political persuasion. That’s a very real temptation, and the Christian community should guard against it because we need to have a healthy distance to where we can be critical, thoughtful, analytical, and stay true to what we believe we’re supposed to be called to. The American experiment is a very unique thing, and I don’t know of another nation of our size who has tried this for as long as we have to really have a Democratic Republic where religious freedom is at the core of it. There really is no other example in history of it, and it is fraught with some unique challenges. So as Christian leaders, one of the things we have to be thoughtful about is committed to the cause of justice. I’m talking about society or politically. It’s a whole other thing to be completely absorbed by political party. Those are two very different things. I think the first one is righteous. I think the second one is dangerous.”

“One thing I’d want the Unity Council to know is in addition to our gratitude for being included in this focus group, we would be willing to lead in this and not just follow. We’ve historically tried to be good supporters of what the City is doing, and by God’s grace, the pastors in the City have a really profound amount of influence over a lot of the people just because they come to our churches. And they listened to us share God’s word week-after-week. And that’s a critical resource for any single leader who’s trying to make something happen. How do you engage the masses? How do you speak to them in a way that doesn’t feel political or doesn’t feel forced or as an outsider coming in? Going to the leaders of the flocks and speaking with them and engaging with them and utilizing their leadership to get their congregation included in this conversation is something that we offer.”
Disability Community Feedback

“What’s really important is we need to be included in decision making and in planning because it’s very paternalistic. It’s patronizing to assume you know what other people need when you haven’t asked, so we need to be at the table.”

“We need more resources for adults with disabilities. That would be helpful when I am teaching. I have a friend with autism and there’s really no resources for adults who have intellectual disabilities. It’s really hard to come by support groups, finding information, and find your clan of people that you can share experiences with.”

“The top priority for the deaf and what’s most important for the deaf community is to always have deaf role models and talking about themselves to the community. We need people who are deaf themselves to share their story and their experiences about what is best and to give advice. One of the big misconceptions and errors is that the deaf community isn’t involved.”

“Even going to Texas Live, I was surprised to find that there were all these claims about access. But when I got there I found very high pub tables and chairs and stools, where a wheelchair user or someone who has short stature couldn’t even join their group. Things like that really frustrate. What kind of training is there for City employees in terms of diversity? Is disability even part of that? And, is it just people who are wheelchair users? Does it include people who have intellectual disabilities or people who might have anxiety?”

“One of the languages that should be required in schools is sign language. It isn’t even an option in at lot of schools in our area. We use some sign language or adapted signs with our kiddos so that they can communicate with us because they’re non-verbal. I wish it was available to more kids and other people. We need more teaching and education around different types of abilities in schools—and even before you’re in school, for at home.”
“I live in a neighborhood where I would not reach down and take my partner’s hand when I was walking through the grocery store.”

“I live in a neighborhood where I would not reach down and take my partner’s hand when I was walking through the grocery store.”

“My sexual orientation doesn’t really come up in my day-to-day life unless I bring it up. I will say I lived briefly in Waxahachie, Texas, and I do feel a lot more comfortable here just bringing it up at work or in conversations with people in general than I did in that environment. So, for me, it has been kind of a positive change from coming from a smaller town to Arlington. But, I will also add, it would be nice to have more of an LGBT friendly environment. We know some places in the Dallas area, but that’s a little far from us as well. So just having more of that in Arlington, I think would be extremely welcomed.”

“It is more difficult for us, for me. Let’s say I go to work. I am Black, gay and a woman. So first I have to burst through the glass of being a woman, then burst through the glass of being gay, and also burst through the glass being Black. That is a lot to go through as a person.”

“The biggest challenge that we have is perception: there’s a perception that the City is not welcoming to the LGBT community. And, there’s a perception by the non-LGBT community that the LGBT community isn’t in Arlington. We need to work on those two things. And, having protections in place for residents is part of the demonstration for Arlington being a welcoming community is adding sexual orientation or gender identity to the list of protected classes. We are one of the largest cities in the nation that doesn’t have that.”
Youth Community Feedback

“Racism is very systemic in America, and how it is rooted. Every community will have to face it. In our society every person of color will face discrimination.”

“Race relations, criminal justice reform, education reform. We need to hold police accountable, have school districts acknowledge racism and White supremacy, get rid of barriers for people not wanting to talk about the issue of race.”

“I’m definitely concerned about our future. It’s going downhill. Can I own a home? Can I have a family? Will I be able to retire?”
Conclusion: The Time is Now

Dr. Jason E. Shelton
Associate Professor of Sociology and Director of the Center for African American Studies,
University of Texas at Arlington

This report provides new insights on the dynamics of race and ethnic relations in the great city of Arlington, Texas. The quantitative and qualitative findings reveal meaningful and consistent differences between Whites and minorities across each of the topics in which the Unity Council was charged to study: Economic Disparities, Education and Workforce Training, Housing, Health and Wellness, Policing and Criminal Justice. There is some good news regarding progress that African Americans, Latino, and Asian American residents are making in our City. Overall, however, the data presented here reveals substantial disparities. As a result, the Unity Council developed sets of recommendations to help close these gaps so that all local residents might one day feel that they, their children, and their grandchildren can achieve their American dreams in Arlington.

Our final project should be viewed as a starting point, rather than an ending. No task force can completely address deeply-rooted, multidimensional inequities that operate on multiple levels of society with 59 recommendations that were developed in eight months. That’s why Arlington needs a permanent community-based task force that reports to City Council and is charged with regularly assessing racial and ethnic disparities, offering new recommendations and keeping track of their implementation, as well as engaging individual stakeholders and larger communities on matters relevant to diversity. Race and ethnic relations are fluid and adapt to different circumstances and contexts. In order to keep moving in the right direction, we need a diverse group of committed residents with contrasting political and social values, personal and professional experiences, and a willingness to build bridges.
Conclusion (continued)

However, reasonable people will often disagree with what they believe is the “right direction.” For example, two contentious issues emerged near the end of the Unity Council’s deliberations: the establishment of a “Community Oversight Board” (with subpoena power) that could assist in monitoring the Arlington Police Department, and expanding the street sign toppers for a major street in our City to honor the Rev. Dr. Martin Luther King, Jr. Some members of the Unity Council intensely favored these ideas, while others strongly opposed them. However, neither of these issues could be sufficiently explored with data and expert opinions, nor be vetted in consultation with City leaders in the final weeks before the full Unity Council was set to discuss our final recommendations. Consequently, these topics should be revisited in the near future.

Finally, I should mention that some members of the community have doubted whether our findings and recommendations will be taken seriously by City leaders. There is a sense that this task force is a superficial attempt to appease the public. Are we wasting our time? How many of our recommendations will be implemented? Will we be able to look back one day and see that this task force helped to bring about change?

These are legitimate concerns. But our time is now. Mayor Williams and City Council called on us in response to perilous conditions of race and ethnic relations in America overall and Arlington in particular. Members of our task force embraced this urgency and rose to the occasion in understanding the magnitude of this moment in time. We’ve fulfilled our charge and demonstrated how Arlington can lead the way in showing other large and diverse cities how goodwill, honest dialogue, data analysis, and expert opinion can provide a blueprint for reducing racial and ethnic disparities.

Mayor Williams and City Council have an opportunity to enact the kind of “powerful action programs” that Rev. Dr. Martin Luther King, Jr. believed were necessary in solving our nation’s longstanding problem of racial and ethnic inequality. I believe that they also understand the magnitude of this moment in time, and will move forward in enacting reasonable and effective solutions that improve the quality of life in Arlington.

In doing so, this report can be remembered as a critical contribution that helped to bring about a new sense of equality, prosperity, and achievement that guided our City.
Acknowledgments

The Unity Council would like to thank the following individuals who have all contributed to this final product. This list includes those who were interviewed one-on-one, and interviewers, focus group participants and facilitators, as well as City and University staff members and administrators. We appreciate your assistance, dedication and honesty in this collaborative effort.

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Lisa Alvarez
Ahmed Amed
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Lisa Benjamin
Mia Black
Kevin Blackburn
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Daniel Blumberg
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Tina Brackeen
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Andy Nguyen
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Vi Nguyen
Yen Nguyen
Elzie Odom
Destiny Ortega
Lidia Ortiz
Maria Otterbine
Ada Pang
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Aaron Perales
Gilbert Perales
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Gloria Peña
Nannette Penson
Anna Pham
Hailey Phillips
Sue Phillips
Sunday Phillips
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Chin Po
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Stefan Powdrill
Arlener Poydras
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Aaron Sharp
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Aftab Siddiqui
Alisa Simmons
Kelly Sons
Amy Speier
Deshon Stokes
Kaled Sultamam
Sakina Tahir-James
Martine Thomas
Teionna Thompson
Gincy Thoppil
Terry Tisdale
Mariely Tirado
Liem Tran
Quynhnghit Tran
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Kimberly Tsing
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Estrus Tucker
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Kris Villacorta
Britney Vo
Robert Warren
Ben Weigner
Jennifer Wellman
Danyell Wells
Clarence White
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Jennifer Wichmann
Dennis Wiles
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G. Williams
Regina Williams
Billy Wilson
Joni Wilson
Dr. Yvette Wingate
Alicia Winkelblech
Janine Wong
Trey Yelverton
Marcus Young
Norma Zuniga
Appendix
Methodology & Sources

Data Collection
Data was collected for the chosen topic areas: Demographic, Economics, Education, Housing, Health, and Public Safety; the report is broken up into these six sections. Data was collected through a variety of sources, all of which are publicly available. Additional data for comparison cities is used to provide a contextual understanding of Arlington amongst peer cities. The following cities were chosen for their population size and composition: Anaheim, CA; Aurora, CO; Irvine, CA; Mesa, AZ; Raleigh, NC; Tampa, FL.

Mapping and Data Modification
Geographic information systems (GIS) was utilized to create maps throughout the report to show spatial patterns of data. Data used in the maps were downloaded from their respective sources and uploaded into ArcGIS software to generate the displays.

Ethnoracial Groups
To examine inequity in the City of Arlington, data throughout the report is broken down into the following ethnoracial groups when available: White; Black; Asian or Pacific Islander; Native American; Mixed/Other; Latino.

In these groupings, race and ethnicity are mutually exclusive - their groupings do not overlap. Specifically, the first five groups only represent people of a variety of races who do not identify as Latino, and the sixth group represents people of all races who identify as Latino. These groupings were determined based on availability of ethnoracial data. In the report, People of Color (POC) is used to identify all Non-White, Non-Latino persons as a single group.

Data was collected, assembled, and analyzed by the Research and Analytics Team in the City of Arlington’s Office of Strategic Initiatives.

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<td>SEX BY AGE BY NATIVITY AND CITIZENSHIP STATUS (Tables B05003I)</td>
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## Methodology & Sources

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Disclaimer: This data has been compiled by The City of Arlington using various publicly-available sources. Although every effort was made to ensure the accuracy of this data, no such guarantee is given or implied. No unnecessary data modification occurred beyond simple calculations to determine totals or percents.
Summary: The Unity Council Economic Disparities Focus Group revealed a consensus among participants that community education and resources to support business owners in being notified about available City of Arlington contracts and how to successfully navigate that process are most necessary. Throughout the conversation, individuals expressed education as “a big part of how race and ethnic relations are good in Arlington,” although “[Arlington] can always do better and that’s what [Arlington] need[s] to strive to do.” Chad Bates suggested “we are stronger as a community [and] we’ve got to figure out some ways to educate people of color where they understand they are not locked out of the American dream.” When asked questions about Arlington’s increase in percentage of low income people over the last three decades, individuals identified lack of education and job training for good paying jobs, job eliminating technology and availability of low income housing as key components. John Whiteley’s belief is the Metroplex has a perception of Arlington suggesting those who have the means to move take their children to other cities where school districts are perceived as “better” than what Arlington offers. Most agreed Arlington’s generous low income housing has attracted “[people] who need that,” while higher paying jobs would “attract [people] who want to come live where they work” rather than driving them to neighboring cities.

In conclusion, general recommendations for Arlington’s improvement in the area of economic disparities include continued diversification and inclusion with regards to contracts and partnerships as well as increased visibility and/or a center for resources, education and mentorship for entrepreneurs to access. “[Women and minority owned entrepreneurs] want a sense of community, Bates suggests. They “need resources [and] connections to people that can mentor them.” Overall, the most echoed thoughts throughout the group were that increased education and training are key factors for changing economic disparity in Arlington.

Quote Highlights
- We are stronger as a community, we’ve got to figure out some ways to educate the people of color, where they understand they are not locked out of the American dream.
- We’ve got to have education and skilled workers.
- When you have affordable housing that’s what you’re going to attract folks who need that.
- The MWBEs need resources they need connections to people that can mentor them and I think that we’re working on that.
- It all comes down to education and offering those resources out for knowledge to people so that they know how to apply and what the steps are to go through and how to navigate that process. I think education and training can change economic disparity.
Feedback
Policing and Criminal Justice Focus Group

Date of focus group: December 14, 2020
Facilitators: Lynnette Barton and Eric Tucker

How would you describe race and ethnic relations here in Arlington and why do you feel the way you do?

• The consensus on this question by and large was that the group felt positive about race and ethnic relations in Arlington. The sentiment in general from the group was that they have lived places where relations are far less positive.
• Quote from one participant, “...it appears to be better here in Arlington than it is in most cities of comparable size.”

How would you describe the relationship between the police and the ethnic minority communities in Arlington?

• One of the members of the Focus Group related to an incident about a meeting he attended with members of the Arlington community. The Focus Group member related that the members of this particular group related being truly terrified of the police. This member of the Focus Group communicated that this has not been his experience but based on his experience in that group, “...quite a bit of work needs to be done.”
• Another view that was expressed was that there doesn’t seem to be any initiative on the part of individual police officers to interact with the community. This view was expressed by more than one member of the Focus Group.

What personal experiences have you had with the Arlington Police Department?

• One member described an incident where he was pulled over by a police officer in Arlington for no other reason that he could identify other than the fact that he was black. The Focus Group member said that the officer couldn’t give him a valid reason, but the Focus Group member said that he was still respectful, however the officer was “less than pleasant.”
• One of the Focus Group members related an incident that occurred at her apartment. The Focus Group member described an incident that occurred after a young boy was killed on her street. As the investigation ensued, the Focus Group member said that she had a visitor come to her apartment. An Arlington police officer came to her door soon after the visitor came. The Focus Group member communicated the police officer knocked but then forced themselves into her apartment. The Focus Group member related the process being scary and traumatizing. The Focus Group member said that if the officers could have communicated differently she would not have had experienced the event as so invasive and traumatizing.
• Another account was from a Focus Group member who is a Dallas police officer. The Focus Group member said that he was pulled over by and Arlington police officer, and he told the officer when he pulled him over that he is a Dallas police officer and has several guns in the vehicle. The Focus Group member said that the officer only heard and focused on part of what he said. The Focus Group member said the Arlington officers only response was, “Why do you have guns in the car?”
• Another Focus Group member related an encounter that he had with police as a new homeowner. The Focus Group member said that it was he and his wife's first home, and they set off their home alarm. This triggered a police response. When the police arrived and knocked on the door the Focus Member said that he answered the door to police officers with guns drawn on him.
• Many members of the Focus Group related experiencing the Arlington police officers as being arrogant.
When an incident occurs do you tend to sympathize with the officer or civilian?
• There were three pervasive sentiments relayed on this question. One part of the group said that they would wait until facts came out and didn't have a persuasion on one side or the other. Some other Focus Group members said that they analyzed situations on a case by case basis and the third group said that given the current climate, they sympathize with civilians because of what they see.
• Quote from Focus Group member: “I will say very transparently that a lot of times my thought is, I hope that’s not a black person that’s on the other end of that situation.”

What factors do you think contribute to disparities in policing?
• All Focus Group members were clear on their views on this particular question and their rapid fire responses were: secondary trauma; implicit bias; as well as culture, and media.
• Quote from Focus Group Member: “If officers are recruited from another state to come here and work. They need to be taught culture.”

What else do you want us to know?
• We are still people, and we have real issues.
• There should be more transparency, not covering things up.
• Officers show up to scenes like robots - you can’t move like a robot- “…you can humanize the badge.”
• “Approach me as a person, not a target.”
Feedback
Asian American Focus Group

Date of focus group: December 15, 2020
Facilitators: Carmen Garcia & Ada Pang

Demographics of the group
- Gender: Male (1), Female (4)
- Race/Ethnicity: Heritage came from Philippines (2), Taiwan (1), South Korea (1), China/Malaysia (1)

Summary: The Asian American Focus Group meeting conversation included five (5) Asian American residents ranging from 7-30 years of residency in Arlington and also included a wide range of professions. The participants shared that they have seen the growth of the Asian community in Arlington over the years. With that growth, they believe that the City of Arlington has demonstrated the outreach efforts to the overall diversification of this ethnic group but indicated there is room for improvement. And were appreciative of the City’s efforts to express their concerns on these improvements to the Unity Council and ultimately to the City Council.

The participants encompassed a very diverse group of Asian communities to include Vietnamese and Chinese as dominant communities, followed by Filipinos, Cambodia, and Laos. The overall message was that the City of Arlington has embraced their communities while living in harmony, peace, and respect. They are residents who work hard and are family oriented. Their characteristics are that they are typically quiet and not vocal in voicing their opinions. Although racial problems were not at the forefront in Arlington, like in other cities, COVID 19 continues to build a cultural problem as identified as a “China Virus”.

In summary, the Asian community residents are open minded with big hearts and welcoming hands. They believe that the City does not see them as foreigners. The neighborhoods are embracing as a whole and feel that Arlington is a great place to live and to grow their families and their businesses.

Quote Highlights
- Although racial problems here is not like other cities, but Covid 19 continues to build a cultural problem as it is called “China” virus. (182 P. 17)
- Their experience has been people here are open minded, with big heart and welcome hands. They did not see us as foreigners. (289 page 28)
- They love their friendly neighbors in the city as a whole, a nice place to live in Arlington. (252 P. 24)
- Through cultural event to build stronger community (314 P. 30)
- Pandemic challenges affect the small businesses like donut shop, beauty salon. (415 P. 40)
- Provide more English as a second language classes for Asian American. (267 & 268 P.26)
Feedback
LGBTQ+ Focus Group

Date of focus group: October 15, 2020
Facilitators: Jay Warren and Jennifer Wichmann
Demographics of the group
• Gender: Male (4), Female (5), Non-binary (1)
• Race/Ethnicity: White (5), African American (3), Latino (2)

Summary: The LGBTQIA Focus Group discussion themes included how Arlington can be more of a welcoming space for this community, how to provide resources to support LGBTQIA youth and the avenues that are available for this community to gather in Arlington without having to go to Dallas or Fort Worth for church, social events and sports. The demographics of the group were very diverse including male and female people from ages ranging from over 60 to early 20’s and it included white, Black and Latino participants.

Quote Highlights
• I do know that I live in a community where I would not reach down and take my partners when I was walking through the grocery store.
• It has been kind of a positive change from coming from smaller town Waxahachie to coming to Arlington, but I will also add, it would be nice to have more of an LGBT friendly environment.
• I am Black, gay and a woman. And so I have to like, first burst through the glass of being a woman, then burst through the glass of being gay and also burst through the glass being black and it’s like that is a lot to go through as a person.
• The biggest challenge that we have is perception. There’s a perception that the city is not welcoming by the LGBT community. And there’s a perception by the non-LGBT community that the LGBT community isn’t in Arlington.
• There were times where I would have loved a [school] counselor to speak to you about some of the challenges and issues and the mental disparity that was facing with coming to grips with my religion and different things.
• We are still all persecuted the same so why can’t we find some common ground to where we can be a group and as a group.
Feedback

Housing Focus Group

Date of focus group: November 16, 2020  
Facilitators: Mindy Cochran and Jennifer Wichmann  
Demographics of the group  
• Gender: Male (1), Female (4)  
• Race/Ethnicity: White (3), African American (2)

Summary: In general, focus group members describe Arlington as a microcosm of the nation related to race and ethnic relations, however, they also expressed their opinion that things have been exacerbated because of the highly charged areas of the country. When asked if people live in particular areas of Arlington because of race and ethnicity, participants largely responded that people live in the areas of the City where they can afford to live, not necessarily where they want to live, and several think their neighborhood is diverse. They raised concerns about the quality of education in the lower income areas of the City, and suggested the City consider requiring a set aside of affordable units for every development built. Members largely believed the challenges related to housing were because of wages not keeping up with rising housing costs, and to find affordable housing, you have to live in lower income areas where the City is not investing, and there is little opportunity. The lack of transportation was also raised as it relates to housing, because despite Via, they felt having a vehicle was a priority over housing as it is seen as a means to employment. Representatives from the homeless community stated that if people had to choose, they’d choose a vehicle over housing. Members agreed that your zip code determines your quality of life, and cited such disparities as the availability of fresh food, the quality of grocery stores, parks, safety, and the cost of food and gasoline (higher in lower income areas). In closing comments, the group emphasized the need to integrate affordable housing throughout the city versus concentrating it in certain areas.

Quote Highlights

• My brother-in-law has a very African sounding name and my sister doesn’t. And so they learned very early on that she’s the one that puts her name on applications for rental housing.

• To get into I, myself, I’m actually looking at moving. Once I get my situation settled out I’m looking at moving to the Phoenix area or Las Vegas, simply because the housing is so much cheaper there.

• But at the end of the day, I think we can all agree, everyone is worthy of having safe and affordable housing without having to worry about how they’re going to use their paycheck to make their rent and no one is more worthy just because they have a different job title or make more money.

• I do feel on a day to day basis that are walking around on eggshells just about every single day of my life and I don’t like to feel that way. [But] specifically in my neighborhood, I feel very included but outside of my neighborhood, I do feel like I’m walking on eggshells, and I’m sort of waiting for something to occur.

• So we see a disproportionate number of folks seeking homeless services that are some kind of minority. And so I think when you compare the population of Arlington, you see a disparity in that you see more people that are homeless that are African American, than people that are white people than are Asian even people than are Latino.

• I would have [other] white people say to me, like when they were talking about that school when they found out I worked there, they would talk about it as a rough school. And I think that that’s code for black and I think that it just shows that there is an undercurrent of prejudice in the white community very much still alive and present. That black spaces or spaces that are more populated with black people must somehow be more rough or less safe which I think is not true.
Feedback
Christian Pastors Focus Group

Quote Highlights

I’m really excited about the diversity of the city. I think people have a willingness to work together for the for the greater common good at the city and the reason I feel that way is because of what was done through the Ministerial Alliance march that was held at their doors for that and just seeing the citizen of Arlington, and the people that came out in that participated in that and just where that spirit was it’s like everyone, hope for a better community and in a sense of coming together for the greater good of all of them.

I think we [the Arlington Ministerial Alliance] were open with each other we’re honest with each other, and I believe we listened to one another’s probably what I would say. And I think if that’s happening at the leadership level that should bode well over the long haul throughout every strata of our society. I realized there are problems. There’s still some segmentation.

Others who aren’t quite yet, as represented in overall leadership and sometimes the conversation feels more Black-white, and not as multicolored as it could be, but I think it feels like the doors are open for progress and movement in that direction. So it feels healthy. There are definitely pockets that are not healthy. And I think the election, I think the murder of George Floyd, and I think all these things that happened have exacerbated some of those. Here recently I see within my own congregation, which is a fairly diverse congregation you know, age demographic effects that socio economic factors will speak into how people view things but improving for sure. I agree with that.

And that concern I think largely is about whitewashing where we’re at. You know, sure, the needle has moved a lot this year, you know, whether it’s Brianna Taylor or Ahmad Arbury or George Ford or any number of other things that happen you know on a daily basis. So, so that’s really my answer like whatever I think it’s through my own white filter. So I’m aware of that. I’m more aware of that now than I’ve ever been in my life. I was born and raised in Atlanta, Georgia. So, you know, I spent the first 30 years of my life there, right. So, you know, these are not new conversations. But when I listen to my congregants what I hear is a lot of concern, you know about their children driving or I have a congregant who works with DACA, you know, just you know that every day kind of fear and you know what I see happening now is like, “okay, NASCAR doesn’t allow Dixie flags anymore - yeah, let’s see what happens next.” So those are my thoughts on that question.

This my congregation St Andrews United Methodist Church which started out being a predominantly, well, it was all white congregation and now we are very diverse congregation with people from Nigeria and different parts of the world, African American, Asian Americans, Latinos and then last year we entertained an idea about merging with all African American church. I know for a fact that 30 years ago that would not have happened.

I think that this crisis of COVID-19 has really made me so appreciative of the community just trying to gather for dialogue and having conversation. But when I listen to my congregants what I hear is a lot of concern, you know about their children driving or I have a congregant who works with DACA, you know, just you know that every day kind of fear and you know what I see happening now is like, “okay, NASCAR doesn’t allow Dixie flags anymore - yeah, let’s see what happens next.” So those are my thoughts on that question.
Feedback
Christian Pastors Focus Group

coming together. And since the pandemic, sometimes the lines are a mile or so long, but they’re there, and they’re faithful and it couldn’t happen without the Christian community and the willingness to work alongside us.

- The love community takes peacemakers in a consistent understanding that a peacemaker is about reconciliation and it can’t be a real reconciliation without justice. And I think what’s important in the Christian community is yes be a place of love, but it has to also be a place of truth. That statement that the long moral arc of the universe bends towards justice. And so the Christian community has to be a place that helps people understand how to really be peacemakers but recognizing that being a peacemaker, I mean, King was a peacemaker and it got him killed. So, realizing that being a peacemaker doesn’t mean that everything will be hunky dory. It’s like you’re walking in that space of telling the truth and calling things into account. Always with the desire to work with reconciliation.

- We have a chance to show the power of the gospel as we come together and embrace and it. We have Black churches, white churches, Asian churches, Hispanic churches. We have multi ethnic churches and when all of those come together, and that was some of what we saw with the March, but other activities that we do, we do anything in unity with service project something and people of all different colors socio economic levels and backgrounds and then they have something in common than you’re always wondering what brings these groups together.

- I would just add that Dr. King, you know, years, decades ago said that the most segregated hour during the week is 11am on Sunday mornings and, you know, again, the needle has moved, but it’s got a lot more movement and inclusion. Inclusion and acceptance. Acceptance like meeting people where they are and allowing them the space to come into the Beloved Community feeling we welcome their voices.

- The needs are unique here just because of the culture that we have. And so I think one of the challenges is how do we bring people together. So, and you were talking about inclusion, radical inclusion and I’ve just noticed a lot of churches who have great intentions of being radically inclusive, but just the way they operate naturally helps or keeps people from a different culture feeling like “I don’t know if I have a voice.” That we’re not really aware of is just the air we breathe in the denomination. We’re part or the church were a part of, or whatever. So I think one of the key challenges is going to be how do we distinguish what is uniquely Christian that we don’t change or adjust and then what is just cultural that we can be flexible on so that we can come together and stay true to what we need to stay true to then flex where we need to flex. I think that’s going to be a challenge for us in determining what is genuinely biblical and then what is cultural if I think about who we are as a church.

- When you Americanize of Christianity and you can come so Americanized that you forget what your role is. That’s helping people understand what it means to be a Christian. So I guess one of the big challenges is that, and I know maybe the Baptist churches don’t have this but you know I’m in a denomination when we have still even trying to struggle with identity, who’s in and who’s out was doing that whole human sexuality struggle.

- I know the three guys here. We’re trying that multi-ethnic churches. That’s our desire. We want our churches to look like our city. But going back to what Jason’s concern was about the Christian pastors might know each other and be friends and brothers and sisters, but the churches aren’t because we’re coming together for maybe one or two events a year that a lot of times are reactionary to what’s happened, instead of just being, “let’s get together just fellowship worship, pray,” and we got that segregation happening. That’s kind of the broad picture for me. But then you get down to the more that narrow picture what Jason was discussing it just I can’t tell you how many different definitions of a Christian, you can probably find in the city of Arlington. And so what someone on the southeast side says a Christian is you can come up on another side and what one church
Feedback
Christian Pastors Focus Group

says a Christian is another church will say another that’s not a Christian. I mean, so it’s just interesting that even in our own community. We just got a lot of different definitions of what a Christian might be or Debra, you just mentioned, the disciple, you know, it’s so it’s like I know God’s sovereign, and I knew that He created us. He knew the mess we’re going to get in. But sometimes I just shake my head and go home. It seems so easy when I read the book. How come you guys can’t get it right? [laughing]

• But I do think that one of the challenges for the Christian community, not just in Arlington many in Arlington and in a in a political system like we’re in America. Is for the Christian communities and not become just so completely identified with any one particular political persuasion. And I think that’s a very real temptation. And I think the Christian community should guard against it. Because we need to have a healthy distance to where we can be critical and thoughtful and analytical and stay true to what we believe we’re supposed to be called to. And I think that we all know the American experiment is a very unique thing. You know my PhD is in history, and I don’t know of another nation of our size, who has tried this for as long as we have to really have a Democratic Republic where religious freedom is at the core of it. That there really is no other thing that I know of other example in history of it, and it is fraught with some unique challenges. And so I think we have to as Christian leaders. I think one of the things we have to be thoughtful about it’s one thing in my opinion to be in to be committed to the cause of justice. I’m talking about society or politically. It’s a whole other thing to be completely absorbed by political party that to me. Those are two very different things. I think the first one is righteous. I think the second one is dangerous.

• There is an American nationalistic Christian thing that’s on a lot of believers right now and it’s not healthy. It’s not a part of the kingdom of God. At least it’s not it’s not supposed to be a part of the kingdom of God. But we’ve got people that would rather identify more as one side of the island and they would a disciple Jesus. Yeah, it’s more important, who they vote for than who they pray to.

• Yeah, and you know I had a family leave our church over it, the Sunday before the election, I asked the question, I said, “I just want to ask you a question. Is it possible to be a Christian and Republican?” And it got really quiet in my church and somebody follow up. Finally, just shout it out. Well, yeah. I said, Well, you know, I think it is. When I think it is so. Well, let me ask you this, as it possibly a Christian and a democrat and it got really quiet and an older lady of the Church said, “Yes.” I said, “well, I think it is.” I said, “I would say it used to be.” But now I feel like it’s almost like you’ve got to be identified as one of those first before you can be identified as a follower of Christ. And I think the Christian community because we are so large in America, and I don’t I don’t necessarily get off on that tangent extras and Jennifer and that was beyond the scope But I think it’s on everybody’s mind right now. And I think for us as Christian leaders, if we get site down that whole y’all. I’m not sure if there is any help, because I can promise you I’m not going to. I’m not gonna go to bed with national politicians, I’m just, I’m not gonna do it.

• Not I think building on that one, and what I mentioned earlier, I think one of the things that we need to create our spaces for our congregations to have those same conversations that we’re having. There are things called be the bridge groups that pull together different ethnic groups to come have deep discussions about what are the what are the problems that we’ve experienced because of race relations because of any kind of ethnic experience and we can have really honest deep dialogue about it. You can do it within your own churches where we can partner together with various churches. And bring different people together, let them have conversation. I don’t know what that looks like in practice, I just know we need it so I think creating spaces for us as pastors, absolutely. And then for our congregations to do that as well.
Feedback
Christian Pastors Focus Group

• You know, one of the things that we have done minister in our church and the young adult ministry and Mount Olive Baptist church have been hosting a joint zoom call with their with young adults on like a they’ve been on Thursday nights. They did them for, I don’t know, once a month is kind of how the rotation has been and I actually have not been on one of those calls but the but the people who been on it, have told me how much they’ve appreciated. You know the conversation to help you know, like for example one of supposedly in one of those conversations, one of our young adults said that they were afraid to say black lives matter because they felt like it was promoting a I Don’t know an ideology or whatever. Evidently the organization. I guess is what I’m talking about. And, and one of the members of Mount Olive said back to the young adult in our church, “well, we want to give you permission to say Black Lives Matter without thinking it signs you up for some kind of Cult. You know, we would just like to hear you say it in.” So supposedly what happened that night was one of our adults said, “Well, I just want to say that black lives matter.” So just that dialogue that’s been happening. I think has been beneficial, but we need more of it. I mean, that’s just a small, isolated. Thing but it’s been beneficial.

• Something that we are grateful for is that we have a relationship with our leadership. I know, Jennifer, you’ve seen that for a long time here in that - it doesn’t feel forced to me. I think is pretty genuine and so I think that’s very helpful. So if there is an issue that comes up in our community. You know, we can convene a meeting and have a conversation. When the situation happened with George Floyd, Kennedy Jones and I ended up having a conversation where he wanted to have a pretty significant official meeting with the leaders of the city. In other words, he didn't want to just have a meeting and us all sit around and talk. He wanted Mayor Jeff Williams there. He wanted the acting police chief there. I told him I said, “candidly, I think it needs to happen.” Well, the good news is we were able to do that and the city leaders were willing to listen to the concerns.

• I would say to just piggyback on. I thought I think one thing I’d want the Unity Council know is In addition to our gratitude for being included [in this focus group] we would be willing to lead in this and not just to have to follow. We’ve historically trying to be good supporters of what the city is doing, and by God’s grace, the pastors in the city have a really profound amount of influence over a lot of the people just because they come to our churches. And they listened to share God's word week after week. And that’s a critical resource for any single leader who’s trying to make something happen. How do you engage the masses? How do you speak to them in a way that doesn't feel political or doesn't feel forced or as an outsider coming in? Going to the leaders of the flocks and speaking with them and engaging with them and utilizing their leadership to get their congregation included in this conversation is something that we offer.
Feedback
Vietnamese Focus Group

Date of focus group: December 3, 2020
Facilitators: Yen Nguyen and Vi Nguyen
Demographics of the group
• Gender: Male (3), Female (1)

Summary and Quote Highlights:
How would you describe race and ethnic relations here in Arlington?
Why do you feel this way?
• Our community still experience all level of racial discrimination especially for Non-English-speaking group, but rarely our community will report the incidents or fight back.
• Being treated differently and experience hatred actions for being Asian or the color of our skin.

What has been your experience as a member of the Vietnamese speaking community in Arlington?
• What makes our city stand out is our Cultural diversity and all respect each other cultural.
• Mayor and City Councils have been very supported of our community.
• Racial discrimination still exist, but the numbers are small compare to other cities.
• Overall good place to raise a family and work.

What do you see as important to the Vietnamese speaking community in Arlington?
• Vietnamese Community Center for all activities, events, social services, education, training, etc.
• City website information in Vietnamese Language for information and help navigate to seek assistant.
• City Hotline with fluent Vietnamese speaking operator to serve the most needed non-English-speaking people in our community.
• City interaction with community, and better communication.

What are key challenges or problems facing the Vietnamese speaking community in Arlington?
• No one stop Vietnamese Community Center to provide all services and activities for our community.
• Communication between City and community.
• Shortage of housing
• Access to public transportation
• City website not in Vietnamese and Vietnamese speaking employee to help with language barrier.
• Limited high-paying Jobs available for Employment

Please provide some suggestions or for addressing challenges facing the Vietnamese speaking community in Arlington. (Suggestions to questions #4).
• Community Center- City can provide available space to use as Community Center. Long term- City can provide grants, and community can seek investors to fund for purchase or build new Center.
• Communication – City website information in Vietnamese language; Announce important news, information, employment opening, or main events in Vietnamese Newspaper, radio, TV, and group leaders in the community.
• Shortage of housing – Redevelop lands to build new homes for growing population.
• Transportation- Add more public transportation pick up/drop off to heavy dense Vietnamese reside. Shop, and activities.
• City Website and Vietnamese speaking employee- Website translate into Vietnamese; Hotline with Vietnamese speaking operator.
• Employment- Create high paying jobs available in Arlington, so UTA graduates and other can seek employment here instead have to move to other cities or work far from home.

Is there anything else that you would like to share that has not been addressed?
• Finds ways to promote and encourage both the city and the community to participate to achieve high level of Unity.
Feedback

African American Focus Group

Date of focus group: December 22, 2020
Facilitators: Tell Forsythe & Nicholas Hawkins

Demographics of the group
• Gender: Male (4), Female (5)

Summary: The overall feeling on how the participants felt about race relations in Arlington was a feeling of not much growth and unity over the years. Participants still feel that racially, Arlington is still stuck in the past in the way these African-Americans felt. One participant said, “There is an undercurrent of implicit biases that are happening in the city.” Many of the participants shared examples of how they feel they are still judged solely by the color of their skin. From trying to shop to getting an education, African-Americans in Arlington still feel there is much separation in society. Another participant described race relations in Arlington as “respectful, tenuous, and suspicious.” One participant felt that their experiences of being an African-American in Arlington and how they are treated had to do with their education and socio-economic status. So if you present yourself in an educated manner, you’ll be treated accordingly. One participant describes the racial vibe in Arlington as, “I would say that there is a lot of tension that is never discussed.” They also feel that both young and old African-Americans feel this way in the city.

Police brutality and how the police treat people of color was a huge part of the discussion. One participant expressed a lot of anguish around this as one of her very good friends was killed by Arlington Police. She also expressed views of racial profiling by the police. Being one of the younger participants in the group, she has said that, “So I would say that my personal experiences here have been terrible. I can’t really compare it to anybody else. But that’s just me personally growing up in Arlington. And I feel like a lot of younger people as well can probably relate to a lot of things that we’ve seen and gone through growing up.” One of the best quotes as to being African-American in Arlington was “It’s a cool place as long as you stay in your place.”

When it comes to what the participants thought would be important to the African-American community in Arlington, there were many great suggestions. Addressing disparity in the community was one and also making sure education in terms of talent, supplies, and programs was readily available in the African-American community like it is in the white community. “Equity in education, not only equity, but also because Arlington has a big push now too, they’re doing lots of surveys and studies about how to level the playing field and I certainly applaud them for that. But it goes deeper than just what Arlington can do. It’s about, you know, the textbooks, how they are presented, it’s about teacher bias. I’m a principal I see it every day.” Also making sure opportunities to small businesses owners in the minority community was just as prevalent as it is to white business owners. They felt there are more grants and more opportunities afforded to white business owners and that minority business owners are left out of the loop in terms of those opportunities. So if there are ways to rectify that issue that would be great. “We get the crumbs...in relationship to the amount of money that is out there being spent by the city. It doesn’t put a drop in the hat what they allocate or award to African-American business owners.”

The group overall wanted to make sure their voices were heard and that the information provided would help to ensure that the right officials be held accountable to ensure that race relations can improve in the city. “I just want to say thanks for the opportunity to participate. This has been enlightening and I hope that our information and comments do not fall on deaf ears. And that something actually positive and concrete comes out of this.”
Feedback
African American Focus Group

Quote Highlights

• This is an undercurrent of implicit biases that happen in the city.
• There are three words that I would use to describe the ethnic and racial relations as I observed them here in Arlington one it’s respectful tenuous and suspicious.
• And I would say that there is a lot of tension that is never discussed.
• So I would say that my personal experiences here have been terrible. I can’t really compare it to anybody else. But that’s just me personally growing up in Arlington and I feel like a lot of younger people as well can probably relate to a lot of things that we’ve seen and gone through growing up.
• It’s a cool place as long as you stay in your place, but once you get out of your place and you offend some people. That’s when you see all of the micro aggressions as well as physical aggression when you’re when they feel like you’re out of your place.
• We get the crumbs and at the last at the 11th hour In relationship to the amount of money that is out there being spent by the city. It doesn’t put a drop in the hat. What they allocate or award to African American business owners.
• Equity in education, not only equity, but because Arlington is D has a big push now to they’re doing lots of surveys and studies about how to level the playing field and I certainly applaud them for that, but it goes deeper than just what Arlington can do it. It’s about, you know, the textbooks, how they are presented, it’s about teacher bias. I’m a principal until I see it every day.
• I just want to say thanks for the opportunity to participate. This has been enlightening and I hope that our information and comments do not fall on deaf ears and that’s something actually positive and concretely comes out of this.
Disabled Community Focus Group

Date of focus group: December 16, 2020
Facilitators: Donna Mack & Darlene Hunter

Demographics of the group

- Gender: Male (1), Female (4)
- Race/Ethnicity: White (4), African American (1), Black and Hispanic (1)

Summary: Following is a brief summary of the City of Arlington Unity Council’s Disability Community focus group. Because people with disabilities make up the largest minority group in the country (currently about 25% of the population) we attempted to gather as diverse a group as possible with respect to age, gender identity, race/ethnicity, and type of disability. Of one male and five female participants, four identified racially as Caucasian, one as African American, and one as Black and Hispanic. Although we did not inquire about age, all but one participant were known to at least one facilitator prior to the meeting, and some referenced their ages during the meeting. We estimate that two are in their twenties; two in their thirties, one in their forties, and one in their sixties. With respect to disability identification, one identified as a wheelchair user with cerebral palsy, one as an amputee, one as a person of short stature, one as having a learning/sensory/intellectual disability (at time of diagnosis) which according to the participant under current DSM criteria would likely now be classified as Autism Spectrum Disorder, one as deaf (and does not use the term “disabled” or “disability,” but prefers “deaf” or “differently abled”— a common preference in the Deaf Community). Our final participant did not identify as disabled. She was asked to participate as the parent of a sixteen-year-old who has a progressive mitochondrial disorder that impacts daily function on a multitude of levels. She also serves as her teenager’s primary advocate and caregiver, and has been employed for several years by AISD as a speech pathologist. She was asked to participate due to her knowledge of the impact of significant and progressive disability on the family system. If it serves the Unity Council to know, both facilitators have disabilities. One is a wheelchair user with a spinal cord injury in her thirties. The other is in her fifties, has a visual impairment, and uses a guide dog.

The general consensus was that there is a decided lack of information and need for education around disability, starting with our need for fair and equal representation in the decision-making process. We need to have more seats at the table, when decisions are made; that decision makers most often come off as paternalistic because all too often, they design policies, programs, and facilities that impact us, without first gathering input from, or deferring to us. Participants brought up the fact that society still clings to the medical model of disability. New parents of children with disabilities need to receive supplemental education about their children’s disabilities from successful adults with disabilities who have “walked the walk,” and can serve as positive role models, instead of relying solely on the advice of medical professionals who have no lived experience with disability. Participants agreed that education about disability needs to begin as early as possible, and that addressing such within AISD beginning in pre-K (provided by individuals with disabilities when possible) would prove beneficial. All agreed that education on how to interact with *all* disability types should be implemented at all levels throughout the City, specifically with police, but with other first responders, and front line, public-facing personnel. Also, city employees should receive training on basics of physical accessibility, and there should be stricter enforcement of/adherence to building codes designed to increase access for individuals with disabilities. Additionally, businesses should be made aware of existing tax breaks and further incentivized by the COA to increase disability access, and that there should be some sort of online accessibility map for citizens with disabilities to be able to garner information (in advance of an outing) about the level of accessibility of specific business and recreational destinations within the city. Several acknowledged the absence of
accessible transportation for emergencies or on short notice, as both Handitran and Via are ride share services that operate during limited hours, not at all on Sundays, late nights, early mornings, or holidays, and absent the option of transporting passengers directly to their destinations in such scenarios. Finally, participants expressed a desire for the promotion of disability-specific resources, as residents with newly acquired disability are left not knowing where to turn. Additionally, the need for a sense of community or “finding one’s tribe” echoed throughout the group. The promotion of online disability-related communities would go a long way in helping the population to experience a sense of belonging and involvement.

**Quote Highlights**

**More representation of people with disabilities on City Boards and Commissions.**
- “I feel like what’s really important is we need to be included in decision making and in planning because it’s very paternalistic it’s patronizing to assume you know what other people need when you haven’t asked, so we need to be at the table.”
- “It’s the system. That tells them what to do and how to do it and everything they should be doing the parents of deaf kids they need the perspective of a deaf person who has a baby. Who will listen, and serve as a role model.”
- “Let’s the top priority for the deaf and what’s most important for the deaf community is to always have deaf role models and talking about themselves to the community, somebody who is deaf themselves to share their story and their experiences to talk about what’s best. And to give advice for and about the Deaf community themselves. One of the big misconceptions and errors in education is that the deaf community isn’t involved like this meeting now is open.”

**Training of Arlington Police to work with different types of disability.**
- For instance, the Deaf community needs an interpreter brought out to the scene for further communication.
  - “Of course, I’m definitely trying to let him know that I was deaf, that I could not hear a thing. I was saying I can’t hear you, and the policeman was trying to force me to read his lips. In that situation, I was trying to clearly write to him because I was needing and wanting to communicate, and the policeman refused to write with me. And it just became aggravating. He asked me to get out of the car and from his perspective. He thought that I was resisting the police officer because he asked me to get out of the car. I was getting really nervous and paranoid about it and I didn’t know if he was gonna try to arrest me. So I just didn’t know what was going to happen at that point-- like an arrest or something. And so he was screaming at me and I kept saying, I’m deaf.”
  - “I’m just going to have to say it as African American, we do see profiling. We do struggle with that. I do worry about my husband. Every time he leaves home. You know and even my daughter who’s 22 I say to her, don’t give the police a reason to stop you. Because that might not end well.
Feedback

Disabled Community Focus Group

You know, it may not in the same way. Because you can’t have your tags. You know how they have. I don’t know if this is a real rule or not, but they say you have seven days to renew your registration after tags expire. I don’t know that rule because I don’t want to. I try not to break it. And so, because I don’t know if it’s real. But if they stop you. It might not end the same way that it might for someone who’s white or of a different race, from me. So I’m like, don’t have a taillight out don’t have this don’t have that. Get it all ahead of time, because if you get stopped you might not make it home and I do worry about it. Even in Arlington.”

Accessibility map of businesses/places in the community and the level of accessibility.
- Incentivized city-wide program for businesses to want to make their business inclusive/accessible
  “I think one of the challenges we have is our lack of connection with other people. Like somebody else said, build the ability to meet up with our clan, our people and I don’t see a lot of that and would be nice to have the city had some kind of funds available to help people who become disabled, get a ramp put in, or get grab bars installed in their home or anything that would help them stay in their home. You know a lot of people are older in Arlington, I’m getting there fast and as we age, we acquire disabilities and sometimes we acquire additional disabilities and everybody wants to stay in their home. So, there are not a lot of resources for us in connection to us. You know the transportation thing. I think there’s some holes in that I haven’t actually used it yet, but I’ve heard lots of complaints about it. So I think there ought to be more talk about that in a better way to make it seamless.”
- Grant, plaque on front window, list on the city’s website.
  “Even going in Texas Live, I was surprised to find that there were, all these claims about access. But then there were these very high pub tables and chairs and stools, where a wheelchair user or someone who has short stature couldn’t even join their group, without the table being up to hear, things like that really frustrate me and I just wish there was more continuity. I don’t feel like I know enough about what kind of training there is for city employees. In terms of diversity training, is disability even part of that? And is it just people who are wheelchair users? Does it include people who have intellectual disabilities, people who might have anxiety or have a bad reaction to being stopped by the police.”

Find your tribe.
- Identify resources/groups/programs in the community to support those with disabilities and different types of disabilities.
  “And also, more resources for adults with disabilities. I know that would be helpful when I am teaching. I also have a friend who has autism and there’s really no resources for adults who have intellectual disability out there. It’s really hard to come by support groups and things like that and find information and find your clan of people that you can share experiences with so accessibility more support and more education.”

Education in the community about disability
- Business: tax cuts and programs that help with making their businesses accessible and inclusive (hiring)
- Disability sensitivity training
  “I have trouble when I go to post offices and again I know that’s not a city thing, but it just gives you a bad taste in your mouth. I have short stature and I use a walker and I know it’s the same for wheelchair users if you go into a post office. A lot of the counters are very high. And in the new post
offices and even some of the old ones, they have a cutout area with a lower counter where a person with short stature, or a wheelchair user could go and actually have a writing surface they could reach and be able to reach the card swipe and all of that. But they often have those piled full of junk and they’re not using them. And I’ve even asked people in a post office, could I give you this down here? And then they’ll say nope not open down there and they can clearly see that I need it. So it’s just a lot of attitudes businesses restaurants are like that.”

Education Training children in schools.

- “I’m kind of about what Christina was saying earlier about teaching the kids at a young age. I mean, if that can be implemented more I mean going into the schools and teaching about disability awareness. I mean I think that’d be a great start. Just because like she was saying with people staring. I love it. Whenever little kids are staring and ask what would happen or something like that. I’d rather have them asking What’s going on than just stare and not ever know.”

- “I think that in schools, one of the languages that should be required is sign language because in a lot of the schools in the area sign language isn’t even an option, and especially for the population that I work with. I wish that I knew sign language because we use some sign language or adapted signs with our kiddos so that They can communicate with us because they’re non-verbal so I wish that was something that was available to kids more and like everybody other people said more teaching and education around different types of abilities in schools and even before you’re in school, things for at home.”

- “Okay, so having to always advocate and I advocate all the time for her, and it’s just That that’s been our experience. It’s just assuming that that’s where a person needs to be because you think they fit the mold because of what you see and you don’t know the whole person and then as far as I think we need To teach children at a very young age, about inclusion and about how to treat people who are differently abled I’m learning.”

Additional quotes:

- “When I think about Arlington, and they talk about we’re supposed to be this dream city or something like that. And I would love for it to be a dream city for all and what I mean by that is, like we’ve already said, and everybody’s talked about It’s just that education piece. Like where you know people who are differently abled, they can feel that. Oh, I can go here and I can go to this city. I can live in a city and I can function to the best of my abilities in that space because that’s maybe where we have to be required to educate like at the school levels, of course, but even with the city government and like Rebekah talks about the police. I mean you shouldn’t be able to be a police officer if you don’t know how to deal with people with disabilities and be aware. I know they speak a lot about autism, I see it on TV all the time. You have to have a sign. It says it or whatever but hearing impaired, you can’t always see it, so Just knowing that okay you need to ask certain questions. I mean, maybe they have to apply like businesses they apply for licenses to open and they have to be ADA compliant and just making sure that they understand what that means. And that it’s just not something that you can see like a wheelchair or whatever that it’s other people too. And maybe they need to be required to answer questions or go through some type of online training or something, just so that they know how to do that. I mean, just so they can show that, yes, we’re trying. I mean, I know it’s not going to be perfect, or whatever. But that we’re trying to understand and try to show that everyone is truly welcomed and in the end it’s a dream for everybody.”
Feedback

Education and Workforce Training Focus Group

Date of focus group: January 5, 2021
Facilitator: Cameron Cure

Summary & Quote Highlights:

What has been your experience as a member of your community in Arlington?

• “Understanding the importance of having families engaged in the educational process of their students is important to success. The insight and provided supports for the families here in Arlington are positive and so I’m excited about what we’re doing and going to do.”
• “This is the type of community that is all in on their kids. It’s all in on the wellbeing of their students. You know that they get behind what we as a school are trying to accomplish and that’s what it’s all about. You want to be at a place where you know you’re appreciated and supported. If you don’t, you don’t get the opportunity to have an impact, not just within the walls of our school, but outside of it as well.”

What do you see as an important part of dealing with key challenges or problems facing your community in Arlington?

• “I think we’ve come up with some very creative and innovative ways of working with our community and our students. A common problem that I see is regarding resources. There are many available in our community for students, families, but I think the challenge is finding these resources. I think it is important to make sure that there is some type of way of connecting everyone with these resources, whether they’re in Mansfield or Arlington.”
• “The parents in our community always have that level of trust. They may not have the same credentials as the teachers that are teaching our kids, and so sometimes the trust is not there. So, building a relationship can kind of also build that trust. Teaching parents how to do school in a sense of providing opportunities for them to participate and learn how to help their kids read at night or math problems so that they are helping kids at home because we know that home and school working together is always going to get the best from the students.”

Please provide some suggestions or recommendations for addressing challenges facing your community in Arlington.

• “It would be great if there were more employment internship training opportunities for students where they are not just earning a paycheck, but they are learning skills. Something that is not taxing or burdensome but helps to educate and works with their school schedule would be great.”
• “We need to have the administration sit down with the community colleges to do more to help the schools and the families, such as food banks, transportation, or other initiatives.”

To what degree have you seen or experienced discrimination?

• “I am half Japanese and Caucasian. While I lived in Japan, I did receive some discrimination, but as soon as they knew I could speak the language and that I was half Japanese they were nicer to me. I have had co-workers make rude comments about food that I would bring to lunch, so I am mindful of things I am willing to bring to work.”
What ideas do you have to close the equity gap in the public education system?

• “I know that our school is title I and is given funds that non-title I schools are not given and we could use that money to hire more teachers, but I think there need to be smaller class sizes (teacher to student ratios) in schools where students may not have been able to attend pre-schools or did not have parents who were able to stay home with them when they were little. I first noticed a difference when our PTA (title I school) had a fundraiser after school activity and they were happy to make $500. My son had a PTA fundraiser at his school (STEM Academy) and they raised over $10,000. The parents at my school would love to help with PTA but can’t because they worked all day or are working at night. Our district should take these measures into account while they are dividing our funds or staffing.”
Feedback
Arlington Youth Focus Group

Date of focus group: December 29, 2020
Facilitators: Eric Tucker, Vonetta Fuller-Williams, Brian Daugherty
Demographics of the group
• Gender: Female (6), Male (3)
• Race/Ethnicity: Asian (6), White (2), Black (1)

Summary & Quote Highlights:
Overall, the session went fantastic, we had some really good discourse and incite with the youth of Arlington, the noteworthy comments have been highlighted. Notes for Focus Group with the Youth:

How would you describe race and ethnic relations in Arlington, and why do you feel this way?
• Isn't super special, still faces issues. Very systemic in America and how it is rooted. Every community will have to face it. In our society every person of color will face discrimination. He has seen it a lot secondhand, which means it must happen a lot firsthand. A lot of microaggressions.

What do you see is important to the youth community in Arlington?
• Race relations, criminal justice reform, education reform. Hold police accountable. Have school districts acknowledge racism and white supremacy. Get rid of barrier of people not wanting to talk about the issue of race.
• Definite concern about our future, it's going downhill. Thinks this will affect future generations. Very big concern for her future, can she own a home? Can she have a family? Can she have a retirement? All of these problems are becoming more aware. Apathy has been growing.

Provide some suggestions to help the Youth in Arlington.
• Thinks it would be good for the school district to have a focus group like this one, then make a curriculum on race relations and then train the teachers to help the students. Next generation to be more racially aware. Criminal Justice reform and have the police acknowledge.
• Agrees with NK on curriculum. Funds should be allocated towards specific education, sex ed, history, racial shaming, political parties. Feel like some funds should be re-allocated. Police, it has worked in multiple countries to regulate firearms to decrease issues. Every few months hears about gun violence.
• Really passionate about it, establish a new public transportation system. Get a bus system that would help bring together Arlington communities. That would help the environment and the economic systems. Arlington is one of the biggest cities without public transportation. Thinks this is important to move Arlington forward. If Arlington implemented a bus system, all over the city they could be more diverse with the rest of the city. She thinks Fort Worth and Dallas have had success with this. Space is always an issue and she does not see the existing ride-
sharing as good enough. This would help the youth since they cannot drive themselves. It would also help for college students as many can’t afford cars with their tuition and books. There are pros and cons, and Arlington has tried to pass a bus system 3 times and failed but it threatens other industries (oil and gas). Buses are a great economic return of 4:1 return on investment. It would also reduce carbon emissions. The City of Arlington has had poor execution of this aspect of transportation.

**Asked the group for any additional comments:**

- Doesn’t concern the youth but there is neglect of care for minorities for around pioneer parkway, not sure if it is racially or economically motivated. Does see a lot of apartment complexes being renovated and it looks like gentrification. Should be reinvigorating, not gentrification.
Feedback
Jewish Community Focus Group

Date of focus group: December 15, 2020
Facilitators: Ethan Klos, Charna Blumberg, Dan Blumberg

Demographics of the group
- Gender: Female (5), Male (1)
- Race/Ethnicity: All White

Summary & Quote Highlights:

- The Jewish Focus Group was very interested in the topic placed before them. The group ranged from being residents for 20-50 years in Arlington. The discussion wandered from a history of change in Arlington, to current status, to actionable items.

- Overall, the groups feelings ranged from positive about the current status for Jews in Arlington to feeling somewhat invisible, but not in a negative manner. There were concerns about other minority groups within the City, mainly Muslims and people of color.

- The two biggest concerns for the group as Jews are a Calendar and Youth.

- By Calendar, what is meant is for the City government to both create/ utilize a more comprehensively inclusive calendar when scheduling events and meetings. This would respect various groups by not holding these meetings on important holidays.

- As far as the Youth, while the group has not directly encountered prejudice, they all expressed that their children had experienced issues in the schools. The group felt that more can be done by the School Administration to address this issue. And that the City Council could apply pressure or guidance in working with the ISD.

- The group also had a number of actionable items: Calendar, Parade, Holiday events, and Community Outreach. Specific details can be found in the Quotes detailed, but the highlights were:

  - “Wouldn’t it be wonderful if the theme of the parade was something to do with diversity and embracing the diversity of our City.”

  - “I think that it would be really wonderful. Somebody mentioned lighting a menorah. I think that the more visible expressions of acceptance of cultural differences racial differences religious differences that are done by the city, then that will help to cause change in a direction that results in more acceptance of all of those differences. So I think it would be wonderful. I mean to see a menorah. There are so many opportunities for the Muslim holidays and everything for the city to take a leadership role and in that I would love to see that. That would be so great.”

  - “I think that the audience who needs to see these public expressions of acceptance of diversity are located at the Cowboys games and Mavericks games and stars games and baseball games. And so, you know, if we’re a sports place you can have 50,000 people in the stands. Why not have a huge celebration at the kickoff of this or whatever. I mean at multiple locations like here at Levitt pavilion. And have the city, say this is our city. And this is what we want. And guess what you’re going to go along with it because this is what’s going to be. And this is what the right way to be is so we got to go to the people who aren’t coming to these automatically. Otherwise, we’re just preaching to the choir.”

  - How would you describe race and ethnic relations here in Arlington, and why do you feel this way?

  - Well, a fairly decent not perfect by a long shot, but it’s a very diverse community. My son’s high school friends were like a United Nations. I was very pleased with that.

  - The only one thing that I would mention is that the experience we’ve had with the schools. I noticed the schools general calendar doesn’t even mention Yom Kippur or Rosh Hashanah on their calendars and there have been instances where they may have held City Council meetings or things you know on those holidays of significance, where
they had open sessions for the public. I would just want to sensitize actually the government to just be more sensitized to include those on their calendars and the respective of those holidays. If they do schedule anything for the public.

• We’re kind of invisible. Um, and that maybe due to the work of the people who came before me, but one of the things that we don’t have is, you know, things like the public Menorah lighting that happened when Chabad came to town. Too bad they left Arlington for the mid cities. But there was a couple of years where we did like an indoor lighting. It’s, you know, it was really nice that answered some questions. It brought some visibility.

• My just hearing things is that, as adults, your interactions have been generally positive. And the primary areas of concern have been more with our children in their relations that some of them have been exceedingly positive thing kind of a UN friend group, but also any problems that we’re having as a Jewish community has really been focused on the youth. Is that a fair assumption? That’s been my experience.

• Our Arlington police department has been amazing. Whenever we call them because we have a concern or we have a question, they respond. They give us advice. They have come by and given us ideas on how we can make our building more secure. The police chief that was also very active, you know, so I want in the future to keep those kind of relationships open.

• Perhaps if city government made a point of putting out a calendar that said we’re not having meetings on this day, or we’re not having any kind of activity on this day because it is the Jewish High holidays or because it is a Muslim holiday that would go a long way.

• I think that it would be really wonderful. Somebody mentioned lighting a menorah. I think that the more visible expressions of acceptance of cultural differences racial differences religious differences that are done by the city, then that will help to cause change in a direction that results in more acceptance of all of those differences. So I think it would be wonderful. I mean to see a menorah. There are so many opportunities for the Muslim holidays and everything for the city to take a leadership role and in that I would love to see that. That would be so great.

• I think that the audience who needs to see these public expressions of acceptance of diversity are located at the Cowboys games and Mavericks games and stars games and baseball games. And so, you know, if we’re a sports place you can have 50,000 people in the stands. Why not have a huge celebration at the kickoff of this or whatever. I mean at multiple locations like here at Levitt pavilion. And have the city, say this is our city. And this is what we want. And guess what you’re going to go along with it because this is what’s going to be. And this is what the right way to be is so we got to go to the people who aren’t coming to these automatically. Otherwise, we’re just preaching to the choir.

• Well, I, you know, big bashes big fanfare where you know the parade in Arlington, and let’s make sure that the city has a diversity float and the mayor’s riding on it.

• God willing, we’ll have a fourth of July parade next year. Wouldn’t it be wonderful if the theme of the parade was something to do with diversity and embracing the diversity of our City.
Feedback
Latino Focus Group

Date of focus group: December 17, 2020 and December 22, 2020
Facilitators: Alexa Aragonez, Weberlin Herrera and Lidia Ortiz

Demographics of the group
• Gender: Female (5), Male (3)
• Race/Ethnicity: All Latino

Summary & Quote Highlights:

Racism and Cultural Competence/Awareness and Creating a Sense of Belonging

Across both Latino focus groups, participants believed that they were comfortable living and working in Arlington and did not experience blatant racism, but many cited that there was a need for increased cultural awareness and competence about the Latino culture and among Latinos. Most participants felt as though there was a lot of work to be done for the greater Arlington community to truly embrace the Latino community. Some suggested that there could be a central community space where people can celebrate their Latino culture and come together. This space would then generate a sense of belonging for Latino residents. It was important to the participants that Latinos feel like they are as much of the Arlington community as any other part.

• “I haven’t found too many people that feel like they’re constantly under the chronic stress of racism” and continued on with that “but...we need to continue to encourage more people to reach out to other cultures both Latinos with black ...sometimes [even] within our own Latino community, [Latinos discriminate] against certain Latinos [that are] darker...at the individual level is where we need all ask ourselves that question.”

• “Having a space to where you can have those celebrations having a space where you can have a center for education to provide people with those opportunities as well, I think it’s such an important thing because a lot of the times... people don’t feel like they have that support...It's like, it’s not that they don’t know...[but it is that] they’re not taught that they should care about these sort of things or care about their education. And I think that Having a space, you know, where they are able to do something like that where they can explore, you know, their heritage [and] be able to express the way that they Celebrate is such an important thing to our community. I think that’s one thing that really should be looked at. You know what I mean is to be able to, like I said, have that space to feel safe and be amongst Not only people that are just like you. But to be able to find people who are very interested in learning more about other cultures as well.”

Perceived Barriers to Civic Engagement and Public Representation

• In both Latino focus groups, there was a discussion of the need to engage Latinos in decision-making in Arlington. Though there may be a lack of political efficacy because of lack of exposure to civic engagement when they were young or because some cannot vote in elections, some civically-engaged Latinos are prevented from serving on boards and commissions because they are not citizens. These barriers are then exacerbated by the belief that only those residents that are a part of “old Arlington,” are the ones that are well-connected in the community, are the only ones that are given the opportunity to be decision makers. A secondary component about engagement that was discussed was the importance of representation. Participants wanted to see more “people that look” like them in different career fields and positions of power.
• “If you if you are part of old Arlington…then you know you’re respected...When I’m in the same circles with my wife around when I’m the only Hispanic in the room. You don’t feel like you’re noticed...there’s not that same respect that My wife is privileged to have...there’s a lot of things about Arlington that are that are primarily for white Americans...I know how to navigate the system. I understand who the key players are in our city. And so I’ve established relationships with them. But again, I’m a person of privilege. I had a position of authority and influence...Most Hispanics don’t have that in our community.”

**Division Among Neighborhoods and Segregation**

The participants in both study groups stated that there was a stark difference among the different neighborhoods in Arlington. This difference was described as segregation as well as a difference in the access to resources among communities. Even those that are not from the City of Arlington notice the difference in quality of life between neighborhoods. Not only does this segregation limit diversity to a few select areas in the city, it is also seen as people living in “bubbles” which causes them to be unaware of the experiences of others in the City. Some suggest that public transportation will not only help large families, students and workers without cars get around the city but will also provide an avenue where people from different experiences can cross paths.

• “The whole distinction between the neighborhoods. It’s very stark, you can definitely understand. You can see that with your own eyes, and even for me who’s not a resident of Arlington. I even noticed it, you know. And I feel like a lot of the times the support is given in certain neighborhoods and not others.”

**Education**

Public education is seen as fundamental component in Latino economic mobility. Participants identified areas where more resources are needed. These areas include: funding for extracurriculars for students, connecting with at-risk youth, providing access to college material and preparation, and educating first generation students the value of college and of different career paths. Hispanic students were seen as not given the same kind of access to college resources like scholarships and dual-credit courses.

• “Success in school comes from parental support, and a lot of that is lacked here...because a lot of parents here are immigrants...and are just worried about making enough for the bills. I was lucky enough to be in the marching band and... [when] we would go to competitions and we’d see other schools with the newest uniforms and trailers and a big crowd at the football games and then On our side, we would have a really old uniforms really outdated instruments...I just thought, ‘oh, this is the way it is. It’s normal. That’s them. This is us.’ But as I went on to TCC and to UTA I realized like, ‘man, we had a lot of setbacks…’ I just have to keep saying support. Not just from the city level, but even internal support... In my experience, ...I have a big family, but not all of my aunts and uncles are as supportive as my parents have been, so it’s also definitely a cultural thing. I don’t think all of these issues have one solution if we’re discussing solutions, there’s very many different angles that need to be looked at and one of them is just what is life like at the home. And it plays a big role.”
Feedback
Latino Focus Group

Communication
Across both focus groups, participants wanted to see more inclusive and widespread communication on public resources and services. Though they acknowledge that the city is doing more to connect with its Latino residents (like the focus groups), but participants wanted to see communication on Spanish TV nightly news, Spanish morning radio, and translators at town halls. Participants also wanted to see more focus groups conducted with more granular sectors of the Latino community.

- “There are programs out there, especially after the pandemic that have been accessible to individuals. The only thing is that, how are they accessible... It was so difficult to find anything in Spanish on the [City] website... I believe the only thing I was able to find is the public library provides all these workshops and bilingual Classes for Arlington residents, but I feel like there needs to be more like if there’s a town hall, there needs to be a translator.”

Public Resources
Throughout the focus groups, greater access to public resources was something that the participants wanted to see in the future. These resources include technology, healthcare, transportation, language services, child and senior care, immigration assistance, and affordable housing.

Technology
- “A challenge that we have is access to Internet and you know those hot spots. I know that they have been very active in trying to provide hotspots for the families that don’t have access to Internet but then even when you do provide that to them, then it’s how do you connect it and following the directions, even when you provide the directions in Spanish. It’s still challenging. It’s just that they’re not familiar, you know with connecting that way... that’s another thing that has been very problematic and a huge challenge and making sure that our kids that are at home that are limited resources that have access to education is access to Internet... technology and so seeing our parents struggle right now with... even knowing how to create an email account, and then remembering the password to the account, and then checking your email account. At that very basic level. And so, you know, going from face to face to virtual online instruction has been a tremendous challenge... and we’ve had to help our parents, one-on-one, including typing.”

Healthcare
- “The Hispanic population to not sugarcoat it we’re dying like dogs from diabetes and from healthcare insufficiency and unnecessary the health care system. It’s just such a complex answer but healthcare, I’d say is the major problem among the Middle to older age population. And it’s an access issue, right. Because if you are, you’re on undocumented individual, but there are some charity clinics and community clinics that exists out there so it’s an access issue, but it’s also a cultural issue oftentimes we [Latinos] wait until something bad happens to go to take care of our health. So it’s multifaceted right. I don’t think the city can necessarily solve all the problems through policy. We’ve got to have boots on the ground, boots on the On TV people in the community and among our own family. So for that generation, I’d say healthcare is the major issue. And that also stems from lower socio-economic status. Are you going to focus on your health when you’re sending money to your country of origin and Maintaining your family here and your kids are going to school?”
Summary:
The group was made up of Muslim Americans living in Arlington with professions ranging from college professors to independent business owners. There was a common consensus at the beginning that they are overall satisfied with their experiences living in Arlington as Muslims but they were very vocal about the lack of representation, public transportation, and lack of sensitivity training to city staff and students in the public schools. In an effort to bridge these gaps, their recommendations included meetings to track progress as well as having council members come to the community more often to ensure that voices are being heard.

Quote Highlights

• “The major question the perspective that I see is when I’m paying taxes, I should know where the money is going. And I should have input to that decision, not the Chamber of Commerce, not those big businesses, not those who are powerful. I don’t know where it why my money is going to. For example, Arlington lives where the same money can could be spent on public transportation and more educational institutions in the city, the money the decision on my tax dollars.”

• “The other thing is we, the younger the youth that’s coming out sometimes in the schools. They have a problem of bullying. Be made aware of and you know they should accept that some people are different from them, but that doesn’t mean that they are don’t have the same goals. Same ambitions.”

• “A community meeting with the Muslim community on a regular basis, on a regular basis. This is what we like. And we cannot get our issues, unless there’s a problem or we have an election. Then we have city meeting, but I think the city should have representation to the Muslim community and assign somebody just to communicate in a regular basis. So we can relate our concern to them in a monthly basis, on a weekly basis mean I don’t know where to start, but this is my ideal.”

• “So better representation is one thing. The other thing is that very important for our community mass transit, the lack of my mass transit and the 49th largest city in United States is just unacceptable.”

• “And we can talk more about that and training of city officials on cultural and religious sensitivities and we do have resources available at Cair and Islamic speakers bureau and number for regular meetings with our community.”
Feedback

Health and Wellness Focus Group

Date of focus group: January 6, 2021
Facilitators: Hailey Phillips
Demographics of the group
• Gender: Female (2), Male (2)
• Race/Ethnicity: White (1), African American (2), Other (1)

Summary:
Overall, all members showed moderate concern for the current health accessibility for Arlington, transportation being the consensus issue. One participant, a doctor, showed the strongest opinion. His answer indicated urgency of the matter.

How would you describe your health and well-being and what could you do to improve it?
• Concerns mainly around lack of transportation.
• Other solutions proposed:
  - Adding inserts in water bills.
  - City website page.
  - Word of mouth, social media.
  - Digital health screening through zoom as temporary measure.
  - Utilizing schools as locations for city events (health fairs).

Do you recognize the disparities in mental and physical health among different socio-economic groups? Please explain?
• Consensus yes.
• “We need to make the healthy choice the easy choice.”
• “City officials need to embrace healthy lifestyle and lead by examples...I never see officials at local parks or encouraging the public.”
• He said “have Doctor’s teaching kids directly” and mentioned AISD school partnerships.

How can the City of Arlington promote health and wellness?
• One participant attributed the decline in satisfaction to “stress, inflection, increased occurrences of chronic diseases like obesity”
• Another attributed construction, road blacks, no paved sidewalks around apartment complexes as factors.
• Another attributed it to Arlington’s entertainment district “swallowing people” mentioned how YMCA membership price is high, grand prairie EPIC center.

Solutions proposed from Dr. Godwin:
• “Bring the resources to the people at least as a short-term solution, until we can figure out transportation...partner with UTA”
• Some sort of mobile clinic.
## Unity Council Recommendations

### General Recommendations

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<tr>
<th>Concern or Issue</th>
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| City of Arlington should have a permanent community-based group tasked with monitoring racial and ethnic disparities, as well as bridging racial and ethnic divides | Short term  
- Establish a permanent task force charged with directly engaging local residents, organizations, and institutions on matters regarding race, ethnicity, and other forms of diversity in Arlington  
  - Make the Unity Council permanent and/or revise the Community Relations Commission’s goals and responsibilities |
| City of Arlington needs an adequate data source for monitoring racial and ethnic disparities | Short term  
- Enhance Arlington’s “City Services Satisfaction Surveys”  
  - Include a wider range of important variables such as race/ethnicity, income, and education |
| Arlington City Manager’s Office needs a staff member charged with monitoring various matters relevant to race and ethnic relations | Medium term  
- Arlington City Manager’s Office establish a Chief Diversity Officer who will create various programs that aim to enhance diversity, equity, and inclusion |
| City of Arlington should establish a form of public transportation that is more accessible to low-income residents | Medium term  
- Develop a pilot-program for local residents who qualify for free or reduced rates on Via Rideshare  
  - Collaborate with Tarrant County WIC and the Arlington Housing Authority |
| There are growing levels of concentrated poverty in particular neighborhoods in the City of Arlington | Long term  
- Establish anti-poverty programs in targeted neighborhoods that focus on job training, community clean-up, as well as public and private investment  
  - Apply relevant aspects of the National League of Cities’ “Building Equitable Communities Model” |
## Unity Council Recommendations

### Economic Disparities

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| The city has a powerful robust economic engine creating tremendous economic benefits “but not for all”  
City contracting consistently falls substantially short in targeted goals for equitable participation by MWBE firms  
Prime Contractors fall short in supporting the city’s M/WBE goals | Workforce Training |
| Clear and convincing evident shows a continuing and growing economic disparity for women and minorities  
The failure of the city MWBE approach has only contributed to the disparity | Long term  
Creation an MWBE Department a mandate to develop:  
- Specific contracting requirements  
- Improved contracting accountability  
- Awareness of Prime contractor systemic bias toward MWBE subcontractors |
| Inequities in Minorities businesses access to capital by commercial | Long term  
Create introduction and network connections to Arlington banks  
Use leverage of City to encourage Arlington banks to increase lending to minority businesses  
City to recruit financial institutions that are favorable in minority business lending |
| The lack of job opportunities for a specific quadrant of the city (residents on East Arlington) due to social, educational, or ethnic bias has limited the income potential for these residents | Long term  
Establish a job resource center in the east Arlington library, staffed by at least one individual, encourage companies to conduct job fairs in this area  
Conduct job and Arlington Resource Sharing Group fairs in east Arlington on an annual basis |
| The cost and accessibility of transportation employment centers is a contributing factor to wealth creation for minorities in Arlington | Medium term  
Consider a pilot program that subsidizes VIA service for persons with certain income level |
| There needs to be a continued focus and effort in regard to the issues the Unity Council has identified in this process | Long term  
A Diversity/Equity group has significant benefit for the City  
They could maintain the Unity Council, in some form, as a standing committee past delivery of February report  
City could implement an independent MWBE public oversight committee chosen by the city council members |
## Unity Council Recommendations

### Education and Workforce Training Recommendations

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<tr>
<td><strong>Connectivity quality is now an essential need for any student to be successful. Families with low resources or in an area with bad connectivity will have limitations in their educational reach and workforce</strong></td>
<td><strong>Medium term</strong>&lt;br&gt;• Increase bandwidth in certain areas of the city to provide children with all the proper connectivity resources that will enable them to use technology for their studies&lt;br&gt;• Increase free public WIFI hot spots throughout Arlington&lt;br&gt;• Compliment the technology device initiatives already taking place in AISD</td>
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<td><strong>Accessibility or low awareness on additional educational assistance, knowledge/training, professional development, local work opportunities, and community involvement</strong></td>
<td><strong>Short term</strong>&lt;br&gt;• Community-Outreach-Networking-Empowerment-Communication-Tool (CONECT)&lt;br&gt;• Centralized repository that will help build stronger neighborhoods by connecting families, organizations and education institution; easily accessible resources that will empower students and parents&lt;br&gt;• Providing and helping post grad students easily identify internships &amp; job opportunities help keep local college grads here in Arlington</td>
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<td><strong>Limited participation from high-poverty schools in after school programming, parent preparation courses, and workforce training</strong></td>
<td><strong>Short term</strong>&lt;br&gt;• “Education &amp; Workforce Training Fair” – establish 2 days/year where city hosts a fair that will leverage and promote available programming and training provided by school districts&lt;br&gt;• These fairs would be hosted in city parks or schools in high poverty areas</td>
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<td><strong>Lack of diversity in curriculum and cultural-based learning</strong></td>
<td><strong>Long term</strong>&lt;br&gt;• Diversify lesson plans and curriculum to be inclusive of relevant culture and identity&lt;br&gt;• Discussion based learning&lt;br&gt;• Semester survey for student feedback on structure and curriculum of the class</td>
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<td><strong>Microaggressions demonstrated teachers to students and student to student</strong></td>
<td><strong>Medium term</strong>&lt;br&gt;• Require diversity training for students and teachers&lt;br&gt;• Establish organized conversations with students – peer learning. Focusing on:&lt;br&gt;  - Identity&lt;br&gt;  - Stereotyping&lt;br&gt;  - Bias&lt;br&gt;  - Privilege&lt;br&gt;  - System of Oppression</td>
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<td><strong>Limited resources to provide students with nontraditional counseling resources (grades, college prep, etc.) and enable current counselors to be 100% dedicated to sustaining the mental stability of the students and identifying root causes to issues that could be preventing students from achieving educational success</strong></td>
<td><strong>Medium term</strong>&lt;br&gt;• Hire additional guidance counselor resources for school districts. That can cover the following social problems:&lt;br&gt;  - Drug Abuse&lt;br&gt;  - Teen Pregnancy&lt;br&gt;  - Mental Health&lt;br&gt;  - Family Wellbeing&lt;br&gt;  - Racial Injustice</td>
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<td><strong>Limited resources in high poverty high schools for higher education preparedness, support through college testing and application</strong></td>
<td><strong>Medium term</strong>&lt;br&gt;• Hire additional college advisor support for school districts to improve the student to counselor resource ratio&lt;br&gt;• Opportunity for local contract employment, internships for college students, and community volunteers&lt;br&gt;• Develop in conjunction with High School Outreach programs currently in place at local Universities</td>
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## Health and Wellness Recommendations

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| • A combination of factors result in gaps in availability of physical and mental health care for some Arlington residents which disproportionately affects persons of color | Short term  
  • Create dedicated city staff position of Chief Equity Officer to implement and monitor strategies targeted to erase disparity in healthcare for residents of Arlington. This position would report directly to the Arlington City Manager and work in collaboration with health care providers |
| • Existing trusted entities including but not limited to Mission Arlington, Open Arms Clinic, private and non profit groups, churches and health organizations currently addressing the needs of disadvantaged residents could maximize services with city support | Medium term  
  • Leverage relationships with trusted providers to enable and support efforts in care delivery. This should include provision and analysis of city data, aid in coordination of services and support with funding and grant application |
| • Local health care leaders agree that in certain areas of our city, specifically 76010, 76011, physical and mental health care disparities may only successfully be addressed by presenting resources directly within the community | Long term  
  • Arlington should support a mobile health care unit by exploring potential funding sources (within and outside city budgets), give administrative help and collaborate with local health care providers to consistently provide basic primary care, mental health care and referral |
| • Lack of affordable transportation options inhibit ability to receive care and services | Medium term  
  • Explore and enact sources to provide free or subsidized rates on VIA for residents in need |
| • Information regarding health and wellness is not distributed effectively to many residents in need, especially those in poorer areas | Medium term  
  • Explore and implement alternative means of disseminating information. Consider city sponsored hot spots, a mobile app for health resources, and grass roots methods such as mailers, pamphlets, city resource hotline, neighborhood networks, schools and food banks. Information should be available in languages other than English for non-English speakers |
| • Lack of healthy food choices and presence of “food deserts” prevents opportunities for residents to achieve wellness | Long term  
  • Investigate City ordinances and or policies to promote the presence of healthier food choices in areas determined in need or identified as food deserts |
| • Arlington is consistently ranked low in the healthiest cities identification. Most recently in February 2020, out of 170 metropolitan areas where four metrics were measured (healthcare, food, green space, fitness) our city was 135. For reference Plano at 40, Dallas at 92, and Ft. Worth at 117 all fared better  
  • There are various factors influencing this designation. Lack of awareness of preventive resources i.e., parks and recreation activities, hiking and biking trails, community programs provided by organizations such as the YMCA Diabetes Prevention Program as well as healthy food choices all contribute to the general state of health of our community | Long term  
  • Create a city-wide awareness initiative involving city leadership as well as citizen leaders and organizations providing not only examples of healthy living practices, but opportunities to achieve them. Utilize city media resources to endorse and promote healthy lifestyles by creating ongoing education and information dissemination |
## Unity Council Recommendations

### Housing Recommendations

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| Existing zoning ordinance puts older or established neighborhoods at a disadvantage for redevelopment because the ordinance is structured for new construction. | Short term  
  - Establish different standards for infill                                    |
| Zoning ordinances can be barriers in developing sustainable, equitable communities which include housing that is affordable. | Medium term  
  - Examine existing ordinances to see what barriers or limitations they are placing on developing housing that is affordable  
  - Look at tools that might facilitate the development of neighborhoods that include housing that is affordable and easily accessible to necessary services |
| There are insufficient resources for the public to learn about home rental, buying and home ownership. | Medium term  
  - Recommend and support the ISD’s, Tarrant County College and UTA include an appropriate amount of financial education at different grade levels to ensure that graduates are prepared to handle the financial responsibility of paying for their housing  
  - Examine the homebuyer education offered with down payment assistance and other assistance to see if it is sufficient as well as programs available to renters.  
  - Seek to implement changes where resources are insufficient |
| There is inadequate housing inventory that is affordable and accessible for all income levels. | Medium term  
  - Research how to include household debt in the evaluation of housing cost burden  
  - Use the data in the Housing Needs Analysis and debt burden data (see above bullet) to more accurately identify housing needs so investments can be targeted appropriately and evaluated annually  
  - Reduce barriers to renting through tenant education, credit repairs, access to legal representation and other strategies as well as landlord education and engagement efforts |
| Arlington neighborhoods do not uniformly represent the diversity of the city’s population. | Long term  
  - Examine possible reasons behind the current housing map by race and ethnicity  
  - Use available tools and develop new tools to encourage the location of housing that varies by affordability and type is located throughout the city and has close proximity to needed services |
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| • There is a deep divide between youth and police that prevents APD from having  | **Short term**  
  • Create a partnership with APD and the Arlington Parks and Recreation Department to expand the Police Athletic League to include sporting activities throughout the entire school year, competing in the County championship tournament  
  • Mid-term: Build upon the police ride-along program to include students and young adults  
  • Long-term: APD and AISD partner to create a class using the ACAP curriculum. Suggestion is to meet once a month to encourage more one-on-one engagement and form lasting relations with the youth |
| more positive relationships with Arlington’s youth                               | **Mid-term**  
  • Create a plan that requires officers to attend community events, patronize diverse businesses, meet with different community leaders, and make connections with residents a minimum of 8 times per month, within the districts they work in. Police officers should introduce themselves and provide contact information to those that they interact with  
  • Long-term: Create an immersion program for officers to connect to the communities they serve. Suggestions include having officers live in their assigned beat for one week and connect with HOAs and other organizations that serve the area to learn about concerns in the community |
| • Some Arlington Police Officers are not well educated or connected with the      | **Short term**  
  • Pair new officers with officers of a different racial/ethnic background and directly engage with communities of different backgrounds in their districts  
  • Mid-term  
  • Create a plan that requires officers to attend community events, patronize diverse businesses, meet with different community leaders, and make connections with residents a minimum of 8 times per month, within the districts they work in. Police officers should introduce themselves and provide contact information to those that they interact with  
  • Long-term: Create an immersion program for officers to connect to the communities they serve. Suggestions include having officers live in their assigned beat for one week and connect with HOAs and other organizations that serve the area to learn about concerns in the community |
| communities they patrol                                                          | **Mid-term**  
  • Create a plan that requires officers to attend community events, patronize diverse businesses, meet with different community leaders, and make connections with residents a minimum of 8 times per month, within the districts they work in. Police officers should introduce themselves and provide contact information to those that they interact with  
  • Long-term: Create an immersion program for officers to connect to the communities they serve. Suggestions include having officers live in their assigned beat for one week and connect with HOAs and other organizations that serve the area to learn about concerns in the community |
| • Stress can put police officers’ mental and emotional health at risk and therefore | **Short-term**  
  • To have a revised psychological process approved by the City Council. Select psychologists from different entities to administer the evaluations (Psychologists should be racially diverse). Additionally, conduct a survey to evaluate officers’ and administrative leadership’s thoughts towards adequacy of current mental health programs/resources in addressing the changing needs of the department. Utilize the survey to determine the best changes to mental health programs/resources, including possibly hiring or contracting a full-time Chaplain and/or expanding upon the Blue Chip Program  
  • Mid-term  
  • A standard minimum of 1 psychological evaluation administered every 3-5 years to each police officer. A mandatory psychological evaluation, with an LPC, will be administered to any officers involved in a traumatic event |
| it may prevent them from carrying out their responsibilities as public servants   | **Mid-term**  
  • Institute a mechanism for a reoccurring review process that includes the city manager’s office, diversity office(r), Arlington training academy, and other qualified professionals and community members to immediately review and evaluate high profile national incidents of police violence and misconduct and incorporate time sensitive changes in policy, training, or other processes  
  • Long-term  
  • Invite concerned members of the community to review training videos/materials and their relevance and understand the selection process of training materials (to the extent where training is not compromised). Incorporate this review process with the current police training advisory board and possibly appoint one member of the unity council to the training advisory board  
  • Long-term  
  • Institute an annual or bi-annual law enforcement interaction seminar for students and members of the community that will incorporate scenarios of inappropriate police conduct and how to respond accordingly. This could be reconciled with the citizens’ police academy model with a specific emphasis on culturally sensitive interaction |
| and healthy citizens. Great Life Counseling psychologists have reviewed the current  | **Short-term**  
  • Institute a mechanism for a reoccurring review process that includes the city manager’s office, diversity office(r), Arlington training academy, and other qualified professionals and community members to immediately review and evaluate high profile national incidents of police violence and misconduct and incorporate time sensitive changes in policy, training, or other processes  
  • Mid-term  
  • Institute a mechanism for a reoccurring review process that includes the city manager’s office, diversity office(r), Arlington training academy, and other qualified professionals and community members to immediately review and evaluate high profile national incidents of police violence and misconduct and incorporate time sensitive changes in policy, training, or other processes  
  • Long-term  
  • Institute an annual or bi-annual law enforcement interaction seminar for students and members of the community that will incorporate scenarios of inappropriate police conduct and how to respond accordingly. This could be reconciled with the citizens’ police academy model with a specific emphasis on culturally sensitive interaction |
| psychological assessment and have identified gaps in testing which provide         | **Mid-term**  
  • Institute a mechanism for a reoccurring review process that includes the city manager’s office, diversity office(r), Arlington training academy, and other qualified professionals and community members to immediately review and evaluate high profile national incidents of police violence and misconduct and incorporate time sensitive changes in policy, training, or other processes  
  • Long-term  
  • Institute an annual or bi-annual law enforcement interaction seminar for students and members of the community that will incorporate scenarios of inappropriate police conduct and how to respond accordingly. This could be reconciled with the citizens’ police academy model with a specific emphasis on culturally sensitive interaction |
| evidence of trauma, depression, and bias                                          | **Long-term**  
  • Institute an annual or bi-annual law enforcement interaction seminar for students and members of the community that will incorporate scenarios of inappropriate police conduct and how to respond accordingly. This could be reconciled with the citizens’ police academy model with a specific emphasis on culturally sensitive interaction |
| • APD Police Academy and In-Service Training should allow for more community     | **Short-term**  
  • Institute a mechanism for a reoccurring review process that includes the city manager’s office, diversity office(r), Arlington training academy, and other qualified professionals and community members to immediately review and evaluate high profile national incidents of police violence and misconduct and incorporate time sensitive changes in policy, training, or other processes  
  • Mid-term  
  • Institute a mechanism for a reoccurring review process that includes the city manager’s office, diversity office(r), Arlington training academy, and other qualified professionals and community members to immediately review and evaluate high profile national incidents of police violence and misconduct and incorporate time sensitive changes in policy, training, or other processes  
  • Long-term  
  • Institute an annual or bi-annual law enforcement interaction seminar for students and members of the community that will incorporate scenarios of inappropriate police conduct and how to respond accordingly. This could be reconciled with the citizens’ police academy model with a specific emphasis on culturally sensitive interaction |
| input/interaction and include more training that focuses on police misconduct      | **Mid-term**  
  • Institute a mechanism for a reoccurring review process that includes the city manager’s office, diversity office(r), Arlington training academy, and other qualified professionals and community members to immediately review and evaluate high profile national incidents of police violence and misconduct and incorporate time sensitive changes in policy, training, or other processes  
  • Long-term  
  • Institute an annual or bi-annual law enforcement interaction seminar for students and members of the community that will incorporate scenarios of inappropriate police conduct and how to respond accordingly. This could be reconciled with the citizens’ police academy model with a specific emphasis on culturally sensitive interaction |
| • An abundant amount of data that could assist in identifying racial disparities  | **Short-term**  
  • Provide an increase in staffing of the crime analysis unit, whether through an increase of in-house professionals or the contracting of external professionals  
  • Mid-term  
  • Implement required periodic internal (Chief of Police/Administrative Leadership) and external review (City Manager’s Office, Diversity Office, Permanent Unity Council) of analyzed data to monitor department and officer behavior/trends with specific respect to disparities and adjust policies accordingly  
  • Long-term  
  • Translate review into layman’s terms and disseminate to the public to allow for citizens’ feedback |
| and behavioral trends of officers in policing exists, but the crime analysis unit  | **Mid-term**  
  • Implement required periodic internal (Chief of Police/Administrative Leadership) and external review (City Manager’s Office, Diversity Office, Permanent Unity Council) of analyzed data to monitor department and officer behavior/trends with specific respect to disparities and adjust policies accordingly  
  • Long-term  
  • Translate review into layman’s terms and disseminate to the public to allow for citizens’ feedback |
| is understaffed and unable to adequately utilize this data to enhance and/or create | **Long-term**  
  • Institute an annual or bi-annual law enforcement interaction seminar for students and members of the community that will incorporate scenarios of inappropriate police conduct and how to respond accordingly. This could be reconciled with the citizens’ police academy model with a specific emphasis on culturally sensitive interaction |
| departmental policy that addresses these issues                                   | **Long-term**  
  • Institute an annual or bi-annual law enforcement interaction seminar for students and members of the community that will incorporate scenarios of inappropriate police conduct and how to respond accordingly. This could be reconciled with the citizens’ police academy model with a specific emphasis on culturally sensitive interaction |