

LISTEN LEARN LEAD RECOMMENDATION	STATUS
Hiring of Training and Equity Manager	Complete
Revise current hiring process to minimize the influence of hidden biases	Complete
Develop and implement a method for using actual body camera videos for follow-up training	Complete
New citywide special event that celebrates Black heritage, culture, and innovation	Complete
Software that tracks diversity among City board appointments	Complete
Changes to purchasing processes and software to enable tracking of inclusivity among City vendors	Complete
Increase marketing efforts related to local elections as a means to increase voter awareness and turnout	Complete
Prioritize employee recruitment efforts focused on minority candidates	Ongoing
Internal Promotion Practices	Ongoing
Internal racial equity and diversity team	Ongoing
Prepare and publicly disseminate an annual report on the demographic data	Ongoing
Review each department’s hiring process and create a more centralized process	Complete
Provide wider public awareness of and access to the “police encounters” educational video	Ongoing
Ongoing racial equity and hidden biases training sessions during scheduled officer briefings	Complete
Review emerging trends and explore options for alternative response to certain types of police calls	Ongoing
City-conducted special event with more than three musical performances booked shall include at least one minority-fronted performance group	Ongoing
Recurring schedule of culturally inclusive art exhibits at Lewisville Grand Theater	Ongoing
Inclusiveness in the small business workshops conducted by the Lewisville Area Chamber of Commerce	Complete
Collect and maintain statistics on racial, ethnic, and age breakdown for neighborhood grant recipients	Ongoing
Vendor fair to introduce local businesses to City operations and City vendor opportunities	Ongoing
Increase efforts to publicly post available bids and contracts	Ongoing
Mandatory diversity and bias awareness training for all City employees	Complete
Inclusion in the Leadership Development Series	Complete
Develop a Housing Strategy Plan	Complete
Streamline and increase marketing of the current housing rehab grant program	Planned
Develop and implement a process that considers equity as a factor when deciding future public investment strategies, including an updated designation of targeted neighborhoods.	Ongoing
Amend the evaluation standards for construction bids to award points for inclusive practices	Complete
Research options for conducting an Availability and Disparity Study	Complete
Research options for creating and implementing a Business Mentorship Program	Ongoing
New speaker series addressing issues related to cultural history, inclusion, diversity, and racial equity	Complete