

## **SOCIAL EQUITY, INCLUSION AND HUMAN RIGHTS INITIATIVES**

The significant involvement of the city of Tampa in human rights, socio-cultural diversity, social equity and inclusionary issues demonstrates that the city embraces human rights and social equity values. The following initiatives are a powerful demonstration of how important human rights, socio-cultural diversity, social equity and inclusion are to The City of Tampa.

The City of Tampa has several social and human rights initiatives embedded into its governance. The list below represents Tampa's ongoing commitment of promoting human rights, socio-cultural diversity, social equity and inclusion.

### **Tampa Office Of Human Rights**

The Tampa Office of Human Rights (TOHR) is a contractual partner with the U.S. Department of Housing and Urban Development (HUD) and the U.S. Equal Employment Opportunity Commission (EEOC), to advance opportunity in the workplace, enjoyment of housing and public accommodations by enforcing local, state and federal anti-discrimination laws. Each Mayoral Administration has made compliance with these activities a priority of the Administration. The TOHR provides all the necessary personnel, materials, services, equipment, facilities and do all things necessary to ensure the equal rights of Tampa citizens. In addition, the TOHR is charged with receiving, mediating, investigating and resolving discrimination complaints, which are reported to each federal agency on an annual basis. The City of Tampa Office of Human Rights provides impartial, unbiased investigation services of discrimination complaints in the areas of employment, housing and public accommodations to any person who believes they have been discriminated against on the basis of his or her race, color, religion, national origin, sex, sexual orientation, gender identity or expression, age, disability, familial status, marital status or retaliation.

### **Tampa Human Rights Board**

The Office of Human Rights serves as liaison to the Tampa Human Rights Board, an advisory board that plays an essential role in city government. The Board consists of a diverse group of Mayoral appointees and was created as part of the Human Rights Ordinance in the City's Code of Ordinances.

### **Tampa Human Rights Ordinance**

The City of Tampa was one of the first Cities in the South to write and adopt a Human Rights Ordinance whose goal it was to advance the mission of human and Civil rights for all citizens. Adopted in 1992, the ordinance protected the rights of people in these fundamental areas

### **Housing and Community Development Division**

Housing and Community Development (HCD) is a division of the Planning and Development Department, which administers a variety of housing programs that assist eligible low and moderate-income residents to purchase, rent or rehabilitate existing housing units located within the City of Tampa.

The HCD office works to empower disadvantaged residents to live a life that is inclusive of all quality of life privileges all Tampa residents enjoy. HCD seeks to strengthen Tampa's inner city neighborhoods creating thriving communities that preserves their unique character, economic and social assets, promote economic and cultural vitality so they can become communities of choice to live, work and enjoy.

### **The Mayor's Alliance for Persons with Disabilities**

The Mayor's Alliance for Persons with Disabilities, under the auspices of the City of Tampa Mayor's Office, serves as an advisory/advocacy group in order to represent the interests of persons with disabilities in obtaining an independent and fulfilling life. Organized by the Mayor's Office in September 1986, the City of Tampa was the first Florida city to establish a Mayor's Alliance.

### **American Disabilities Act Compliance and Accessible Tampa**

The City of Tampa is fully committed to providing equitable access to all City programs and services. The ADA Coordinator facilitates the City's efforts to ensure compliance under Title II of the Americans with Disabilities Act (ADA), ADA Amendments (ADAA) and Section 504 of the Rehabilitation Act. The mission is to ensure the City's services and programs are accessible to persons with disabilities.

### **Domestic Partnership Registration**

The City of Tampa finds that a significant number of Tampa residents establish and maintain important personal, emotional, and economic relationships with persons to whom they are not married under Florida law. Individuals forming such domestic partnerships often live in a committed family relationship. Domestic partners and their dependents may be denied certain rights for lack of a system that establishes recognition of such partnerships. To the extent not superseded by federal, state, or other city law or ordinance, or contrary to rights conferred by contract or separate legal instrument, Registered Domestic Partners have the following rights: health care facility visitation, health care decisions, funeral/burial decisions, notification of family members, pre-need guardian designation and participation in education benefits.

### **Mayor's Compact Against Hate, Extremism, and Bigotry**

The City of Tampa fully supports this initiative and Mayor Bob Buckhorn has signed the Compact. The Anti-Defamation League and The United States Conference of Mayors launched a new initiative to fight extremism and bigotry and to promote the fundamental principles of justice and equality that define America. The compact calls to reject extremism, white supremacy, and all forms of bigotry, and to ensure public safety while protecting free speech and other basic constitutional rights. The Compact is also pledge to strengthen civil rights protections and promote law enforcement training to respond and report hate incidents, crimes, and domestic terrorism.

### **Community Partnerships and Neighborhood Engagement**

The Community Partnerships & Neighborhood Engagement is a division of the Neighborhood Empowerment Department and serves as the Mayor's main liaison to the neighborhood associations and as their voice at City Hall. This division also works with all community partners and private entities to promote and build positive relationships that will showcase the City of Tampa as a desirable living and working environment for all its citizens.

### **Lesbian, Gay, Bi-sexual and Transgender Liaison**

The Manager for Community Partnerships and Neighborhood Engagement currently serves as the LGBT Liaison to the Mayor's Office. The liaison is the personal contact for community leaders, residents and businesses within the LGBT community in order to improve Tampa's relationship with the Lesbian, Gay, Bi-sexual and Transgender (LGBT) community.

### **City of Tampa: 'Autism Friendly Tampa' Initiative**

The City of Tampa is partnering with the Center for Autism and Related Disabilities (CARD) housed at

the University of South Florida to develop new resources, programming, and employee training in order to be designated as Autism Friendly by CARD. The City has worked closely with the CARD to train employees, review parks and other city facilities for sensory-friendly improvements, distribute “distract packs” to 15 parks and recreation locations, and much more.

### **Tampa Hillsborough Homeless Initiative**

The Tampa Hillsborough Homeless Initiative’s purpose is to lead the Homelessness Continuum of Care (CoC) in collaboration with agencies in order to develop and provide innovative solutions to reduce and end homelessness in Tampa-Hillsborough County. This collaboration with a wide range of partners (homeless service providers, government officials, advocates, business and community leaders, and people who are homeless) engages and mobilizes systems of care on a local, regional and national level to develop effective prevention and intervention services for people who are homeless or at risk of becoming homeless. The City through its collaborative work with the Tampa Hillsborough Homeless Initiative will achieve Functional Zero. Functional Zero is a coordinated and efficient community system that assures homelessness is rare, brief and non-recurring and no homeless person is forced to live on the street. This means that every homeless person has access to the supports they need and want to avoid staying on the street and move quickly to permanent housing. Mayor Buckhorn has an appointed representative for the City on the Board of Directors.

### **Small Business Enterprise Development**

The Small Business Enterprise (SBE) Program is designed to increase the opportunity for Small Businesses regardless of race or gender. This allows small businesses to compete against other small businesses at their level. The program is based on opportunity, social-cultural diversity, and social equity in contracting.

### **Women / Minority Business Enterprise**

The Women/Minority Business Enterprise Program (WMBE) provides women and minority businesses equal contract opportunities in construction, professional services, and goods and non-professional services.

### **Mayor's African American Advisory Council**

The City of Tampa Mayor's African American Advisory Council [MAAAC] is a unique organization of African American professional business owners and neighborhood leaders who have been working together in our communities since 1981. MAAAC is committed to creating an environment where every citizen is engaged and informed. It is a primary contributor to a continually progressive and efficient working relationship between the Mayor's Administration and the African American Community.

### **Mayor's Hispanic Advisory Council**

The City of Tampa Mayor’s Hispanic Advisory Council is a group of Hispanic citizens, appointed by the Mayor, and serve as a liaison between the City government and the Hispanic community. The Council is the liaison between local City government and the Hispanic community which promote good relations among all citizens throughout the city. The Council receives and disseminates information regarding the City’s scheduling and budgeting of capital improvement projects, particularly those which have an effect on the Hispanic community.

### **City of Tampa Black History Committee**

The City of Tampa Black History Committee is a non-profit organization dedicated to promoting African American history, the importance of diversity and scholastic achievement.

The Committee works to acknowledge the work and talents of City employees, implement programs that inform people of all ethnic backgrounds about the rich cultural and historic aspects of black Americans and people of African descent and highlight the City's cultural legacy. The Committee inspires people throughout Hillsborough County to internalize positive lessons from the past in order to do something distinctive and helpful in the present.

### **Tampa Police Department Black History Committee**

The Tampa Police Department, the Black History Committee's mission is to reduce crime and enhance the quality of life through a cooperative partnership with all citizens. These partnerships include the historic emphasis of promoting educational awareness of African Americans in law enforcement, the importance of diversity and achievement, and maintaining a relationship with the community as a whole.

### **Citizens Review Board**

The Citizens Review Board was formed to enhance trust between the Tampa Police Department and the community it serves by creating an unbiased panel of citizens to review completed disciplinary cases and issues of importance or interest to the community and the Police Department. "This board will provide an additional layer of community input and transparency that is a valuable asset to Tampa Police Department and the city. I intend to appoint a board along with the city council that reflects the diversity of Tampa and incorporates a variety of opinions, backgrounds and neighborhoods.

### **Mayor's Youth Corp**

The Mayor's Youth Corp empowers caring youth who are dedicated to making community service a life-long commitment. It is the mission of the Mayor's Youth Corps to provide direct communication between the Mayor and the youth of the City of Tampa; provide the experience of working with city government and instill a sense of civic responsibility; provide leadership opportunities; provide opportunities for hands-on, effective service to the citizens and the city.

### **Community Redevelopment Areas**

Investing in neighborhood redevelopment is a high priority in each of Tampa's seven community redevelopment areas. The elimination of blight in neighborhoods provides its residents an opportunity to live in an area which enjoys an equal quality of life comparable to others areas in the City. From Downtown to Drew Park, through citizen directed initiatives and activities, redevelopment is helping to make Tampa's neighborhoods more attractive, safe, convenient, environmentally healthy and economically strong.