

Equity Commitments

Public Safety

Completed

- Body Cameras Implemented
- Created Community Outreach Section of Police Department
- Hired First Police Social Worker
- Revised Use of Force policy
- De-escalation Training
- Community Police Working Group strategic plan completed

In Process

- Accreditation
- Making all Policies Public
- Sharing Use of Force & Disciplinary Data
- Analysis of Service Calls by Type
- Additional Social Worker
- Annual Recruitment & Hiring Report
- Annual Training Report
- Review of Policies Related to Protesting

Administrative Services

Completed

- Leadership Development & Diversity Manager Hired
- Diversity, Equity, & Inclusion Investment & Process Implemented

In Process

- Ongoing Diversity, Equity, & Inclusion work
- Annual Human Resources Report: complaints, turnover, investigations, evaluations, promotions, patterns
- Analysis of Civil Service Requirements

Neighborhood Engagement

Completed

- Published overview of the city government, roles, departments, & contacts
- Hosted Neighborhood Leadership Academy & JP McCaskey Neighborhood Leadership Academy
- Engage Lancaster (Public Participation Platform)
- Language Access Program Implementation

In Process

- City Government 101 trainings available online
- All projects go through Engage Lancaster
- Merger of Lancaster Office of Promotion & Department of Neighborhood Engagement

Community Planning & Economic Development

Completed

- Secured largest grant in City history for lead elimination South of King Street
- Allocated almost \$1m of CARES, Community Development Block Grant /Emergency Solutions Grant (CDBG/ESG) to emergency rental assistance, critical repair, rapid rehousing, outreach workers, emergency shelter
- New Redevelopment Authority affordability requirements implemented

In Process

- 2nd round CARES CDBG/ESG
- Report on affordable housing supply and demand
- Report on landlord performance and housing quality and safety
- Supporting affordable housing summit
- City Loan Fund Review
- Local Economic Revitalization Tax Assistance Review
- Land Bank Review