

MINUTES OF THE CITY COUNCIL COMMITTEE
MONDAY, SEPTEMBER 12, 2022

22-0019

WORKFORCE EDUCATION & EQUITY COMMITTEE
CITY COUNCIL CHAMBER, CITY HALL/VIDEO CONFERENCE
COUNCILMEMBER JAYNIE SCHULTZ, PRESIDING

PRESENT: [7] Schultz, *Thomas, *Moreno, *Resendez, *Narvaez (**9:20 a.m.),
*McGough, *Blackmon

ABSENT: [0]

The meeting was called to order at 9:02 a.m. with a quorum of the committee present.

The meeting agenda, posted in accordance with Chapter 551, "OPEN MEETINGS," of the Texas Government Code, was presented.

After all business properly brought before the committee had been considered, the meeting adjourned at 10:57 a.m.

Chair

ATTEST:

City Secretary Staff

Date Approved

The agenda is attached to the minutes of this meeting as EXHIBIT A.

The actions taken on each matter considered by the committee are attached to the minutes of this meeting as EXHIBIT B.

The briefing materials are attached to the minutes of this meeting as EXHIBIT C.

***Note: Members of the Committee participated in this meeting by video conference.**

**** Note: Indicates arrival time after meeting called to order/reconvened.**

MINUTES OF THE CITY COUNCIL COMMITTEE
MONDAY, SEPTEMBER 12, 2022

EXHIBIT A

RECEIVED

2022 SEP -8 PM 3:07

CITY SECRETARY
DALLAS, TEXAS

City of Dallas

1500 Marilla Street,
Council Chambers, 6th Floor
Dallas, Texas 75201

Public Notice

220842

POSTED CITY SECRETARY
DALLAS, TX



Workforce, Education, and Equity Committee

September 12, 2022

9:00 AM

2022 CITY COUNCIL APPOINTMENTS

COUNCIL COMMITTEE	
ECONOMIC DEVELOPMENT Atkins (C), Arnold (VC), McGough, Narvaez, Resendez, West, Willis	ENVIRONMENT AND SUSTAINABILITY Blackmon(C), Ridley (VC), Arnold, Bazaldua, Resendez, Schultz, West
GOVERNMENT PERFORMANCE AND FINANCIAL MANAGEMENT Mendelsohn (C), Willis (VC), Atkins, Bazaldua, McGough, Ridley, West	HOUSING AND HOMELESSNESS SOLUTIONS Thomas (C), Moreno (VC), Arnold, Blackmon, Mendelsohn, Ridley, Schultz
PUBLIC SAFETY McGough (C), Mendelsohn (VC), Atkins, Moreno, Resendez, Thomas, Willis	QUALITY OF LIFE, ARTS, AND CULTURE Bazaldua (C), West (VC), Arnold, Blackmon, Narvaez, Ridley, Thomas
TRANSPORTATION AND INFRASTRUCTURE Narvaez (C), Atkins (VC), Bazaldua, Mendelsohn, Moreno, Schultz, Willis	WORKFORCE, EDUCATION, AND EQUITY Schultz (C), Thomas (VC), Blackmon, McGough, Moreno, Narvaez, Resendez
AD HOC JUDICIAL NOMINATING COMMITTEE Resendez (C), Arnold, Bazaldua, Ridley, Thomas, West, Willis	AD HOC LEGISLATIVE AFFAIRS Atkins (C), McGough, Mendelsohn, Narvaez, Willis
AD HOC COMMITTEE ON PROFESSIONAL SPORTS RECRUITMENT AND RETENTION Johnson (C), Atkins, Bazaldua, Blackmon, Thomas	AD HOC COMMITTEE ON GENERAL INVESTIGATING & ETHICS Mendelsohn (C), Atkins, Blackmon, McGough, Schultz
AD HOC COMMITTEE ON ADMINISTRATIVE AFFAIRS Willis (C), McGough, Moreno, Schultz, West	

(C) – Chair, (VC) – Vice Chair

Note: A quorum of the Dallas City Council may attend this Council Committee meeting.

General Information

The Dallas City Council regularly meets on Wednesdays beginning at 9:00 a.m. in the Council Chambers, 6th floor, City Hall, 1500 Marilla. Council agenda meetings are broadcast live on WRR-FM radio (101.1 FM) and on Time Warner City Cable Channel 16. Briefing meetings are held the first and third Wednesdays of each month. Council agenda (voting) meetings are held on the second and fourth Wednesdays. Anyone wishing to speak at a meeting should sign up with the City Secretary's Office by calling (214) 670-3738 by 5:00 p.m. of the last regular business day preceding the meeting. Citizens can find out the name of their representative and their voting district by calling the City Secretary's Office.

Sign interpreters are available upon request with a 48-hour advance notice by calling (214) 670-5208 V/TDD. The City of Dallas is committed to compliance with the Americans with Disabilities Act. **The Council agenda is available in alternative formats upon request.**

If you have any questions about this agenda or comments or complaints about city services, call 311.

Rules of Courtesy

City Council meetings bring together citizens of many varied interests and ideas. To insure fairness and orderly meetings, the Council has adopted rules of courtesy which apply to all members of the Council, administrative staff, news media, citizens and visitors. These procedures provide:

- That no one shall delay or interrupt the proceedings, or refuse to obey the orders of the presiding officer.
- All persons should refrain from private conversation, eating, drinking and smoking while in the Council Chamber.
- Posters or placards must remain outside the Council Chamber.
- No cellular phones or audible beepers allowed in Council Chamber while City Council is in session.

"Citizens and other visitors attending City Council meetings shall observe the same rules of propriety, decorum and good conduct applicable to members of the City Council. Any person making personal, impertinent, profane or slanderous remarks or who becomes boisterous while addressing the City Council or while

Información General

El Ayuntamiento de la Ciudad de Dallas se reúne regularmente los miércoles en la Cámara del Ayuntamiento en el sexto piso de la Alcaldía, 1500 Marilla, a las 9 de la mañana. Las reuniones informativas se llevan a cabo el primer y tercer miércoles del mes. Estas audiencias se transmiten en vivo por la estación de radio WRR-FM 101.1 y por cablevisión en la estación *Time Warner City Cable* Canal 16. El Ayuntamiento Municipal se reúne en el segundo y cuarto miércoles del mes para tratar asuntos presentados de manera oficial en la agenda para su aprobación. Toda persona que desee hablar durante la asamblea del Ayuntamiento, debe inscribirse llamando a la Secretaría Municipal al teléfono (214) 670-3738, antes de las 5:00 pm del último día hábil anterior a la reunión. Para enterarse del nombre de su representante en el Ayuntamiento Municipal y el distrito donde usted puede votar, favor de llamar a la Secretaría Municipal.

Intérpretes para personas con impedimentos auditivos están disponibles si lo solicita con 48 horas de anticipación llamando al (214) 670-5208 (aparato auditivo V/TDD). La Ciudad de Dallas se esfuerza por cumplir con el decreto que protege a las personas con impedimentos, *Americans with Disabilities Act*. **La agenda del Ayuntamiento está disponible en formatos alternos si lo solicita.**

Si tiene preguntas sobre esta agenda, o si desea hacer comentarios o presentar quejas con respecto a servicios de la Ciudad, llame al 311.

Reglas de Cortesía

Las asambleas del Ayuntamiento Municipal reúnen a ciudadanos de diversos intereses e ideologías. Para asegurar la imparcialidad y el orden durante las asambleas, el Ayuntamiento ha adoptado ciertas reglas de cortesía que aplican a todos los miembros del Ayuntamiento, al personal administrativo, personal de los medios de comunicación, a los ciudadanos, y a visitantes. Estos reglamentos establecen lo siguiente:

- Ninguna persona retrasará o interrumpirá los procedimientos, o se negará a obedecer las órdenes del oficial que preside la asamblea.
- Todas las personas deben abstenerse de entablar conversaciones, comer, beber y fumar dentro de la cámara del Ayuntamiento.
- Anuncios y pancartas deben permanecer fuera de la cámara del Ayuntamiento.
- No se permite usar teléfonos celulares o enlaces electrónicos (*paggers*) audibles en la cámara del Ayuntamiento durante audiencias del Ayuntamiento Municipal

"Los ciudadanos y visitantes presentes durante las

attending the City Council meeting shall be removed from the room if the sergeant-at-arms is so directed by the presiding officer, and the person shall be barred from further audience before the City Council during that session of the City Council. If the presiding officer fails to act, any member of the City Council may move to require enforcement of the rules, and the affirmative vote of a majority of the City Council shall require the presiding officer to act." Section 3.3(c) of the City Council Rules of Procedure.

asambleas del Ayuntamiento Municipal deben de obedecer las mismas reglas de comportamiento, decoro y buena conducta que se aplican a los miembros del Ayuntamiento Municipal. Cualquier persona que haga comentarios impertinentes, utilice vocabulario obsceno o difamatorio, o que al dirigirse al Ayuntamiento lo haga en forma escandalosa, o si causa disturbio durante la asamblea del Ayuntamiento Municipal, será expulsada de la cámara si el oficial que este presidiendo la asamblea así lo ordena. Además, se le prohibirá continuar participando en la audiencia ante el Ayuntamiento Municipal. Si el oficial que preside la asamblea no toma acción, cualquier otro miembro del Ayuntamiento Municipal puede tomar medidas para hacer cumplir las reglas establecidas, y el voto afirmativo de la mayoría del Ayuntamiento Municipal precisara al oficial que este presidiendo la sesión a tomar acción." Según la sección 3.3 (c) de las reglas de procedimientos del Ayuntamiento.

Handgun Prohibition Notice for Meetings of Governmental Entities

"Pursuant to Section 30.06, Penal Code (trespass by license holder with a concealed handgun), a person licensed under Subchapter H, Chapter 411, Government Code (handgun licensing law), may not enter this property with a concealed handgun."

"De acuerdo con la sección 30.06 del código penal (ingreso sin autorización de un titular de una licencia con una pistola oculta), una persona con licencia según el subcapítulo h, capítulo 411, código del gobierno (ley sobre licencias para portar pistolas), no puede ingresar a esta propiedad con una pistola oculta."

"Pursuant to Section 30.07, Penal Code (trespass by license holder with an openly carried handgun), a person licensed under Subchapter H, Chapter 411, Government Code (handgun licensing law), may not enter this property with a handgun that is carried openly."

"De acuerdo con la sección 30.07 del código penal (ingreso sin autorización de un titular de una licencia con una pistola a la vista), una persona con licencia según el subcapítulo h, capítulo 411, código del gobierno (ley sobre licencias para portar pistolas), no puede ingresar a esta propiedad con una pistola a la vista."

"Pursuant to Section 46.03, Penal Code (places weapons prohibited), a person may not carry a firearm or other weapon into any open meeting on this property."

"De conformidad con la Sección 46.03, Código Penal (coloca armas prohibidas), una persona no puede llevar un arma de fuego u otra arma a ninguna reunión abierta en esta propiedad."

The City Council Workforce, Education, and Equity Committee meeting will be held by videoconference and in the Council Chambers, 6th Floor at City Hall.

The public is encouraged to attend the meeting virtually; however, City Hall is available for those wishing to attend the meeting in person following all current pandemic-related public health protocols.

The following videoconference link is available to the public to listen to the meeting and Public Affairs and Outreach will also stream the City Council Briefing on Spectrum Cable Channel 95 and [bit.ly/cityofdallastv](https://cityofdallastv.com).

<https://dallascityhall.webex.com/dallascityhall/j.php?MTID=m771dd04fbbaaee0e70320f08dc36d7ea>

Call to Order

MINUTES

- A. 22-2039 Approval of the August 8, 2022 Workforce, Education, and Equity Committee Meeting Minutes

BRIEFING ITEMS

- B. 22-2040 Improving Housing Choice Voucher Acceptance
[Ashley Flores, Senior Director, Child Poverty Action Lab; Brianna Harris, Housing Initiatives Manager, Child Poverty Action Lab]
- C. 22-2037 Digital Equity Initiatives Update
[Genesis D. Gavino, Chief of Staff and Resilience Officer, City Managers Office]
- D. 22-2047 Special Supplemental Nutrition Program for Women, Infants and Children (WIC) Strategic Planning Update
[Jessica Galleshaw, Director, Office of Community Care; Jeff Sullivan, Senior Director, Child Poverty Action Lab; Cierra Jones, Prenatal to Three Fellow, Child Poverty Action Lab]

BRIEFING MEMOS

- E. 22-2046 Racial Equity Plan Community Engagement and Policy Measures
[M. Elizabeth (Liz) Cedillo-Pereira, Assistant City Manager, City Managers Office]

- F. 22-2048 Small Business Center Workforce Development Pilot Pre- Entry and Re-Entry Grants
[Kimberly Bizer Tolbert, Deputy City Manager, City Managers Office]

- G. 22-2049 Upcoming Office of Community Care Council Agenda Items
[M. Elizabeth (Liz) Cedillo-Pereira, Assistant City Manager, City Managers Office]

ADJOURNMENT

EXECUTIVE SESSION NOTICE

A closed executive session may be held if the discussion of any of the above agenda items concerns one of the following:

1. seeking the advice of its attorney about pending or contemplated litigation, settlement offers, or any matter in which the duty of the attorney to the City Council under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas clearly conflicts with the Texas Open Meetings Act. [Tex. Govt. Code §551.071]
2. deliberating the purchase, exchange, lease, or value of real property if deliberation in an open meeting would have a detrimental effect on the position of the city in negotiations with a third person. [Tex. Govt. Code §551.072]
3. deliberating a negotiated contract for a prospective gift or donation to the city if deliberation in an open meeting would have a detrimental effect on the position of the city in negotiations with a third person. [Tex. Govt. Code §551.073]
4. deliberating the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee; or to hear a complaint or charge against an officer or employee unless the officer or employee who is the subject of the deliberation or hearing requests a public hearing. [Tex. Govt. Code §551.074]
5. deliberating the deployment, or specific occasions for implementation, of security personnel or devices. [Tex. Govt. Code §551.076]
6. discussing or deliberating commercial or financial information that the city has received from a business prospect that the city seeks to have locate, stay or expand in or near the city and with which the city is conducting economic development negotiations; or deliberating the offer of a financial or other incentive to a business prospect. [Tex Govt. Code §551.087]
7. deliberating security assessments or deployments relating to information resources technology, network security information, or the deployment or specific occasions for implementations of security personnel, critical infrastructure, or security devices. [Tex Govt. Code §551.089]

MINUTES OF THE CITY COUNCIL COMMITTEE
MONDAY, SEPTEMBER 12, 2022

EXHIBIT B

OFFICIAL ACTION OF THE CITY COUNCIL COMMITTEE

SEPTEMBER 12, 2022

Item A: Approval of the August 8, 2022 Workforce, Education, and Equity Committee Meeting Minutes

Councilmember Blackmon moved to adopt the minutes as presented.

Motion seconded by Councilmember Resendez and unanimously adopted. (Narvaez absent when vote taken)

OFFICIAL ACTION OF THE CITY COUNCIL COMMITTEE

SEPTEMBER 12, 2022

BRIEFING ITEMS

Item B: Improving Housing Choice Voucher Acceptance

The following individual briefed the committee on the item:

- Ashley Flores, Senior Director, Child Poverty Action Lab

OFFICIAL ACTION OF THE CITY COUNCIL COMMITTEE

SEPTEMBER 12, 2022

BRIEFING ITEMS

Item C: Digital Equity Initiatives Update

The following individuals briefed the committee on the item:

- Genesis D. Gavino, Chief of Staff and Resilience Officer, City Manager's Office; and
- Liz Cedillo-Pereira, Assistant City Manager, City Manager's Office

OFFICIAL ACTION OF THE CITY COUNCIL COMMITTEE

SEPTEMBER 12, 2022

BRIEFING ITEMS

Item D: Special Supplemental Nutrition Program for Women, Infants and Children (WIC)
Strategic Planning Update

The following individuals briefed the committee on the item:

- Jessica Galleshaw, Director, Office of Community Care; and
- Jeff Sullivan, Senior Director, Child Poverty Action Lab

OFFICIAL ACTION OF THE CITY COUNCIL COMMITTEE

SEPTEMBER 12, 2022

BRIEFING MEMOS

Item E: Racial Equity Plan Community Engagement and Policy Measures

Item F: Small Business Center Workforce Development Pilot Pre- Entry and Re-Entry Grants

Item G: Upcoming Office of Community Care Council Agenda Items

The committee discussed items.

MINUTES OF THE CITY COUNCIL COMMITTEE
MONDAY, SEPTEMBER 12, 2022

EXHIBIT C

Improving Housing Choice Voucher Acceptance

A PROJECT IN COLLABORATION WITH CPAL + IDEO•ORG • JULY 2022



CPAL x IDEO•ORG • JULY 2022



We believe that families should have the choice to live affordably in areas that are best suited to their needs and equipped for upward economic mobility.

This includes access to **“high opportunity” areas**, neighborhoods with strong economic, environmental, and educational outcomes. Research shows that these neighborhoods can yield long-term benefits, particularly for young children.

Housing Choice Vouchers (HCVs) are an important financial tool to help low-income households access housing.

Source: Housing Choice Voucher Data Dashboard, maintained by HUD [here](#). Center on Budget and Policy Priorities research reported [here](#).

*Average Per Unit Cost = Total Housing Assistance Payments (HAP) / Total Units Under Lease as of that month's report date.

Locally, for the Housing Authority of the City of Dallas (DHA)

15,441

Vouchers currently leased
(June 2022)

~\$18M

Total Housing Assistance
Payments (HAP) made
monthly

\$1,184

DHA average Per Unit Cost
monthly*
(June 2022)

Other types of housing vouchers

**Emergency Housing
Vouchers**

For individuals and families who are homeless, at-risk of homelessness, fleeing or attempting to flee domestic violence or human trafficking.

**Veteran Affairs
Supportive Housing**

Rental assistance for homeless veterans with case management; in partnership with the VA.

**Walker Settlement
Housing Voucher**

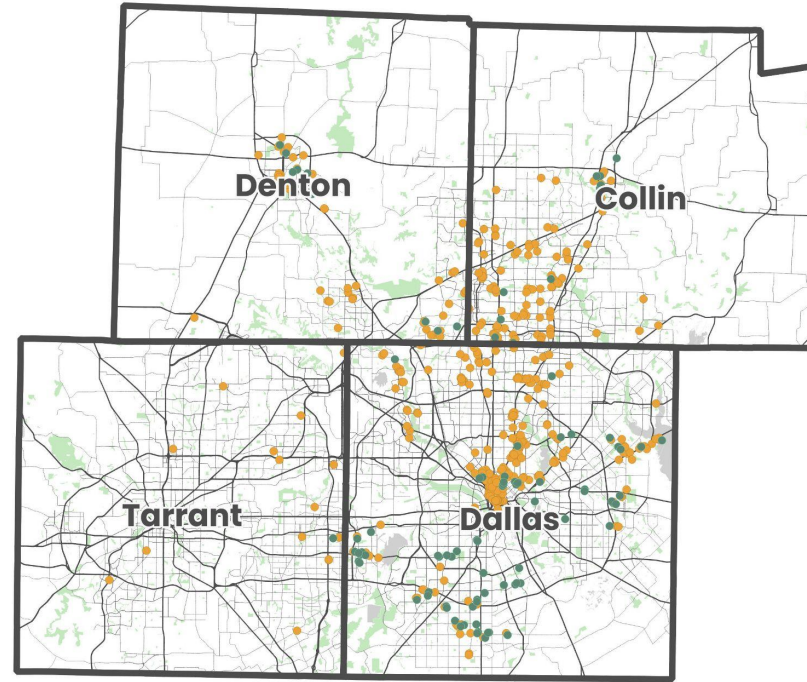
A specific voucher administered by DHA for Black residents to access low poverty/"high opportunity" neighborhoods.

Only 7% of surveyed apartment complexes reported accepting vouchers, according to a survey by the Inclusive Communities Project across four North Texas counties in 2020.

Only 5% of the apartment complexes in majority white non-Hispanic zip codes accepted HCVs, while 22% in majority Black zip codes accepted HCVs.

Source: [ICP's 2020 survey of landlords](#), in North Texas (Dallas, Collin, Denton, and Rockwall Counties).

Apartments that Accept Housing Choice Vouchers

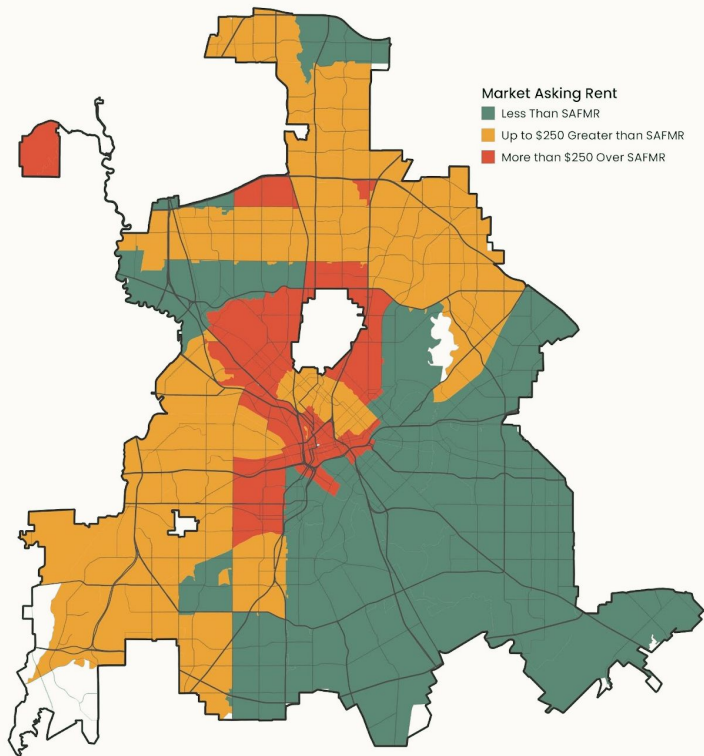


- Accepts Housing Choice Vouchers
- Does Not Accept Housing Choice Vouchers

Inclusive Communities Project Landlord Survey (2017 and 2020)

Market Asking Rent is greater than Small Area Fair Market Rent (SAFMR) in many Dallas neighborhoods. Renting in neighborhoods where Market Asking Rent exceeds SAFMR is nearly impossible for voucher holders because they don't have the same purchasing power as conventional renters.

Small Area Fair Market Rent Differential



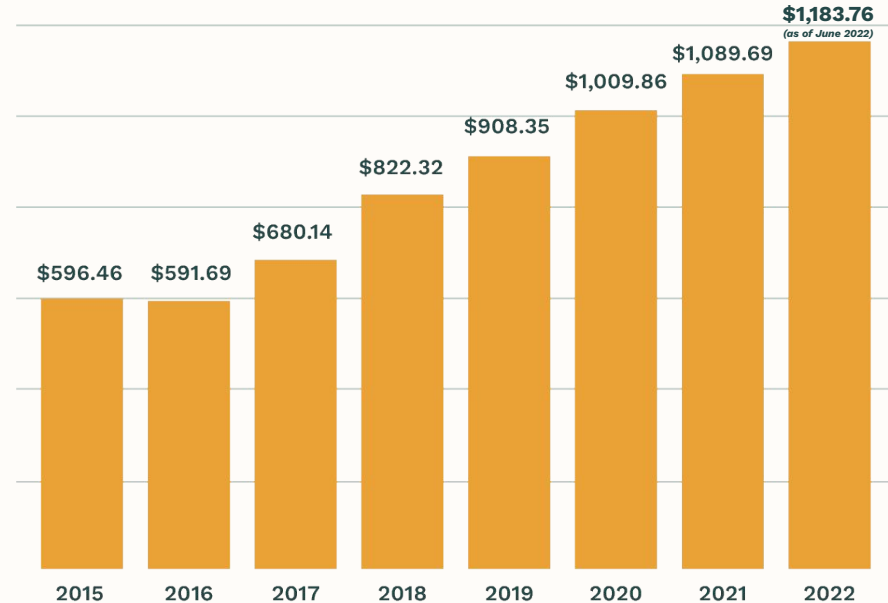
U.S. Department of Housing and Urban Development. (2022). Fair Market Rent CoStar 2022 Q1 Two-Bedroom Asking Rent

DHA has realized increasing average Per Unit Costs (PUC) to track with rising market rent...

... but this only limits how many vouchers they can put into circulation.

For perspective, DHA has realized the second-highest PUC growth (97%) of all housing authorities nationwide in the past five years.

Average PUC Year over Year

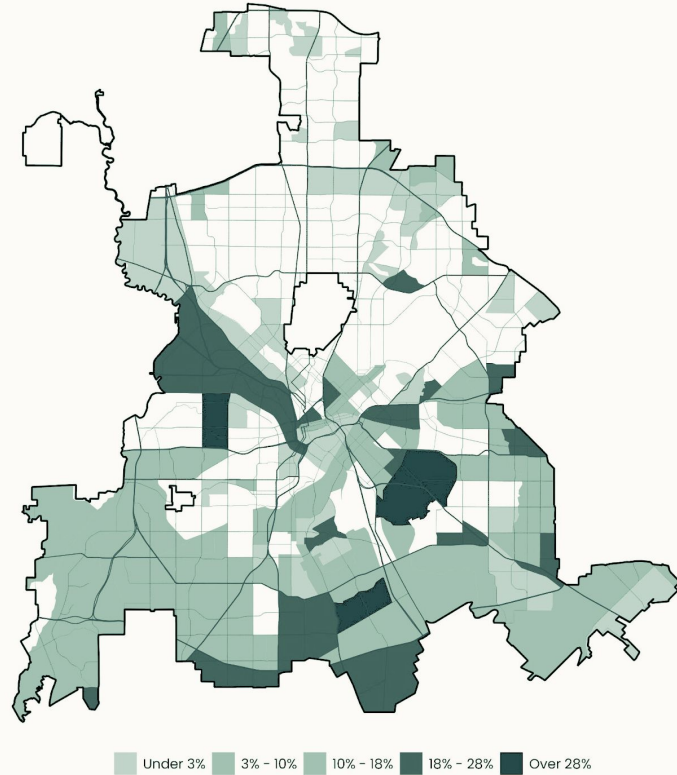


Source: Housing Choice Voucher Data Dashboard, maintained by HUD [here](#).

Within the City of Dallas, voucher holders are overwhelmingly housed in the **southern half of the city** and are concentrated in a handful of census tracts.

The map at right illustrates the share of renter-occupied households that are voucher holders. In areas shaded dark green, more than 28% of the renter population are voucher holders.

Percent of Housing Choice Vouchers in Renter-Occupied Units



U.S. Department of Housing and Urban Development. (2021). Housing Choice Vouchers.

Census tracts without voucher holders tend to have more white residents, greater household income, and less poverty than in census tracts where voucher holders live.

To improve low income families' access to opportunity, HCVs will need to be more widely accepted in neighborhoods equipped for upward economic mobility.

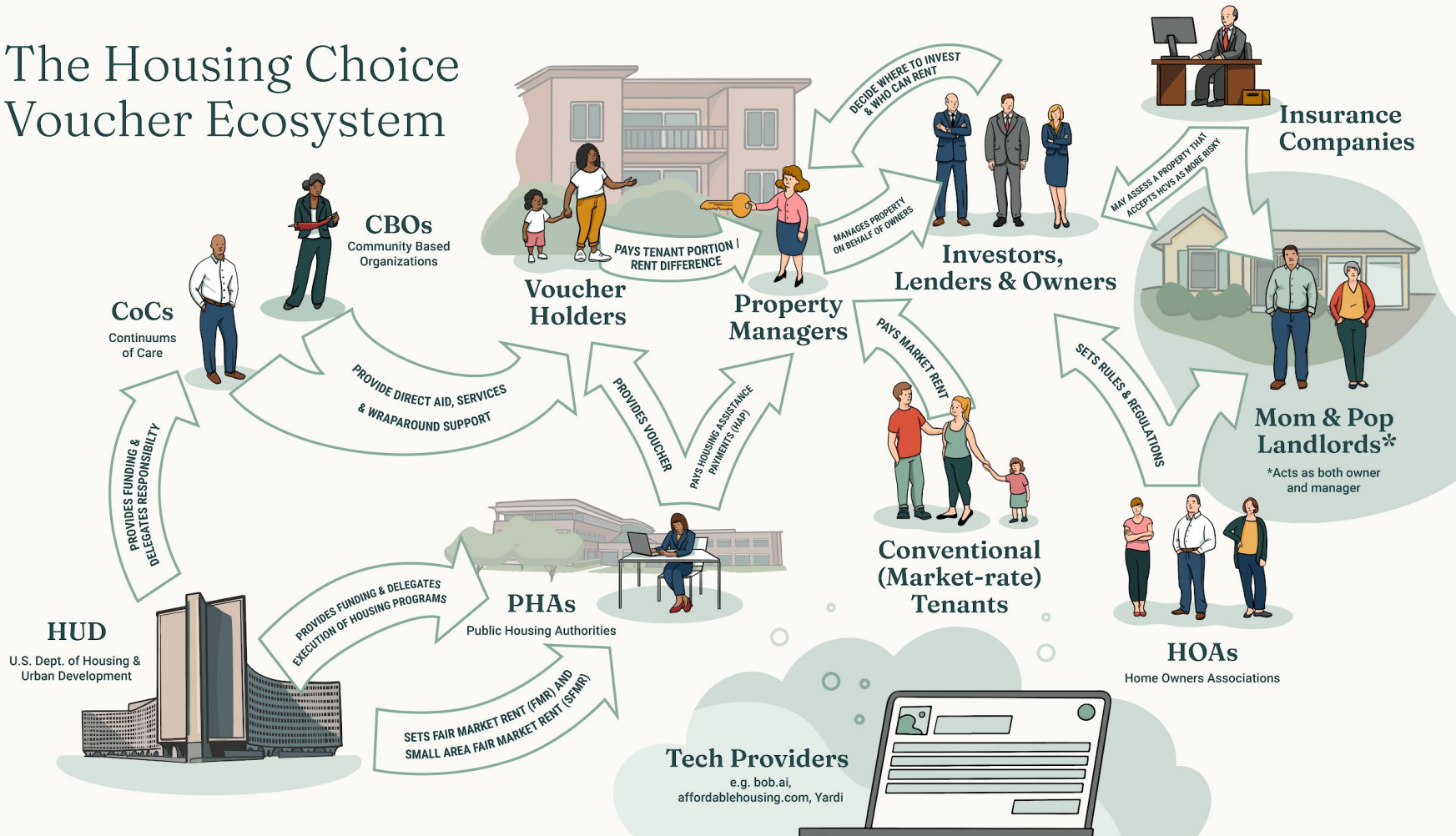
Source: US Census Bureau American Community Survey 2020 5-year estimates.

*An HCV Tract is a census tract in the City of Dallas where one or more residents rent using a voucher. A non HCV Tract is a census tract in the City of Dallas where no residents hold a voucher. **Total population does not equal sum of HCV and non HCV population because census tracts do not perfectly align with City of Dallas boundaries.

Demographics in Housing Choice Voucher Census Tracts in Dallas

Metric	City of Dallas	HCV Tracts*	Non HCV Tracts*
Total Population**	1,330,612	749,551	612,932
Asian	3.4%	3.5%	4.5%
Black or African American	24%	35.3%	10%
White Non-Hispanic	29%	17.1%	43%
Hispanic or Latino	41.8%	42.4%	40.2%
Poverty Rate	18.7%	23.6%	12.7%
Child Poverty Rate	29%	34.9%	20.3%
Median Household Income	\$52,528	\$40,714	\$70,338
Median Rent	\$1,086	\$930	\$1,270

The Housing Choice Voucher Ecosystem



WHO WE TALKED TO

Over the course of 6 weeks, we conducted 17 learning sessions with 21 people, including 2 collaborative workshops, to learn from stakeholders in the system.



11

Landlords

Including those who accept vouchers today, those who don't but would consider it, and those who have in the past but no longer do



2

Local Agencies & Continuums of Care

Local PHA, Dallas Housing Authority, and continuum of care, Metro Dallas Homeless Alliance



3

Housing Choice Voucher Clients

Referrals from Inclusive Communities Project. One client had retired their voucher, two continue to use them



2

Community Based Organizations

Inclusive Communities Project (Dallas) and NestQuest (Houston)

Our Key Learnings

Through the project, we surfaced over 60 distinct barriers or tensions, organized across six categories. *The barriers that follow may not be universally experienced by landlords or voucher holders but exist for some or many of them.*

Perception of Voucher Holders

Harmful narratives that are generalized to all voucher holders

Myths & Misinformation

Inaccurate understandings about the HCV process

Process-Related Barriers

Issues still ripe for continuous improvement at PHAs and HUD

Ecosystem Barriers

Big, sticky issues that are embedded in systemic or institutional practices

Voucher Client-Related Barriers

What voucher holders face outside of (but tangential to) the PHA process

Finance & Operations

Pain-points felt by apartment staff and leadership in day-to-day administration of voucher program

Stakeholder Archetypes



CHAPTER 1

Tracey

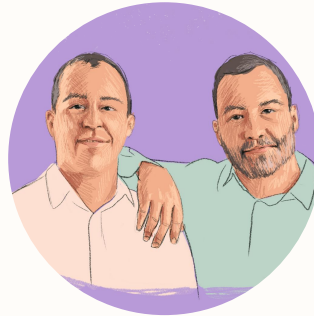
Voucher Holder



CHAPTER 2

Janice

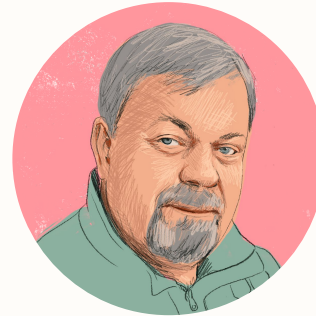
Regional Property
Manager



CHAPTER 3

Jerome &
Jared

Mom-and-Pop
Owner/Landlord &
Corporate Owner



CHAPTER 4

Marcus

Public Housing
Authority Staff

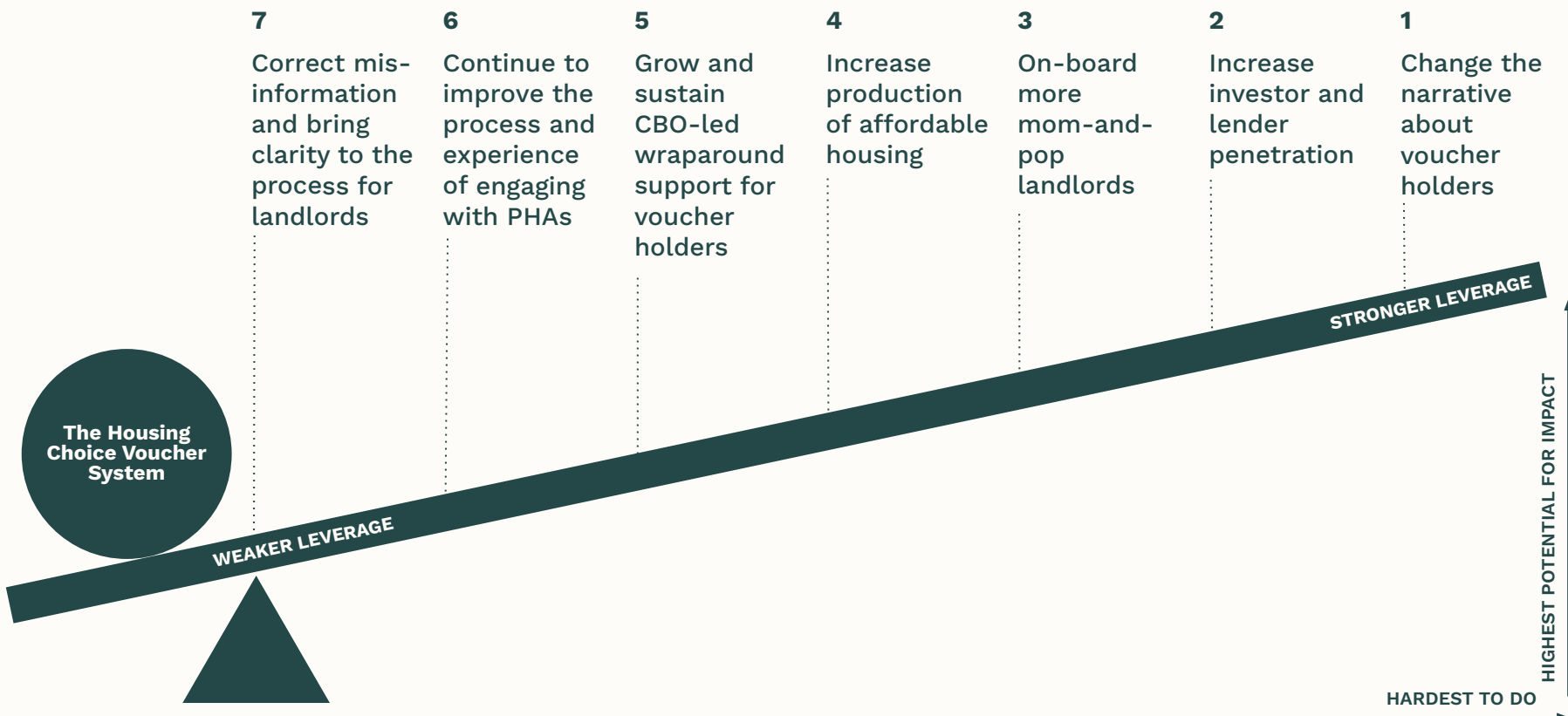


CHAPTER 5

Andrea

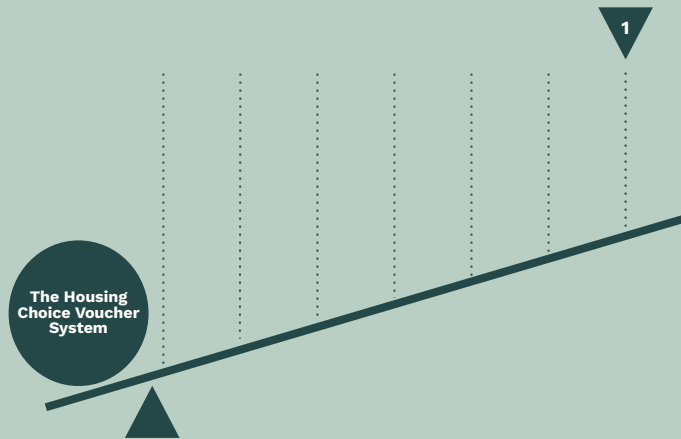
Community Based
Organization

How to start tipping the scale?



Based on Donella Meadow's "Leverage Points: Places to intervene in the system"

Change the narrative about voucher holders



*The shift we wish
to see in future*

FROM

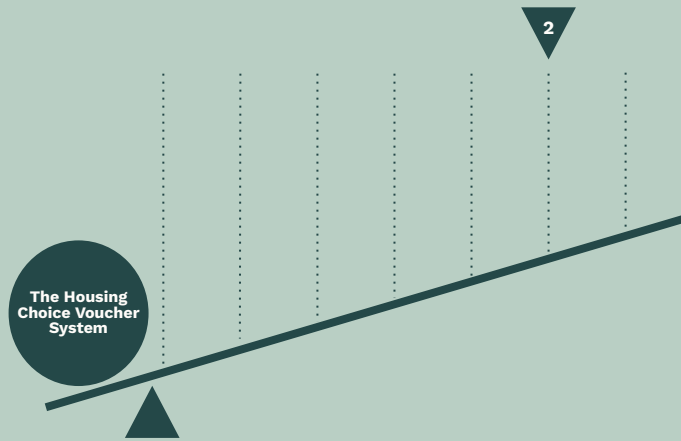
Perception that voucher holders
are risky and undesirable



TO

Recognition that voucher holders
are just the same as any other renter

Increase investor and lender penetration



The shift we wish to see in future

FROM

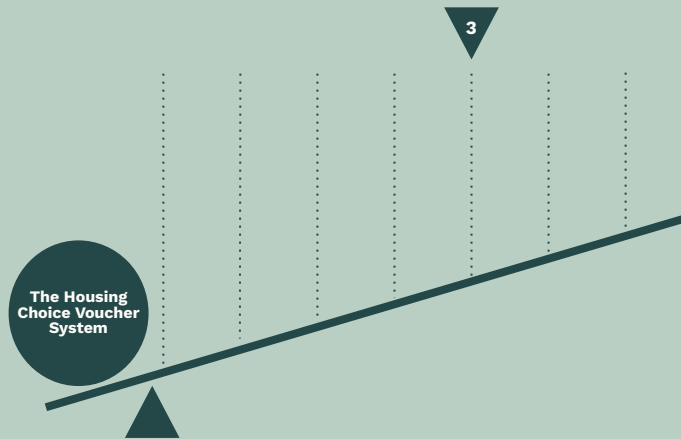
Investors being unaware of or hesitant to participate in the HCV program



TO

Investors encouraging or even requiring that properties in their portfolio accept vouchers

Onboard more mom-and-pop landlords



*The shift we wish
to see in future*

FROM

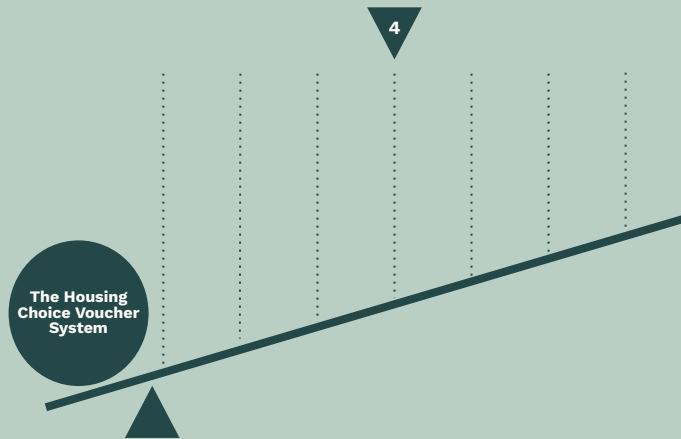
Outsized administrative and compliance burden



TO

Seamless, integrated administration and outsourced compliance

Increase production of affordable housing



*The shift we wish
to see in future*

FROM

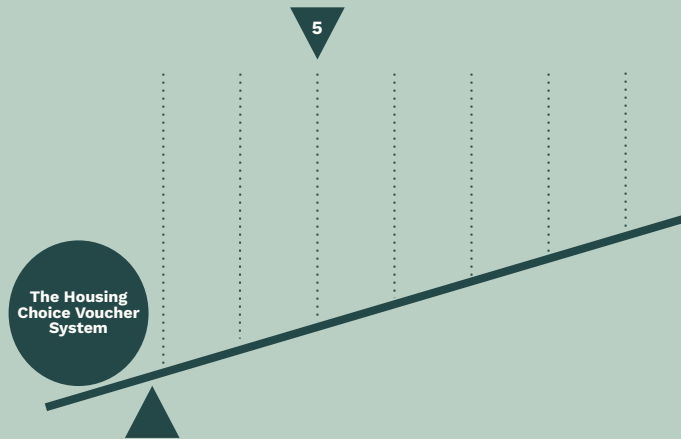
An acute shortage of rental units
affordable to low-income families



TO

Housing supply that better
matches demand

Grow and sustain CBO-led wraparound support for voucher holders



*The shift we wish
to see in future*

FROM

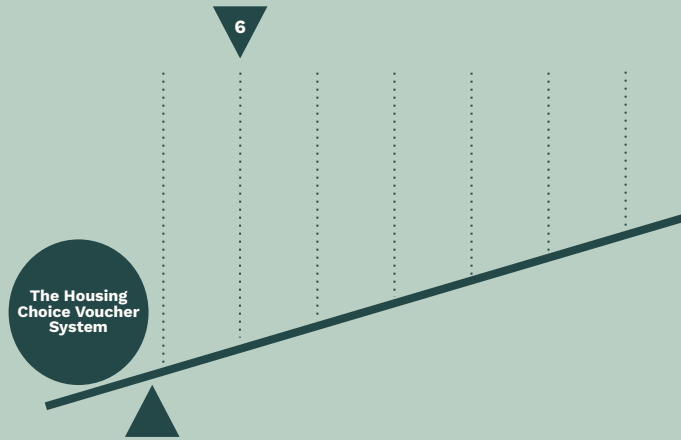
Some voucher holders have robust support, but most are on their own



TO

All voucher holders have access to tools, contacts, programs, and financial support needed to realize success

Continue to improve the experience of engaging with PHAs



The shift we wish to see in future

FROM

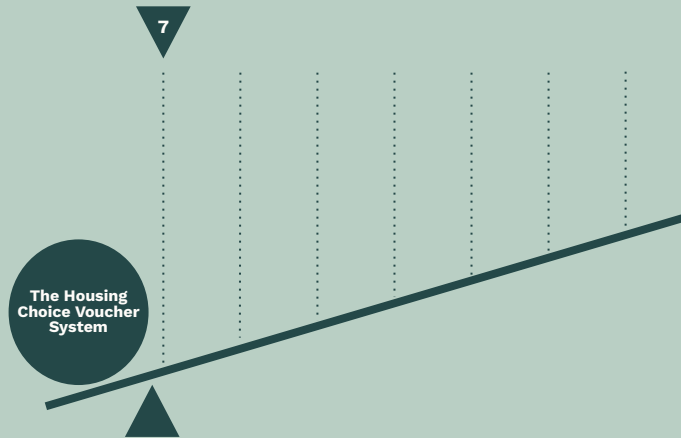
A process with pain points



TO

A smooth, seamless, and responsive process

Correct misinformation and bring clarity to the process for landlords



*The shift we wish
to see in future*

FROM

Landlords leaning on myths and long ago experiences with PHAs



TO

Landlords equipped with current and accurate information about how vouchers work

Where to start tomorrow: quick(ish) wins

1	Master Sublease/ Corporate Sublease Agreements	To get voucher holders in units with the same speed as conventional renters, a third party organization (likely a nonprofit) can sign master lease agreements with an apartment and then sub-lease to voucher holders
2	Risk Mitigation Fund	A pool of funding to make repairs ensures that landlords are not financially responsible for any damage caused to a unit or any upgrades that need to be made to pass the HUD inspection; mitigation fund helps with peace of mind against worst-case scenarios
3	Close the Gap Fund	A pool of funding to bridge the gap between what the PHA can pay for the voucher standard and asking rent at a particular property so that voucher holders can access high-opportunity neighborhoods and landlords don't have to forfeit profit; fund can also help with miscellaneous costs to the voucher holders, like security deposits, application fees, etc.
4	Landlord Advocate	Peer-to-peer guidance between an experienced HCV landlord and a novice HCV landlord; landlords new to HCV will be assigned a veteran landlord to serve as a resource along the way; ideally, advocates would be paid for their time and expertise
5	HCV Process and Compliance SWAT Team	Funded and housed at a housing nonprofit, this external team could support landlords willing to accept vouchers but in need of help to get started and ensure compliance; could also conduct training for apartment staff and help troubleshoot when questions arise
6	PHA Hotline	Dedicated phone line for landlords and voucher holders to get questions answered on-the-spot
7	HCV Rent Calculator	A digital tool for HCV clients to instantly assess the asking rent of a prospective unit to determine if it meets the PHA's constraints and also works for their household budget

Increasing voucher uptake in and around Dallas will require complex systems-level change and a concerted expansion of involved stakeholders.

Most importantly, change requires fresh narratives about who voucher holders are. At the end of the day, voucher holders are just the same as any other renter, with similar aspirations and needs and constraints, who deserve a place to call home that they can be proud of.



City of Dallas

Digital Equity Initiatives Update

**Workforce, Education,
and Equity Committee**

September 12, 2022

Genesis D. Gavino
Chief of Staff and Resilience Officer
City Manager's Office

Agenda



- Digital Divide Landscape
 - Households With No Internet Access
 - Fiber Availability
- Digital Equity Initiatives
 - Affordable Connectivity Program
 - Dallas Public Library Programs and Services
 - Digital Navigators Program
 - Digital Inclusion Week





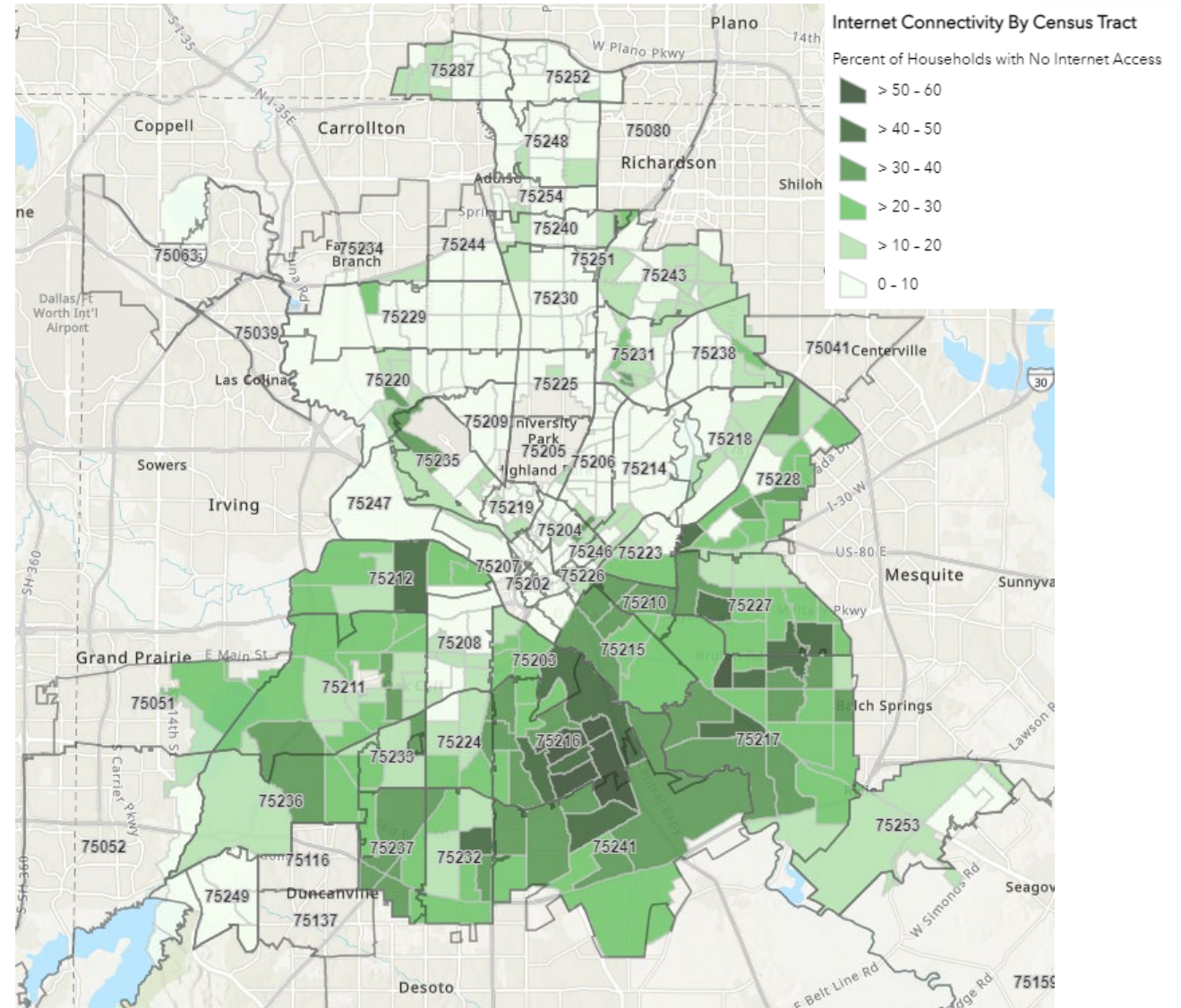
Digital Divide Landscape



Digital Divide Landscape



Name	Zip code	District	Total HH	Households with no internet	
				%	#
Census Tract 87.01	75216	4	2016	57.1	1152
Census Tract 88.02	75216	4	1762	56.1	989
Census Tract 87.04	75216	4	1691	53.9	912
Census Tract 91.03	75217	5	1033	52.6	543
Census Tract 86.04	75216	4	1160	50.8	589
Census Tract 57	75216	4	1958	47.1	923
Census Tract 91.05	75217	5	1050	45	473
Census Tract 92.04	75217	5	815	44.9	366
Census Tract 111.03	75232	3	1210	43.8	530
Census Tract 211	75216	4	1793	43.7	783
Census Tract 114.01	75241	8	1809	43.3	783
Census Tract 192.12	75240	11	1087	43.2	470
Census Tract 87.03	75216	4	1020	42.7	436
Census Tract 122.08	75228	9	1093	41.8	457
Census Tract 205	75212	6	2086	41.4	864
Census Tract 93.04	75217	8	2543	41	1042
Census Tract 84.01	75227	5	1673	40.9	684
Census Tract 90.02	75227	5	1388	40.6	563
Census Tract 120	75227	5	3147	40.5	1274
Census Tract 109.05	75237	8	1460	39.8	581



Source:

<https://dallasgis.maps.arcgis.com/apps/webappviewer/index.html?id=3076076c348e4617859b213687147dc7>

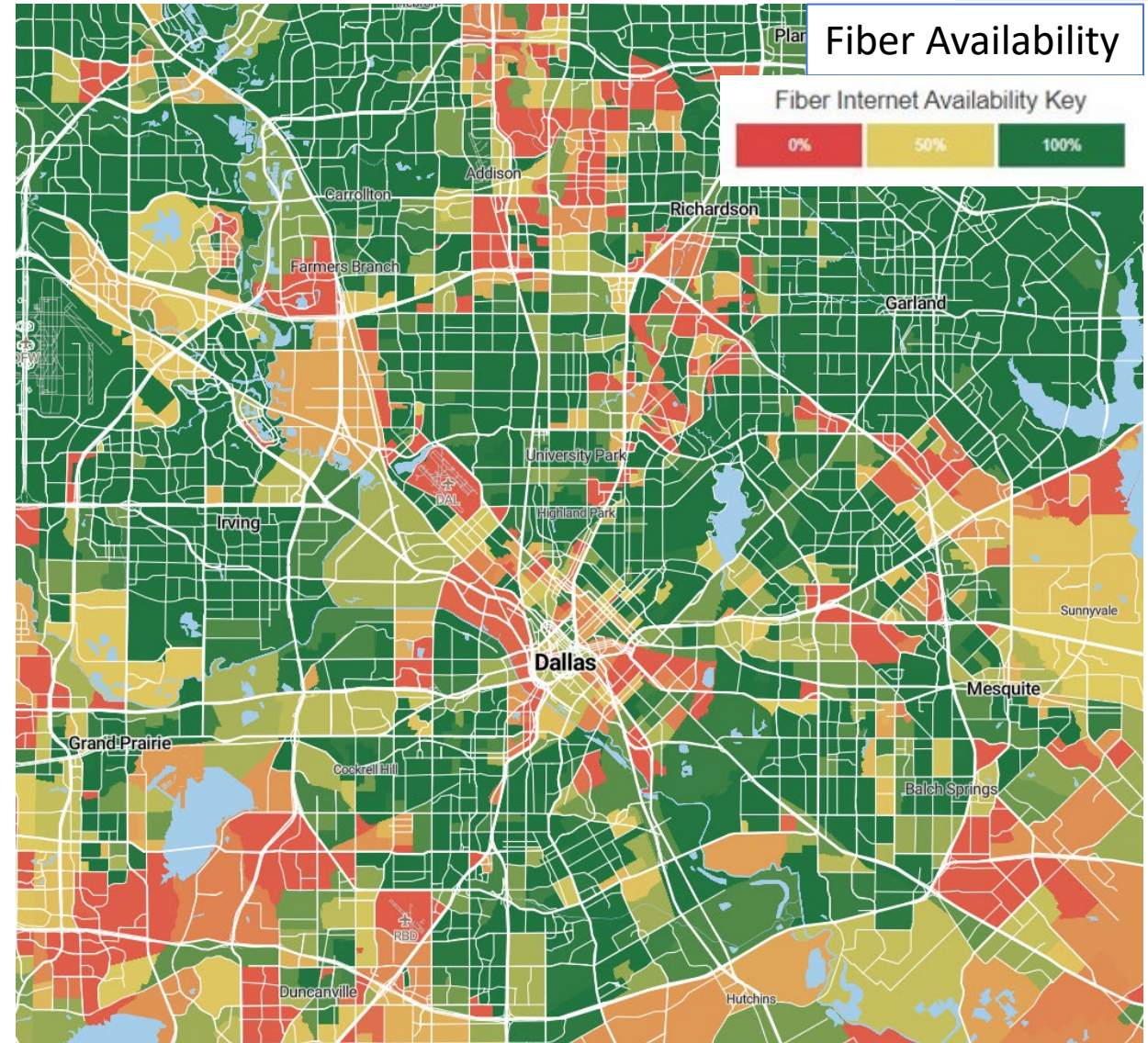


Digital Divide Landscape: Fiber Availability



		Internet Providers in Dallas, TX	
Provider Name	Type of Service	Availability	Avg. Speed
AT&T	DSL	68.2%	64 Mbps
AT&T	Fiber	38.9%	999 Mbps
Spectrum	Cable	87.5%	940 Mbps
Frontier	DSL	22.0%	7 Mbps
Frontier	Fiber	21.2%	115 Mbps
Suddenlink	Cable	4.2%	818 Mbps
CenturyLink	DSL	2.4%	27 Mbps
Astound	Cable	2.2%	854 Mbps
Ultra Home	Fixed Wireless	41.8%	25 Mbps
NextLink	Fixed Wireless	34.6%	69 Mbps
Cirra	Fixed Wireless	29.3%	105 Mbps
Rise Broadband	Fixed Wireless	28.7%	35 Mbps

Source: <https://bestneighborhood.org/fiber-tv-and-internet-dallas-tx/>






Digital Equity Initiatives



Affordable Connectivity Program



- Discount of up to \$30/month toward internet service for eligible households
- One-time discount of up to \$100 to purchase a laptop, desktop computer or tablet
- Eligibility:
 - Household income at or below 200% of the Federal Poverty Guidelines;
 - Participant in SNAP, Medicaid, Federal Public Housing Assistance, Veterans Pension or Survivor Benefits, SSI, WIC or Lifeline;
 - Participant in Free and Reduced-Price Lunch Program or the School Breakfast Program



A new initiative from the federal government, **Affordable Connectivity Program**, helps qualifying families pay their monthly Internet bill.
<https://bit.ly/3zHKZLm>

WHO IS ELIGIBLE:

- Household income at or below 200% of the Federal Poverty Guidelines
- Participant in SNAP, Medicaid, Federal Public Housing Assistance, Veterans Pension or Survivor Benefits, SSI, WIC or Lifeline
- Participant in Free and Reduced-Price School Lunch Program or the School Breakfast Program

HOW TO ENROLL:

- **Step 1:** Call 877-384-2575 between 9 a.m. and 9 p.m. EST
- **Step 2:** Contact participating Internet provider
**Eligible households must both apply for the program and contact a provider.*

FC City of Dallas



ACP: Mayor's Back to School Fair



\$360 a year back into the pockets of residents



400 flyers distributed (300 English & 100 Spanish)



150 families visited the booth



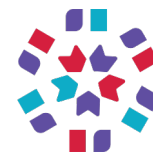
50 paper applications and pre-paid envelopes provided



40 applications successfully completed online



25:00 spent on average per applicant



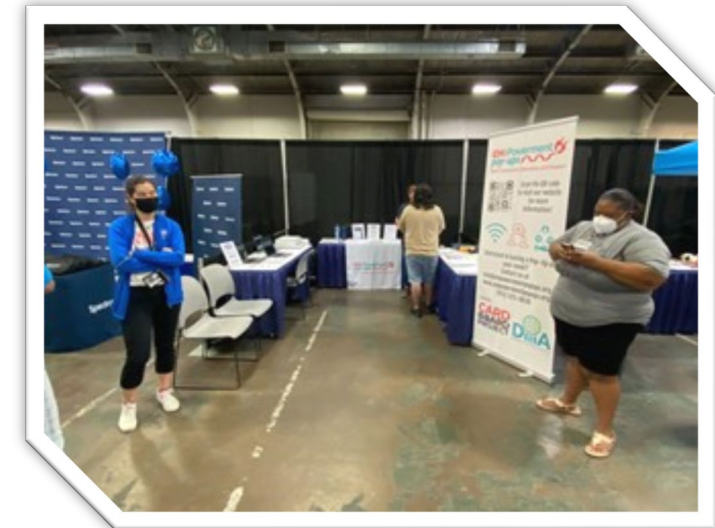
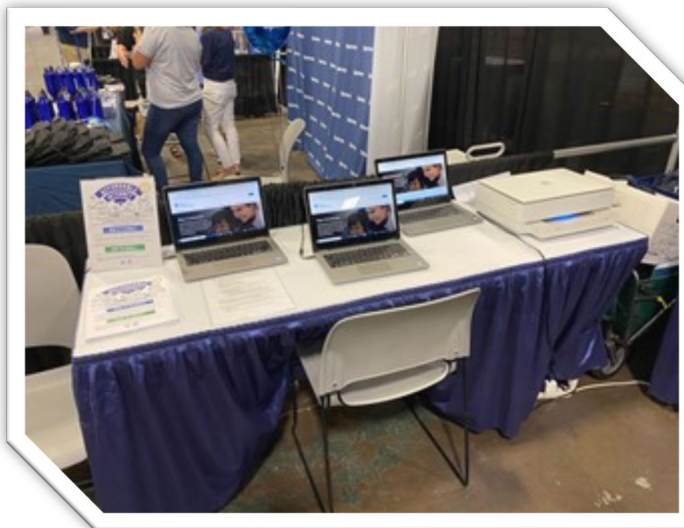
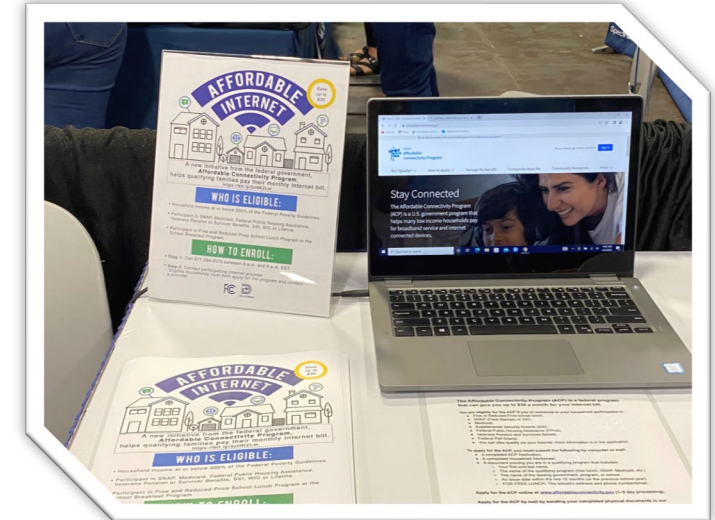
Dallas Public
LIBRARY

CARD
BOARD
PROJECT

DIIA
Dallas Innovation Alliance



ACP: Mayor's Back to School Fair



ACP: Community Engagement Lessons Learned



- Language Accessibility
 - Multilingual staff are critical
 - All materials should be translated, at minimum, in Spanish
- Logistics
 - Assigned roles for staff and volunteers
 - Additional laptops needed and dedicated stations for each laptop
 - Signage and banners to direct attention
 - Laptops should have a camera function
- Training
 - FCC training on filling out the ACP



ACP Enrollment by Zip Code



Zip Code	Estimated # of HH	Estimated # of HH, No Internet	# of Subscribers ACP Enrolled
75216	18,827	8,583	6,143
75217	23,659	8,499	5,236
75228	25,843	7,075	4,460
75227	19,059	5,797	3,604
75211	22,763	5,238	3,598
75243	28,350	4,235	4,966
75241	10,701	4,143	3,379
75232	11,467	3,626	2,151
75237	9,197	3,230	2,613
75220	14,495	3,178	1,642
75287	28,296	3,178	2,800
75231	17,849	2,888	2,830
75224	11,879	2,661	2,356
75212	8,183	2,469	2,351
75215	6,601	2,424	2,892
75203	6,759	1,996	1,342
75238	13,292	1,887	982
75240	10,283	1,859	1,260
75236	5,869	1,715	1,261
75214	16,061	1,480	611



ACP Outreach Grant Program



- \$100M Allocation to FCC to administer program (competitive application)
- Funding to support eligible partners in their outreach efforts to increase awareness of the ACP
- Expand and support diverse and impactful outreach efforts to diverse communities
 - “Diverse populations include people of color, persons with disabilities, persons who live in rural or Tribal areas, and others who have been historically underserved, marginalized, or adversely affected by persistent poverty or inequality.”



ACP Outreach Grant Program



ACP Outreach Grant Program - \$100 Million



Your Home, Your Internet Pilot Program

(up to \$10M)

Grants to Eligible Entities (\$5M)

FCC-Led Outreach (\$5M)



ACP Navigator Pilot

(up to \$5M)



General ACP Grants

Formula Allocation to States & Territories

Competitive Allocation to Tribal Govs

Competitive National Pool



Dallas Public Library



- Hotspot and Laptop Lending Program
 - Over 20K checkouts of hotspots during FY22
- Created a Digital Literacy Coordinator position to streamline technology classes and education
- Partnerships with community organizations for digital literacy and skills training
 - CARDBoard Project
 - Parkland Health Services
 - Dallas Innovation Alliance
- Adult Learning Program
 - 296 Technology Education Programs
 - 1,280 Attending
- WiFi expansion at Library Buildings utilizing E-rate funding

Bring the internet home



Laptop + WiFi Hotspot

Check out a computer to use at home plus a mobile WiFi hotspot to access the internet! Laptops are checked out for 30 days with the option to renew if there are no outstanding requests. Request a laptop just like a library book and pick it up curbside through Library To Go. Laptops must be returned in person to the same location where they were borrowed during library hours.



Request a laptop+hotspot bundle using your library card! Visit <http://catalog.dallaslibrary.org/polaris/> or call the library.

Traiga internet a casa



Laptop + WiFi Hotspot

Saca una computadora para usar en casa con un punto de acceso inalámbrico para acceder a Internet. Computadoras portátiles sacan por 30 días con la opción de renovar si no hay peticiones pendientes. Se pide computadora portátil de la misma manera que un libro de la biblioteca y se la recoge en la acera de la biblioteca con cita. Se debe entregar las computadoras portátiles en persona al mismo sucursal de la biblioteca durante horario de trabajo.



Digital Navigators Program



- **Access:** broadband infrastructure and reliable high-speed broadband plans available for purchase.
- **Affordability:** broadband service that is not only available but can be obtained at reasonable prices by all.
- **Devices:** residents own or have access to well-functioning, up-to-date computers-and have capacity to maintain and replace these devices if needed.
- **Skills:** Residents are able to make full use of computers and online resources, and thus are able to use these tools to communicate, work, learn, attend medical appointments, and accomplish other desired tasks all while avoiding online risks and harms.



Digital Navigators Program



- Targeted Populations
 - Families with school-age children and adolescents
 - Higher-education students
 - Individuals who have lost employment or are otherwise income insecure
 - Immigrant and refugee communities
 - Senior citizens
 - Residents living in zip codes and census tracts identified in the “Households with No Internet Access” map
 - Residents living in 2022 Qualified Census Tracts
 - Residents living in communities of concentrated poverty



Digital Navigators Program Timeline



- **September 2022**
 - Solicitation Published, Applications Accepted
- **November 2022**
 - Application Evaluation and Selection
- **December 2022**
 - City Council Action to Award Contracts



Digital Inclusion Week 2022



- “Turning Our Moment into Movement”
- Nationwide week of awareness, recognition, and celebration
 - Addressing home internet access
 - Personal devices
 - Local technology training and support programs



Digital
Inclusion
W E E K

#DIW2022 | October 3-7, 2022



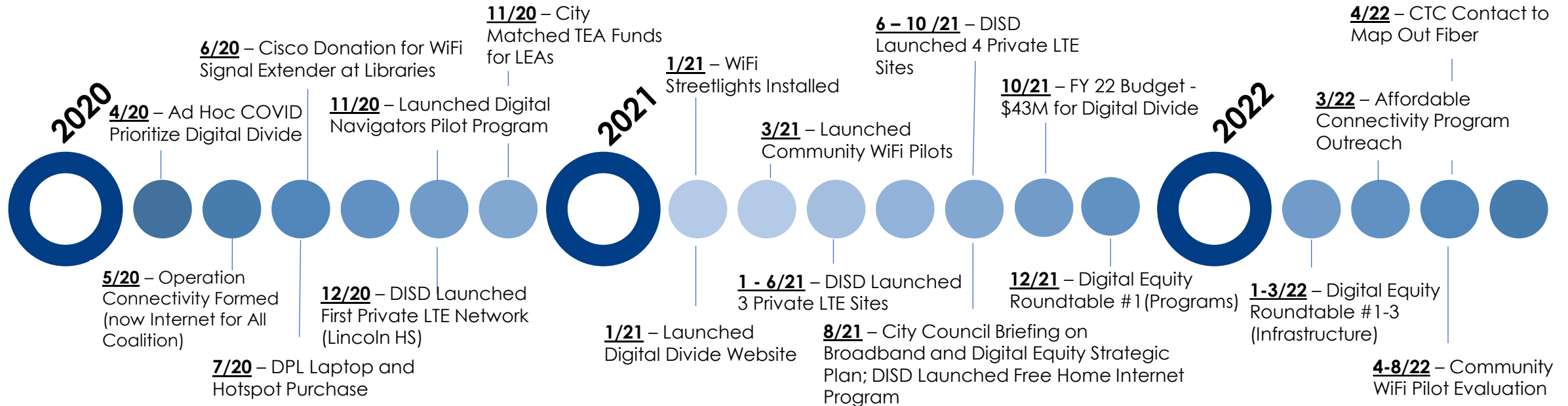
NDIA Digital Inclusion Trailblazer Award



- One of 32 cities and counties recognized
- Six Indicators
 - Your local government has, or directly funds, at least one full-time staff dedicated to digital inclusion initiatives, policies and/or programs.
 - Your local government has a digital inclusion plan or is in the process of developing a plan.
 - Representatives of your local government participate in an open-access digital inclusion coalition.
 - Your local government has conducted or plans to conduct and publish survey research on Internet access and use by your residents.
 - Your local government directly funds community digital inclusion programming.
 - Your local government is taking steps to increase affordability of home broadband service.



Digital Divide Actions



Short Term

- WiFi Hotspots and Hardware Purchase
- Signal Extender Projects at Library locations
- Digital Navigators
- TEA Matching Funds Support for LEAs

Medium Term

- Broadband and Digital Equity Strategic Plan
- Private Wireless Networks
- Community WiFi Pilots
- Street Light Pilot Project

Long Term

- Implementation of Plan Recommendations
- Smart City Integration
- Leverage Additional Funds





Internet for Dallas

powered by the Internet for All coalition



Education



Government



Business



Non-Profits, Community & Philanthropy



Collective Impact



Next Steps



- **September – December 2022**
 - Digital Navigators RFCSP Solicitation, Evaluation, and Selection
- **October 2022**
 - Digital Inclusion Week 2022
- **Ongoing**
 - Community Engagement and Outreach





City of Dallas

Digital Equity Initiatives Update

**Workforce, Education,
and Equity Committee**

September 12, 2022

Genesis D. Gavino
Chief of Staff and Resilience Officer
City Manager's Office



City of Dallas

Supplemental Nutrition Assistance Program for Women, Infants and Children (WIC) Strategic Planning Update

Jessica Galleshaw
Director, Office of Community Care

Jeff Sullivan
Senior Director, Child Poverty Action Lab

Cierria Jones
Prenatal to Three Fellow, Child Poverty Action Lab

Agenda for Today



WIC Program Overview

Strategic Partnership with CPAL

Progress this Year

Strategic Planning Update

Questions and Discussion





The **Value** of the WIC Program

- Reduces food insecurity
- Alleviates poverty
- Supports economic stability
- Improves dietary intake
- Protects against obesity
- Improves birth outcomes
- Improves health outcomes
- Supports learning and development
- Reduces health care and other costs
- Improves retail food environments



WIC Racial Equity Plan Alignment



Departmental Progress Measures: Increase the monthly number of WIC clients receiving nutrition services by 25% in equity priority areas by July 2024 (zip codes 75210, 75215, and 75216)

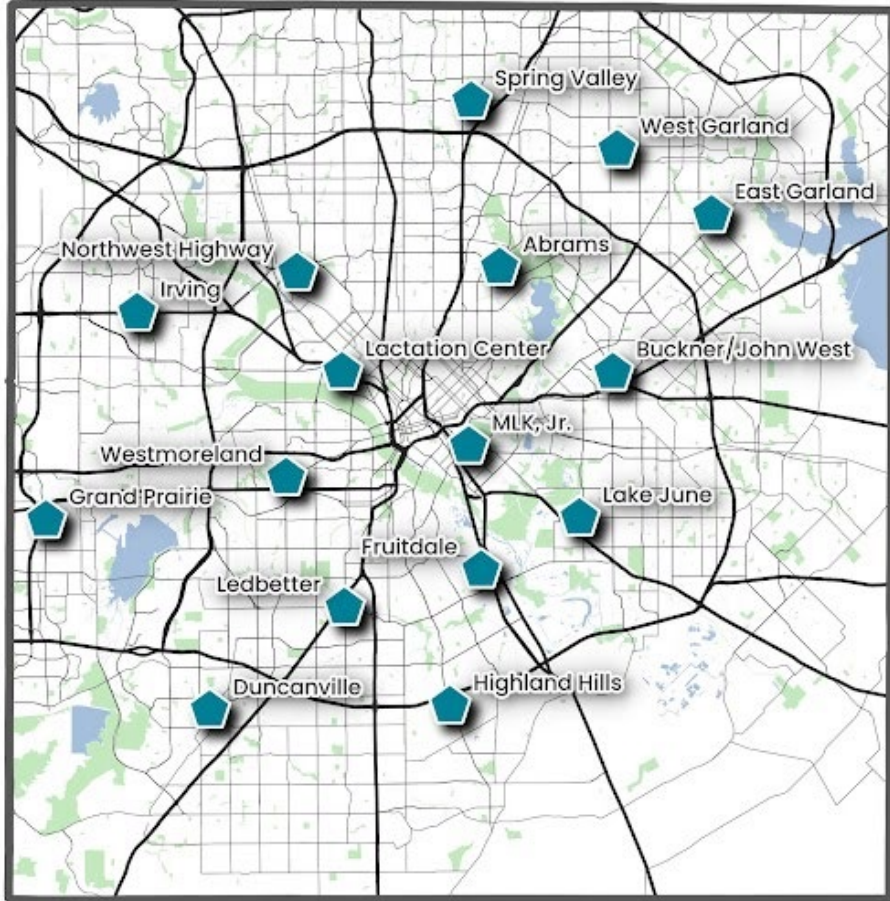
- Baseline: 1,649 (September 2022)
- Target: 2,062 (July 2024)

Additionally, WIC is aligned with several **Equity Indicators:**

- Equity Indicator 10: Child Poverty
- Equity Indicator 12: Working Poverty
- Equity Indicator 51: Prenatal Care
- Equity Indicator 57: Low Birth Weight
- Equity Indicator 58: Child Food Insecurity



WIC Locations



16 Clinics across Dallas County...

...serving over 69,000 monthly participants...

...and growing!



Agenda for Today



WIC Program Overview

Strategic Partnership with CPAL

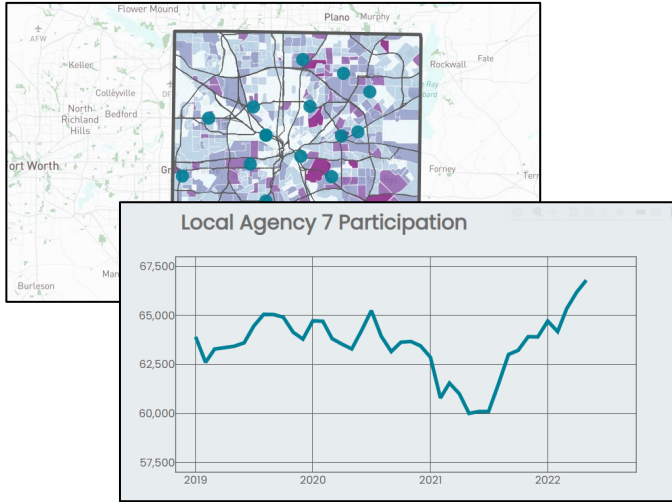
Progress this Year

Strategic Planning Update

Questions and Discussion



WIC & CPAL Partnership



"Mobile WIC" is one of the high potential solutions we are currently focused on scaling

Goal: Bring mobile services to within 2 miles of all eligible women & children

Mobile vans are used to transport materials and staff to sites within existing public spaces.

Choose sites that:

- Are known and trusted in the community, consider comfort for mothers and families from the population
- Have sufficiently large space to offer a degree of appropriate social distancing

Optimizing leases for brick & mortar WIC clinics to increase traffic and accessibility

Goal: locate all clinics in high density & eligibility areas

- CPAL supporting with running analytics on neighborhoods with a high density of eligible women
- Examining what spaces are comfortable for and trusted by immigrant populations
- Also considering whether future projected demographics support longer lease timelines before signing

Dallas County: Total WIC eligible population*

Strategic Planning Workshop

Greater Dallas WIC - LA007

17 December 2021

Support to enable **data & analytics environment** for decision-making and continuous improvement at all levels

Innovation for next-gen service & benefits delivery across the agency

Facilitating **strategic planning sessions** in December 2021 & August 2022 for management team, goal-setting for 2023 & beyond



CPAL and WIC Partnership - Initiatives



2019

- IDEO and WIC design-thinking research on participant experience
- “WIC Playbook” toolkit
- Mapping analysis on eligible clients

2021

- VISTAs, co-managed by WIC and CPAL, test Playbook strategies and pilot programming

Future/Ongoing

- Data and analytics process capacity building, embedding working with Office of Business and Data Analytics
- Clinic standardization tools
- Continued project piloting and support

2020

- Substantial impact to clinic operations and staffing due to COVID-19 impacted project timelines
- Best practices research
- VISTA program planning and recruitment

2022

- Strategic Planning
- Goalsetting and targets
- Clinic site and lease analysis tools
- Client experience mapping



Agenda for Today



WIC Program Overview

Strategic Partnership with CPAL

Progress this Year

Strategic Planning Update

Questions and Discussion



Our prior goals for 2022...



In 2022, Greater Dallas WIC sought to

serve more participants

Working to establish monthly and annual participation goals, with a focus on pregnant moms & children over 1

by professionalizing

*Embedding a **highly qualified staff** that is passionate about our mission by utilizing best practices in hiring, training, & leadership*

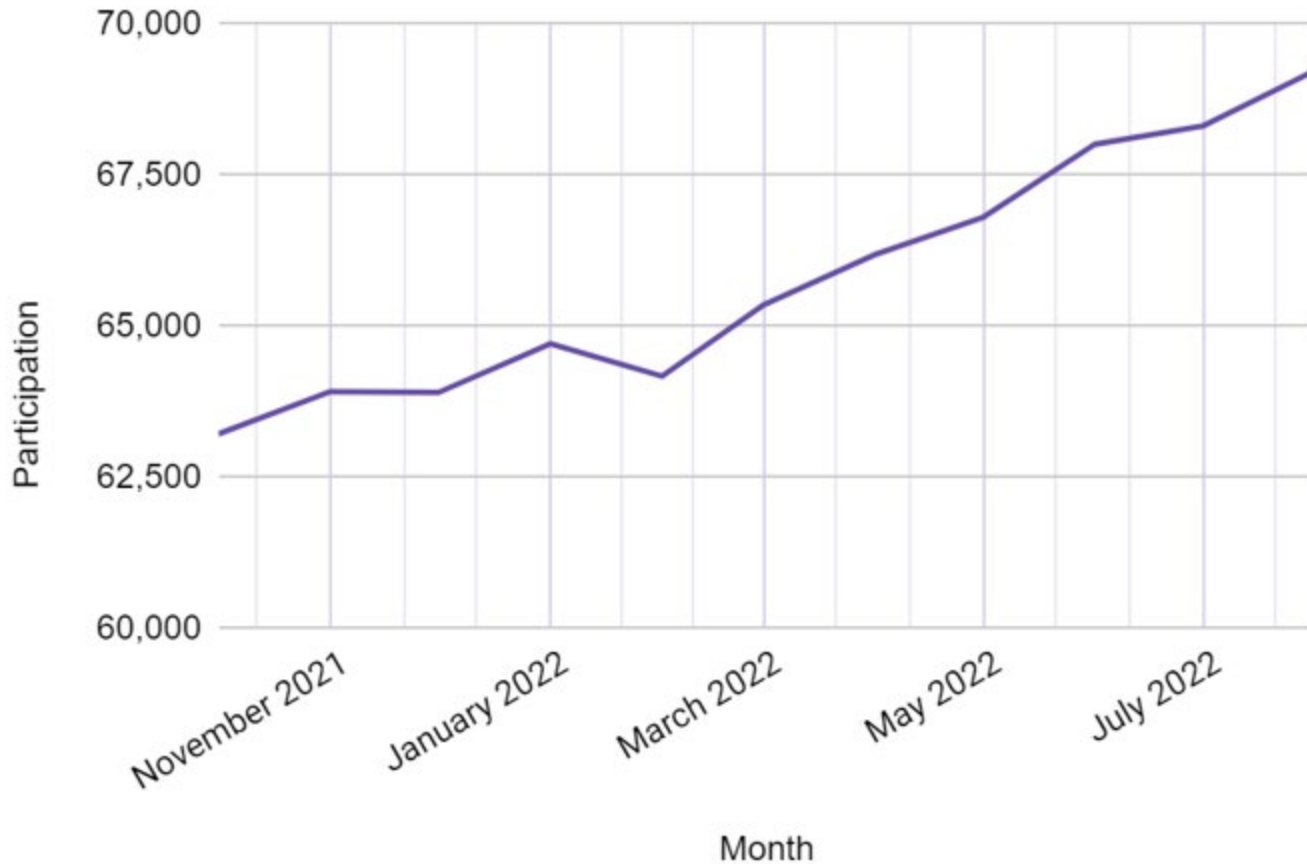
a family-centered model

*Centering the health & wellness, material needs, & aspirations of **all caregivers & children** in the families in our community*

of service & benefits delivery.



Progress to date in FY2022



10% ↑

Growth in average monthly participation

51K

More residents served in FY2022 than in FY2021

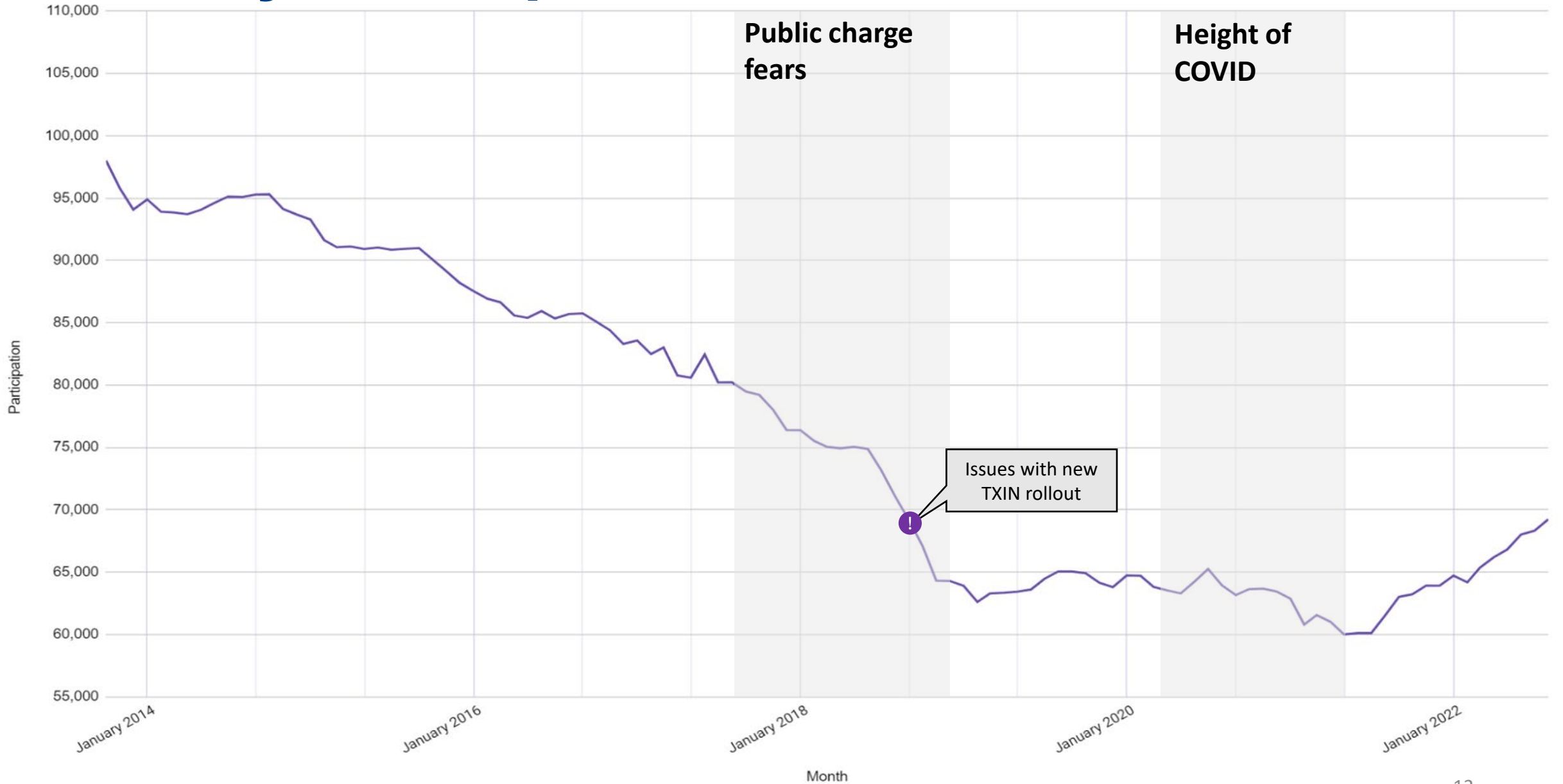
\$1.8m

More food benefits for families in Dallas

This growth has been especially important for vulnerable families given the concerns inflation and struggles to find childcare.



Monthly Participation



Barriers to Overcome



We are currently serving an estimated 30% of our eligible participants in Dallas County – and **working to navigate serious barriers our clients face** in participating in the WIC Program:

Those we can control...



Clinic locations can be far from eligible residents



Appointments and wait times can be long



Shopping with WIC benefits can be challenging



Eligible families are not always aware of WIC and its benefits

... and those we cannot



Concerns/fears of 'public charge'



Enrollment requirements can be cumbersome



WIC participation can be tied to macroeconomic trends



What's happening in Greater Dallas WIC?



Improved organizational structure

*Focusing on staffing alignment within clinics
& maintaining appropriate staff-to-client
ratios at all levels*



Clinic standardization & excellence

*Overhauling physical space & establishing a
welcoming environment across clinics to ensure
a high-quality experience for staff and clients*



Data-driven and equity lens

*Management team using data & analytics to
support decision-making & efforts at service
delivery optimization*



Ensuring quality service delivery

*Creating standard processes & ensuring
consistent application of best practices in client
services & nutrition education*



wic



Agenda for Today



WIC Program Overview

Strategic Partnership with CPAL

Progress this Year

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Questions and Discussion



A strong objective for FY2023...



In 2023, Greater Dallas WIC will

serve more participants

*Achieving a **.75% average monthly increase** to serve over 870,000 participants, with a focus on pregnant moms & children over 1*

by professionalizing

*Embedding a **highly qualified staff** that is passionate about our mission by utilizing best practices in hiring, training, & leadership*

a family-centered model

*Centering the health & wellness, material needs, & aspirations of **all caregivers & children** in the families in our community*

of service & benefits delivery.

***Standardizing clinic operations & points of excellence** by providing quality service during the first point of contact, nutrition education, & throughout the entire WIC user journey*



Key actions for WIC in 2023



Fill open positions and staff clinics adequately

Continue to hire as needed to ensure necessary staff to deliver the support our families need and improve outcomes for Dallas, and work with HR to develop a recruitment model for critical roles, such as WIC Certifying Specialists



Increase training and development opportunities for all staff

Part of our goal of professionalizing is about improving the expertise and capability of our staff to provide better personalized service for families



Develop tools to drive clinic excellence with new standards

Establishment and implementation of standard practices to contribute to consistent high-quality client engagement and service delivery across sites, with continued innovation



Continued focus on data driven decision-making and strategy

Continue the strategic planning work, including Racial Equity Plan goal setting, updating short- and long-term goals and metrics, and identifying specific strategies & actions



Targets carry huge impact for Dallas



Targets for FY2023

.75%

Sustained average monthly growth rate in participation

80k

Growth (over FY22) in annual participation across Dallas

\$2.9m

Additional food benefits delivered to Dallas families

\$1m

Additional earned revenues from increased participation

Targets for FY2028

50%

Participation amongst eligible population in Dallas

400k

Growth in annual participation across Dallas

\$14m

Additional food benefits delivered to Dallas families

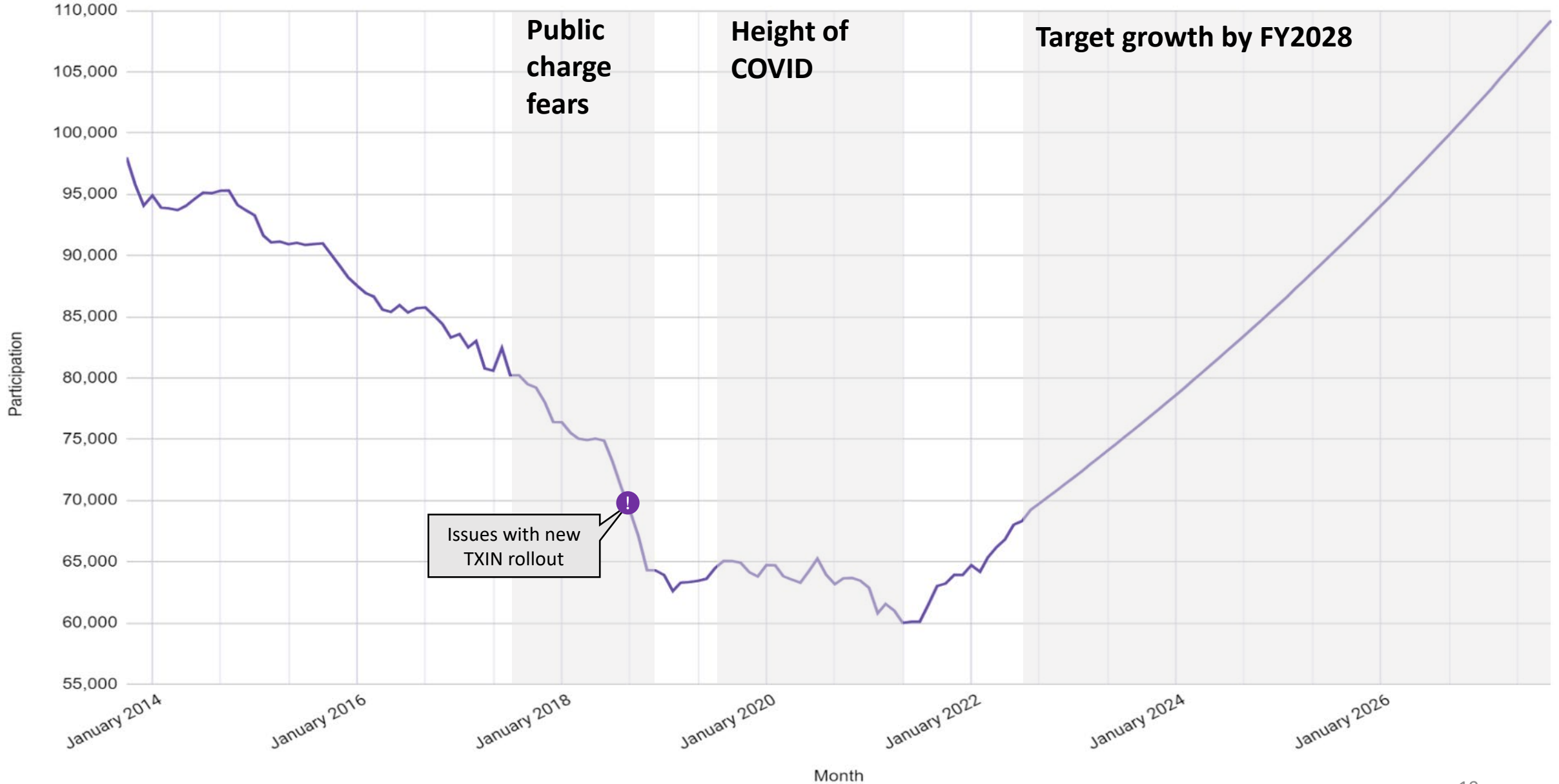
\$4m

Additional earned revenues from increased participation



1) Growth and increase numbers relative to FY2022 – 780,000 total annual participation

Monthly Participation



Next Steps



- Requesting Workforce, Education, and Equity (WEE) Committee to recommend approval of an upcoming agenda item to accept funds for the remaining period of the current 5-year agreement with Texas HHS
- WIC and CPAL continue work to finalize and complete projects aligned with strategic goals and plans
- WIC will review participation targets and update goals annually



Agenda for Today



WIC Program Overview

Strategic Partnership with CPAL

What's new at Greater Dallas WIC?

Upcoming Milestones

Questions and Discussion





City of Dallas

Supplemental Nutrition Assistance Program for Women, Infants and Children (WIC) Strategic Planning Update

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Appendix



WIC supports health & wellness in Dallas



What is the WIC program?

The Special Supplemental Nutrition Program for Women, Infants and Children, popularly known as WIC:

- Was established and is **administered at the federal level as a fully funded program by the Food and Nutrition Service** of the United States Department of Agriculture;
- **Safeguards the health of low-income women, infants and children** up to age 5 who are at nutritional risk;
- And is administered by local agencies across Texas – and the **City of Dallas has served Dallas County as Local Agency 007 since 1976.**

How are WIC services delivered?

WIC seeks to support nutritional health for at-risk families through key programs:

- **Nutritional Education** helps families identify and purchase healthy food packages each month to supplement the diets of mothers and their children.
- **Breastfeeding Promotion and Support** provides the guidance and enabling conditions necessary to ensure healthy mothers can nourish their children from birth.
- Additional educational supports are provided for **obesity prevention**, healthy eating practices, and referrals to healthcare services for those in need.

Who are the recipients of WIC?

Eligible participants for WIC services must meet the following criteria:

- Reside in Texas;
- Have a household income below 185% of the federal poverty line (e.g. household of 3 earning <\$3,386/mo)
- And fall into one or more of the following categories
 - Be an expecting mother or have delivered within the last six months
 - Be a breastfeeding mother until your child is 1 year old
 - Be a child under 5 years old

Large majority of WIC participants, and of likely eligible non-participants, are Black and/or Hispanic/Latino



Program Eligibility



- Applicants must meet all of the following criteria to be eligible for WIC services
- Categorical requirements
 - Women - Pregnant (during pregnancy and up to 6 months after birth of an infant or end of pregnancy)
 - Postpartum (up to 6 months after the birth of an infant or end of pregnancy)
 - Breastfeeding (up to infant's first birthday)
 - Infants (up to infant's first birthday)
 - Children (up to 5th birthday)
- Residential – must reside within Texas
- Income - Up to 185% of Federal Poverty Guidelines



Program Eligibility – Nutrition Risk



- Nutrition Risk Requirement means that an individual has medical-based or dietary-based conditions such as:
 - Anemia
 - Underweight
 - Poor Pregnancy Outcome
 - Teen Pregnancy
 - Poor Diet
- Applicant's height and weight must be measured, and bloodwork taken to check for anemia. An applicant must have at least one of conditions on the State's list of nutrition risk criteria.
- Applicants must be seen by a health professional such as a nutritionist who must determine whether the individual is at nutrition risk.



WIC Services – Nutrition Education



- WIC clients receive individual nutrition counseling and/or classes every 3 months from Educators, Nutritionists or Dietitians depending on the individual needs. Many clinics offer classes especially for children. Men who have family members participating in the program are welcome to attend classes.
- WIC offers tailored monthly supplemental food packages based on the latest nutrition guidelines. The food packages offer fruits, vegetables, whole grains, low-fat milk, yogurt, and baby food in addition to cereal, eggs, juice, peanut butter and beans. WIC offers a variety of healthy foods to help parents make smart choices for their family.



Memorandum



CITY OF DALLAS

DATE September 9, 2022

TO Honorable Mayor and Members of the City Council

SUBJECT **Racial Equity Plan Community Engagement and Policy Measures**

On Wednesday August 24, 2022, City Council approved the Racial Equity Plan (REP). The Office of Equity and Inclusion (OEI) will continue to engage residents, businesses, nonprofits, philanthropists, and other stakeholders in the REP process through community events, social media campaigns, the OEI newsletter and website updates. This memo serves two purposes 1) provides an update on the next community engagement phase and 2) provides an outline on the policy related measures.

Ongoing Community Engagement and Outreach

OEI held a community engagement event on September 8, 2022, at the West Dallas Multipurpose Center.

As a part of this REP community engagement phase, events are focus on building out the strategic framework for the Big Audacious Goals (BAGs) inclusive of Action Targets, and to highlight next steps for the implementation of the REP. OEI is scheduled to hold another community engagement event on:

- September 10, 2022: Hampton-Illinois Branch Library, 2951 S Hampton Road, Dallas, TX 75224, 11:00 am – 12:00pm

For more additional information on upcoming REP events, please visit the [Office of Equity and Inclusion website](#).

Policy Measures

During the August 8, 2022, Workforce, Education and Equity Committee Vice Chair Thomas requested a breakdown of the REP department progress measures (DPMs) with a policy recommendation with corresponding Council Committee. The following information highlights the approximately 9% of REP DPMs have been identified as policy measures outlined and corresponding committee:

Economic Development Committee:

Convention & Event Services [DPM #1]	Permit mobile food vending areas in 3 equity priority areas with goal of adding 1-2 per year (Per Council Approval)
City Controller's Office [DPM #4]	Per the Responsible Banking Ordinance, CCO will become an annual recipient of a report from the City's depository bank detailing the institution's statement of

DATE September 9, 2022

SUBJECT **Racial Equity Plan Community Engagement and Policy Measures**

	work, including factors related to socially responsible banking according to section 2-78 including commitment to long term community reinvestment strategies, anti-predatory lending practices, community banking needs, community involvement, homeownership and consumer credit needs, small business lending and other community development services in historically disadvantaged communities in Dallas by 2025.
Office of Historic Preservation [DPM #1]	Recommend amendments to the existing Tax Exemption Program or develop a new incentive program aimed at influencing the likelihood that the percentage of resources allocated to historically disadvantaged communities will increase by October 2024.
Office of Historic Preservation [DPM #2]	Make a recommendation to City Council to assess City support for historical homes/structures that are not tied to property value.
Office of Historic Preservation [DPM #4]	Make a recommendation to increase the number of residents from historically disadvantaged communities on the Landmark Commission by October 2026.
Planning and Urban Design [DPM #5]	Make land use recommendations to HOU, ECO and City Council, as needed, to increase the developability of historically disadvantaged communities, with high residential vacancies, at the end of the ForwardDallas Policy development process (estimated June 2023).

Environment & Sustainability

Planning and Urban Design [DPM #4]	Work with MCC to recommend changes to the City’s Zoning ordinance and rules and procedures for boards and
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DATE September 9, 2022

SUBJECT **Racial Equity Plan Community Engagement and Policy Measures**

	commissions to better describe the qualifications and to reflect the city's population in accordance with the City Charter be end of FY22-23.
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Government Performance & Financial Management

Civil Services [DPM #5]	By FY23-24, recommend an equitable and inclusive hiring and recruitment policy that includes learnings and feedback from staff equity surveys and employment barriers assessment, in compliance with applicable employment laws.
Mayor and City Council Office [DPM #2]	By December 2022, make a recommendation to City Council to adopt a policy end goal that boards, and commissions would represent the demographics of those most impacted by the decisions.

Housing & Homelessness Solutions

Housing & Neighborhood Revitalization [DPM #1]	Complete revisions to the Comprehensive Housing Policy based on the Equity Audit by December 2022.
Office of Homeless Solutions [DPM #2]	In partnership with OGA and OEI, recommend a source of income discrimination legislation by December 2023.
Office of Homeless Solutions [DPM #5]	In partnership with HOU, OCC, MDHA, and Dallas County add an additional 248 units to the availability of permanent supportive housing stock by December 2027.

Public Safety

Court & Detention Services [DPM #4]	Based on observation, provide considerations addressing underlying
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DATE September 9, 2022

SUBJECT **Racial Equity Plan Community Engagement and Policy Measures**

	cause of illegal dumping by December 2022: <ul style="list-style-type: none">• Add a Transfer Station in Southern Dallas.• Increase the operation of landfills from 1 day a week to 3 days a week for residents in Southern Dallas.
Dallas Fire & Rescue [DPM #3]	Assess and recommend strategies to code enforcement for improving signage and lighting of multi-family dwellings (apartment complexes) in historically disadvantaged communities to help improve response times by an average of 10 seconds by October 1, 2027.
Office of Community Police Oversight [DPM #6]	By December 2024, make a recommendation to DPD to extend the time to make a complaint from 60 days to 90 days.
Office of Emergency Management [DPM #1]	By December 2023, in partnership with Code Compliance, make a formal recommendation to update policies and codes related to increased disaster safety in multi-unit dwellings.

Quality of Life, Arts, & Culture

Code Compliance Services [DPM #1]:	Recommend Boarding Home ordinance improvements (related to living conditions, repeat violations, etc.) to City Council by May 2023.
Park & Recreation [DPM #1]	Recommend amendments to governing policy and PKR guidelines to allow for the permitting of mobile food units to include pushcarts and Palateros on park property by Fall 2023.
Sanitation Services [DPM #1]	Make a recommendation to City Council to develop a Dallas Rate Assistance Program to support income-eligible

DATE
SUBJECT

September 9, 2022

Racial Equity Plan Community Engagement and Policy Measures

	households with utility fees by October 2023.
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Transportation & Infrastructure

Aviation [DPM #2]	By December 2023, make a recommendation to DART to run earlier (4:30am) dedicated routes to Love Field and Dallas Executive Airport.
Bond & Construction Management [DPM #1]	<p>Provide strategic recommendations to expedite 2017 Bond projects that experience delays within or near Racially or Ethnically Concentrated Areas of Poverty (R/ ECAPs) – in accordance with civil rights and fair housing laws – monthly beginning October 2022 to ensure all project funds are committed by September 2023.</p> <p><i>(BCM will prepare a monthly report to relevant directors that includes project updates from staff responsible for implementation of the 2017 Bond projects located in R/ECAP census tracts to ensure that the City remains on schedule with committing funds and completing projects within an acceptable timeframe. This project management process will be implemented in future programs.)</i></p>
Bond & Construction Management [DPM #3]	Based on the equity-driven selection framework recommend an increase of future bond allocation to address housing needs in Racially or Ethnically Concentrated Areas of Poverty (R/ECAPs) – in accordance with civil rights and fair housing laws – in the next Bond program. [Specific amount to be updated in by December 2023]

Workforce, Education, & Equity

DATE September 9, 2022

SUBJECT **Racial Equity Plan Community Engagement and Policy Measures**

Communications Outreach, & Marketing [DPM #9]	By November 2024, establish cross-departmental policy recommendation rooted in equity and inclusion by incorporating audit outcomes to explicitly define outreach, engagement, and the processes for meaningful public participation.
Office of Equity and Inclusion	Upon adoption of the Racial Equity Plan, WEE Committee will maintain committee oversight of the overall plan development.

Next Steps

OEI is working on additional community outreach and engagement events to be scheduled throughout of the month of October. Residents, organizations and other stakeholders are encouraged to contact the Office of Equity and Inclusion regarding scheduling an engagement event for their group or business by emailing equity@dallas.gov.

If you have any questions, or need additional information regarding this memo, please contact Dr. Lindsey Wilson, Director of the Office of Equity and Inclusion at lindsey.wilson@dallas.gov.

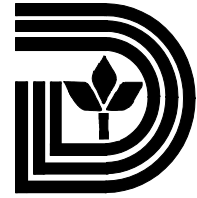


M. Elizabeth (Liz) Cedillo-Pereira
Assistant City Manager

c: Chris Caso, City Attorney
Mark Swann, City Auditor
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Carl Simpson, Assistant City Manager
Jack Ireland, Chief Financial Officer
Genesis D. Gavino, Chief of Staff to the City Manager
Directors and Assistant Directors

Memorandum



CITY OF DALLAS

DATE September 9, 2022

Honorable Members of the Workforce, Education, and Equity Committee:

TO Jaynie Shultz (Chair), Casey Thomas (Vice- Chair), Jaime Resendez, Paula Blackmon, Jesse Moreno, Adam McGough, and Omar Narvaez

SUBJECT **Small Business Center Workforce Development Pilot Pre- Entry and Re-Entry Grants**

The purpose of this memorandum is to provide an update on the workforce pre-release and re-entry grants (Chance and Re-Entry Career Pathways) approved by City Council in December 2021.

These grants, supported by general funds and Texas Department of Criminal Justice for a combined total of \$1,000,000, will provide pre-release job readiness training and re-entry services for workforce training to formally incarcerated individuals that are currently on probation or parole. The workforce training will address the skill gaps in the Dallas labor market for transportation and construction workers. The focus will be on commercial driver's license and commercial construction industry credentials to meet industry requirements. In addition, job readiness services will be provided for those individuals who are currently incarcerated pending release in 3-6 months.

The grant solicitation opened April 2022 and closed June 2022 with five active vendor submissions who scored as follows:

Supplier	Total pts (out of 100)
Regional Black Contractors Association	98.33
Volunteers of America Texas	93.33
First Step Community Empowerment	90
Resilient Consulting, LLC	73.33
Zan Wesley Holmes, Jr. Community Outreach Center	68.33

Based upon the scores and service needs, the Small Business Center will be recommending the following applicants for funding for City Council action on September 28, 2022:

DATE September 9, 2022
SUBJECT **Small Business Center Workforce Development Pilot Pre- Entry and Re-Entry Grants**

Vendor	Amount	Services
Regional Black Contractors Association	\$500,000	Construction certificate training
Volunteers of America	\$250,000	Pre-release job readiness, life skills and financial literacy training
First Step Community Empowerment	\$250,000	On-the-Job basic construction and CDL training

Staff will be available during the Workforce, Education, and Equity Committee meeting on September 12, 2022, to respond to questions or provide additional information. In the meantime, please feel free to contact me or Joyce Williams, Director, Small Business Center at joyce.williams@dallas.gov.



Kimberly Bizer Tolbert
Deputy City Manager

- c: T.C. Broadnax, City Manager
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Memorandum



CITY OF DALLAS

DATE September 8, 2022

TO Honorable Members of the Workforce, Education and Equity Committee

SUBJECT **Upcoming Office of Community Care Council Agenda Items**

On September 28, 2022, multiple Office of Procurement Services items for Office of Community Care will be considered by Dallas City Council. Additionally, four Office of Community Care item will be considered.

Office of Procurement Services Items:

Item 22-1560: Authorize a (1) one-year service price agreement in the estimated amount of \$200,000, with a one year renewal option in the estimated amount of \$200,000 as detailed in the Fiscal Information section, for the administration of a citywide program for tax assistance for the Office of Community Care; and (2) one-year service price agreement in the estimated amount of \$400,000, with a one year renewal option in the estimated amount of \$400,000 as detailed in the Fiscal Information section, for increased service delivery capacity for Volunteer Income Tax Assistance for the Office of Community Care - Foundation Communities, most advantageous proposer of two - Total estimated amount of \$1,200,000.00 - Financing: General Fund (\$400,000.00) and Coronavirus State and Local Fiscal Recovery Fund (\$800,000.00) (subject to annual appropriations)

This item reflects a procurement that combined general funds for core programming, and American Rescue Plan Act funds for increased capacity, year-round outreach and education, and expanded service delivery responsive to the pandemic. The general fund agreement will support a one-year agreement with a one-year renewal to implement a city-wide tax assistance program, while the ARPA agreement will authorize a one-year contract with a one-year renewal for outreach and year-round services. Both contracts are being awarded to Foundation Communities through a competitive procurement process that enabled proposers to propose for one or both service categories. Tax assistance programs help ensure that low-income residents are able to access free tax preparation services from trained volunteers, avoid predatory practices that are sometimes associated with some paid preparers, and ensure access to available tax credits, such as the Child Tax Credit and the Earned Income Tax Credit, which according to a [2017 report](#) from the House Committee on the Budget, is considered to be the United States government's largest need-tested, cash benefits anti-poverty program.

Item 22-2058: Financial Empowerment Centers: Authorize a two-year service contract for three financial empowerment centers (FECs) for the Office of Community Care – Women in Need of Generous Support (WiNGS) in the amount of \$2,988,075.00,

DATE September 8, 2022

SUBJECT **Upcoming Office of Community Care Council Agenda Items**

most advantageous proposers of five - Total not to exceed \$2,988,075.00 - Financing: General Fund (subject to annual appropriations)

WiNGS has been a longstanding provider of financial coaching services, including financial coach training. Approval of this item will enable the program to expand to three additional FEC sites, in the Redbird area (75237) in collaboration with Crossroads, and in northern Oak Cliff (75208) and Pleasant Grove (75217) in collaboration with Salvation Army. The FECs will enhance and expand current program capacity, creating a total of 5 FECs in Dallas. The current centers are administered by CitySquare in South Dallas (75226) and by International Rescue Committee in Vickery Meadow (75206) and will not be impacted by these new agreements.

Item 22-2059: Drivers of Poverty: Authorize two, two-year service contracts and two, one-year service contracts for Drivers of Poverty programming in the categories of Making Food Accessible, Community Mental Health, Positive Youth Development and Client Assistance for the Office of Community Care – in the amount of \$1,600,291.00, most advantageous proposer(s) in each category of thirteen proposals - Total not to exceed \$1,600,291.00 - Financing: General Fund (subject to annual appropriations)

The item will authorize five contracts with providers to delivery Drivers of Poverty Services, including Community Mental Health services, Making Food Accessible Programs, Positive Youth Development programs, and Client Assistance. Contracts are being awarded to multiple providers based on evaluation scores. All programs are targeting one or more priority population that has been identified in the “drivers of poverty”. These “drivers” are listed below:

1. Income – Sharp decline in median income and the declining share of middle-income households
2. Transportation – Lack of affordable transportation
3. Home Ownership – Lack of home ownerships/high rental percentage/single family rentals
4. Concentrated Poverty – Increasing number of neighborhoods of concentrated poverty
5. Children in Poverty – High number of households with children living in poverty
6. Educational Attainment – Lack of educational attainment
7. English Proficiency – High percentage of Limited English Proficiency (LEP) residents
8. Single Women Head of Household – High poverty rates for single women heads of households with children
9. Teen Birth – High teen birth rates

Awards by category are as follows:

- Community Mental Health – Harmony Community Development Corporation is being awarded a contract for the delivery of mental health services for the

DATE September 8, 2022

SUBJECT **Upcoming Office of Community Care Council Agenda Items**

delivery of services that help individuals access behavioral health and counseling as well as lay-person education services.

- Making Food Accessible – Harmony Community Development Corporation and the Bridge Homeless Recovery Center are being awarded contracts in this category to deliver services that enable food access among target populations.
- Positive Youth Development – After School All Stars is being awarded a contract in this category to deliver positive youth development programming to youth in an afterschool setting, to help youth achieve their full potential and to promote protective factors related to risky behaviors.
- Client Assistance – Harmony Community Development Corporation and iLookLikeLove are being awarded contracts in this category to provide temporary financial assistance, including utility assistance, transportation vouchers, food vouchers, and/or the provision of critical non-food items, such as hygiene products, toilet paper, diapers, etc.

Item 22-TBD: Re-Entry Services: Authorize one one-year service contract in the amount of \$500,000.00 with two one-year renewal options of \$250,000.00 with Redemption Bridge for Texas Department of Criminal Justice (TDCJ) Re-Entry Services Wraparound and Social Supports and two and two, two-year service contracts for with Redemption Bridge and Salvation Army for Re-Entry Services Wraparound and Social Supports for the Office of Community Care – Total not to exceed \$2,000,000.00, most advantageous proposer(s) in each category of three proposals – Financing: Texas Department of Criminal Justice Grant Funds and General Fund (subject to annual appropriations)

This item reflects a procurement that combined funding from the City's general fund with grant funding from the (TDCJ). Similar services were sought to provide individuals that have been recently released from incarceration to gain housing, social support and access to basic needs and stabilization services. A major focus of programming is assisting re-entry clients in obtaining and maintaining housing. Funding from TDCJ came with an additional stipulation that funds must be used only for clients that have been released from TDCJ facilities.

Salvation Army and Redemption Bridge are each being awarded contracts through the City's general funds component that will include a one-year contract of up to \$250,000 with a one-year renewal option to deliver these services. Additionally, Redemption Bridge is being awarded TDCJ funds, in the amount of \$500,000 for the first year, with two one-year renewal options in the amount of \$250,000 each year, contingent on State and City appropriations.

Office of Community Care Items:

DATE September 8, 2022

SUBJECT **Upcoming Office of Community Care Council Agenda Items**

Item 22-1580: Authorize contracts with fully licensed childcare providers (Exhibit A), and with any other fully licensed childcare providers, pursuant to the Early Childhood and Out-of-School Time Services Program (the “ECOSTS Program”), selected by eligible parents who meet the requirements of the ECOSTS Program for the period October 1, 2022 through September 30, 2023 - Not to exceed \$550,000.00 - Financing: 2022-23 Community Development Block Grant Fund

The program provides subsidies for eligible children for the childcare provider of their choice. The City’s portion is paid directly to the provider. This agenda item authorized the contracts necessary for this service.

Item 22-1932: Authorize the (1) acceptance of the remaining three years of funding of the award from the Texas Health and Human Services Commission (HHSC) for the Special Supplemental Nutrition Program for Women, Infants and Children (WIC) provided under the five-year contract executed on September 28, 2020 with the HHSC (Contract No. HHS000802300001, CFDA No. 10.557 in the amount of \$52,390,019.00 for the period October 1, 2023 through September 30, 2025, (2) establishment of appropriations in an amount not to exceed \$52,390,019.00 in FY 2023-25 WIC Program Funds; (3) receipt and deposit of grant funds for reimbursement from the HHSC in an amount not to exceed \$52,390,019.00 in FY 2023-25 WIC Program Funds; and (4) execution of any and all documents required for acceptance and receipt of the funds - Not to exceed \$52,390,019.00 - Financing: Health and Human Services Commission Grant Funds

The City has a multi-year contract with HHSC for delivery of WIC services in Dallas County through FY2025 and has received a funding award letter for FY2023, as well as a Funding Letter for the full contract period. Funds from HHSC fully pay for all aspects of WIC service delivery.

Item 22-1994: Authorize the acceptance of the Community Challenge Grant from AARP, a social welfare organization, in the amount of (1) \$10,000.00 in a one-time payment for the period of September 1, 2022, through December 31, 2022; (2) for the purchase and install of five benches and two signs at the West Dallas Multipurpose Center; and (3) execution of the grant agreement and all terms, conditions and documents required by the agreement - Not to exceed \$10,000.00 - Financing: AARP 2022 Community Challenge Grant Funds

The funds will allow for the purchase of benches and signage at the West Dallas Multipurpose Center to contribute to walkability in the facility’s exterior. Benches will be installed in areas to allow for shaded breaks and/or with access to various garden areas on the grounds.

Item 22-2011: Authorize the acceptance of the Interlocal Agreement between the City of Dallas and the County of Dallas to allow (1) for the use of the facilities at the West Dallas Multipurpose Center, a facility of the City of Dallas, to provide the community with vaccinations for the Monkeypox; and (2) to provide for the execution of the agreement

DATE September 8, 2022
SUBJECT **Upcoming Office of Community Care Council Agenda Items**

and all terms, conditions and documents required by the agreement, for a period of October 1, 2022 through September 30, 2023 - Financing: No cost consideration to the City.

These services will be delivered by DCHHS staff and the City will incur no added cost for delivery of this service to reach more residents through its vaccination outreach.

If you have any questions or concerns, please contact me or Office of Community Care Director, Jessica Galleshaw, at Jessica.Galleshaw@dallas.gov.



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