

MINUTES OF THE CITY COUNCIL COMMITTEE
TUESDAY, MARCH 7, 2023

23-0019

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

PRESENT: [6] Schultz, *Thomas, *Moreno, *Resendez, Narvaez (**9:19 a.m.)

ABSENT: [2] McGough, Blackmon

The meeting was called to order at 9:08 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 10:48 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
TUESDAY, MARCH 7, 2023

EXHIBIT A

RECEIVED

2023 MAR -3 PM 3:56

**CITY SECRETARY
DALLAS, TEXAS**

City of Dallas

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

Public Notice

2 3 0 2 3 0

POSTED CITY SECRETARY
DALLAS, TX



Workforce, Education, and Equity Committee

March 7, 2023

9:00 AM

(For General Information and Rules of Courtesy, Please See Opposite Side.)

(La Información General Y Reglas De Cortesía Que Deben Observarse

Durante Las Asambleas Del Consejo Municipal Aparecen En El Lado Opuesto, Favor De Leerlas.)

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 bit.ly/cityofdallastv 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 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.

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 bit.ly/cityofdallastv 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 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 precisará 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 Workforce, Education, and Equity Committee on Spectrum Cable Channels 16 (English) and 95 (Spanish) and at

Call to Order

MINUTES

1. [23-637](#) Approval of the February 13, 2023 Workforce, Education, and Equity Committee Meeting Minutes

Attachments: [Minutes](#)

BRIEFING ITEMS

- A. [23-638](#) Equity and Education (External): Research to Support Student Success: Evictions Study
[Ashley Flores, Senior Director, Child Poverty Action Lab; Camille Gilchriest, Director of GIS & Data Visualization, Dallas College]

Attachments: [Presentation](#)

- B. [23-639](#) Equity (Internal): Racial Equity Plan Update
[Dr. Lindsey Wilson, Director, Office of Equity and Inclusion; Dr. Lisa Rainey, Equity Manager, Office of Equity and Inclusion; Sarah Cotton Nelson, High Flying Strategy]

Attachments: [Presentation](#)

- C. [23-640](#) Equity (Internal): Strategic Engagement and Customer Service Presentation
[Genesis D. Gavino, Chief of Staff, City Manager's Office]

Attachments: [Presentation](#)

BRIEFING MEMORANDUMS

- D. [23-641](#) Equity (Internal): Environmental Justice Equity Indicators Update
[M. Elizabeth (Liz) Cedillo-Pereira, Assistant City Manager, City Manager's Office]

Attachments: [Memorandum](#)

- E. [23-643](#) Equity (Internal): Update on Cities and Counties for Fine and Fee Equitably (CAFFE)
[M. Elizabeth (Liz) Cedillo-Pereira, Assistant City Manager, City Manager's Office]

Attachments: [Memorandum](#)

- F. [23-644](#) Equity (Internal): Update on Racial Equity Projects Outline - Family Support and Empowerment Initiative and Housing Stability through Rent Subsidies and Relocation Assistance Program
[M. Elizabeth (Liz) Cedillo-Pereira, Assistant City Manager, City Manager's Office]

Attachments: [Memorandum](#)

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
TUESDAY, MARCH 7, 2023

EXHIBIT B

OFFICIAL ACTION OF THE CITY COUNCIL COMMITTEE

MARCH 7, 2023

Item 1: Approval of the February 13, 2023 Workforce, Education, and Equity Committee Meeting Minutes

Councilmember Moreno moved to adopt the minutes as presented.

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

OFFICIAL ACTION OF THE CITY COUNCIL COMMITTEE

MARCH 7, 2023

BRIEFING ITEMS

Item A: Equity and Education (External): Research to Support Student Success: Evictions Study

The following individuals briefed the committee on the item:

- Liz Cedillo-Pereira, Assistant City Manager, City Manager's Office;
- Ashley Flores, Senior Director, Child Poverty Action Lab; and
- Camille Gilchriest, Director of GIS & Data Visualization, Dallas College

OFFICIAL ACTION OF THE CITY COUNCIL COMMITTEE

MARCH 7, 2023

BRIEFING ITEMS

Item B: Equity (Internal): Racial Equity Plan Update

The following individuals briefed the committee on the item:

- Liz Cedillo-Pereira, Assistant City Manager, City Manager's Office;
- Dr. Lindsey Wilson, Director, Office of Equity and Inclusion;
- Dr. Lisa Rainey, Equity Manager, Office of Equity and Inclusion; and
- Sarah Cotton Nelson, High Flying Strategy

OFFICIAL ACTION OF THE CITY COUNCIL COMMITTEE

MARCH 7, 2023

BRIEFING ITEMS

Item C: Equity (Internal): Strategic Engagement and Customer Service Presentation

The following individual briefed the committee on the item:

- Genesis D. Gavino, Chief of Staff, City Manager's Office

OFFICIAL ACTION OF THE CITY COUNCIL COMMITTEE

MARCH 7, 2023

BRIEFING MEMORANDUMS

- Item D: Equity (Internal): Environmental Justice Equity Indicators Update
- Item E: Equity (Internal): Update on Cities and Counties for Fine and Fee Equitably (CAFFE)
- Item F: Equity (Internal): Update on Racial Equity Projects Outline - Family Support and Empowerment Initiative and Housing Stability through Rent Subsidies and Relocation Assistance Program

The committee discussed the items.

MINUTES OF THE CITY COUNCIL COMMITTEE
TUESDAY, MARCH 7, 2023

EXHIBIT C



City of Dallas

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

Agenda Information Sheet

File #: 23-638

Item #: A.

Equity and Education (External): Research to Support Student Success: Evictions Study
[Ashley Flores, Senior Director, Child Poverty Action Lab; Camille Gilchriest, Director of GIS & Data Visualization, Dallas College]



Research to Support Student Success: Evictions Study

Tuesday, March 7, 2023
City of Dallas Workforce, Education, and Equity

Ashley Flores
Senior Director
Child Poverty Action Lab

Camille Gilchriest
Director, GIS & Data Visualization
(LMIC)

Introduction to the Speakers



Ashley Flores
Senior Director,
Child Poverty Action Lab

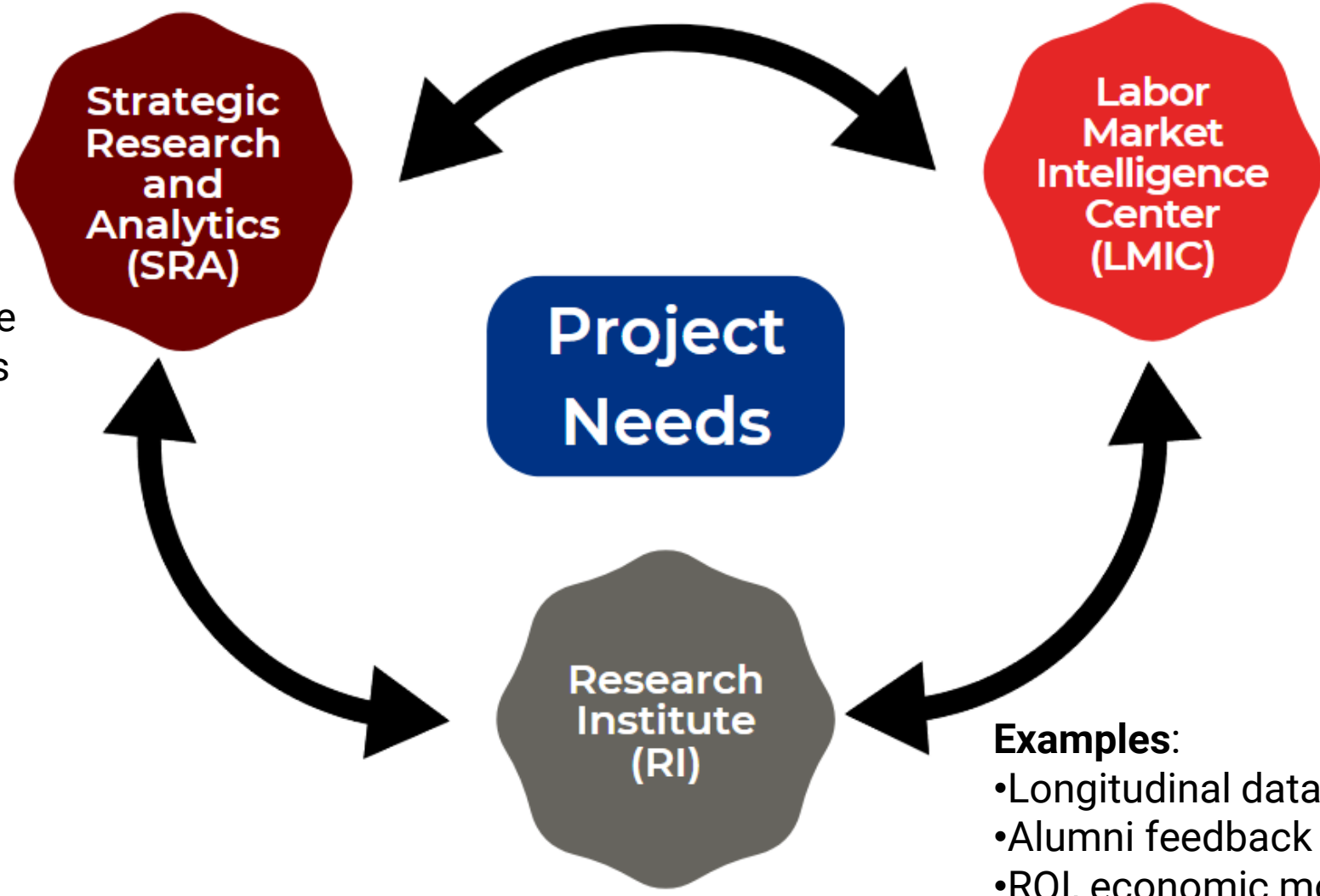
Camille Gilchriest
Director, GIS/Data Visualization
Labor Market Intelligence Center

Cross-Unit Collaboration



Examples:

- Current student data
- Unique student populations
- Data governance
- Student success (enrollment, retention, graduation)



Examples:

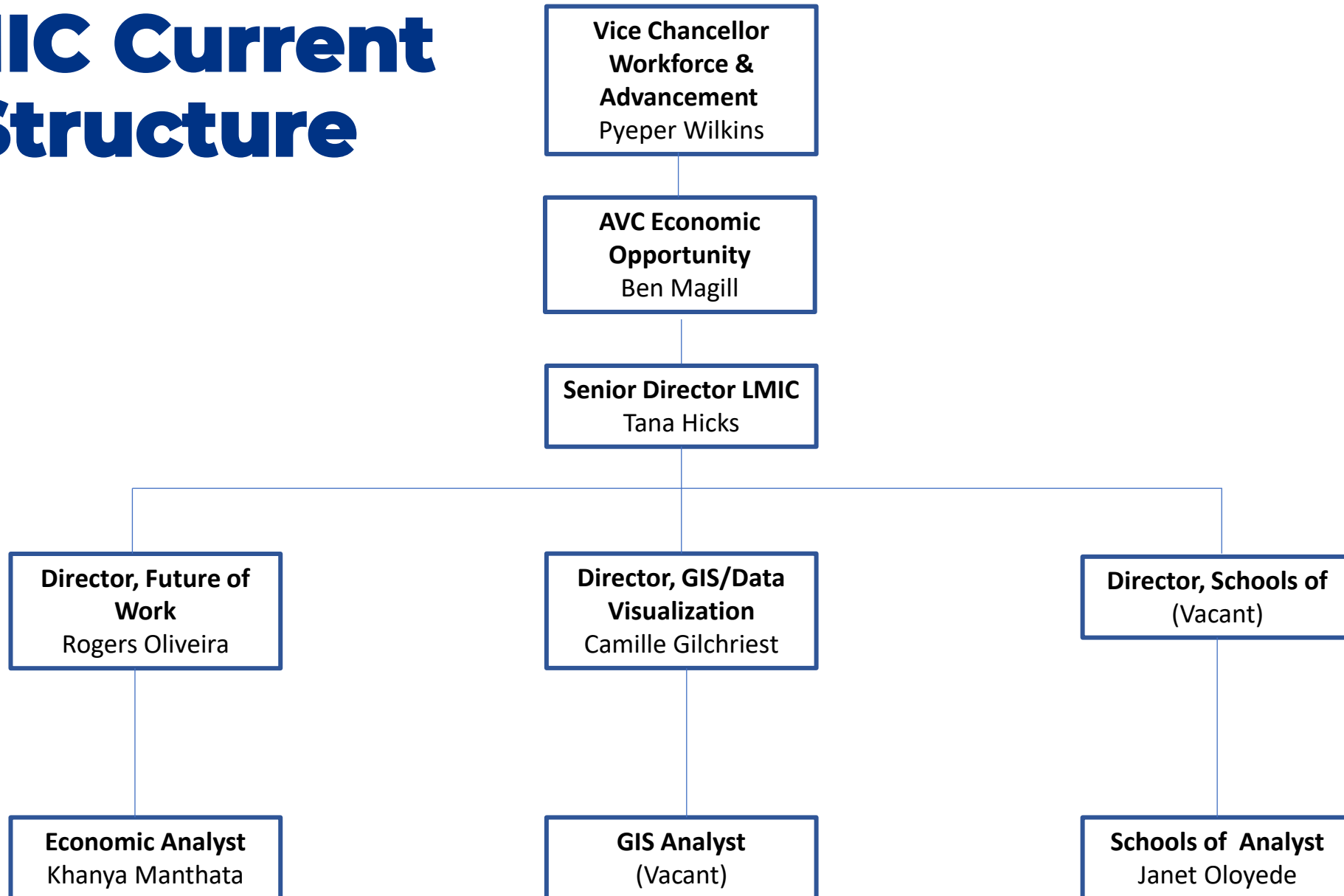
- Labor market trends
- Program-Workforce Alignment
- Socioeconomic barriers analysis
- GIS mapping

Examples:

- Longitudinal data (K12 to Workforce)
- Alumni feedback
- ROI, economic mobility, student debt



LMIC Current Structure



Eviction Project Research Team



- Labor Market Intelligence Center
 - *Camille Gilchriest, Director of GIS/Data Visualization*
 - *Dr. Tana Hicks, Senior Director, LMIC*
- Research Institute (RI)
- Strategic Research and Analytics (SRA)
- Student Success Research (SSR)
 - *Dr. Tracie Lowe, Dean, Student Success Research*
- Student Care Network (SCN)
 - *Dr. Carlos Cruz, Dean, Student Care Network and Basic Needs*
- External Support
 - *Ashley Flores, Child Poverty Action Lab (CPAL)*
 - *Brianna Harris, Child Poverty Action Lab (CPAL)*



Recent LMIC Collaborations

- Dallas Thrives
- Best Southwest Partnership
- Economic Mobility Systems
- SkillUp/LevelUp
- Child Poverty Action Lab



Housing Insecurities Permeates Broadly For College Students

The Dallas Morning News

Dallas College students who are evicted more likely to drop out, not return, data shows

Study reveals how evictions cause harmful, long-lasting effects to students' education, job opportunities and earning potential.



Community members discuss employment opportunities during the city of Garland Career Fair at Dallas College's Garland Center in Garland, TX, on Sep 17, 2022. (Jason Janik/Special Contributor) (Jason Janik / Special Contributor)

USNews EDUCATION » Colleges Grad Schools Online Colleges Global Universities K-12 SkillBuilder Rankings Sign In


Education / Colleges Address Housing Ins...

Resources for Students Facing Housing Insecurity

Colleges are establishing basic needs hubs, affordable housing options and safe parking programs.

By Sarah Wood | April 6, 2022, at 4:58 p.m.

CNN US Crime + Justice Energy + Environment Extreme Weather Space + Science Audio



Isabella Zaldaña, 19, has struggled with housing insecurity throughout her life. She attends New York's Medgar Evers College, which partnered with the Neighborhood Coalition for Shelter on a pilot program to help give students affordable housing.

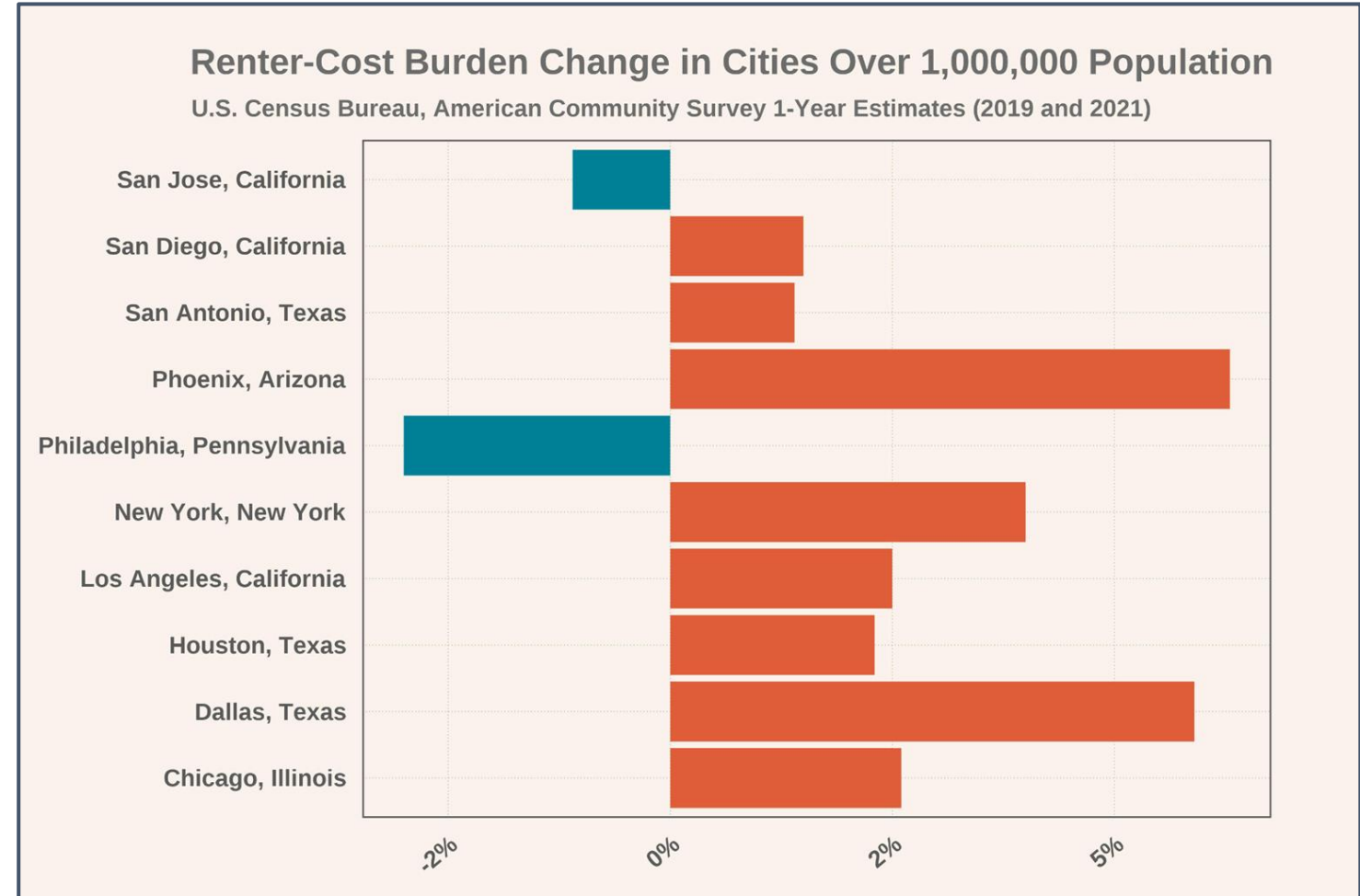
This college student was among the 'invisible' homeless. Now, a creative housing fix is helping her stay in school

By Athena Jones, CNN Photographs by Laura Oliverio, CNN
Published 12:35 AM EST, Thu December 8, 2022

AFFORDABILITY | Can a family pay rent and still have enough money leftover for other expenses?

Among Dallas families making less than \$50K per year, **78% are housing cost burdened**, meaning they pay 30%+ of their income for housing.
(American Community Survey, 2021 one-year estimates)

Among cities over 1M residents, the City of Dallas was second in renter cost-burden growth from 2019 to 2021.



AFFORDABILITY | Can a family pay rent and still have enough money leftover for other expenses?

Wages aren't keeping pace with rising housing costs in Dallas:

<i>Bedrooms</i>	<i>Market Asking Rent (Q4 2022)</i>	<i>Income Needed</i>
1	\$1,344	\$53,760 <i>\$25.85/hour</i>
2	\$1,735	\$69,400 <i>\$33.37/hour</i>
3	\$1,874	\$74,960 <i>\$36.04/hour</i>

Sample local wages (per Bureau of Labor Statistics):

Food Prep and Service
\$12.88/hour

Cleaning and Maintenance
\$15.07

Healthcare Support
\$15.32

Office and Admin
\$20.83

Sales
\$22.64

Construction
\$23.22

Educational Instruction and Library
\$27.63



Who is Evicted?

From the [Eviction at Dallas College Impact Report](#)



Student Profiles

Sarah

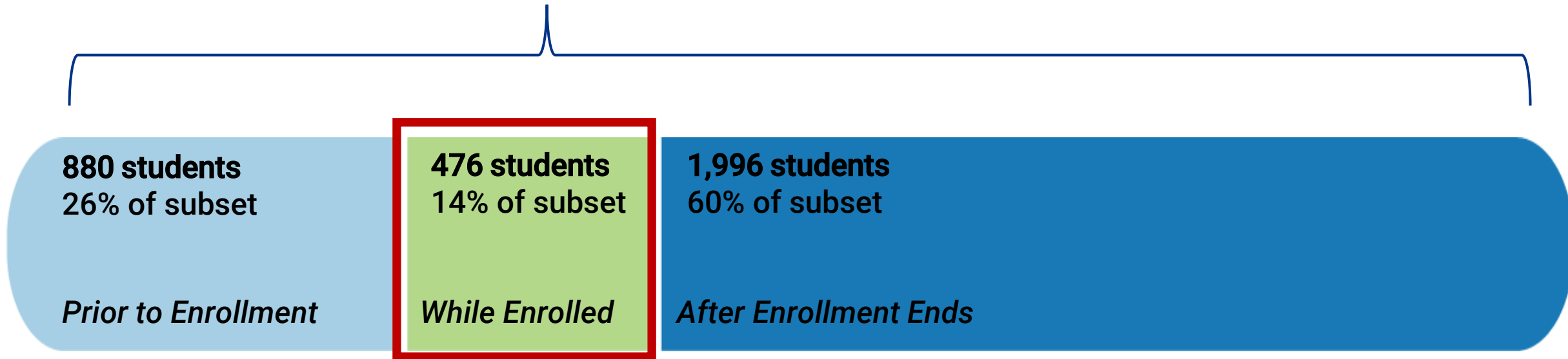
Sarah enrolled in Dallas College immediately after her graduation from a Richardson ISD high school. She was poised to make a difference in her community as a substance abuse counselor. After completing her associate's degree in 2021 with a near 4.0 GPA, Sarah re-enrolled in Dallas College to take additional classes that would prepare her to transfer to UNTD, UTD, or another Bachelor-degree granting institution. Sarah lived in the same apartment throughout her time at Dallas College and spent approximately \$40,000 in aggregate rent. But in spring 2022, Sarah's landlord filed an eviction against her, and she was evicted. She was unable to complete her coursework that term, failing her first class in her Dallas College career and withdrawing from another. She has not re-enrolled at Dallas College since the eviction and has not shown up in transfer reports. When Sarah moved in, she was likely renting a condo from an individual owner, but in 2019, all the units in her building were purchased and consolidated. At the time of her eviction, her landlord was an LLC owned by a private equity firm based in New York City. Prior to this acquisition, no evictions were filed at the property. Within two years, at least eight evictions had been filed.



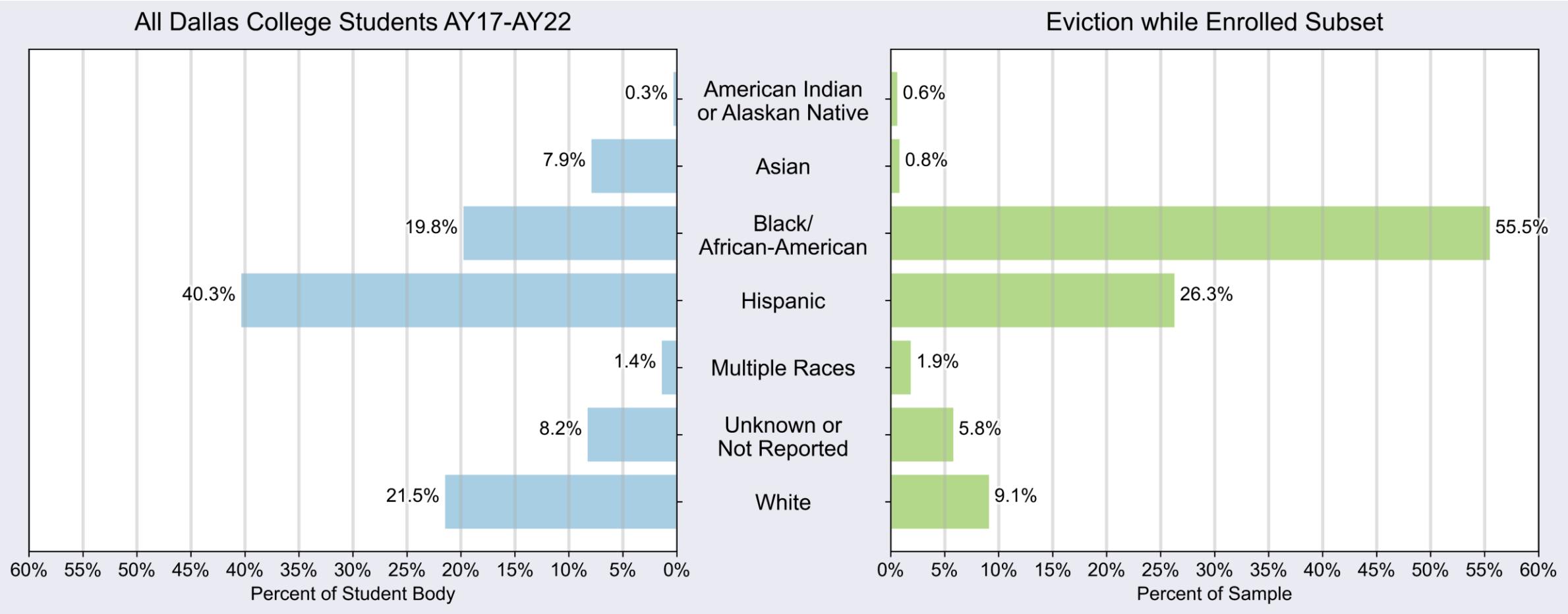
Relative to Time of Enrollment



3,352 students with 4,114 eviction filings
0.7% of all enrolled students AY2017-AY2022



Race and Ethnicity

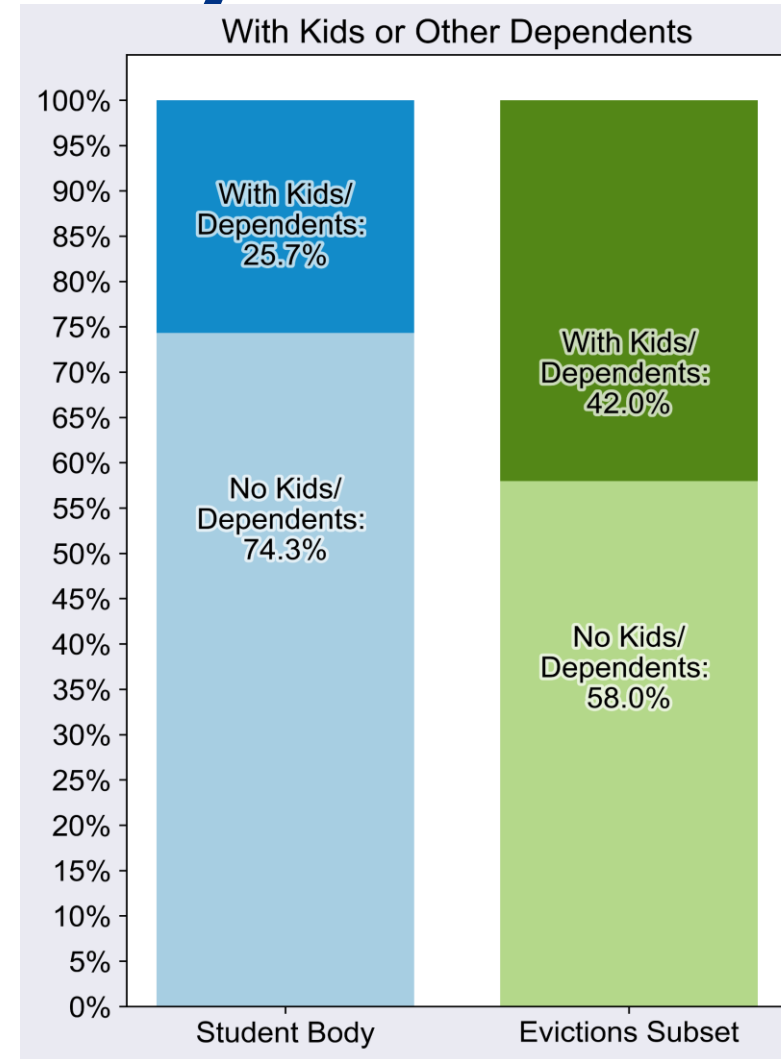
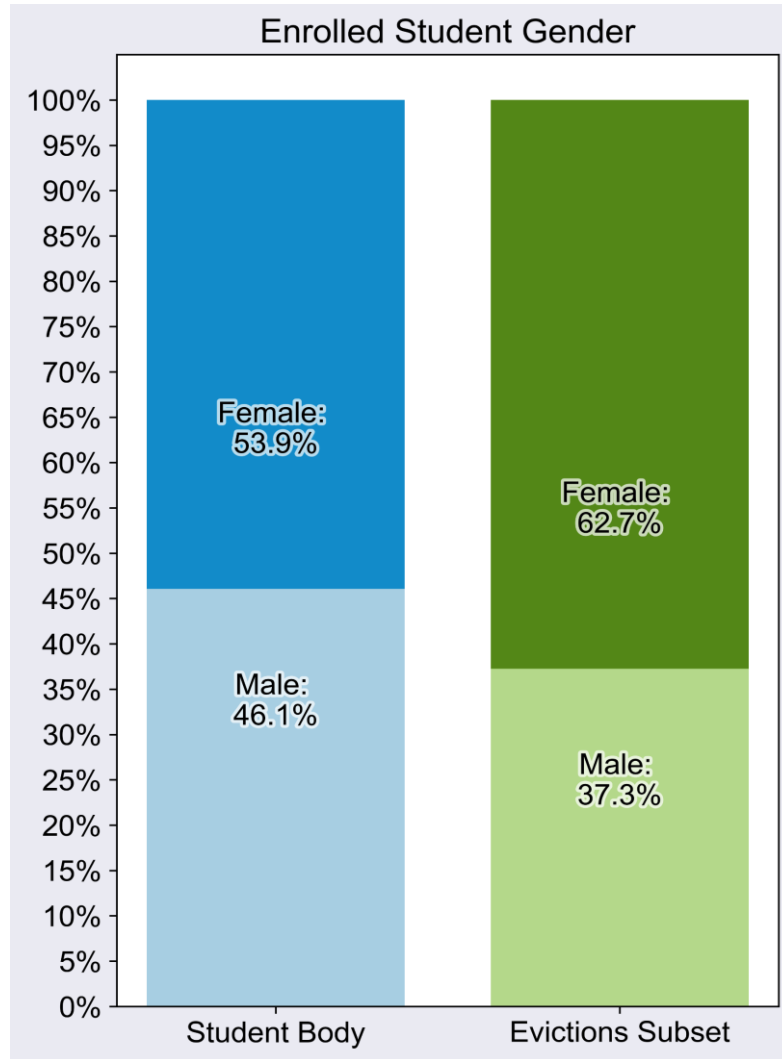


2.8x more likely to identify as Black or African-American

2.0x more likely to identify as American Indian or Alaskan Native



Gender and Family Status



1.2x more likely to identify as Female, and

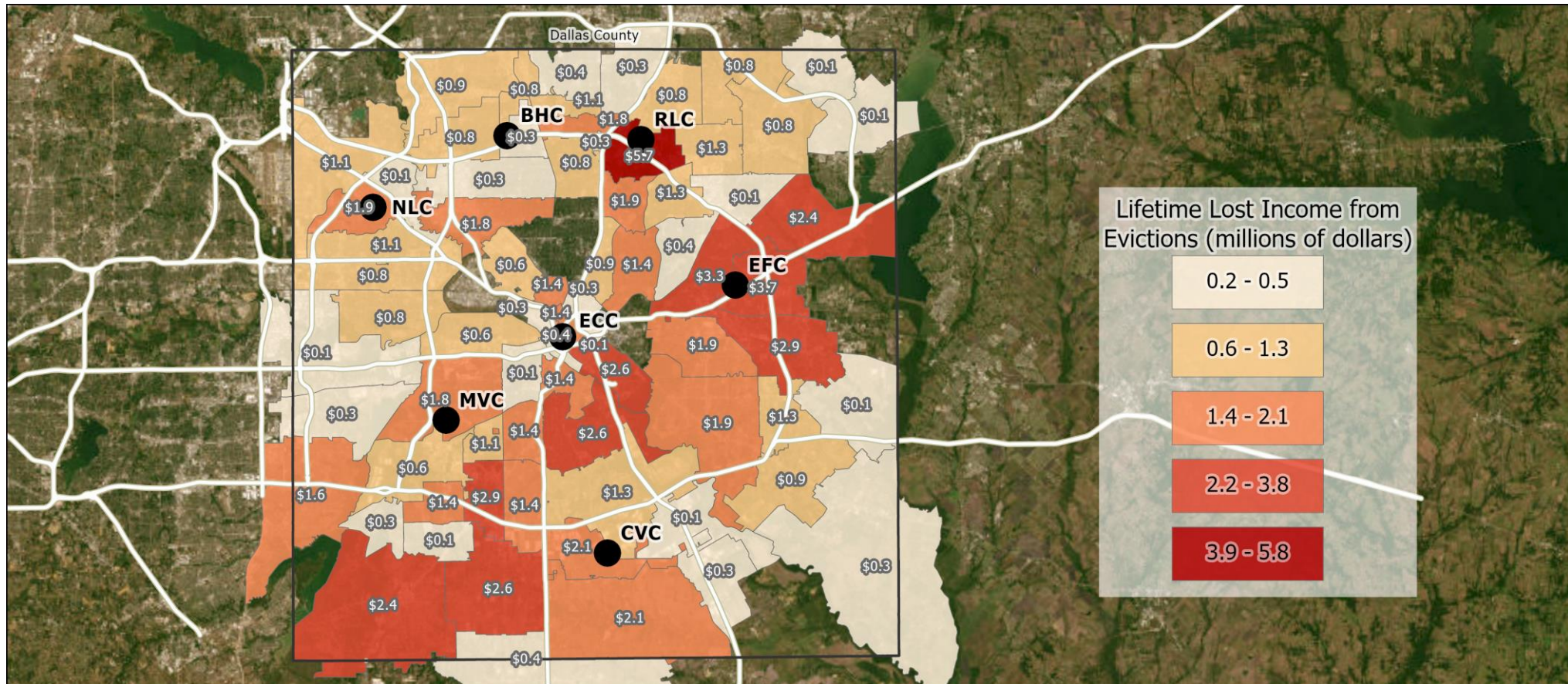
1.6x more likely to report having children or other dependents than the general student body



Lost Lifetime Income by ZIP Code

\$63.4 million of lost potential lifetime income collectively

\$5,500 per student per year



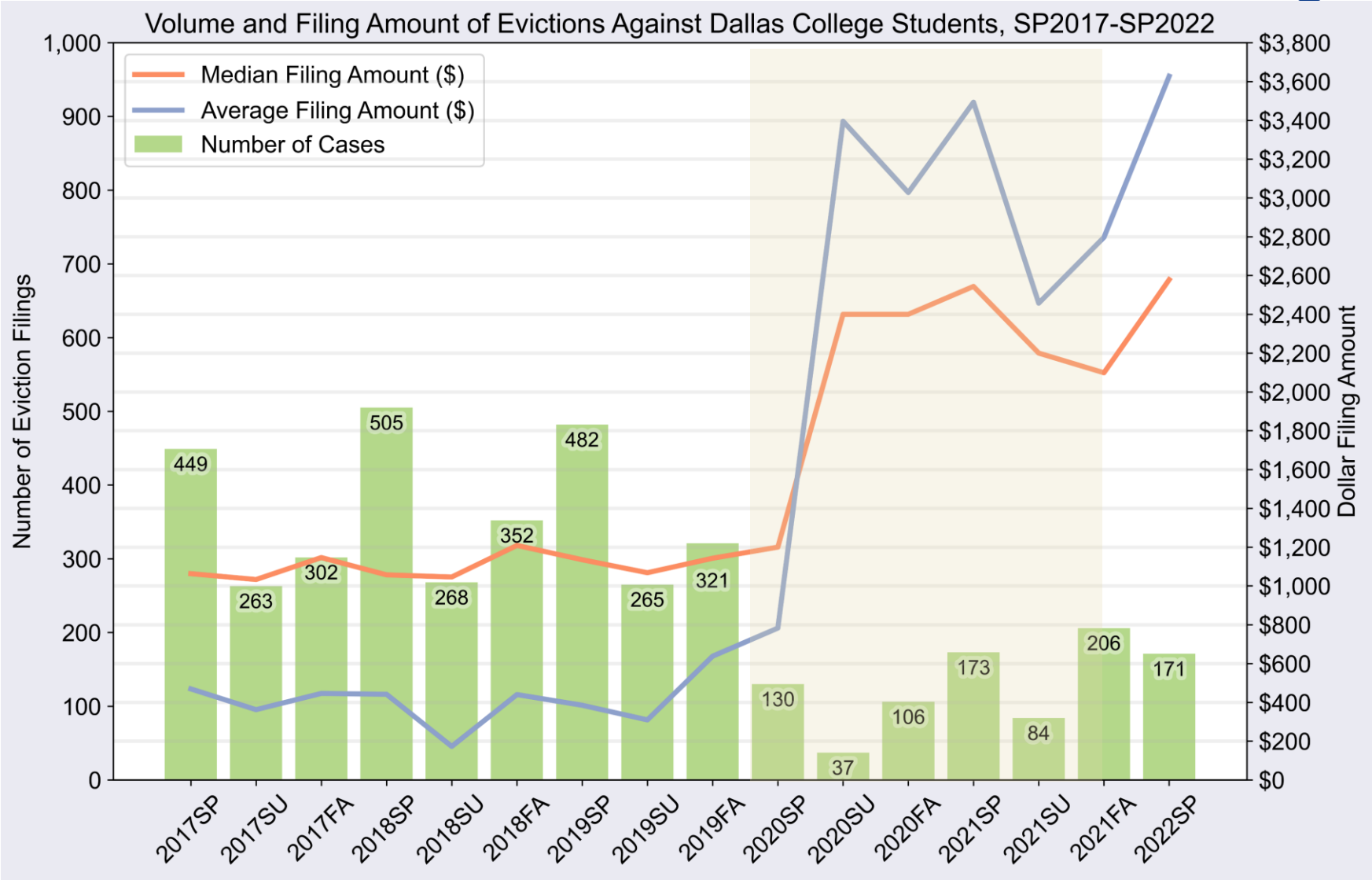


Workforce impacts

Students who faced eviction filings were unable to complete their programs, leading to:

- **87** fewer nurses,
- **65** fewer computer engineers and support specialists,
- **39** fewer allied health professionals,
- **37** fewer accountants,
- **30** fewer early childhood instructors, and
- **16** fewer paralegals

Effectiveness of Strategies



Landlords filed ~70% fewer evictions against Dallas College students during the window of enhanced tenant protections and rent relief during the COVID-19 pandemic.



City of Dallas

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

Agenda Information Sheet

File #: 23-639

Item #: B.

Equity (Internal): Racial Equity Plan Update

[Dr. Lindsey Wilson, Director, Office of Equity and Inclusion; Dr. Lisa Rainey, Equity Manager, Office of Equity and Inclusion; Sarah Cotton Nelson, High Flying Strategy]

Racial Equity Plan Update

Workforce, Education and Equity Committee March 7, 2023

Dr. Lindsey Wilson, Director
Office of Equity and Inclusion

Dr. Lisa Rainey, Equity Manager
Office of Equity and Inclusion
City of Dallas

Sarah Cotton Nelson
High Flying Strategy 151



City of Dallas

Overview



- **Background**

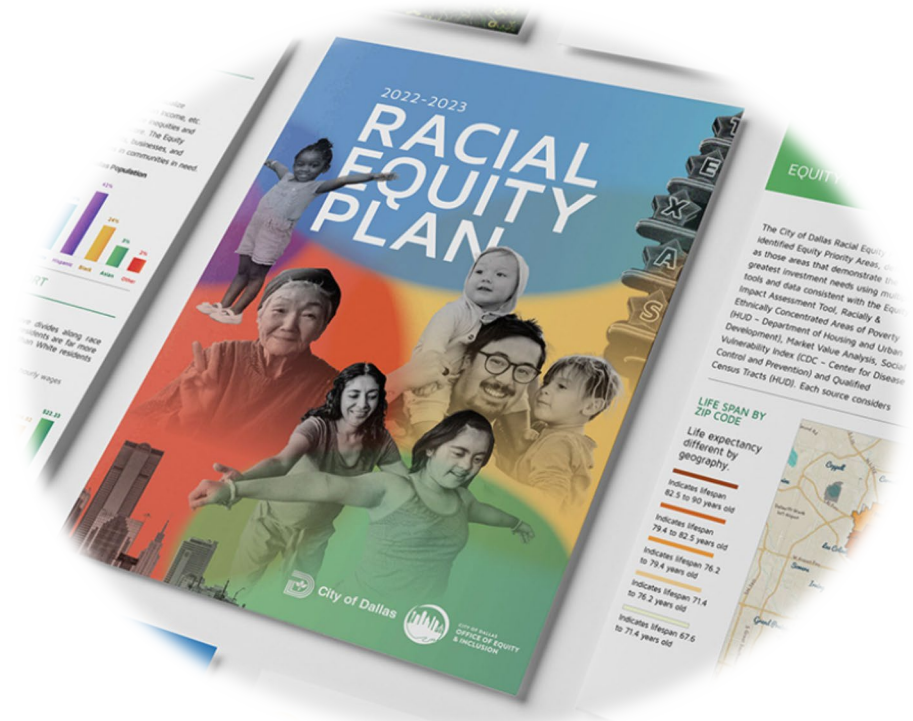
- Where we have been
- Purpose
- 2022 DPMs
- Six-month progress...

- **Racial Equity Plan Update**

- Where we are now
- Citywide department participation
- REP Investments
- BAG Strategy & Implementation Roadmap

- **Addressing Disparities**

- Where we are going
- Next Steps



Background: Where we have been



The City of Dallas Adopted the
Racial Equity Plan (REP)
On August 24, 2022

July 1 2
3 4 5 6 7 8 9
10 11 12 13 14 15 16
17 18 19 20 21 22 23
24 25 26 27 28 29 30
31

September 1 2 3
4 5 6 7 8 9 10
11 12 13 14 15 16 17
18 19 20 21 22 23 24
25 26 27 28 29 30

2022 AUGUST

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

www.calendaroptions.com

Purpose of the Racial Equity Plan



- **Assist** City leaders by establishing short-, mid-, and longer-term goals to minimize existing inequities
- **Serve** as a byproduct of City leadership, community input, and intentional deliberation with City departments
- **Reframe** racial and economic inclusion as integral to Dallas' growth



Racial Equity Plan



Plan de Equidad Racial (Spanish)



*Racial Equity Plan is available in Spanish, Vietnamese, Chinese, Korean, and Amharic.

First Six Months DPMs (2022)



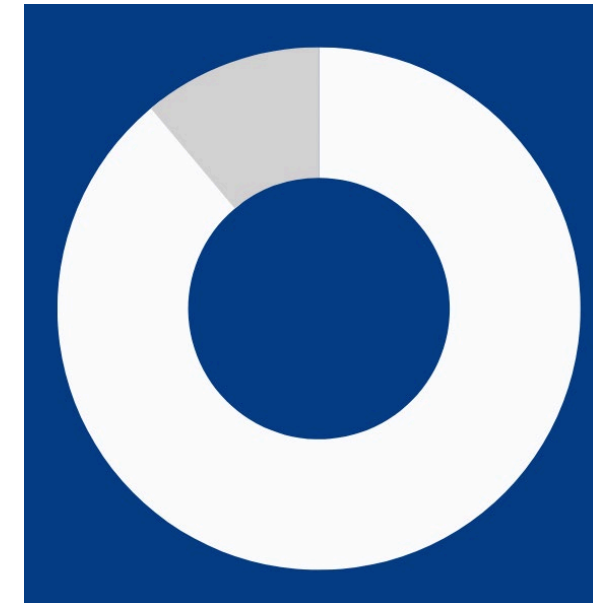
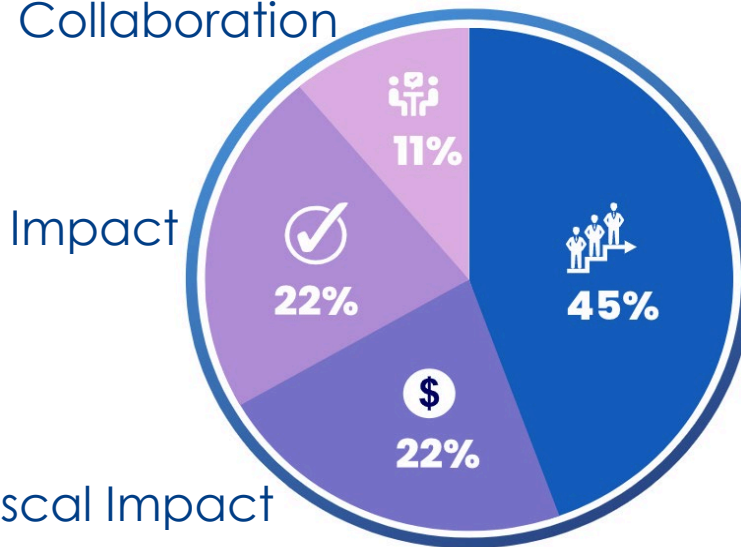
Department Progress Measures (DPMs)

7 Ambitious Departments

Developed 8 DPMs

89% are complete

Cross Department
Collaboration



2022 DPMs: Eight Measures



City Controller's Office (CCO.1 - *In Progress*)

- Increase by 25% the number of annual audits for suppliers with contracts exceeding \$500k regarding compliance with the living wage on general services contracts by 2022.

Court & Detention Services (CTS.3 - *Completed*)

- Reduce the number of chronic dumpsites in Southern Dallas from 28 to 25 by September 30, 2022.

Court & Detention Services (CTS. 4 - *Completed*)

- Based on observation, provide considerations that address underlying cause of illegal dumping by December 2022 (a) Add a transfer station in Southern Dallas (b) Increase the operation of landfills from 1 day to 3 days a week for residents in Southern Dallas.



2022 DPMs: Eight Measures



Department of Housing & Neighborhood Revitalization (HOU.1 - *Completed*)

- Complete revisions to the Comprehensive Housing Policy based on the Equity Audit by December 2022.

Office of Government Affairs (OGA.1 - *Completed*)

- Increase community engagement to gather feedback on City's federal and state legislative priorities in equity priorities areas from 0 to 4 by December 2022.

Office of Homeless Solutions (OHS.1 - *Completed*)

- By December 2022, formalize a partnership between HOU, OCC, MDHA, and Dallas County to address permanent supportive housing for residents with no to low income.



2022 DPMs: Eight Measures



Department of Planning & Urban Design (PUD.1 - *Completed*)

- The P+UD will host a minimum of 5 capacity building training modules in historically disadvantaged communities by December 31, 2022. Capacity building modules will include Navigating City Services, Data is Power, Neighborhood Organization Guide and Let's Plan Together

Office of Risk Management (ORM.1 - *Completed*)

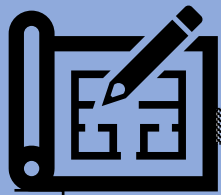
- Increase the number of trainings offered outside of regular hours (multi-shift schedule) from 85 to 95 by December 2022



In 6 Months, the City of Dallas has...



Racial Equity Plan



August 2022
Citywide Racial
Equity Plan
Adopted

Awarded Cities
Addressing Fines
and Fees Equitably
(CAFFE) Grant



Leveraged regional
and national presence



Honored at the
Dallas Business
Journal's 2023
Leaders in Diversity
awards



Presented at conferences
including NLC in KS and
NTC DEI Summit

Initiated dialogues with
Philanthropy to unite
around racial equity
efforts



Advanced DPMs and
BAGs through
department and
interdepartmental
collaboration

Strengthened
community relationships
– 4th Annual Ei
Symposium



REP
highlighted following
RACE FORWARD
national convening



Racial Equity Plan Update

2

Where we are now

March 2023

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

Citywide Department Participation



Supporting departments

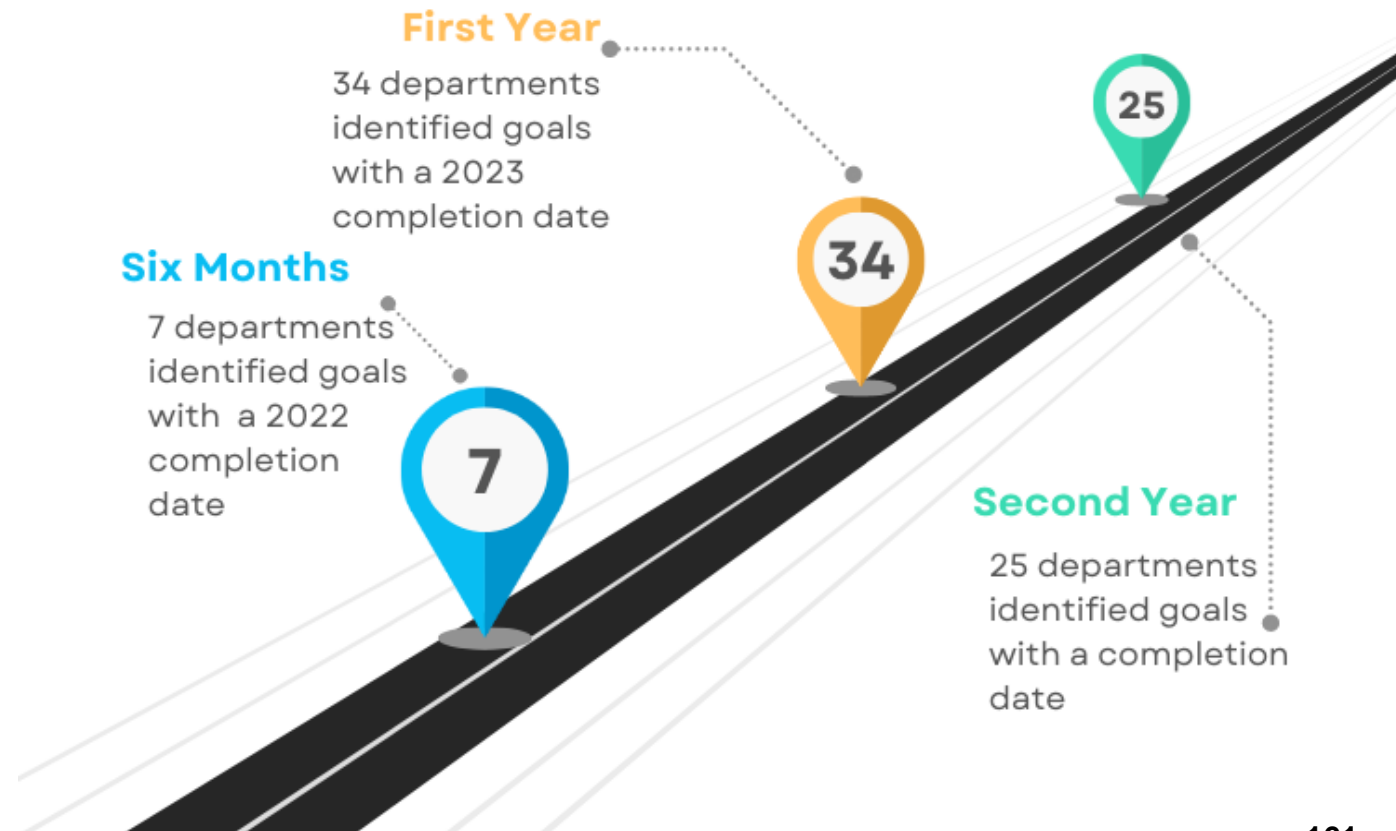
to achieve their DPMs that address disparities over the next 3 – 5 years and move towards

Big Audacious Goals

Goal Completion

1. Awareness
2. Amplification
3. Accountability

Department Progress Measures





FY2022-2023 City Budget allocated \$40.8 million towards equity related initiatives

One-Time REP Investments

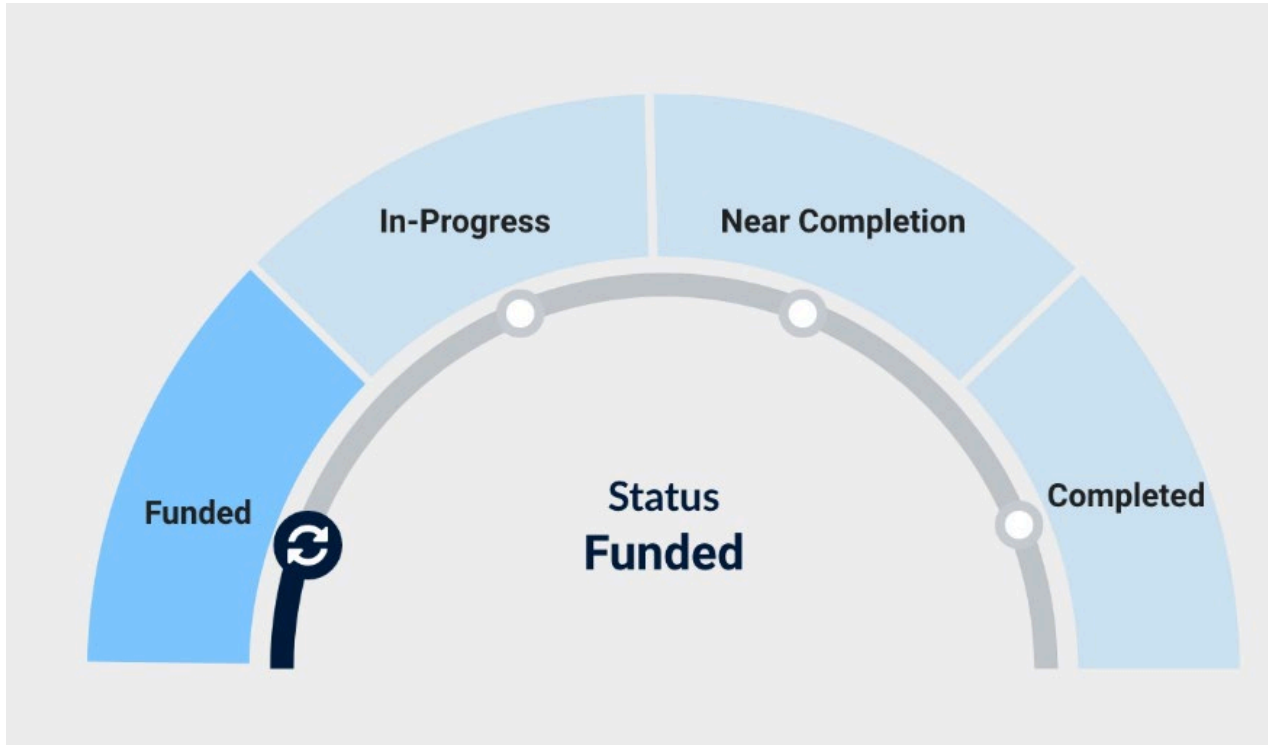
- Total \$20M in Investments
- Total of 13 Initiatives
- Align with Big Audacious Goals (BAGs) and/or Department Progress Measures (DPMs)

Budgeting for Equity Investments

- Total \$20.8M in Investments
- Total of 23 Initiatives
- Partial alignment with Big Audacious Goals (BAGs) or Department Progress Measures (DPMs)



FY 2022-23 Investments and Project Status



City Webpage provides:

1. Alignment to Big Audacious Goal
2. Department Name
3. Amount Allocated
4. Project Status

Funded – Project Funded; In Progress – Project is in the initial to mid-point stage; Near Completion – 80% of the project is finalized; Completed – Project is complete.

[Big Audacious Goals Home \(dallascityhall.com\)](http://dallascityhall.com)



REP Big Audacious Goals



Economic, Workforce, & Community Development Goal: Become the most economically inclusive City by eliminating the racial wealth gap through workforce and economic inclusion, fostering full participation in cultural and civic life of Dallas by acknowledging contributions of historically disadvantaged communities, and investing in economic and human development in equity priority areas.



Environmental Justice Goal: Equitably engage and address the disproportionate impact pollution and climate issues have on historically disadvantaged communities.



Housing Goal: Close the homeownership gap and secure housing stability.



Infrastructure Goal: Close infrastructure gaps where intentional historical disinvestment previously occurred.



Public Safety and Wellness Goal: Make Dallas communities safe in ways that prevent harm and promote wellness, healing, and justice.



Developing BAG Strategy



City Departments

- Advancing respective DPMs and BAGs with emphasis on efforts funded in City FY2022-2023 Budget
- Developing a Dallas Equity Atlas
- OEI and DBI collaborating to develop a dashboard illustrating key progress measures (expected third quarter 2023)
- Integrating an Equity Framework into existing and developing plans and programs to align with REP DPMs and BAGs

Strategy & Community

- Social Impact Consultant Sarah Cotton Nelson assisting in development of synergies with Philanthropy Community to unite racial equity efforts
- Engagement with communities continues as a key cornerstone of the Equity Framework.
- Initial discussions related to development of BAG Road Map



Developing BAG Strategy & Implementation Roadmap



External Partnerships

City Leadership

Eco Dev Policy	ForwardDallas	Housing Policy 2033
Strategic Mobility Plan	CECAP	Cultural Plan
Bond Program	Historic Preservation	Other



- Icon: Three stylized human figures in a red circle.
- Icon: A hand holding a green sprout in a green circle.
- Icon: A house with a chimney in an orange circle.
- Icon: A gear in a purple circle.
- Icon: A shield with a star in a blue circle.



Equitable Dallas

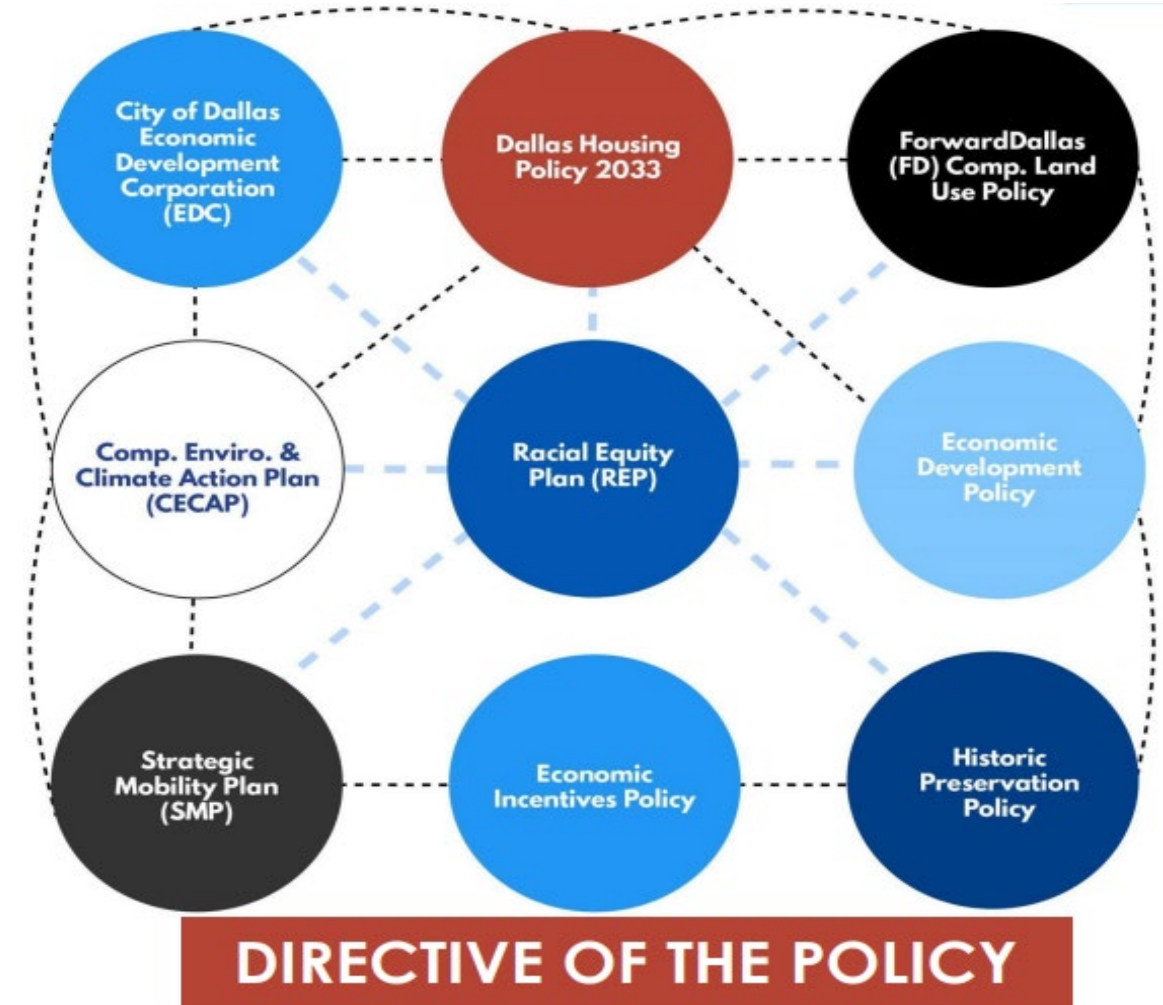


Community Engagement

Big Audacious Goal Strategy In Process (Example)



The **Office of Housing & Neighborhood Revitalization** has modeled how the REP can serve as the center of integrated initiatives to achieve our Big Audacious Goals



Addressing Disparities



3

Where we are
going...



Next Steps

- 2022 DPMs: Amplify Progress & Community Reports
- 2023 DPMs: Support departments with implementation
- FY2022-23 Investments: Monitor and share status updates with the WEE Committee and Public
- Continue to advance community engagement as a Core Value of Service
- Co-lead the Budgeting for Equity Process with BMS
- Advance external collaboration to align BAGs, create synergy, and to address disparities and achieve equitable outcomes for all
- Advance development of the BAG Strategy & Implementation Roadmap



Racial Equity Plan Update

Workforce, Education and Equity Committee March 7, 2023

Dr. Lindsey Wilson, Director
Office of Equity and Inclusion

Dr. Lisa Rainey, Equity Manager
Office of Equity and Inclusion
City of Dallas

Sarah Cotton Nelson
High Flying Strategy 170



City of Dallas



EOY 2022 REP Department Progress Measures

Department Name	Progress Measure	Status	Update	Expected completion date
Example	Increase the number of immigrant leaders on WCIA Taskforce from 25% to 40% by December 2022.	Near Completion	OEI is currently on track to complete this goal by EOY. The department has two outreach events still scheduled for this year and we will be able to reach the 40% with the recruitment of 5 additional Taskforce members.	Dec-22
City Controller's Office	Increase by 25% the number of annual audits for suppliers with contracts exceeding \$500k regarding compliance with the living wage on general services contracts by 2022.	In-Progress	The audits have begun. A staffing change has delayed the completion. The results will be finalized this quarter.	23-Mar
Court and Detention Services	Reduce the number of chronic dumpsites in Southern Dallas from 28 to 25 by September 30, 2022.	Completed	IDT started the FY with 33 chronic dumpsites (5 not in the southern sector) which brings the beginning of the FY to 28. Four of the sites were closed throughout the FY, ending the FY with 24 sites remaining.	Completed
Court and Detention Services	Based on observation, provide considerations that address underlying cause of illegal dumping by December 2022. (a) Add a Transfer Station in Southern Dallas. (b) Increase the operation of landfills from 1 day to 3 days a week for residents in Southern Dallas	Completed	Throughout the year, Environmental Crimes Unity conducted physical surveillance and camera surveillance at repeat illegal dumping locations. It was determined that the major factors and underlying cause for illegal dumping was: suspects did not want to wait in long line at the landfill and illegally dumped materials to avoid paying the fees at the landfill. Sanitation Dept is taking over the remaining portion (a) and (b) for the measure.	Completed
Housing and Neighborhood Revitalization	Complete revisions to the Comprehensive Housing Policy based on the Equity Audit by December 2022.	Completed	In 2022, Housing contracted with Community Equity Strategies (CES) to develop the framework for Dallas Housing Policy 2033, a 10-year plan to identify Dallas's housing strategies to increase affordable housing and reduce inequities throughout Dallas. Throughout 2022, CES held meetings with residents, communities, organizations, and various City departments to develop a policy and presented a draft framework to the Housing and Homelessness Solutions Committee in December 2022. CES and Housing will continue to refine the document and plan to present a policy for Council approval in March 2023.	Completed
Office of Government Affairs	Increase number of community engagement activities to gather feedback on the City's federal and state legislative priorities in equity priority areas from 0 to 4 by December 2022.	Completed	Gathered stakeholder and community feedback on legislative priorities through targeted outreach, consideration in public meetings of the City Council, and incorporated feedback through our iterative editing process.	Completed
Office of Homeless Solutions	By December 2022, formalize a partnership between HOU, OCC, MDHA, and Dallas County to address permanent supportive housing for residents with no to low income.	Completed	A work group was formed and meets regularly to discuss providing and funding PSH.	Completed
Planning and Urban Design	The P+UD will host a minimum of 5 capacity building training modules in historically disadvantaged communities by December 31, 2022. Capacity building modules will include Navigating City Services, Data is Power, Neighborhood Organization Guide and Let's Plan Together.	Completed	.	Completed
Office of Risk Management	Increase the number of trainings offered outside of regular hours (multi-shift schedule) from 85 to 95 by December 2022. [Ei 39]	Completed	Completed 100	Completed



FY2022-2023 One Time Investments

Status

Funded – Project Funded
 In Progress – Project is in the initial to mid-point stage

Department	REP Big Audacious Goal	FY2022-2023 Budget Investment	Investment Description	Status	Update	Expected completion date
				Near Completion – 80% of the project is finalized		
				Completed – The project is complete		
Example	Economic, Workforce & Community Development	Equity and Inclusion Coordinator Position	The Office of Equity and Inclusion will use the funded position to support with Racial Equity Plan implementation.	In-Progress	Position description has been published, panel solidified and interviews are scheduled	Mar-23
Office of Arts and Culture	Economic, Workforce & Community Development	Martyr's Park Parking and Accessibility	The Office of Arts and Culture will use the funding to increase accessibility and parking at Martyrs Park. The Public Art piece Shadow Lines by Studio Resite will be a reflective three-dimensional work that will be a Memorial for the Victims of Racial Violence, those known and unknown, at Martyrs Park which was a site used for the lynching and murder of African American residents in Dallas. OAC will work with the Park and Recreation Department and the Departments of Transportation and Public Works on this project. This funding will directly benefit access to Martyrs Park and is aligned to the OAC's REP progress measure to increase the number of historically disadvantaged community equity-specific works of art that confront historic racism, commissioned for or donated to the Public Art Collection by 2024.	In Progress – Project is in the initial to mid-point stage	Public Art piece <i>Shadowlines</i> is set to be installed in late April 2023; PKR remediation of site will take through July/August of 2023; PKR Senior Program Manager from PKR has completed first rendering of accessibility plan from parking lot by Dealey Plaza to Martyr's Park, which was presented to key stakeholders at the end of Feb. 2023. PKR is working on lighting for tunnel access to Martyr's Park PKR & OAC will work with DART (external partner) on beautification plan for DART area of property. OAC will work with PBW & TRN in Summer/Fall of 2023 on connectivity to Riverfront Drive	12/1/2024
Office of Community Care	Economic, Workforce & Community Development	Family Support and Empowerment Initiative	The Family Support and Empowerment Initiative will provide direct assistance to families in equity priority areas through a partnership with a local nonprofit organization administrator. The effort draws from research on direct assistance, shallow rent subsidies and similar models. Participating families will receive a monthly benefit of \$250 and connections to social services support programs. These funds will enable the department to pilot this model by serving approximately 325 families. Some examples of City-administered programs include Austin's UpTogether program (https://www.uptogether.org/), a recent report for which shows that participants increased employment, decreased debt, improved housing stability, and 6% of program participants who were renters became homeowners during the program period.	In-Progress	Staff has met with and heard from multiple nonprofits, community organizations and other Cities related to this type of assistance program. Program Statement and summary of project plans is being presented to Workforce, Education and Equity Committee in March before moving forward to full council for consideration. An RFP to identify an implementation partner is prepared and ready for release in March, though awards will be pending approval of the Program Statement.	
Office of Equity and Inclusion	Public Safety & Wellness	Rapid Resilience Community Ambassador Initiative	The Office of Equity & Inclusion – Welcoming Communities & Immigrant Affairs will collaborate with trusted community organizations to expand an effort developed during the COVID-19 pandemic to improve bi-directional communications with the City and language diverse communities and historically disadvantaged communities employing community ambassadors/promotoras. The community ambassadors will connect residents with critical city services and receive input from residents by deploying culturally responsive community engagement methods. The Equity Assessment Tool will be utilized to identify geographic areas still recovering from the negative impacts of the pandemic.	In-Progress	RFP and Application has been drafted and is currently being reviewed	

Office of Community Care	Economic, Workforce & Community Development	Period Access Dallas	The Period Access Dallas (PAD) initiative was launched earlier this year to make available free period products in City facilities, such as libraries, recreation centers, and community centers. The initial pilot focused on sites located within certain census tracts due to funding restrictions, but funding will allow this to expand to sites across the City. Period products, such as pad and tampons, are a necessary product for many, but are not provided for through SNAP, WIC nor other public benefits, and are not exempt from sales tax.	In-Progress	Staff has developed a Program Statement with insight from Office of Equity and Inclusion, Department of Housing, and Office of Integrated Public Safety Solutions. Program Statement and summary of project plans is being presented to Workforce, Education and Equity Committee in March before moving forward to full council for consideration. An RFP to identify an implementation partner is prepared and ready for release in March, though awards will be pending approval of the Program Statement.	
Office of Community Care	Economic, Workforce & Community Development	Housing Relocation Assistance and Rent Subsidies	The Office of Community Care will serve approximately 165 families in equity priority areas with a focus on communities served by the Office of Integrated Public Safety Solution Apartment Community Team and/or identified using rental assistance program data. Families will be identified by applying a selection process that utilizes an equity lens. The program will provide relocation support, rent deposits, and a shallow monthly rent subsidy to enable families to relocate and maintain housing.	In-Progress	Staff has developed a Program Statement with insight from Office of Equity and Inclusion, Department of Housing, and Office of Integrated Public Safety Solutions. Program Statement and summary of project plans is being presented to Workforce, Education and Equity Committee in March before moving forward to full council for consideration. An RFP to identify an implementation partner is prepared and ready for release in March, though awards will be pending approval of the Program Statement.	
Office of Environmental Quality and Sustainability	Environmental Justice	Neighborhood-level Air Monitors	This investment in neighborhood-level air monitors will assist the City in quantifying neighborhood-level air pollution within the City of Dallas, particularly in our equity priority areas, share neighborhood-level air monitoring data with our residents, and inform future policy decisions to address disproportionately. The investment in approximately 50 additional neighborhood air monitors will add to approximately 40-50 monitors already planned for the City's neighborhood-level air monitoring network. The City will prioritize the installation and operation of these monitors in equity priority areas.	In-Progress	OEQS has installed 3 of the first 8 sensors. OEQS is in the process of making a second order of sensors.	9/30/2023 (although OEQS is in the process of reevaluating the completion date given the delay in receiving the first set of sensors)
Office of Environmental Quality and Sustainability	Environmental Justice	Jeffries-Meyers Environmental Assessment	The identified funding will support the City in assessing properties in the Jeffries-Meyers area for environmental contamination and remediation as needed for protection of human health and the environment.	In-Progress	OEQS and Housing have worked with consultants to develop air quality monitoring and soil assessment proposals.	9/1/2023
Housing and Neighborhood Revitalization	Housing	Anti-Displacement Homebuyer Assistance Fund	The rising cost of living in Dallas is making it increasingly more difficult for current residents to remain in their homes or find new homes in Dallas. This program- Anti Displacement Homebuyer Assistance, would target historically disadvantaged communities; homebuyers with more than 10 years of City of Dallas residency, who earn 50-120% of the area median income, purchasing a home in the city limits of Dallas. The amount of assistance is based on need up to \$50,000 per household.	Funded	Program design is scheduled for City Council review in February.	10/1/2023
Public Works	Infrastructure	Infrastructure/Land Acquisition Pleasant Grove	Funding will support infrastructure and/or land acquisition in the Pleasant Grove area. Potential improvements include such things as infrastructure (short and long-term) including transit accessibility, infrastructure upgrades such as illumination, crosswalks, sidewalks, signal operation upgrades, planning studies and/or land acquisition to support either new commercial or housing development.	In-Progress	Acquisition Item for 9500 Bruton is scheduled for the February 22, 2023 Council Agneda. Closing anticipated to occur within 45 days after Council approval.	4/1/2023

Public Works	Infrastructure	Five Mile Infrastructure	The identified funding for specific Five Mile Infrastructure will cover the shortfall for the construction of the following projects currently under design: (1) Persimmon from Tracy to Bonnie View; (2) Tracy from Givendale to Persimmon; (3) Givendale from Lancaster to Tracy; (4) Plum Dale from Givendale to Pall Mall; (5) Pall Mall from Lancaster to Tracy. These projects align with Indicator 32, Street Quality: Ratio between the average pavement condition index ratings in racially diverse and majority-white neighborhoods.	Funded	Since this funding is to cover a shortfall for construction, the design was already underway. The project is currently at 60% design and is expected to have design completed by late spring, awarded in the summer and start construction soon afterwards.	Estimated to finish the design by Oct. 23 & construction by Dec 2024
Public Works	Infrastructure	Joppa Infrastructure	Joppa is one of the older Freedman communities in Dallas and this identified funding supports the design and construction of two projects in an equity priority area: (1) Stokes St., from Hull of End of Pavement and (2) Hull Ave., from Linfield to Burma.	In-Progress	Projected is fully funded. Design is in initial progress (20%)	Estimated to finish the design by Oct. 23 & construction by Dec 2025
Public Works	Infrastructure	West Dallas Area Infrastructure	The West Dallas Infrastructure project will include condition-based infrastructure improvements such as street resurfacing and/or sidewalk and barrier free ramps construction in equity priority areas.	Funded	900,000	10/1/2023
Parks and Recreation	Infrastructure	Cadillac Heights Park and Facility Infrastructure	The Cadillac Heights Park and Facility Infrastructure project will improve an economic corridor in an equity priority area by creating a green space that improves the quality of life and becomes a destination area not only for the community, but for visitors to the City. The improvements will include but not limited to a loop trail, pavilion, playground, basketball courts, an athletic field & track, furnishings, and landscaping.	In-Progress	The design efforts (supplemental #4) for the improvements have just started. There is a Community Engagement meeting setup for March 9 with MPT Arnold to discuss the desired amenities and possible concepts for the park site. The demolition is scheduled to start in June and the site regrading completed in August. The improvements will likely start in December, 2023	12/15/2024



FY2022-2023 BfE Investments

Department	REP Big Audacious Goal	FY2022-2023 Budget Investment	Investment Description	Status	Update	Expected completion date
Example	Economic, Workforce & Community Development	Equity and Inclusion Coordinator Position	The Office of Equity and Inclusion will use the funded position to support with Racial Equity Plan implementation.	In-Progress	Position description has been published, panel solidified and interviews are scheduled	Mar-23
Office of Economic Development	Economic, Workforce, & Community Development	Economic Development Policy and Plan	Advance Economic Development Policy and Plan	Completed	The updated Economic Development Policy and the revised Economic Development Incentive Policy were approved in January 2023.	Complete
Planning & Urban Design	Housing	Forward Dallas	Forward Dallas (development of code changes)	In-Progress	Procurement interviews completed, working towards consultant selection	9/30/2023
Office of Environmental Quality and Sustainability	Environmental Justice	Environmental Coordinator	Environmental Coordinator to track Environmental Justice (EJ)	In-Progress	Position filled; Monitor installation, monitoring and reporting underway	9/30/2023
Office of Environmental Quality and Sustainability		Comprehensive multi-media outreach	Comprehensive multi-media outreach	In-Progress	Plan completed; staff procuring graphics and media buys	9/30/2023
Office of Environmental Quality and Sustainability	Environmental Justice	Brownfields Program	Educational and/or community-led solutions for remediation projects and seed money to build a Brownfields Program	In-Progress	Application for follow-on funding underway. Staff continue with appropriate neighborhood engagement	9/30/2023
Office of Environmental Quality and Sustainability	Environmental Justice	Environmental Coordinator	Environmental Coordinator to install, monitor, and report on air quality monitors	In-Progress	Position filled; Monitor installation, monitoring and reporting underway	9/30/2023
Citywide	Economic, Workforce, & Community Development	City's Minimum Wage Increase	City's minimum wage increase (All funds) - reflects min wage increase only - does not include compression or merit	Completed	Merit was applied first to all eligible employees, then those who remained below \$18.00 were moved to \$18.00 and we are just beginning the Compensation Study Phase three. So, merit and \$18.00 have been completed and did not include compression.	Completed
Housing and Neighborhood Revitalization	Housing	Emerging Developers Fund	Empower new and existing housing developers in Dallas, including Minority/Women Owned Businesses, through partnerships, education, technical assistance, marketing, and/or certifications.	In-Progress	Housing is working with a nonprofit to develop the program. An MOU is planned for presentation to City Council in April 2023.	TBD
Office of Homeless Solutions	Housing	Dallas R.E.A.L. Time Rapid Rehousing (DRTRR) Team	Dallas R.E.A.L. Time Rapid Rehousing (DRTRR) Team	In-Progress	As of January 31, 2023, the DRTRR has rehoused 1.509 individuals.	12/31/2023
Office of Homeless Solutions	Environmental Justice	Healthy Community Collaborative (HCC) - support homeless population with mental illness	Healthy Community Collaborative (HCC) - support homeless population with mental illness	In-Progress	In FY 2022-23, we have provided support to 474 of our unsheltered neighbors with mental illness.	9/30/2023
Office of Integrated Public Safety Solutions		Expand Crisis Intervention Team	Expand Crisis Intervention Team	Near-completion	We are working to implement a third team (2PM-10PM). That would consist of 1 additional supervisor and 7 additional coordinators.	4/30/2023
Code Compliance Services		Illegal Dumping	Illegal Dumping - create a 3rd Illegal Dump Team (HART)	In-Progress		5/1/2024

Code Compliance Services		Code Pro Team	Code Pro Team (add 2 additional teams for a total of 4)	In-Progress	Hiring is in progress for the additional two proactive illegal dumping abatement teams. Out of the budgeted 16 positions, 7 have been onboarded and 1 is pending hire. Code Compliance has developed performance measures for the Pro Teams that include 30 illegal dumping site abatements per week. Full deployment is scheduled for FY23-24 due to procurement of heavy equipment.	
Library		Enhanced Library Card	Enhanced Library Card	Completed	Enhanced Library Card Service was introduced to all 29 full-service library locations on January 17, 2023.	1/17/2023
Library	Economic, Workforce & Community Development	Extend Library Hours	Extend Library Hours	Completed	Expanded hours at 15 locations were implemented on January 17, 2023	1/17/2023
Office of Arts and Culture		Historical Review	Historical Review - Documenting the achievements of underserved communities	In Progress – Project is in the initial to mid-point stage	Call for proposals for historical project will be posted on 3/6 for 30 days and selected candidate(s) will be notified by April 21, 2023.	9/30/2023
Transportation		Vision Zero Plan	Vision Zero Plan	In-Progress	Vision Zero Action Plan has implemented several Action Items (AI) this FY. AI#1-TRN has completed 4 out of the 5 Engineering Safety Evaluations on High Injury Networks; AI#6-TRN has piloted a "fast track" program for speed hump/cushion installation on identified local streets in CD5; AI#10-TRN held public informational meetings for two schools receiving Safe Routes to School grants	
Office of Equity and Inclusion		ADA Compliance Efforts	ADA Compliance Efforts- assessments only (Approx. 20 buildings per year)	In-Progress	OEI staff continues to work with Kimley-Horn and Accessology to assess city-owned facilities to determine ADA barriers to programs, services, and activities.	9/30/2023
Office of Equity and Inclusion	Economic, Workforce & Community Development	Public Engagement Coordinator	Public Engagement Coordinator (1 position)	In-Progress	OEI has scheduled interviews	5/23/2023
Office of Equity and Inclusion	Housing	Equity and Inclusion Coordinator	Equity and Inclusion Coordinator (1 position)	Near Completion	OEI completed final interviews	4/23/2023
Small Business Center		Availability and Disparities Study	Availability and Disparities Study - develop mentor program to support capacity building	In-Progress	The program marketing materials and an outreach plan to target business participants are being developed. The planning for an information session to recruit M/WBE mentors is in progress.	5/1/2023
Small Business Center	Economic, Workforce & Community Development	Accelerators Program	Accelerators Program - expand the capacity of minority and women-owned business enterprises	In-Progress	The Dallas Accelerator program is in the RFP evaluation phase and will go to City Council for approval in a few months.	7/1/2023
Small Business Center	Economic, Workforce & Community Development	Day Labor Center	Day Labor Center (1 position)	Near Completion	Onboarding process is complete for final candidate; anticipated start date of March 20.	3/20/2023



City of Dallas

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

Agenda Information Sheet

File #: 23-640

Item #: C.

Equity (Internal): Strategic Engagement and Customer Service Presentation
[Genesis D. Gavino, Chief of Staff, City Manager's Office]



City of Dallas

Strategic Engagement and Outreach Presentation

**Workforce, Education,
and Equity Committee**

March 7, 2023

**Genesis D. Gavino
City Manager's Office**

Presentation Overview



- Purpose
- Values of Service and Strategic Priorities
- Strategic Engagement and Outreach
- Implementation
- Next Steps



Purpose



- To develop an organizational standard for engagement and outreach that exemplifies the City's core values and strategic priorities.



Values of Service and Strategic Priorities



Strategic Priorities	
	ECONOMIC DEVELOPMENT
	ENVIRONMENT & SUSTAINABILITY
	GOVERNMENT PERFORMANCE & FINANCIAL MANAGEMENT
	HOUSING & HOMELESSNESS SOLUTIONS
	PUBLIC SAFETY
	QUALITY OF LIFE, ARTS, & CULTURE
	TRANSPORTATION & INFRASTRUCTURE
	WORKFORCE, EDUCATION, & EQUITY



Current Engagement and Outreach Strategy



- Ad hoc approach by department
- Translation and accessibility differs based on engagement and outreach need; not consistent
- Decentralized repository of resources and support





Strategic Engagement and Outreach



Defining the terms



Engagement

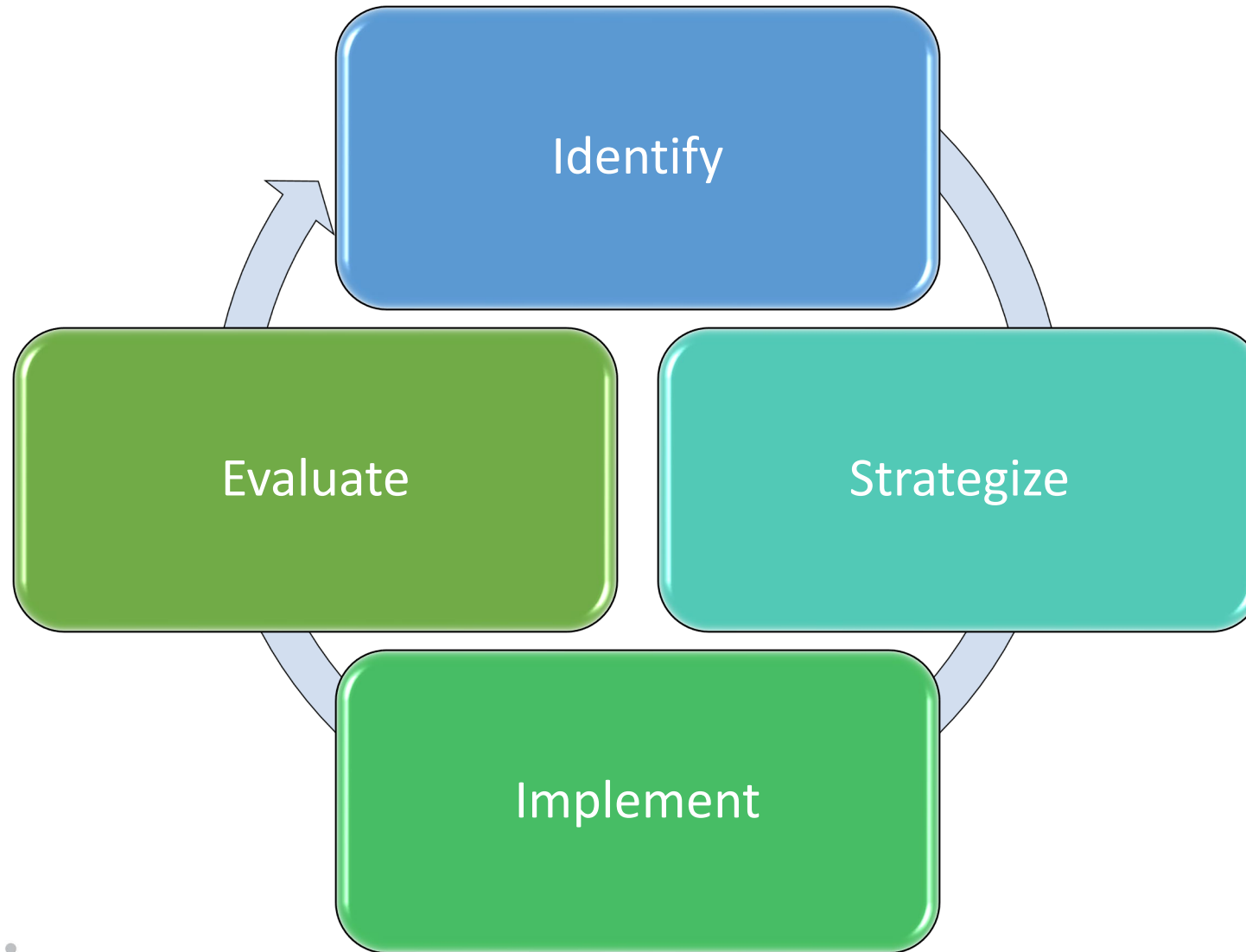
- Collaborative processes between organizations/institutions and communities impacted by their policies, programs, or practices to influence decisions and actions through the mutually beneficial and bidirectional exchange of resources, expertise, and information

Outreach

- One-sided activities and processes related to raising awareness, disseminating information, or training external partners to connect their constituents or members with a service, program, or information



Best Practices



1. Identify



- What is the issue?
 - Clarify, define, and analyze
 - 5 Why's
- What is the purpose of the meeting?
 - Inform
 - Consult
 - Involve
 - Collaborate



1. Identify



Inform

- Communicating information about an issue

Consult

- Gather input on an issue, problem, or process that is under consideration

Involve

- Participation throughout the process

Collaborate

- Identifying and developing recommendations and alternative solutions



2. Strategize



- Match stakeholders to engagement purpose
- Develop key message(s)
 - Talking points
 - Handouts
 - Presentations
- Leverage communication methods best suited to audience; specific communications plan





3. Implement

- Which resources can be allocated for this purpose?
 - Financial, personnel, etc.
- How, when, and where should the messages be distributed?
- Who is the point personnel to deploy resources?
- Contact person for stakeholders?
- Develop and deploy meeting management tools
 - Facilitator
 - Agenda
 - Presentation
 - Sign-Up Sheet
 - Language Access
 - Audio/Visual
 - Security



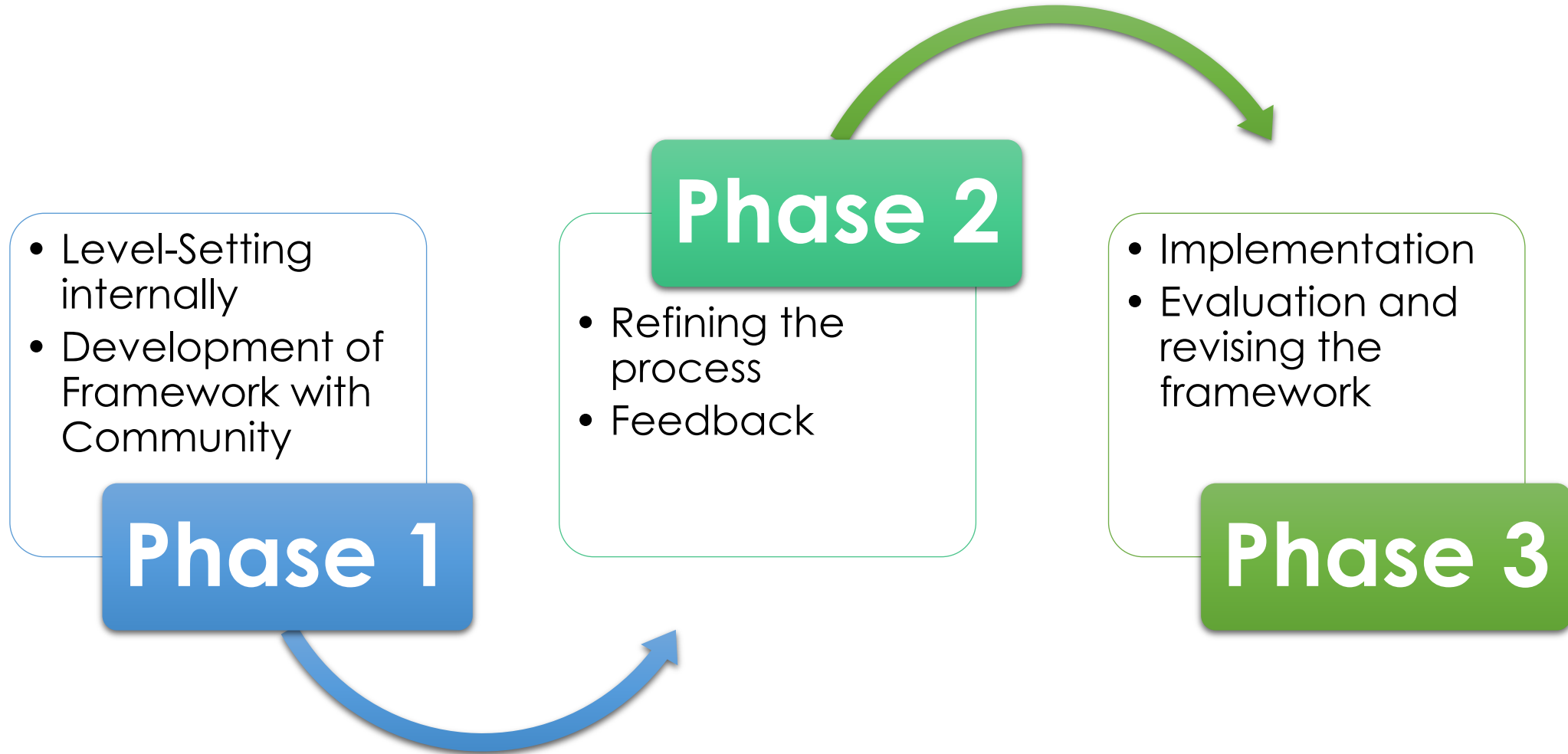
4. Evaluate



- Ties back to goal and purpose of the engagement; was the goal accomplished?
- What type of evaluation is needed?
 - **Process** – improve process for future engagement
 - **Summative** – assess outcomes and impacts of the engagement
 - **Formative** – inform the development of recommendations for the program/policy/funding
- How do we want to report the information back to the community?

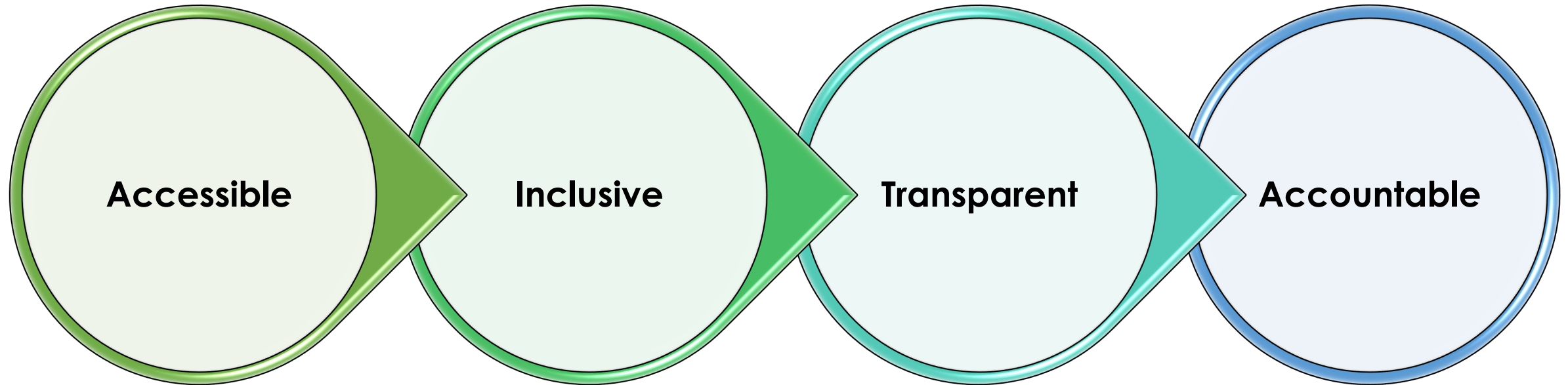


Phased Implementation





Approach



Goals



- Communicate clear goals and objectives for City-led engagement and outreach
- Create a model for advancing mutually beneficial relationships with community
- Build trust in communities that respects and honors their engagement
- Establish expectations and responsibilities for accountability
- Increase civic participation in decision-making and policy development



Next Steps



- Engage City Council to receive feedback on the best practices and approach
- Collaborate with community to refine and formalize the framework
- Establish a City-wide 'Strategic Engagement and Outreach Framework'
- Develop and deploy training for all departments





City of Dallas

Strategic Engagement and Outreach Presentation

**Workforce, Education,
and Equity Committee**

March 7, 2023

**Genesis D. Gavino
City Manager's Office**



City of Dallas

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

Agenda Information Sheet

File #: 23-641

Item #: D.

Equity (Internal): Environmental Justice Equity Indicators Update
[M. Elizabeth (Liz) Cedillo-Pereira, Assistant City Manager, City Manager's Office]

Memorandum



CITY OF DALLAS

DATE March 7, 2023

TO Honorable Chair and Members of the Workforce, Education and Equity Committee

SUBJECT **Environmental Justice Equity Indicators Update**

In 2019, the City of Dallas released an [Equity Indicators Report \(Report\)](#) that was developed in collaboration with the City University of New York's Institute for State and Local Governance (CUNY ISLG), and the Center for Public Policy Priorities (CPPP). It is intended to be used as a comprehensive tool to help Dallas understand and measure progress toward equity across the various communities it serves. The Report measures disparities in five thematic areas: economic opportunity; education; neighborhoods and Infrastructure; justice and government; and public health. Through community engagement, the City identified the need to include indicators directly tied to environmental justice.

On August 24, 2022, the City Council adopted the [Racial Equity Plan \(REP\)](#). The REP is a strategic framework that outlines short-, mid-, and longer-term goals inclusive of Department Progress Measures and an Environmental Justice Big Audacious Goal that is aimed to equitably engage and address the disproportionate impact pollution and climate issues have on historically disadvantaged communities. Those environmental justice progress measures, action targets, and overarching goal can be found throughout the plan. Additionally, funding has been allocated to advance the environmental justice measures. OEI and partnering departments are in the process of developing environmental justice equity indicators that will be integrated into the next Equity Indicators Report and support the environmental justice goals identified in the REP.

Environmental Commission

On October 12, 2022, the OEI briefed the EVC on the REP and the inclusion of environmental justice goals, targets, and measures. In November 2022, the Office of Environmental Quality and Sustainability (OEQS) engaged the EVC Environmental Justice Subcommittee to solicit recommendations for the new environmental equity indicators. The subcommittee met again in December to finalize Environmental Justice Subcommittee Recommendations, which were ultimately [approved by the EVC](#). These recommendations are the following:

- **Recommendation 1:** Adopt an Equity Indicator that comparatively measures the overall weighted average Environmental Justice Score for a neighborhood based upon the Dallas Environmental Justice Screening tool metric, assessing overall neighborhood measure of proximity to environmental pollution categorized as: 1) a major source of air emissions; 2) a large or small quantity generator of hazardous waste; 3) a current or former landfill site; 4) a surface water body categorized as impaired on the Texas 303d List; 5) a wastewater discharge facility; or 6) a U.S.

DATE March 3, 2023

SUBJECT **Environmental Justice Equity Indicators Update**

Environmental Protection Agency Superfund or Brownfields Program site or a Texas Commission on Environmental Quality Voluntary Cleanup Action Site, Municipal Setting Designation site, or other state-defined impaired property

- **Recommendation 2:** Adopt an Equity Indicator that comparatively measures the tree canopy coverage in communities in Dallas
- **Recommendation 3:** Adopt an Equity Indicator that comparatively measures the kilowatts of solar installed on single-family homes in Dallas.
- **Recommendation 4:** Adopt an Equity Indicator that comparatively measures the distance to fresh, healthy foods to households in Dallas.

Environmental Justice Equity Indicator Development

OEQS, in partnership with OEI, are evaluating the EVC environmental justice equity indicator recommendations. To date, OEQS has found the recommendations to be consistent with the City's ongoing efforts. Most notably, the Office of Data Analytics and Business Intelligence (DBI), in partnership with OEQS, has developed an environmental justice mapping tool to better identify potential environmental disparities between census blocks and council districts within the City of Dallas. In December 2022, DBI delivered a draft tool to OEQS. After an internal review by OEQS, the two departments plan to seek input from internal and external stakeholders. OEQS plans to use the tool to support EVC's first recommendation.

OEQS is also evaluating other tools to support the EVC and other equity indicators, including the [City of Dallas Urban Agriculture and Community Health Explorer](#) that supports the draft [Comprehensive Urban Agriculture Plan](#), the Texas Trees Foundation Equity Tree Planting Map, and the American Forest's Tree Equity Score Analyzer (TESA).

Should you have any questions, please contact Carlos Evans, Director of the Office of Environmental Quality and Sustainability at carlos.evans@dallas.gov.



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

c: T.C. Broadnax, City Manager
Tammy Palomino, Interim City Attorney
Mark Swann, City Auditor
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Kimberly Bizzor Tolbert, Deputy City Manager
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Jack Ireland, Chief Financial Officer
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City of Dallas

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Agenda Information Sheet

File #: 23-643

Item #: E.

Equity (Internal): Update on Cities and Counties for Fine and Fee Equitably (CAFFE)
[M. Elizabeth (Liz) Cedillo-Pereira, Assistant City Manager, City Manager's Office]

Memorandum



CITY OF DALLAS

DATE March 3, 2023

TO Honorable Members of the Workforce, Education and Equity Committee

SUBJECT **Update on Cities and Counties for Fine and Fee Equitably (CAFFE)**

Background

In May 2020, the City of Dallas was selected as one of ten jurisdictions across the country to participate in the inaugural Cities and Counties for Fine and Fee Justice Cohort (CFFJC) facilitated by PolicyLink, the City of San Francisco's Financial Justice Project, and the Fines and Fees Justice Center, each nationally recognized for their work in advancing racial and economic equity through research and advocacy. Participation in the Cohort included a \$50,000 grant and an 18-month program to receive technical expertise and guidance from jurisdictions and thought leaders with experience in fine and fee reform. Several outcomes stemmed from the work with CFFJC including the City sunsetting participation in the Scofflaw program, the City of Dallas Municipal Court ceasing to send new driver's license holds for citations, and the redesign of the following court forms: reminder letter, default postcard, and warrant postcard. Currently, the City is in the process of translating all forms in Dallas' top five languages to reduce the disparate impact on historically disadvantaged communities.

Most recently, in alignment with the City of Dallas' Racial Equity Plan, the City applied and was selected by National League of Cities (NLC) to be a part of the Cities Addressing Fines and Fees Equitably (CAFFE) Initiative. The CAFFE initiative aims to strengthen the financial security for families by improving the financial stability of residents who are at risk of losing income and assets. CAFFE is in alignment with the City's work to provide free access to personal financial coaching through Dallas' Financial Empowerment Center. This 16-month project will provide the City with technical assistance, peer-learning opportunities, and an initial \$10,000 planning grant and the opportunity to apply for a second round of implementation funding.

National League of Cities CAFFE Initiative is designed to:

- Increase racial equity and economic mobility for residents by helping cities mitigate the often-harmful impacts of municipal fines and fees; and
- Implement innovative collection approaches

The City's participation in this current Cohort builds upon our previous participation in the inaugural 2020 Cities and Counties for Fine and Fee Justice Cohort, aligns with Equity Indicator 40: Fines and Fees in the 2019 Equity Indicators Report and is tied to the Economic, Workforce and Community Big Audacious Goal in the Racial Equity Plan. Should you have

DATE March 1, 2023
SUBJECT **Update on Cities and Counties for Fine and Fee Equitably (CAFPE)**
PAGE **2 of 2**

any questions or need further information, please contact Dr. Lindsey Wilson, Director, Office of Equity and Inclusion.



M. Elizabeth (Liz) Cedillo-Pereira
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Tammy Palomino, Interim City Attorney
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Directors and Assistant Directors



City of Dallas

1500 Marilla Street
Council Chambers, 6th Floor
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Agenda Information Sheet

File #: 23-644

Item #: F.

Equity (Internal): Update on Racial Equity Projects Outline - Family Support and Empowerment Initiative and Housing Stability through Rent Subsidies and Relocation Assistance Program
[M. Elizabeth (Liz) Cedillo-Pereira, Assistant City Manager, City Manager's Office]

Memorandum



CITY OF DALLAS

DATE March 3, 2023

TO Honorable Members of the Workforce, Education and Equity Committee

SUBJECT **Update on Racial Equity Projects Outline – Family Support and Empowerment Initiative and Housing Stability through Rent Subsidies and Relocation Assistance Program**

This memo provides an update on the status of two Racial Equity Plan projects to be administered by the Office of Community Care (OCC).

1) Family Support and Empowerment Initiative

A growing body of research has shown the potential for significant positive impact from programs that focus on providing direct client assistance to residents. The core tenet of such program provides the client flexibility to make decisions on use of assistance based on their own individual needs and circumstances. Model programs typically rely on the distribution of pre-paid debit cards to ensure that lack of access to banking does not serve as a barrier to participation. The Family Support and Empowerment Initiative (FSEI) would draw on learning from local and national promising practices to develop a unique type of support to individuals and families in need in our communities.

This pilot project would provide monthly assistance to a cohort of eligible families for a period of at least 12 months.

FSEI will be administered in accordance with the attached Program Statement (Attachment A – DRAFT), which is still in draft form at this time. This program is aligned with the below Racial Equity Plan goals:

- Big Audacious Goal 1.3 – Improve small to large scale development and social service support where food insecurity and predatory lending institutions have further marginalized historically disadvantaged communities.
- Big Audacious Goal 1.5 – Promote community wellness by increasing access to quality, affordable, nutritious options for food, meals and critical hygiene items by aligning social services, nutrition education, urban agriculture, and financial investments in equity priority areas and other areas with demonstrated need

Family Support and Empowerment Initiative Pilot

According to data released by the U.S. Census Bureau, 2021 saw a record drop in child poverty. Researchers attribute this to the impact of large-scale anti-poverty programs, such as stimulus payment and Child Tax Credit, that were established or expanded as a result of the COVID-19 pandemic response ([Child Poverty Fell to Record Low 5.2% in 2021 \(census.gov\)](https://www.census.gov/newsroom/releases/2021/child-poverty-fell-to-record-low-5.2-percent-in-2021.html)).

An increasing number of cities began implementing assistance programs, using various models. In Dallas, the launch of the Targeted Eviction Prevention Program utilizes direct

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SUBJECT **Update on Racial Equity Projects Outline – Family Support and Empowerment Initiative and Housing Stability through Rent Subsidies and Relocation Assistance Program**

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cash assistance to clients as a mechanism for stabilizing housing and reducing mid-year moves in specific Dallas ISD school attendance zones, successfully leveraging support from multiple nonprofit and philanthropic partners. Initial findings for this program demonstrate that most recipients have used the funds to meet basic needs, and that they are able to remain in their homes thereby positively impacting housing stabilization in the pilot areas. WINGS has implemented a Temporary Assistance to Needy Families (TANF) program with positive results related to client expenditures, as participants tend to use assistance funds for food and basic needs as well as household essentials. This is consistent with the findings of a review of cash transfer programs conducted by the Urban Institute which shows that these types of direct assistance programs can be an effective tool in reducing housing instability ([Direct Cash Transfers Can Deliver Housing Assistance More Efficiently and Equitably | Housing Matters \(urban.org\)](#)),

Implementation Plan for Pilot and Next Steps

OCC is working to finalize the Program Statement (see Attachment A – DRAFT) for this proposed effort. Concurrently, OCC is moving forward to identify potential nonprofit partners to administer this project through a competitive Request for Proposals (RFP). The pilot will prioritize service delivery to historically disadvantaged communities and/or in equity priority areas, as outlined in the Racial Equity Plan. Through the RFP, proposals will be required to outline target communities and populations, document alignment of these targets with the Racial Equity Plan, and demonstrate community support. Proposers that demonstrate specific client impacts, such as but not limited to program alignment with long-term stability or educational attainment, may be prioritized. Additionally, Proposers who demonstrate existing funding commitments and/or matched fundraising capacity will be prioritized.

The client assistance component of the pilot will be funded via \$500,000.00 in Racial Equity funds, while departmental Drivers of Poverty funds will support case management and financial coaching alignment.

2) Housing Stability through Rent Subsidies and Relocation Assistance Program

OCC is partnering with the Office of Integrated Public Safety Solutions (OIPSS) to administer a pilot program providing rental and relocation assistance to Dallas residents. The pilot program will focus on historically disadvantaged communities and households in equity priority areas that are at risk of housing instability or homelessness due to displacement, such as residential properties identified by data informed community engagement from departments such as OIPSS. Specifically, the program seeks to assist residents with rental and relocation support to:

1. Renew a lease in their existing unit or property; and/or
2. Relocate to a new housing unit when unable to maintain or renew lease due to issues with housing quality, affordability or other concerns; and/or

DATE March 3, 2023

SUBJECT **Update on Racial Equity Projects Outline – Family Support and Empowerment Initiative and Housing Stability through Rent Subsidies and Relocation Assistance Program**

PAGE 3 of 9

3. Relocation caused by increased rent attributable to market rate alignment, property enhancements to meet property standards, general property enhancements and/or transfer of property ownership

This project is different than current rental assistance programs in that it will contribute only partially to the resident’s overall rental obligation and will require participants to participate in financial counseling sessions. Assistance will include payment of deposits and monthly subsidies for the term of a residential lease, up to 12 months.

This project will be administered in accordance with the attached Program Statement (Attachment B – DRAFT), which is still in draft form at this time. This program is aligned with the below Racial Equity Plan goals:

- Big Audacious Goal 1.3 – Improve small to large scale development and social service support where food insecurity and predatory lending institutions have further marginalized historically disadvantaged communities.
- Big Audacious Goal 3.2 – Deploy anti-displacement strategies in transitioning neighborhoods (e.g. gentrification) to address longstanding inequities by ensuring zoning is inclusive of historically disadvantaged communities to encourage sustainability and thriving opportunities.

Background on Housing Stability through Rent Subsidies and Relocation Assistance Program

Data shows that 2021 and 2022 were years of rising rent in Dallas. A February article in the *Dallas Morning News* cites a 14% year-over-year increase in rents in the Dallas area in December ([Soaring apartment and home rents put the squeeze on North Texas residents \(dallasnews.com\)](https://www.dallasnews.com/news/2022/02/14/soaring-apartment-and-home-rents-put-the-squeeze-on-north-texas-residents/)). Combined with increased costs for other essentials, this increased housing-cost burden has impacted lower income families the most. Over the last two years, the City, facilitated by the Office of Community Care, has provided millions in rental assistance to residents impacted directly and indirectly by the COVID-19 pandemic. These funds have been near fully expended while we still understand the housing needs of residents to be great.

Over the course of the last two years, staff has seen numerous instances in which residents have been unable to maintain housing due to rising costs, however these are not always due to macro factors. In some circumstances, residents have been able to benefit from grandfathered below-market rents from having lived at properties for multiple years, only to see those rents rise to meet rising market rates when properties are sold or remodeled. Similarly, residents may be forced to live in lower quality units for lower rental rates, but unable to afford market or near-market rates. This can put these residents at risk of immediate housing instability with any shift in rents or additional costs.

Implementation Plan for Pilot and Next Steps

DATE March 3, 2023

SUBJECT **Update on Racial Equity Projects Outline – Family Support and Empowerment Initiative and Housing Stability through Rent Subsidies and Relocation Assistance Program**

PAGE 4 of 9

OCC is working to finalize the Program Statement (see Attachment B – DRAFT) for this program with insight from the Office of Integrated Public Safety Initiatives, Department of Housing and Neighborhood Revitalization and Office of Equity and Inclusion. Concurrently, OCC is moving forward to identify nonprofit partners to administer and/or provide support for this project. Due to the limited funding available, the pilot will prioritize service delivery to historically disadvantaged communities and/or in equity priority areas, as outlined in the Racial Equity Plan. Additionally, OCC will partner with the OIPSS Data Informed Community Engagement team to identify and target specific residential properties and communities aligned with that work.

The rental subsidies component of the pilot will be funded via \$1,000,000.00 in Racial Equity funds, while departmental funds will support case management and financial coaching alignment. OCC will issue a Request for Proposals to identify programmatic partners to implement these components, including dedicated case managers and a financial coach dedicated to this program.

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



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

- c:
- | | |
|---|---|
| T.C. Broadnax, City Manager | Majed A. Al-Ghafry, Assistant City Manager |
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| Kimberly Bizer Tolbert, Deputy City Manager | Directors and Assistant Directors |
| Jon Fortune, Deputy City Manager | |

Attachment A

Family Support and Empowerment Initiative Program Statement

Description – Family Support and Empowerment Initiative

The program provides direct assistance to eligible residents via cash transfer or other direct-to-client mechanism. The program also connects residents with case management services.

This program may also utilize non-profit agencies to serve as subrecipients for program administration.

Eligible Participants

Residents of the City of Dallas with incomes at or below 50% of the area median income (AMI), as defined by the United States Department of Housing and Urban Development (HUD) or a low-income family¹, at the time of program intake. The Program will prioritize clients who are 30% AMI or below at the time of program intake.

Clients should be recertified for eligibility on a quarterly basis, or each 90 days. Rental subsidy may need to be recalculated based on change in client income. Should a client's income exceed 50% AMI, but not exceed 80% AMI, the client may continue to receive assistance for the established program term. Direct assistance received through the Program should not be factored as income in recertification.

Client Eligibility:

- An “eligible household” is defined as a household with total income of 50% AMI or below at the time of intake and of 100% or below throughout the service period, excluding assistance received from the Program
- Reside in the City of Dallas
- Additional eligibility criteria may be established by program administrator, with approval from the City

Funds will be paid directly to the eligible household via cash transfer, direct deposit, or other direct-to-client funds disbursement mechanism.

Eligible Uses

Funds can be used for direct financial assistance paid to clients, applicable program costs necessary to provide these payments, including and not limited to staffing, technology, fees, etc., case management service delivery, and administrative costs.

¹ As of the date of the FAQs, the definition of “low-income families” in 42 U.S.C. 1437a(b) is “those families whose incomes do not exceed 80 per centum of the median income for the area, as determined by the Secretary [of Housing and Urban Development] with adjustments for smaller and larger families, except that the Secretary may establish income ceilings higher or lower than 80 per centum of the median for the area on the basis of the Secretary’s findings that such variations are necessary because of prevailing levels of construction costs or unusually high or low family incomes.”

Attachment A

Assistance

Monthly cash assistance in an amount of up to \$250 per month for the client program period.

Funding

Various funding types may be used under this Program and must follow the requirements of the funding types. The Program may include, but is not limited to, direct financial assistance paid to clients, applicable program costs necessary to provide these payments, including and not limited to staffing, technology, fees, etc., case management service delivery, and administrative costs paid with Racial Equity Fund dollars and departmental funds. The program will use appropriated general funds only for services, including case management support and administrative costs.

This program statement represents minimum eligibility requirements. Program administrator may implement additional eligibility or prioritization criteria, with approval from the City.

This program statement may be amended by the City Manager or designee to include amendments as appropriate to meet funding requirements or guidance from the Treasury.

When necessary, the City Manager or designee is authorized to execute change orders or amendments to contractor and subrecipient agreements, in excess of 25% and/or \$50,000.00 (subject to compliance with the applicable procurement laws), to commit and expend funds timely to meet federal and/or state requirements.

Attachment B

Housing Stability through Rent Subsidies and Relocation Assistance Program Statement

Description – Housing Stability through Rent Subsidies and Relocation Assistance

The program targets residents of the City of Dallas who are very low income to maintain their housing by providing relocation assistance and rental subsidies. The program will help residents avoid displacement by offering rental subsidies to support lease renewals and will support residents needing to relocate due to affordability, housing quality or other concerns.

This program may also utilize non-profit agencies to serve as subrecipients for program administration.

Eligible Participants

Residents of the City of Dallas with incomes at or below 50% of the area median income (AMI), as defined by the United States Department of Housing and Urban Development (HUD) or a low-income family¹, at the time of program intake. The Program will prioritize clients who are 30% AMI or below at the time of program intake.

Clients should be recertified for eligibility on a quarterly basis, or each 90 days. Rental subsidy may need to be recalculated based on change in client income. Should a client's income exceed 50% AMI, but not exceed 100% AMI, the client may continue to receive assistance for the established program term.

Rental assistance provided to an eligible household should not be duplicative of any other federally, state or locally funded rental assistance provided to such household. Rental assistance cannot be provided for households receiving rental vouchers.

Client Eligibility:

- An “eligible household” is defined as a household that is obligated to pay rent
- Services are available for households in order to:
 - Renew a lease in their existing unit or property; and/or
 - Relocate to a new housing unit when unable to maintain or renew lease due to issues with housing quality, affordability or other concerns; and/or
 - Relocation caused by increased rent attributable to market rate alignment, property enhancements to meet property standards, general property enhancements and/or transfer of property ownership
- Reside in the City of Dallas, and in cases wherein relocation support is provided, be relocating into a unit in the City of Dallas

¹ As of the date of the FAQs, the definition of “low-income families” in 42 U.S.C. 1437a(b) is “those families whose incomes do not exceed 80 per centum of the median income for the area, as determined by the Secretary [of Housing and Urban Development] with adjustments for smaller and larger families, except that the Secretary may establish income ceilings higher or lower than 80 per centum of the median for the area on the basis of the Secretary’s findings that such variations are necessary because of prevailing levels of construction costs or unusually high or low family incomes.”

Attachment B

- During the course of the service period, the participant must participate in a financial coaching or supportive service, such as case management

If a landlord does not wish to participate, funds may be paid directly to the eligible household, however the household must provide evidence, on a monthly basis, of the use of such funds for rent. Failure to provide this documentation may result in the discontinuation of provided assistance.

Eligible Uses

Direct financial assistance, including rent subsidies, required lease deposits, and other costs necessary to enable a client to relocate. Funding can be used to pay for all or a portion of the eligible expenses.

Eligible Properties

Residential properties, publicly or privately-owned, located within Dallas City limits.

Assistance

Provides assistance for the length of a lease, up to a total of 12 months rent subsidies plus one-time relocation expenses. Deposit assistance can be provided in an amount up to the total of a full month's rent according to lease terms.

Assistance is limited households with monthly rental rates that do not exceed 120% of fair market rates as defined by HUD.

Monthly assistance amount:

1. For lease renewals, relocations and/or unit transfers where the new rate is higher than the previous, monthly assistance may equal up to the difference between monthly rent amount stipulated in most recent lease and new rental amount
2. For relocations and/or unit transfers in which the client is moving to a lower cost unit due to affordability concerns or due to reduced income, monthly assistance may equal up to the difference between the monthly rent stipulated in the lease agreement and 30% of the total household income

Excluding rental deposits, monthly rental subsidies should not exceed 50% of monthly lease obligation.

For clients that meet the eligibility criteria for the Dallas Homebuyers Assistance Program and that have been pre-approved through that program only, monthly assistance can be provided for month-to-month lease assistance for up to 12 months.

Funding

Various funding types may be used under this Program and must follow the requirements of the funding types. The Program may include, but is not limited to, rental subsidies and relocation expenses, case management and administrative costs paid with Racial Equity Fund dollars and departmental funds. The program will use appropriated general funds for complimentary services, including case management support and administrative costs.

Attachment B

This program statement represents minimum eligibility requirements. Program administrator may implement additional eligibility or prioritization criteria, with approval from the City.

This program statement may be amended by the City Manager or designee to include amendments as appropriate to meet funding requirements or guidance from the Treasury or other funding entity.

When necessary, the City Manager or designee is authorized to execute change orders or amendments to contractor and subrecipient agreements, in excess of 25% and/or \$50,000.00 (subject to compliance with the applicable procurement laws), to commit and expend funds timely to meet federal, state and/or funder requirements.