

MINUTES OF THE CITY COUNCIL COMMITTEE
MONDAY, DECEMBER 11, 2023

23-0019

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

PRESENT: [7] Schultz, Arnold, *Resendez (**9:13 a.m.), Bazaldua, *Blackmon, Willis,
*Ridley

ABSENT: [0]

The meeting was called to order at 9:09 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 10:53 a.m.

Chair

ATTEST:

City Secretary Staff

Date Approved

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

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

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

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

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

MINUTES OF THE CITY COUNCIL COMMITTEE
MONDAY, DECEMBER 11, 2023

EXHIBIT A

RECEIVED

2023 DEC -7 PM 6:45

**CITY SECRETARY
DALLAS, TEXAS**

City of Dallas

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

Public Notice

23 1097

POSTED CITY SECRETARY
DALLAS, TX



Workforce, Education, and Equity Committee

December 11, 2023

9:00 AM

2023 CITY COUNCIL APPOINTMENTS

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

(C) – Chair, (VC) – Vice Chair

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

General Information

The Dallas Council Committees regularly meet on Mondays beginning at 9:00 a.m. and 1:00 p.m. in the Council Chambers, 6th floor, City Hall, 1500 Marilla. Council Committee agenda meetings are broadcast live on [bit.ly/ cityofdallastv](http://bit.ly/cityofdallastv) and on Time Warner City Cable Channel 16.

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

Los Comités del Concejo de la Ciudad de Dallas se reúnen regularmente los lunes en la Cámara del consejo en el sexto piso del Ayuntamiento, 1500 Marilla, a partir de las 9:00 a.m. y la 1:00 p.m. Las reuniones de la agenda del Comité del Consejo se transmiten en vivo por la estación de [bit.ly/ cityofdallastv](http://bit.ly/cityofdallastv) y por cablevisión en la estación *Time Warner City Cable* Canal 16.

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 video conference 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 video conference 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 [bit.ly/cityofdallastv](https://dallascityhall.webex.com/dallascityhall/j.php?MTID=m99c3d9e2bce785c567d76848cf370b2c):

<https://dallascityhall.webex.com/dallascityhall/j.php?MTID=m99c3d9e2bce785c567d76848cf370b2c>

MINUTES

1. [23-3232](#) Approval of the October 10, 2023 Workforce, Education and Equity Committee Meeting Minutes

Attachments: [Minutes](#)

BRIEFING ITEMS

- A. [23-3222](#) Equity (Internal): Racial Equity Plan (REP) Department Progress Measures Update with Hubsite Live Demonstration
[Dr. Lindsey Wilson, Director, Office of Equity and Inclusion; Dr. Brita Andercheck, Director, Data Analytics and Business Intelligence]

Attachments: [Presentation](#)

- B. [23-3226](#) Workforce (Internal): Workforce Development and Training Update (Year to Date)
[Joyce Williams, Director, Small Business Center; Dr. Dena Owens, Manager, SBC Workforce Initiatives, Small Business Center]

Attachments: [Presentation](#)

- C. [23-3228](#) Workforce/Equity/Education (Internal): Summary of State Legislative WEE Priorities Adopted in 2023 and Consideration of 2025 Legislative Priorities
[Carrie Rogers, Director, Legislative Affairs; Linley Youderian, Senior Government Affairs Coordinator]

Attachments: [Presentation](#)

BRIEFING MEMOS

- D. [23-3227](#) Workforce/Equity (Internal): Financial Empowerment Center and VITA Update (post March 2023 Launch)
[Jessica Galleshaw, Director, Office of Community Care; Cruz Correa, Manager, Community Services]

Attachments: [Memorandum](#)

- E. [23-3229](#) Equity (Internal): Equity Indicators Report, Second Edition 2023 Update
[Dr. Lindsey Wilson, Director, Office of Equity and Inclusion]

Attachments: [Memorandum](#)

- F. [23-3231](#) Equity (Internal): Upcoming Council Agenda Item Seeking Authorization for Supplemental Agreement No. 5 for Professional Services to Conduct ADA Transition Plan Phase 4
[Dr. Lindsey Wilson, Director, Office of Equity and Inclusion]

Attachments: [Memorandum](#)

- G. [23-3238](#) Equity (Internal): Upcoming Council Agenda Item to Authorize Youth Navigation Services Contract with K16 Ready Society, Inc. DBA Texas Initiative Programs
[Jessica Galleshaw, Director, Office of Community Care]

Attachments: [Memorandum](#)

FORECAST

- H. [23-3239](#) WEE Committee Three-Month Forecast

Attachments: [Forecast](#)

ADJOURNMENT

EXECUTIVE SESSION NOTICE

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

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

MINUTES OF THE CITY COUNCIL COMMITTEE
MONDAY, DECEMBER 11, 2023

EXHIBIT B

OFFICIAL ACTION OF THE CITY COUNCIL COMMITTEE

DECEMBER 11, 2023

Item 1: Approval of the October 10, 2023 Workforce, Education and Equity Committee Meeting Minutes

Councilmember Bazaldua moved to adopt the minutes as presented.

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

OFFICIAL ACTION OF THE CITY COUNCIL COMMITTEE

DECEMBER 11, 2023

BRIEFING ITEMS

Item A: Equity (Internal): Racial Equity Plan (REP) Department Progress Measures Update with Department Measures Dashboard (Hubsite) Live Demonstration

The following individuals briefed the committee on the item:

- Dr. Lindsey Wilson, Director, Office of Equity and Inclusion;
- Dr. Brita Andercheck, Director, Data Analytics and Business Intelligence;
- Malini Banerjee, Assistant Director, Data Analytics & Business Intelligence;
- Marissa Garza, GIS Manager, Data Analytics & Business Intelligence; and
- Liz Cedillo-Pereira, Assistant City Manager, City Manager's Office

OFFICIAL ACTION OF THE CITY COUNCIL COMMITTEE

DECEMBER 11, 2023

BRIEFING ITEMS

Item B: Workforce (Internal): Workforce Development and Training Update (Year to Date) and Dashboard (Hubsite) Live Demonstration

The following individuals briefed the committee on the item:

- Joyce Williams, Director, Small Business Center;
- Dena Owens, Manager, SBC Workforce Initiatives, Small Business Center;
- Malini Banerjee, Assistant Director, Data Analytics & Business Intelligence;
- Phillip Cao, Data Science Analyst, Data Analytics & Business Intelligence;
- Turquoise McCain, Data Science Analyst, Data Analytics & Business Intelligence;
- Liz Cedillo-Pereira, Assistant City Manager, City Manager's Office; and
- Jessica Galleshaw, Director, Office of Community Care

OFFICIAL ACTION OF THE CITY COUNCIL COMMITTEE

DECEMBER 11, 2023

BRIEFING ITEMS

Item C: Workforce/Equity/Education (Internal): Summary of State Legislative WEE Priorities Adopted in 2023 and Consideration of 2025 Legislative Priorities

The following individuals briefed the committee on the item:

- Jake Anderson, Manager, Office of Government Affairs; and
- Linley Youderian, Senior Government Affairs Coordinator, Office of Government Affairs

OFFICIAL ACTION OF THE CITY COUNCIL COMMITTEE

DECEMBER 11, 2023

BRIEFING MEMOS

- Item D: Workforce/Equity (Internal): Financial Empowerment Center (post March 2023 Launch) and Volunteer Income Tax Assistance (VITA) Program Update
- Item E: Equity (Internal): Equity Indicators Report, Second Edition 2023 Update
- Item F: Equity (Internal): Upcoming Council Agenda Item Seeking Authorization for Supplemental Agreement No. 5 for Professional Services to Conduct ADA Transition Plan Phase 4
- Item G: Equity (Internal): Upcoming Council Agenda Item to Authorize Youth Navigation Services Contract with K16 Ready Society, Inc. DBA Texas Initiative Programs

The committee discussed the items.

OFFICIAL ACTION OF THE CITY COUNCIL COMMITTEE

DECEMBER 11, 2023

FORECAST

Item H: WEE Committee Three-Month Forecast

The committee discussed the item.

MINUTES OF THE CITY COUNCIL COMMITTEE
MONDAY, DECEMBER 11, 2023

EXHIBIT C



City of Dallas



**CITY OF DALLAS
OFFICE OF EQUITY
& INCLUSION**

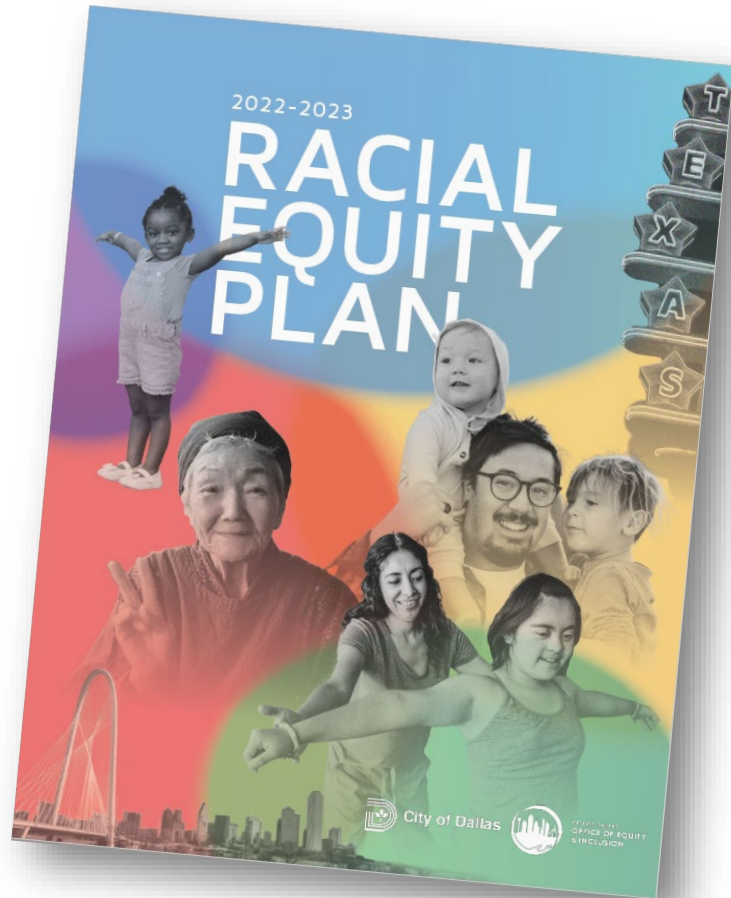
Racial Equity Plan: Department Progress Measures

**Workforce, Education and
Equity Committee
December 11, 2023**

Dr. Lindsey Wilson, Director
Dr. Lisa Rainey, Equity Officer
Office of Equity and Inclusion

Marissa Garza, GIS Manager
Data Analytics and Business Intelligence

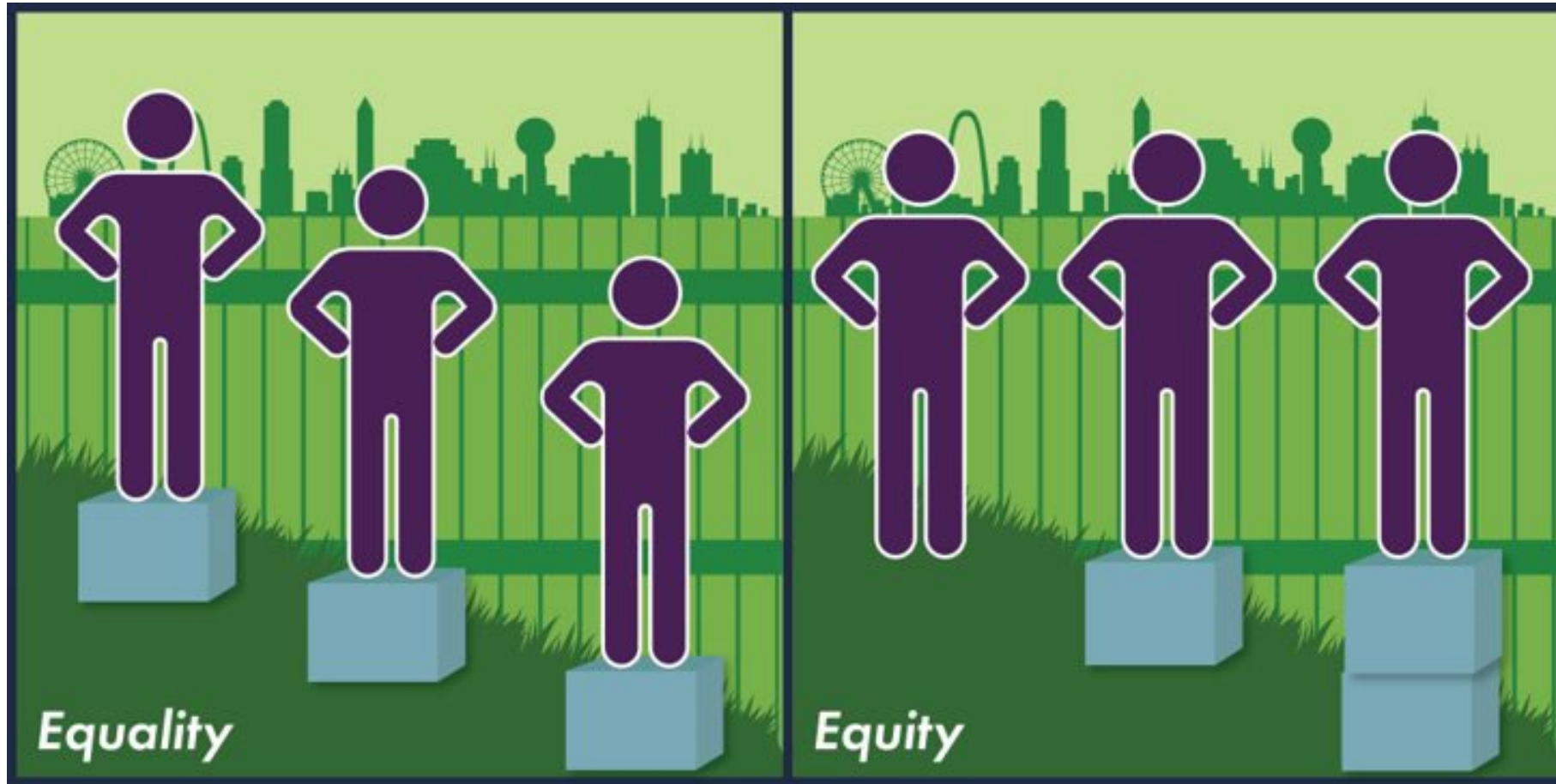
Presentation Overview



- Equality vs. Equity
- Department Progress Measures
 - Addressing Disparities, Analysis, Numbers and Feedback
- Department Progress Measures
 - Accountability Dashboard Live Demo
- Department Progress Measures
 - System Planning Process
- Next Step



Equality vs. Equity

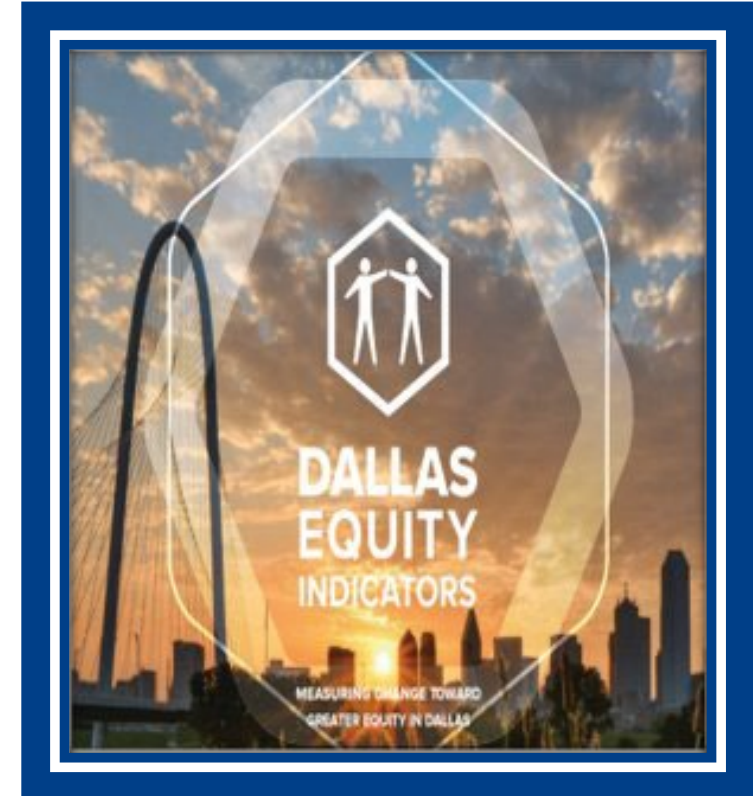


Department Progress Measures (DPMs)



Short to mid-term measures driven by City departments to address disparities by:

1. Naming communities with greatest need
2. Identifying a baseline
3. Setting a 3–5-year goal that includes completion year



Addressing Disparities Through DPMS



Department	Progress Measure	Equity Indicator
OFFICE OF PROCUREMENT SERVICES	Increase the amount or percentage of large contracts broken down to smaller contracts targeting M/WBE from 0 to 15 by 2023.	2: Business Ownership 12: Working Poverty



2023 DPMs At-a-Glance



1.	Cross Department Collaboration	20
2.	Procedural Shift	25
3.	Policy Impact	9
4.	Fiscal Impact	23

Big Audacious Goal Alignment

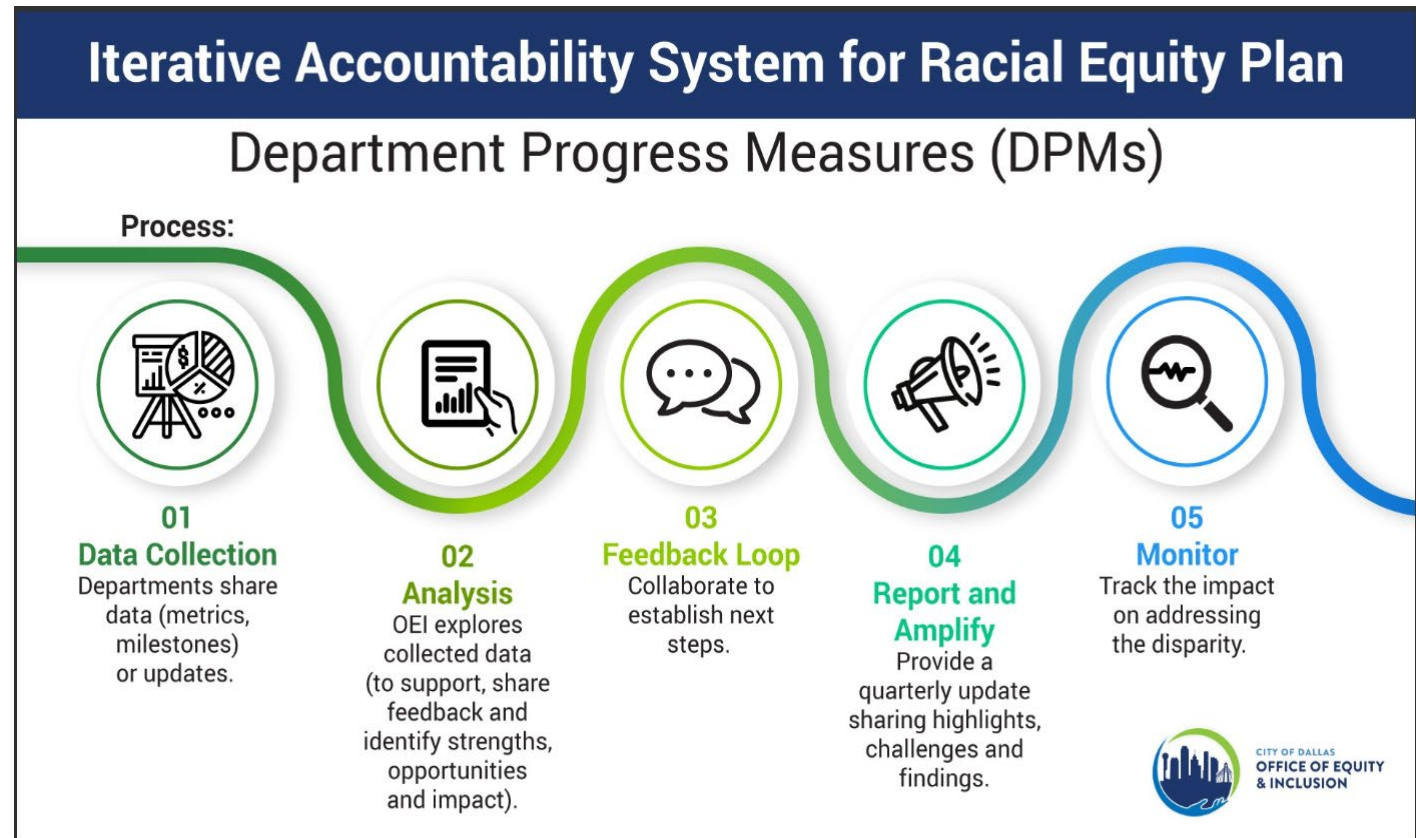
Economic, Workforce and Community Development	45
Environmental Justice	2
Housing	4
Infrastructure	9
Public Safety & Wellness	4





DPMs Planning System

- Proactive process to track and monitor DPMs for completion, needed support and impact.
- Provides real-time data analysis and accountability for outcomes.
- Assists in facilitating informed decision-making for effectiveness and efficiency.

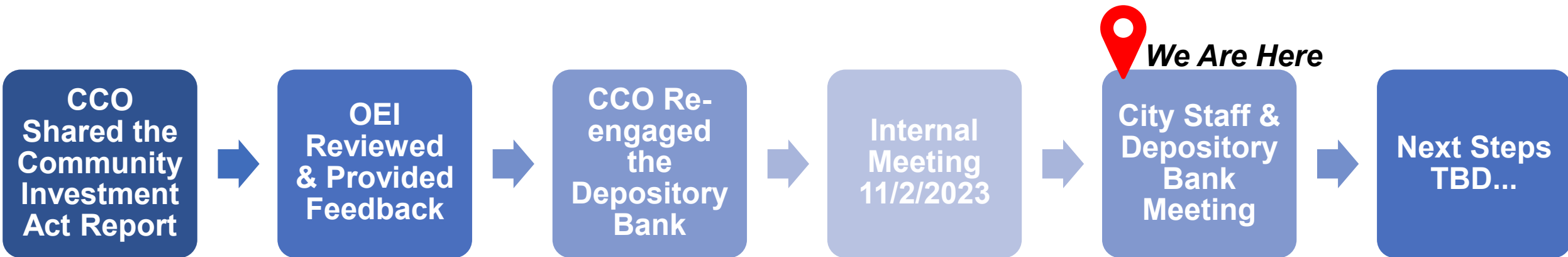


Analysis and Feedback Loop Example



City Controller's Office (CCO.4)

The City's depository bank will provide a report detailing the institution's statement of work, including factors related to socially responsible banking to reinvestment in Dallas by 2025.



Racial Equity Plan Hubsite



The Hubsite was developed to increase transparency, accountability and to foster trust with residents regarding the action of the Racial Equity Plan.



Next Steps



- Support departments on completing their 2023 DPMs
- Focus on interdepartmental collaborations to align DPMs to BAGs
- Advance partnerships with Philanthropy and Private Sector
- Finalize the 2023 update Equity Indicators Report
- Coordinate the 2024 Equity Indicators Symposium (January 12, 2024)





End of Year 2023 Department Progress Measures and Updates [EOY 2023 REP Department Progress Measures12112023.xlsx](#)





City of Dallas



**CITY OF DALLAS
OFFICE OF EQUITY
& INCLUSION**

Racial Equity Plan Department Progress Measures (DPMs)

**Workforce, Education and
Equity Committee
December 11, 2023**

Dr. Lindsey Wilson, Director
Dr. Lisa Rainey, Equity Officer
Office of Equity and Inclusion

Marissa Garza, GIS Manager
Data Analytics and Business Intelligence



City of Dallas

Workforce Training and Development

**Workforce, Education,
& Equity Committee Briefing**

December 11, 2023

Joyce Williams, Director, Small Business Center
Dr. Dena Owens, Manager, Small Business Center

Presentation Overview



- Purpose
- Racial Equity Plan Alignment
- Workforce Program Metrics
- Draft Dashboard
- Strategic Plan Year 1
- Next Steps





- Purpose

- Address the needs of employers in critical workforce skills
- Increase the number of skilled residents in historically underserved areas
- Advocate for stable or full-time employment for individuals returning to their communities from incarceration
- Develop partnerships with employers, educational institutions, and non-profits to address workforce and labor market issues
- Provide an opportunity for City positions to be filled with qualified applicants
- Coordinate with City staff to develop internal workforce training programs to address employee skill gaps



Re-Entry Racial Equity Plan Alignment



1. Big Audacious Goal Economic, Workforce, & Community Development Goal:

Become the most economically inclusive City by eliminating the 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.

Action Target: 1.9 Enhance economic vitality for equity priority areas to encourage mid- and long-term growth placing all residents in opportunities to thrive with increased economic and workforce development.

Action Target: 1.12 Implement Workforce Dallas with leadership from the Mayor's Workforce Czar to address young adult male residents (18- 24 years of age) from equity priority areas with workforce re-entry skills, FreshStart opportunities, upskilling, and on-the job training employment requirements.

Relevant **Equity Indicators:**

- 4: Labor Force Non-Participation, 5: Unemployment, 6: High-Growth, High-paying Employment, 7: Median Full-Time Income



Program Metrics – Reentry/Pre-release



Partner	Term	Type	Goal (# Enrolled/ Served)	YTD (# Enrolled/ Served)	% Employed	Average Wage
Dallas Leadership Foundation	2 years	Pre-release	500	655	NA	NA
		HVAC, Construction	200	76	82%	\$ 18.52
Regional Black Contractors Association	1 year	Pre-employment	100	127	N/A	N/A
		Construction	100	56	98%	\$16.50
First Step Community Empowerment	2 years	Commercial Drivers License (CDL)	40	44	25%	\$ 25.00
Volunteers Of America	2 years	Pre-release	35	98	NA	
		Career Pathways	30	29	10%	\$17.00



Program Metrics – Workforce Upskilling



Partner	Term	Type	Goal (# Enrolled/ Served)	YTD (# Enrolled/ Served)	# Employed	Average Wage
United Way	2 years	IT	130	222	25%	\$ 31.60
Oak Cliff Empowered	2 years	Patient Care Tech	225	178	30%	\$17.34
MetroCare Services	2 years	Registered Behavior Tech	55	7	14%	\$20.00
Dallas College	1 year	IT	55	0	0	No Data
Jewish Family Services	1 year	Pre-employment services	230	42	50%	\$ 24.72



Workforce Performance Dashboard



SBC Workforce Program Performance Dashboard

Panel de rendimiento del programa Workforce



418

Total Certifications Earned
Total de certificaciones obtenidas

87.0%

30-Day Retention Rate
Tasa de retención a 30 días

\$21.4

Average Hourly Wage
Salario medio por hora

Select Grant

seleccionar subsidios

All

Select Organization

seleccionar organización

Organization 1

All Grants Performance Metrics

All subvención Métricas de rendimiento



1,256



811

Organization 1 Performance Metrics

Métricas de rendimiento de la organización



Participants Enrolled



655 (100.0%)

Completed Program



539 (82.3%)



Strategic Plan: Year 1



Reorient workforce development so every training program is a pipeline into family-sustaining jobs in high-demand and high wage industries

- **Reprocure workforce development and training programs** with a focus on skills-based placement into jobs, employer partnerships, and wrap-around services
- Restructure workforce grants to strengthen employment metrics and **programmatic accountability for job placement and retention**
- Clarify **non-compliance performance clause** in workforce development and training contracts
- Incubate new strategies to support day laborers
- Align the new apprenticeship initiatives with current City Career Series programs to **fill chronic vacancies in City government**
- **Implement Employer Roundtables** to provide resources from state partnerships to support and increase employment (Example: TX Works Program)
- Continue partnership with **Workforce Dallas to provide support of 3-4 workforce navigators for one year using ARPA funds**
- **Good Jobs, Great Cities Learning Network** – technical assistance for apprenticeship programs





Update the Workforce, Education, and Equity Committee

- Implement Customer Relationship Management (CRM) tool for tracking case management
- Enhance the dashboard to improve efficiencies (to be shared with Committee in Q4 2023)
- Implement registered apprenticeship pilot program internally to fill critical need vacancies within City of Dallas
- Partner with ISDs to establish pre- apprenticeship programs to align with the City of Dallas apprenticeship pilot
- Increase external employer collaborations for workforce training and development to leverage City funding





City of Dallas

Workforce Training & Development

**Workforce, Education,
& Equity Committee Briefing**

December 04, 2023

Joyce Williams, Director, Small Business Center
Dr. Dena Owens, Manager, Small Business Center

A



City of Dallas

Consideration of 2025 Legislative Priorities

**Workforce, Education and
Equity Committee
December 11, 2023**

Carrie Rogers, Director
Linley Youderian, Sr. Government Affairs Coordinator
Office of Government Affairs
City of Dallas

Overview



- Review current program priorities
- Discuss priorities to update the City's proposed legislative program for the 89th Texas Legislative Session and the 119th Congress
- Next steps



City of Dallas Legislative Process



- Prior to each legislative session, the City Council adopts a state and federal legislative agenda outlining official City of Dallas positions on various legislative issues.
- Input is sought from the Mayor and City Council, City executive leadership, City departments, and external organizations.
- The program serves as guiding principles for City elected officials, City staff, and the legislative team engaged in outreach and policy discussions
- The agenda is communicated to elected offices upon adoption.



88th Texas Legislature Priorities



2023 CITY OF DALLAS STATE LEGISLATIVE PROGRAM

PUBLIC SAFETY IS THE TOP PRIORITY FOR DALLAS.

Support legislation that provides additional resources for local governmental law enforcement agencies for public safety.



- Address unauthorized production and distribution of temporary tags.
- Fund a new Dallas police training facility, body-worn cameras, and additional public safety equipment.
- Prioritize emergency vehicle production for first responders.
- Address responsibility of school crossing guards and related equipment for large cities.
- Expand Monica's Law, a statewide protective order database, to include family violence convictions.
- Implement a statewide 9-1-1 fee to reinvest in emergency response systems.
- Amend the definition of reflexology businesses as massage parlors.
- Continue funding for the Texas Department of Criminal Justice re-entry services program.
- Pursue revenue streams that could support future public safety pension obligations.

ECONOMIC VIBRANCY AND WORKFORCE INVESTMENT ARE ESSENTIAL TO THE FUTURE OF DALLAS.



Support legislation that promotes job creation and private investment to grow the tax base and create economic opportunities for all members of our community.

- Secure additional options for property tax relief for Dallas residents.
- Strengthen Dallas' workforce development pipeline through investments in reskilling programs in high-demand fields and improved coordination between state agencies.

EFFECTIVE AND EFFICIENT GOVERNANCE IS AT THE HEART OF PUBLIC SERVICE.



Support legislation that allows the City to deliver effective and efficient government services, while being fiscally responsible.

- Ensure privacy and security of resident and commercial data.
- Require mandatory disclosure of residential and commercial real estate prices.
- Establish a database of homestead exemptions.
- Preserve local authority to collect franchise fee revenues.
- Expand options for publication of legal notices.
- Amend Government Code Chapter 2274 regarding prohibition from service contracts with institutions that have policies that may restrict gun or ammunition sales and fossil fuels investments.

HOUSING STABILITY AND AFFORDABILITY MUST BE WITHIN REACH FOR ALL RESIDENTS OF DALLAS.



Support legislation that ensures tenant protections for residents at greatest risk of displacement.

- Advance income-based property tax abatements for homeowners in neighborhoods experiencing rapidly rising property values.
- Prevent Housing Finance Corporations and Public Facility Corporations from providing property tax exemptions outside their jurisdictions.
- Require transportation entities to harden underpasses and fund the engagement and cleaning of areas affected by those who are unsheltered.
- Establish a "Know Your Rights" document that all landlords must include in eviction notices.

2023 CITY OF DALLAS STATE LEGISLATIVE PROGRAM



SUSTAINABLE AND RESILIENT INFRASTRUCTURE DRIVES ECONOMIC GROWTH IN DALLAS.

Support legislation that protects and enhances the City's infrastructure network while continuing to deliver innovative, safe, and equitable solutions.

- Enhance and fund mobility infrastructure, including but not limited to bike and pedestrian improvements.
- Improve water, stormwater, and wastewater infrastructure through dredging and other sustainable practices.
- Allow municipalities to lower the *prima facie* speed limit in residential areas from 30 to 25 miles per hour.
- Elevate broadband service as a critical utility.
- Strengthen the state's electric grid.



NATURAL RESOURCES MUST BE SUSTAINED FOR THE RESIDENTS OF DALLAS.

Support legislation that focuses on resource sustainability, conservation, climate change, and environmental equity to build a more resilient city.

- Require local approval of standard permits for polluting industries and impose minimum distances from schools, hospitals, and residences.
- Advance the deployment of – and infrastructure for – solar power and electric vehicles.



A THRIVING COMMUNITY ENHANCES THE QUALITY OF LIFE FOR RESIDENTS AND VISITORS.

Support legislation that fosters clean and appealing neighborhoods while offering recreational, educational, and cultural activities.

- Increase funding for Dallas parks, trails, and playgrounds.
- Increase funding for the Texas Cultural Association's Cultural District Grant Program.
- Increase funding for the Texas State Library Archives Commission relating to technology and digital inclusion.
- Decriminalize fentanyl testing strips.



DIVERSITY, EQUITY, AND HUMAN RIGHTS ARE THE FOUNDATION OF OUR DALLAS COMMUNITY.

Support legislation that ensures Dallas is a welcoming community for all residents, businesses, and visitors.

- Protect the rights of all vulnerable communities, including LGBTQIA+ individuals, seniors, and refugees.
- Increase funding for the Department of Family and Adult Protective Services.
- Expand Supplemental Nutrition Assistance Program and Women, Infants and Children Program benefits to include diapers and period products and improve digital access for applicants.

Clifford Sparks
State Legislative Director | 469.222.9481
clifford.sparks@dallas.gov



SCAN ME

As approved by the Dallas City Council on
Oct. 26, 2022
Resolution Number 22-1637



City of Dallas

Clifford Sparks
State Legislative Director | 469.222.9481
clifford.sparks@dallas.gov



SCAN ME

As approved by the Dallas City Council on
Oct. 26, 2022
Resolution Number 22-1637



City of Dallas



118th Congress City Federal Legislative Priorities



2023 CITY OF DALLAS FEDERAL LEGISLATIVE PROGRAM

PUBLIC SAFETY IS THE TOP PRIORITY FOR DALLAS.

Support legislation that provides additional resources for local governmental law enforcement agencies for public safety.



- Increase existing and create new grant programs to support a new policy training facility, body-worn cameras, and additional public safety equipment.
- Prioritize emergency vehicle production for first responders.
- Pursue revenue streams which could support public safety and re-entry services.

ECONOMIC VIBRANCY AND WORKFORCE INVESTMENT ARE ESSENTIAL TO THE FUTURE OF DALLAS.



Support legislation that promotes job creation and private investment to grow the tax base and create economic opportunities for all members of our community.

- Strengthen Dallas' workforce development pipeline through investments in reskilling programs in high-demand fields and improved coordination between agencies.

EFFECTIVE AND EFFICIENT GOVERNANCE IS AT THE HEART OF PUBLIC SERVICE.

Support legislation that allows the City to deliver effective and efficient government services, while being fiscally responsible.



- Ensure privacy and security of resident and commercial data.
- Maintain the tax exemption for municipal bonds, including private activity bonds, and reinstate advance refunding for municipal bonds.



HOUSING STABILITY AND AFFORDABILITY MUST BE WITHIN REACH FOR ALL RESIDENTS OF DALLAS.

Support legislation that ensures tenant protections for residents at greatest risk of displacement.

- Expand the Low-Income Housing Tax Credit Program to include blight remediation.
- Continue and expanding funding for the Community Development Block Grant Program and the HOME Investment Partnerships Program.
- Increase funding for homelessness services.



SUSTAINABLE AND RESILIENT INFRASTRUCTURE DRIVES ECONOMIC GROWTH IN DALLAS.

Support legislation that protects and enhances the City's infrastructure network while continuing to deliver innovative, safe, and equitable solutions.

- Enhance and fund mobility infrastructure, including but not limited to bike and pedestrian improvements.
- Improve water, stormwater, and wastewater infrastructure through dredging and other sustainable practices.

2023 CITY OF DALLAS FEDERAL LEGISLATIVE PROGRAM



NATURAL RESOURCES MUST BE SUSTAINED FOR THE RESIDENTS OF DALLAS.

Support legislation that focuses on resource sustainability, conservation, climate change, and environmental equity to build a more resilient city.

- Mitigate the impact of climate change through adaptation actions.
- Advance the deployment of – and infrastructure for – solar power and electric vehicles.



A THRIVING COMMUNITY ENHANCES THE QUALITY OF LIFE FOR RESIDENTS AND VISITORS.

Support legislation that fosters clean and appealing neighborhoods while offering recreational, educational, and cultural activities.

- Increase funding for Dallas parks, trails, and playgrounds.
- Decriminalize fentanyl testing strips.



DIVERSITY, EQUITY, AND HUMAN RIGHTS ARE THE FOUNDATION OF OUR DALLAS COMMUNITY.

Support legislation that ensures Dallas is a welcoming community for all residents and visitors.

- Protect the rights of all vulnerable communities, including LGBTQIA+ individuals, seniors, and refugees.
- Increase funding for the Department of Family and Adult Protective Services.
- Expand Supplemental Nutrition Assistance Program and Women, Infant and Children Program benefits to include diapers and period products and improve digital access for applicants.
- Ensure proper healthcare for all residents of Dallas.
- Support funding and resources for local government and non-profit services for immigrants and humanitarian responses.



Carrie Rogers
Government Affairs Director
214.670.5797 | carrie.rogers@dallas.gov



As approved by the Dallas City Council on
Oct. 26, 2022
Resolution Number 22-1629



Carrie Rogers
Government Affairs Director
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As approved by the Dallas City Council on
Oct. 26, 2022
Resolution Number 22-1629



2023 WEE Priorities Adopted



State

Support legislation that ensures Dallas is a welcoming community for all residents, businesses, and visitors.

- Protect the rights of all vulnerable communities, including LGBTQIA+ individuals, seniors, and refugees. (**Next slide**)
- Increase funding for the Department of Family and Adult Protective Services. (**The Legislature increased formula funding by \$548 million to the agency in the budget bill - HB 1 by Rep. Bonnen.**)
- Expand Supplemental Nutrition Assistance Program and Women, Infants and Children Program benefits to include diapers and period products and improve digital access for applicants. (**HB 1287**)



2023 WEE Priorities Adopted



State

Protect the rights of all vulnerable communities, including LGBTQIA+ individuals, seniors, and refugees.

- **HB 567** Rep. Bowers - The “Crown Act” bill prohibiting discrimination of hair texture / hairstyle.
- **HB 4034** Rep. Johnson - The Dallas Police and Fire Pension “Widow” bill relating to certain disability and death benefits
- **HB 5202** Rep. Neave-Criado – Public access to domestic violence database
- **HB 1287** Rep. Guillen – the Supplemental Nutrition Assistance Program (SNAP) eligibility and determination benefits bill
- **SB 1319** Sen. Huffman - The “OD mapping” bill reporting of certain overdose information and the mapping of overdoses for public safety purposes



2023 WEE Priorities Adopted



State

Protect the rights of all vulnerable communities, including LGBTQIA+ individuals, seniors, and refugees.

- **SB 1527** Sen. Huffman – The Human Trafficking/Massage Parlor bill increasing a criminal penalty and creating a criminal offense
- **SB 379** Sen. Huffman - Relating to the sales and use tax exemptions for wound care dressings and certain feminine hygiene products



2023 WEE Priorities Adopted



Federal

Support legislation that ensures Dallas is a welcoming community for all residents and visitors.

- Protect the rights of all vulnerable communities, including LGBTQIA+ individuals, seniors, and refugees
- Increase funding for the Department of Family and Adult Protective Services (DFPS)
- Expand Supplemental Nutrition Assistance Program (SNAP) and Women, Infant and Children Program (WIC) benefits to include diapers and period products and improve digital access for applicants
- Ensure proper healthcare for all residents of Dallas
- Support funding and resources for local government and non-profit services for immigrants and humanitarian responses



2023 WEE Priorities Adopted



Federal – What We're Doing

- Applying Justice40 criteria to the Infrastructure Investment and Jobs Act (IIJA) and Individual Retirement Account (IRA) applications when applicable
- The Americans with Disabilities Act (ADA) Compliance Rulemaking
- Supporting maximum funding for nutrition programs in Farm Bill



Proposed WEE Priorities



- Protect the rights of all vulnerable communities, including LGBTQIA+ individuals, seniors, and refugees.
- Increase funding for the Department of Family and Adult Protective Services.
- Expand Supplemental Nutrition Assistance Program and Women, Infants and Children Program benefits to include diapers and period products and improve electronic access for applicants.
- Support funding and resources for local government services for immigrants and humanitarian responses.
- Protect immunization requirements for vulnerable populations.
- Protect and strengthen Senior Ombudsman program for nursing homes and assisted living facilities



Key Dates and Next Steps



- December 11, 3 p.m. – Ad Hoc Legislative Committee
- December 15 – Due date for legislative priorities
- January 8, 2024 – Ad Hoc Legislative Committee meeting to review all legislative priorities submitted by each committee
- January 24 – Soonest date for City Council to consider adoption of program (not currently scheduled)
- Communications and outreach to key stakeholders





City of Dallas

Consideration of 2025 Legislative Priorities

**Workforce, Education and
Equity Committee
December 11, 2023**

Carrie Rogers, Director
Linley Youderian, Sr. Government Affairs Coordinator
Office of Government Affairs
City of Dallas

Memorandum



CITY OF DALLAS

DATE December 11, 2023

TO Honorable Chair and Members of the Workforce, Education and Equity Committee
Jaynie Schultz (Chair), MPT Carolyn King Arnold (Vice Chair), Adam Bazaldua,
Paula Blackmon, Jaime Resendez, Paul Ridley, Gay Donnell Willis

SUBJECT **Financial Empowerment Centers and VITA Update Post March 2023 Launch**

The purpose of this memorandum is to provide an update on two key financial empowerment initiatives offered by the Office of Community Care.

Background

As a component of our work to address poverty, Office of Community Care administers and supports a set of financial empowerment programs, including our Financial Empowerment Centers (FEC), Community Tax Centers – Volunteer Income Tax Assistance (VITA), and other aligned projects and strategies.

These financial empowerment programs are aligned with the City's Racial Equity Plan, specifically the Big Audacious Goal for Economic, Workforce and Community Development to **become the most economically inclusive city** by eliminating the 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.

Office of Community Care began delivering financial empowerment centers programming in 2021 through partnerships with CitySquare and International Rescue Committee. That same year, OCC accepted a planning and implementation grant from Cities for Financial Empowerment, Inc., spending the next nine months finalizing an implementation plan for Financial Empowerment Centers that was consistent with researched best practices. During this planning timeline, OCC was able to add WiNGS as an FEC partner.

After months of piloting while simultaneously formalizing an operational plan, OCC partnered with WiNGS and IRC to expand from 2 to 4 FEC sites, holding a formal program launch in March 2023.

Similarly, OCC has been administering a Volunteer Income Tax Assistance programming since early in its existence.

FEC Updates and Metrics

Financial Empowerment Centers provide no cost financial counseling services to residents by professionally trained financial counselors. OCC partners with WiNGS and International Rescue Committee to provide these services, with the oversight of the City's Financial Empowerment Manager. FEC clients work with their coaches to set their own

DATE December 11, 2023

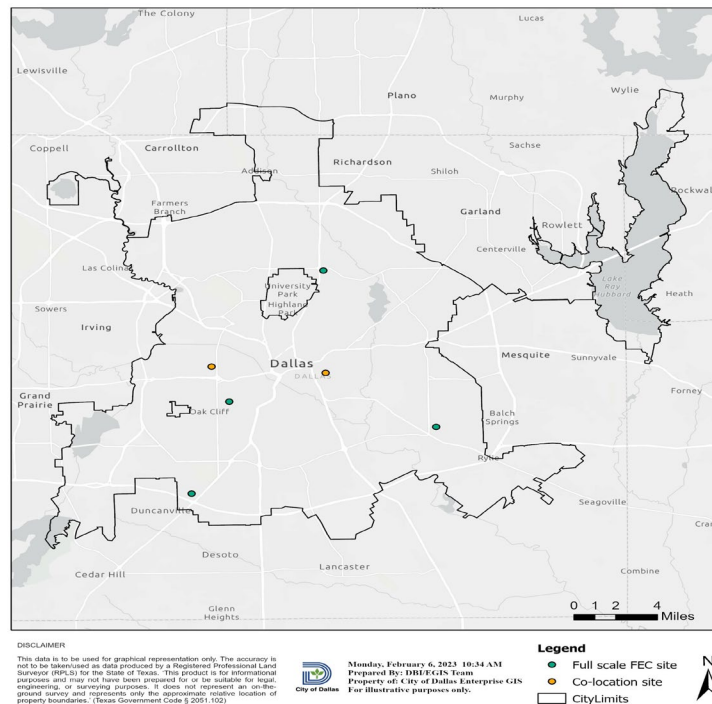
SUBJECT **Financial Empowerment Centers and VITA Update Post March 2023 Launch**

goals and monitor progress towards these goals. Goals are typically short to medium term goals, 1-3 years, and include things such as increasing savings, reducing debt, increasing credit scores, and more.

FEC Sites

FEC services are currently delivered in 6 locations, including 4 full time Centers and 2 additional sites with limited availability.

- WINGS Oak Cliff - 1617 Jefferson Blvd, Dallas TX 75208
- WINGS Pleasant Grove - 8341 Elam Rd., Dallas TX 75217
- WINGS Red Bird Mall - 3662 W. Camp Wisdom Rd., Dallas TX 75237
- International Rescue Committee - 6500 Greenville Ave., Dallas, TX 75206
- Co-Locations - Availability Limited*
 - West Dallas Multi-Purpose Center
 - MLK Community Center



FEC Metrics

From the March 2023 launch to the

Clients Served (since March 2023 launch)

- 358 unduplicated clients FY23 (March 2023 launch to September)
- 854 1-on-1 financial counseling sessions
- 57% Retention Rate (2 or more sessions)

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SUBJECT **Financial Empowerment Centers and VITA Update Post March 2023 Launch**

- 140 unduplicated clients – FY24 to date (October only)
- Median Household Income- \$32,610
- Household size- 3
- Median Credit Score- 626
- 64% Female, 36% Male
- 47 zip codes (75231, 75243, 75217)

Outcomes (March 2023 – September 2023)

- \$80,387 in Reduced Non-Mortgage Debt, March – September 2023
- \$27,400 in Increased Savings, March- September 2023
- 47 individuals Opened a safe and affordable bank account, March- September 2023

VITA Updates and Metrics

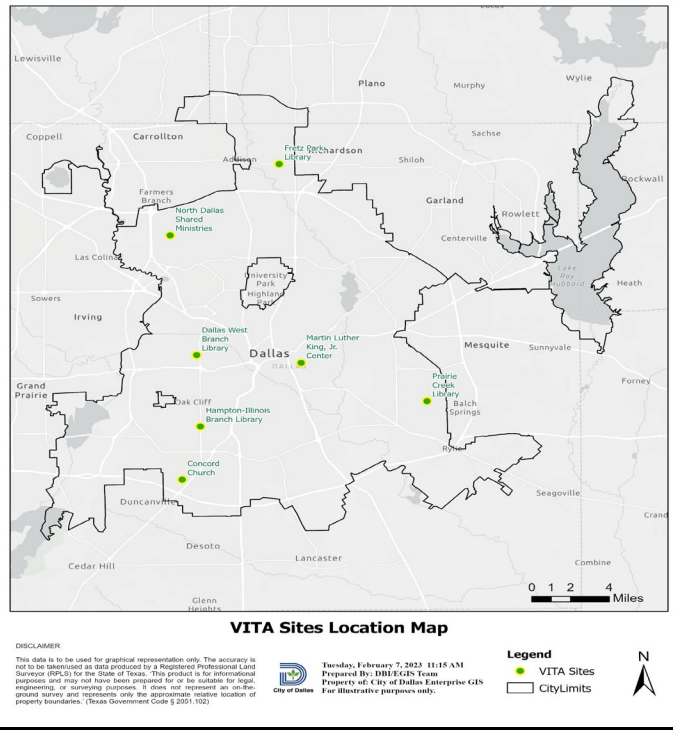
Volunteer Income Tax Assistance, or VITA, is an Internal Revenue Service (IRS) initiative to support free tax preparation services for low-income residents. The service utilizes trained and certified volunteers to provide tax preparation services at no cost to the resident. VITA programs help these residents save money on costly tax preparation fees, assists in identifying Earned Income Tax Credits and other refundable tax credits, and reduces the use of costly Refund Anticipation Loans. OCC contracts with Foundation Communities to administer the Community Tax Centers program. Additionally, with funding from American Rescue Plan Act, OCC has been able to invest additional funds into increasing VITA capacity, supporting year-round outreach, and expanding service delivery for the Community Tax Centers.

VITA Site Locations – 2024 Planned

For 2024, VITA services will be delivered at the following sites. This represents a continuation from 2023 sites.

- Concord Church - 6808 Pastor Bailey Dr. Dallas, TX 75237
- Dallas West Branch Library - 2332 Singleton Blvd. Dallas, TX 75212
- Fretz Park Library - 6990 Belt Line Rd. Dallas, TX 75254
- Hampton-Illinois Branch Library - 2951 S Hampton Rd. Dallas, TX 75224
- Martin Luther King, Jr. Center - 2922 Martin Luther King Jr Blvd. Dallas, TX 75215
- North Dallas Shared Ministries - 2875 Merrell Rd. Dallas, TX 75229
- Prairie Creek Library - 9609 Lake June Rd. Dallas, TX 75217

DATE December 11, 2023
 SUBJECT **Financial Empowerment Centers and VITA Update Post March 2023 Launch**



VITA Metrics

During the pandemic, clients were understandably less likely to seek services from in-person sites, however there are numerous pandemic-driven factor that created additional complications in tax preparation for lower income individuals, such as the receipt of stipends, unemployment, and even medical and other costs. The below metrics are for the Community Tax Centers performance for the 2023 Tax Season (generally filings for 2022).

Community Tax Centers – 2023 Outcomes

- 9,906 (95% of goal) tax returns prepared
- \$9,150,640.00 (178% of goal) received in refunds
- \$2,135,325.00 (126% of goal) saved in fees
- 4,984 (199% of goal) Limited English Proficiency
- 1,788 (69% of goal) where filers claim Earned Income Tax Credit
- \$2,161,863 (62% of goal) Earned Income Tax Credit refund amt. secured by residents

Community Tax Centers – 2023 Outcomes (ARPA)

- 252,000 (120% of goal) touchpoints via mailed marketing campaign
- 19,083 (127% of goal) touchpoints via text message
- 11,000 (348% of goal) touchpoints via social media
- 33,648 (224% of goal) clients served

DATE December 11, 2023

SUBJECT **Financial Empowerment Centers and VITA Update Post March 2023
Launch**

- 1,800 (36% of goal) referred to financial education classes
- 3,849 (55% of goal) volunteer hours

Financial Empowerment Centers Framework and Alignment

A critical component in the success of financial empowerment centers, is that they be anchored within or partnered with other complementary programming. Beyond the operations of the FECs and VITA sites, OCC is engaged with internal and external partners on several aligned programs.

- **Advancing Economic Mobility:** linking benefit access (WIC), financial empowerment services (Dallas FEC) and health equity programs (P.A.D.) through shared outreach campaigns to increase benefit and program access in equity priority areas.
- **Cities Addressing Fines and Fees Equitably (CAFFE):** As part of the Fines and Fees NLC cohort the Dallas FEC will provide financial counseling services to residents affected by debt arising from citations issued by Dallas Animal Services for violating city ordinances regarding proper animal pet care.
- **Employee Banking Access:** Collaborate with the City’s organizational financial wellness partner, PNC bank and City Controller’s Office to promote financial wellbeing and banking access

Should you have any questions or need any additional information, please contact myself or Jessica Galleshaw, Director of Office of Community Care, at 214-670-5113 or Jessica.Galleshaw@dallas.gov.



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

c: T.C. Broadnax, City Manager
Chris Caso, City Attorney
Mark Swann, City Auditor
Biliera Johnson, City Secretary
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Robert Perez, Assistant City Manager
Carl Simpson, Assistant City Manager
Jack Ireland, Chief Financial Officer
Genesis D. Gavino, Chief of Staff to the City Manager
Directors and Assistant Directors

Memorandum



CITY OF DALLAS

DATE December 11, 2023
Honorable Chair and Members of the Workforce, Education, and Equity Committee
TO Jaynie Schultz (Chair), MPT Carolyn King Arnold (Vice Chair), Adam Bazaldua,
Paula Blackmon, Jaime Resendez, Paul Ridley, Gay Donnell Willis
SUBJECT **2023 Equity Indicators Report, Second Edition 2023**

The purpose of this memorandum is to provide an update on the second edition of the Dallas Equity Indicators Report which began in the spring of 2023. First published in 2019, the Dallas Equity Indicators (Ei) project is a collaboration among the City of Dallas and EveryTexan utilizing methodology developed by the University of New York's Institute for State and Local Governance (CUNY ISLG). It is an adaptable approach to creating Equity Indicator tools for cities seeking to measure, track and address equity in local communities. The indicators serve as set of metrics that capture the extent of disparities faced by different groups across six themes (economic opportunity, education, neighborhood and infrastructure, public health, justice and government, and environmental justice).

The Impact of the Report

The Equity Indicators Report serves as a vital tool for assessing and addressing disparities within the City. By analyzing various indicators such as Business Establishments, Access to Housing and Environmental Justice Screen Scores the report unveils crucial insights into existing inequities. This understanding is fundamental for policymakers, organizations, and communities seeking to create a more equitable and inclusive systems. The report highlights disparities and can help create targeted strategies to support residents with greatest need, though data driven decision-making, foster accountability, and pave the way for the implementation of policies, plans and procedures to address historical and current inequities.

Racial Equity Plan and Equity Indicators Report

The 2019 Ei report has been a vital data resource that has supported the City in organizing and operationalizing equity internally and alongside external stakeholders. The tool has been used to support the City's Budgeting for Equity (BfE) process, informed department decisions, and central to yearly Equity Indicators Symposium that takes place every January. Most recently the report was utilized as a foundational tool in the development of Dallas' first Racial Equity Plan, adopted by City Council August 24, 2022. The data outlined in the Equity Indicators Report, along with community engagement, was used to establish Department Progress Measures (DPMs), aimed to address the disparities.

DATE December 11, 2023
SUBJECT **2023 Equity Indicators Report**
PAGE **2 of 2**

Preliminary 2023 Equity Indicators Report Updates

- The updated report will include a new theme, Environmental Justice. The newest theme includes the following four indicators: Environmental Justice Screen Ozone Score, Tree Canopy, Solar Accessibility, and Food Access.
- There are a total of 64 Equity Indicators in the updated report.
- While 2023 revealed improvements in themes scores, disparities were still most pronounced in the Justice and Government theme, and Economic Opportunity.

The updated 2023 Equity Indicators Report is scheduled to be released January 2024 during the 5th Annual Equity Indicators Symposium. It is important to acknowledge the tremendous partnership of the Communities Foundation of Texas (CFT) to the inaugural 2019 Equity Indicators Report. CFT's support helped to provide Dallasites with the initial comprehensive tool to better understand and measure progress toward equity throughout Dallas communities.

Should you have any questions or concerns, please do not hesitate to contact me or Dr. Lindsey Wilson, Director of the Office of Equity and Inclusion, at lindsey.wilson@dallas.gov.



Liz Cedillo Pereira
Assistant City Manager

c: T.C. Broadnax, City Manager
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Directors and Assistant Directors

Memorandum



CITY OF DALLAS

DATE December 11, 2023
Honorable Chair and Members of the Workforce, Education, and Equity Committee
TO Jaynie Schultz (Chair), MPT Carolyn King Arnold (Vice Chair), Adam Bazaldua,
Paula Blackmon, Jaime Resendez, Paul Ridley, Gay Donnell Willis
SUBJECT **Phase IV of the Americans with Disabilities Act Self Evaluation and Transition Plan**

The following Office of Equity & Inclusion item will be considered by City Council on the December 13, 2023, Agenda:

On January 26, 1993, the City of Dallas completed the first ADA Self Evaluation and Transition Plan. This plan addressed ADA accessibility for City buildings, parks and included elements for the improvement of sidewalks and curb ramps. However, on September 15, 2010, United States Department of Justice published final regulations revising the Department's ADA regulations, including the adoption of updated ADA Standards for Accessible Design. The revised final regulations went into effect on March 15, 2011.

On September 25, 2019, City Council authorized a professional services contract with Kimley-Horn and Associates, Inc. through an Interlocal Agreement with the City of Addison, to conduct Phase I of the Americans with Disabilities Act (ADA) Self Evaluation and Transition Plan, which included documentation of the City's efforts to date related to Title II compliance, inventory of City programs, services, and activities to be evaluated in future phases, training of City staff, budgets and schedules and a compliance review of selected City buildings, by Resolution No. 19-1510.

On August 26, 2020, City Council authorized (Phase II) Supplemental Agreement No.1 to the professional service contract to develop the City of Dallas Sidewalk Master Plan by Resolution No. 20-1223. Supplemental Agreement No.2 extended the contract an additional four-months.

On July 7, 2021, City Council authorized (Phase III) Supplemental Agreement No.3 to the professional service contract which included the review of city department services, programs, and activities; ADA electronic media and website development training; and additional ADA building and facilities reviews with an emphasis on first responders' facilities and recommended actions for ADA Transition Plan by Resolution No. 21-1120. Supplemental Agreement No.3 extended the contract an additional twenty-four months. Supplemental Agreement No.4 by Resolution No.21-1120 extended the contract an additional six-months.

Authorizing Supplemental Agreement No. 5 to the professional services contract with Kimley-Horn and Associates, Inc., through an Interlocal Agreement with the City of

DATE December 11, 2023
SUBJECT **Phase IV of the Americans with Disabilities Act Self Evaluation and Transition Plan**
PAGE **2 of 2**

Addison to conduct Phase IV of the Americans with Disabilities Act Self Evaluation and Transition Plan. Contract for a duration of twenty-four-months not to exceed \$300,000. Phase IV to include continued reviews of city department services, programs, and activities; Sport / Soccer fields and amenities, electronic media and other ADA department training; and additional ADA building reviews and recommended actions for ADA compliance.

ESTIMATED PHASE IV SCHEDULE OF PROJECT

Begin Phase V ADA Self Evaluation and Transition Plan	December 2023
Complete Phase V ADA Self Evaluation and Transition Plan	December 2025

FISCAL INFORMATION

General Funds - \$300,000.00

Should you have any questions please contact Dr. Lindsey Wilson, Director of Office of Equity & Inclusion at lindsey.wilson@dallas.gov.



Liz Cedillo Pereira
Assistant City Manager

- c: T.C. Broadnax, City Manager
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Directors and Assistant Directors

Memorandum



CITY OF DALLAS

DATE December 11, 2023
Honorable Chair and Members of the Workforce, Education, and Equity Committee
TO Jaynie Schultz (Chair), MPT Carolyn King Arnold (Vice Chair), Adam Bazaldua, Paula Blackmon, Jaime Resendez, Paul Ridley, Gay Donnell Willis
SUBJECT **December 13, 2023 Upcoming Agenda Item# 23-3039 – Youth Navigation**

On December 13, 2023 an Office of Procurement Services item will be considered by City Council, to authorize a subrecipient contract with K16 Ready Society, Inc. dba Texas Initiative Programs.

File ID: 23-3039: Authorize a subrecipient contract in the amount of \$250,000, with a one-year renewal option in the amount of \$250,000, for Youth Navigation services for low and moderate-income youth in Dallas for a local, backbone service entity to align outreach and service delivery among youth navigation services providers for the Office of Community Care - K16 Ready Society, Inc. dba Texas Initiative Programs, Inc., only proposer - Not to exceed \$500,000 - Financing: Coronavirus State and Local Fiscal Recovery Fund (subject to annual appropriations).

Background

The Youth Navigation program funds are intended to support a subrecipient to serve as a backbone entity to partner with various providers serving Opportunity Youth to create connectivity and synergy between and among these organizations and to provide navigation services for Opportunity Youth. The definition for Opportunity Youth, as established by the Aspen Institute through its Forum for Community Solutions, are “young people between ages 16 and 24 who are neither enrolled in school nor participating in the labor market.”

The K16 Ready Society, Inc. dba Texas Initiative Programs, Inc., was chosen as the subrecipient through a solicitation process, to serve as the “backbone entity” and help to connect youth with various programs and services that are available to serve and support them.

The Organization’s desired performance measures targets are as follows:

Performance Measures	Target Level
Number of program youth referred (including race, ethnicity, household income).	400
Number of program youth screened / assessed/enrolled.	400
Number of program youth served.	400
Number of youths with a successful discharge.	320
Number of community engagements/outreach efforts.	24
Number of community linkages established.	50

Procurement

The City of Dallas Office of Community Care (OCC) sought proposals from nonprofit organization through an open application process to provide Navigation Services for Opportunity Youth to low- and moderate-income youth in Dallas. The purpose of this program is for a local, backbone service entity to align outreach and service delivery among youth navigation services providers.

This solicitation specifically sought one subrecipient to serve as the lead entity to partner with various youth-serving organizations, to provide navigation services to Opportunity Youth.

The Evaluation Committee selected the successful respondent on the basis of demonstrated competence and qualifications under the following criteria:

- Programming and work plan 40 points
- Budget 25 points
- Organizational capacity 20 points
- Evaluation Plan 15 points

The Office of Procurement Services conducted a single proposal review and found no exceptions, with K16 Ready Society, Inc. dba Texas Initiative Programs receiving a score of 86.25 out of a total 100 points.

A four-member committee from the following departments reviewed and evaluated the qualifications:

- Budget and Management Services (1)
- Office of Community Care (2)
- City Manager’s Office (1)

The organization will begin implementation of programming and services once contract has been executed.

Should you have any questions or need any additional information, please contact myself or Jessica Galleshaw, Director of Office of Community Care, at 214-670-5113 or Jessica.Galleshaw@dallas.gov.

DATE December 7, 2023

SUBJECT **December 13, 2023 Upcoming Agenda Item# 23-3039 – Youth Navigation**

PAGE 3 of 3



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Assistant City Manager

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WORKFORCE, EDUCATION, & EQUITY COMMITTEE 3 MONTH FORECAST

	TITLE	DEPARTMENT
MONDAY, DECEMBER 11, 2023, 9:00 A.M.		
BRIEFING ITEMS	REP Department Progress Measures (DPM) Update with Hubsite Live Demonstration	Office of Equity & Inclusion Data Analytics & Business Intelligence
	Workforce Development and Training	Small Business Center
	Consideration of 2025 Legislative Priorities	Government Affairs
BRIEFINGS BY MEMORANDUM	Equity Indicators Report Update	Office of Equity & Inclusion
	Financial Empowerment Center and VITA Update	Office of Community Care
	ADA Transition Plan Phase 4 Authorization	Office of Equity & Inclusion
	Youth Navigation Services Update	Office of Community Care
MONDAY, JANUARY 8, 2024, 9:00 A.M.		
BRIEFING ITEMS	Cities Addressing Fines & Fees Equity (CAFEE) Grant	Office of Equity & Inclusion Department of Animal Services Office of Community Care
	Ei Report Update	Office of Equity & Inclusion, Every Texan
	Digital Navigators Update	CMO Chief of Staff
	Library's Niche Role in the realm of Workforce Development	Library
BRIEFINGS BY MEMORANDUM	Fair Housing Equity Plan	Office of Equity & Inclusion
	Brownfield Pilot Update	Office of Environmental Quality & Sustainability Office of Equity & Inclusion
MONDAY, FEBRUARY 12, 2024, 9:00 A.M.		
BRIEFING ITEMS	REP Strategies & Initiatives	Office of Procurement Services Small Business Center
	Public Safety & Equity Update	Office of Integrated Public Safety Solutions, Office of Community Care, Dallas Police Department, Small Business Center, Human Resources
	Welcoming Strategy Update	Office of Equity & Inclusion - WCIA
BRIEFINGS BY MEMORANDUM		