

MINUTES OF THE CITY COUNCIL COMMITTEE
TUESDAY, APRIL 9, 2024

24-0019

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

PRESENT: [7] Schultz, *Arnold (**9:26 a.m.), Resendez, *Bazaldua, *Blackmon, Willis,
Ridley (**9:02 a.m.)

ABSENT: [0]

The meeting was called to order at 9:01 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 11:01 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 for this meeting are filed with the City Secretary's Office 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, APRIL 9, 2024

EXHIBIT A

RECEIVED

2024 APR - 5 PM 6:10

**CITY SECRETARY
DALLAS, TEXAS**

City of Dallas

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

Public Notice

2 4 0 3 7 0

**POSTED CITY SECRETARY
DALLAS, TX**



Workforce, Education, and Equity Committee

April 9, 2024

9:00 AM

SPECIAL CALLED MEETING

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, *Ridley, *Stewart	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

* Updated:2/22/24

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 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 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.

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=m1564f1cb90ea189a04dfc48c3c504620>

Call to Order

MINUTES

1. [24-1155](#) Approval of the March 5, 2024, Workforce, Education and Equity Committee Meeting Minutes

Attachments: [Minutes](#)

BRIEFING ITEMS

- A. [24-1150](#) Dallas Independent School District Equity Efforts Update [Dr. Pamela Lear; Deputy Superintendent of Staff and Racial Equity]

Attachments: [Presentation](#)

- B. [24-1151](#) Human Rights Commission April 2024 Update: Follow-up, Engagement, Feedback, and Findings [Dr. Lindsey Wilson; Director, Office of Equity, and Inclusion; Christina Da Silva; Assistant Director, Office of Equity, and Inclusion; Chris Graves; Human Rights Officer, Office of Equity, and Inclusion]

Attachments: [Presentation](#)

- C. [24-1152](#) Presentation Regarding the Impact of Equity in the Dallas Business Sector [Sarah Cotton Nelson; Founder and Director, High Flying Strategies; Coda Rayo-Garza, Director of Research and Data, Every Texan; Drexell Owusu; Chief Impact Officer, The Dallas Foundation]

Attachments: [Presentation](#)

- D. [24-1153](#) Welcoming Strategy Update: Insights from the Certified Welcoming Dallas Audit and Welcoming Interactive Conference, April 10-12, 2024 [Dr. Lindsey Wilson; Director, Office of Equity, and Inclusion; Christina Da Silva; Assistant Director, Office of Equity, and Inclusion]

Attachments: [Presentation](#)

BRIEFING MEMOS

- E. [24-1260](#) Proposed Contract for Council Consideration, Multimedia Messaging Platform for Woman, Infants, and Children (WIC) Outreach and Scheduling Support [Liz Cedillo-Pereira; Assistant City Manager, City Manager's Office]

Attachments: [Memorandum](#)

- F. [24-1259](#) Housing Opportunities for Persons with AIDS (HOPWA) Renewal and Contract Increase [Liz Cedillo-Pereira; Assistant City Manager, City Manager's Office]

Attachments: [Memorandum](#)

FORECAST

- G. [24-1177](#) Committee 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
TUESDAY, APRIL 9, 2024

EXHIBIT B

OFFICIAL ACTION OF THE CITY COUNCIL COMMITTEE

APRIL 9, 2024

Item 1: Approval of the March 5, 2024, Workforce, Education and Equity Committee Meeting Minutes

Councilmember Willis moved to adopt the minutes as presented.

Motion seconded by Councilmember Resendez and unanimously adopted. (Arnold, Ridley absent when vote taken)

OFFICIAL ACTION OF THE CITY COUNCIL COMMITTEE

APRIL 9, 2024

BRIEFING ITEMS

Item A: Dallas Independent School District Equity Efforts Update

The following individuals briefed the committee on the item:

- Liz Cedillo-Pereira, Assistant City Manager, City Manager's Office; and
- Dr. Pamela Lear, Deputy Superintendent of Staff and Racial Equity, DISD.

OFFICIAL ACTION OF THE CITY COUNCIL COMMITTEE

APRIL 9, 2024

BRIEFING ITEMS

Item B: Human Rights Commission April 2024 Update: Follow-up, Engagement, Feedback, and Findings

This item was held until a later date.

OFFICIAL ACTION OF THE CITY COUNCIL COMMITTEE

APRIL 9, 2024

BRIEFING ITEMS

Item C: Presentation Regarding the Impact of Equity in the Dallas Business Sector

The following individuals briefed the committee on the item:

- Liz Cedillo-Pereira, Assistant City Manager, City Manager's Office;
- Sarah Cotton Nelson; Founder and Director, High Flying Strategies;
- Coda Rayo-Garza, Director of Research and Data, Every Texan; and
- Drexell Owusu; Chief Impact Officer, The Dallas Foundation

OFFICIAL ACTION OF THE CITY COUNCIL COMMITTEE

APRIL 9, 2024

BRIEFING ITEMS

Item D: Welcoming Strategy Update: Insights from the Certified Welcoming Dallas Audit and Welcoming Interactive Conference, April 10-12, 2024

The following individuals briefed the committee on the item:

- Dr. Lindsey Wilson; Director, Office of Equity, and Inclusion; and
- Christina Da Silva; Assistant Director, Office of Equity, and Inclusion;

OFFICIAL ACTION OF THE CITY COUNCIL COMMITTEE

APRIL 9, 2024

BRIEFING MEMOS

Item E: Proposed Contract for Council Consideration, Multimedia Messaging Platform for Woman, Infants, and Children (WIC) Outreach and Scheduling Support

Item F: Housing Opportunities for Persons with AIDS (HOPWA) Renewal and Contract Increase

The committee discussed the items.

OFFICIAL ACTION OF THE CITY COUNCIL COMMITTEE

APRIL 9, 2024

FORECAST

Item G: Committee Forecast

The committee discussed the item.

MINUTES OF THE CITY COUNCIL COMMITTEE
TUESDAY, APRIL 9, 2024

EXHIBIT C



City of Dallas

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

Agenda Information Sheet

File #: 24-1150

Item #: A.

Dallas Independent School District Equity Efforts Update [Dr. Pamela Lear; Deputy Superintendent of Staff and Racial Equity]

DALLAS ISD

An aerial photograph of the Dallas skyline at sunset. The sky is a mix of purple, pink, and orange. The city is filled with various skyscrapers and buildings, some of which are illuminated by the setting sun. The title 'DALLAS ISD' is written in large, bold, white, sans-serif capital letters across the top of the image.

April 9, 2024

City Council Workforce, Education and Equity Committee

Pamela Lear, Ed.D. – Deputy Superintendent of Staff and Racial Equity

RACIAL EQUITY

Leading In Rhythm With Equity And Excellence



Dallas ISD Board Goals

1 All State Assessments in all subjects in Domain 1

GPM 1.1 MOY MAP D1
GPM 1.2 AA MOY MAP D1
GPM 1.3 MOY MAP Meets+

2 3rd Reading Assessment at Meets+ level

GPM 2.1 3rd R MOY MAP Meets+
GPM 2.2 2nd AA EOY MAP R 50%
GPM 2.3 1st AA EOY Map R 50%

3 3rd Math Assessment at Meets+ level

GPM 3.1 3rd M MOY MAP Meets+
GPM 3.2 2nd AA EOY MAP M 50%
GPM 3.3 1st AA EOY MAP M 50%

4 6-8 All State Assessments in all subjects in Domain 1

GPM 4.1 6-8 R & M MOY MAP D1
GPM 4.2 6-8 R & M AA MOY MAP D1
GPM 4.3 R & M 6-8 MOY MAP Meets+

5 All HS Graduates CCMR in Domain 1

GPM 5.1 CCMR - TSI
GPM 5.2 CCMR - IBC
GPM 5.3 CCMR - THECB Level 1-2
GPM 5.4 CCMR - P-TECH / ECHS
GPM 5.5 CCMR - Associates

OUR BELIEFS



EFFECTIVE INSTRUCTION

Our Tier I instruction will yield on or above grade level achievement.



EQUITABLE ACCESS & OUTCOMES

All at-risk students will succeed with equitable access and opportunity.



EXCELLENCE

We are committed to continually pursuing excellence.

WHY WE EXIST



A young child with curly hair is focused on playing with colorful blocks on a table in a classroom. In the background, other children are visible, some sitting at desks. The scene is brightly lit, suggesting a sunny day. The image has a semi-transparent purple overlay.

RACIAL EQUITY POLICY

In 2017, the Dallas ISD Board acknowledged a history of systemic and institutional racism in our country and in Dallas ISD and made a unanimous commitment to respond via the Racial Equity Resolution and Policy.

RACIAL EQUITY POLICY

"The District acknowledges the history of institutional racism that systematically and systemically prohibited the educational and societal advancement of students."

"The District recognizes its history in participating in societal ills that have perpetuated racial inequity and discrimination."

"The District shall create an environment that understands providing **additional and differentiated resources** to support the success of all students shall be fundamentally necessary to achieve racial and educational equity."

"The District shall establish the Racial Equity Office (REO)."

"The REO shall function to create opportunities to eliminate inequitable practices within the District... that negatively impact achievement for all student groups, with **emphasis on African American and English language learners.**"





MISSION

Our mission is to eliminate systemic disparities and ensure equity so all students, regardless of race, have the opportunity to graduate equipped to compete in a society and world that is racially and culturally diverse.





RACIAL EQUITY COMMITMENTS



APPROACH

We seek out historical narratives to relearn the origins of inequities, complexity of root causes, and the challenges of the current moment.

We acknowledge, but no longer accept, the current and historical inequitable structures/systems so that we can embrace practices that promote "inclusivity," belonging, mutuality, and unity.

VOICE

We center, amplify, and welcome those in historically disinvested communities so that they can lead changes in policies, practices, and support systems.

We create a culture that prioritizes the voice of the community to maximize the wealth of talent, collective genius, and funds of knowledge.

ACTION

We support advocacy, agency-building through resources, education, and collaboration with families, students, and community.

We push ourselves and others to acknowledge privilege and to act with urgency to disrupt the status quo.

IMPROVEMENT

We commit to a growth mindset as we work to improve the inequities within our district.

We commit to holding ourselves accountable by building time for reflection, celebrations, failure, change, and by closing feedback loops.

RACIAL EQUITY COMMITMENTS

**SHARED
RESPONSIBILITY
&
JOINT
ACCOUNTABILITY**



GOAL PROGRESS MEASURES

A young girl with dark curly hair, wearing a blue and white striped shirt, is sitting at a desk in a classroom. She is looking towards the camera with a slight smile and has her right hand raised high, pointing upwards. In her left hand, she holds a blue pen. The background shows other students at their desks, some with their hands raised, and a classroom setting with posters on the wall.

GOAL 1

Student achievement on state assessments in all subjects in Domain 1 shall increase from 46 to 58 by June 2025.



GPM 1.2

African American student achievement on TEKS aligned assessments in reading and math using the projected Domain 1 calculation will increase from 26 to 50 by middle-of-year 2024-25 (MOY MAP; district assessment in non-MAP tested courses)

GOAL 2

Student achievement on the third-grade state assessment in reading at the Meets performance level or above shall increase from 40 percent to 56 percent by June 2025.



GPM 2.1

Student achievement levels for second-grade **African American** students scoring at or above grade level (50th percentile) on a standardized reading assessment will increase from 35% to 50.0% by June 2025. (MAP EOY)



GPM 2.3

Student achievement for first-grade **African American** students scoring at or above grade level (50th percentile) on a TEKS aligned assessment in reading shall increase from 29% to 37% by 2024–25.

GOAL 3

Student achievement on the third-grade state assessment in mathematics at the Meets performance level or above shall increase from 42.3 percent to 56.0 percent by June 2025.



GPM 3.2

Student achievement for second-grade **African American** students scoring at or above grade level (50th percentile) on a TEKS aligned assessment in math shall increase from 22% to 40% by 2024–25.



GPM 3.3

Student achievement for first-grade **African American** students scoring at or above grade level (50th percentile) on a TEKS aligned assessment in math shall increase from 32% to 40% by 2024–25.

GOAL 4

Middle-grade student achievement (grades 6–8) on state assessments in all subjects in Domain 1 shall increase from 40 to 50 by June 2025.



GPM 4.2

African American student achievement on TEKS aligned assessments in reading and math (grades 6–8) using the projected Domain 1 calculation shall increase from 28 to 44 by middle-of year 2024–25.

CONSTRAINT PROGRESS MEASURE



17

Constraint 4

Ensure a commitment to racial, social-economic, and educational equity.



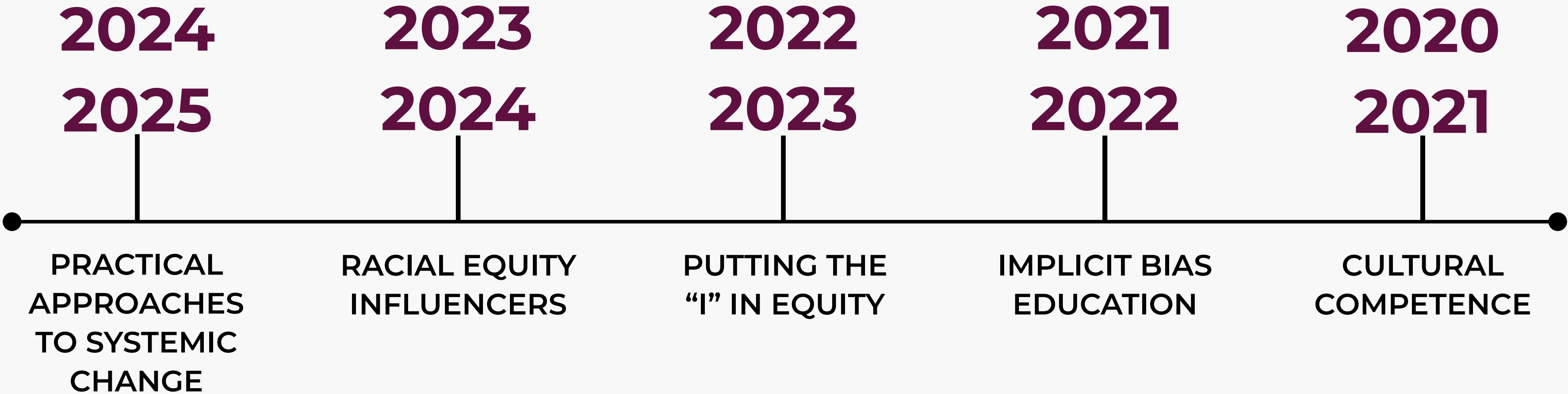
CPM 4.2

The gap between African American (AA) and Emergent Bilingual (EB) students when compared to other students enrolled in rigorous coursework shall be less than 5 percent by 2025.

A photograph of three diverse students sitting at a table in a library, surrounded by bookshelves. They are looking at papers and books, appearing to be in a study session. The text 'CONTINUOUS EQUITY MINDSET' is overlaid in large white letters.

CONTINUOUS EQUITY MINDSET

RACIAL EQUITY PROFESSIONAL DEVELOPMENT



RACIAL EQUITY PROFESSIONAL DEVELOPMENT



Influencers RACIAL EQUITY
SPRING EXCHANGE

April 4, 2024 | 12:30-4:30 PM | Fellowship Dallas

Back by popular demand, secure your seat at the upcoming Learning Exchange. We can't wait to see you there!

WHAT WE DO



Racial Equity Office Pillars



Equitable Academic Outcomes



Instructional Equity

Programmatic Equity

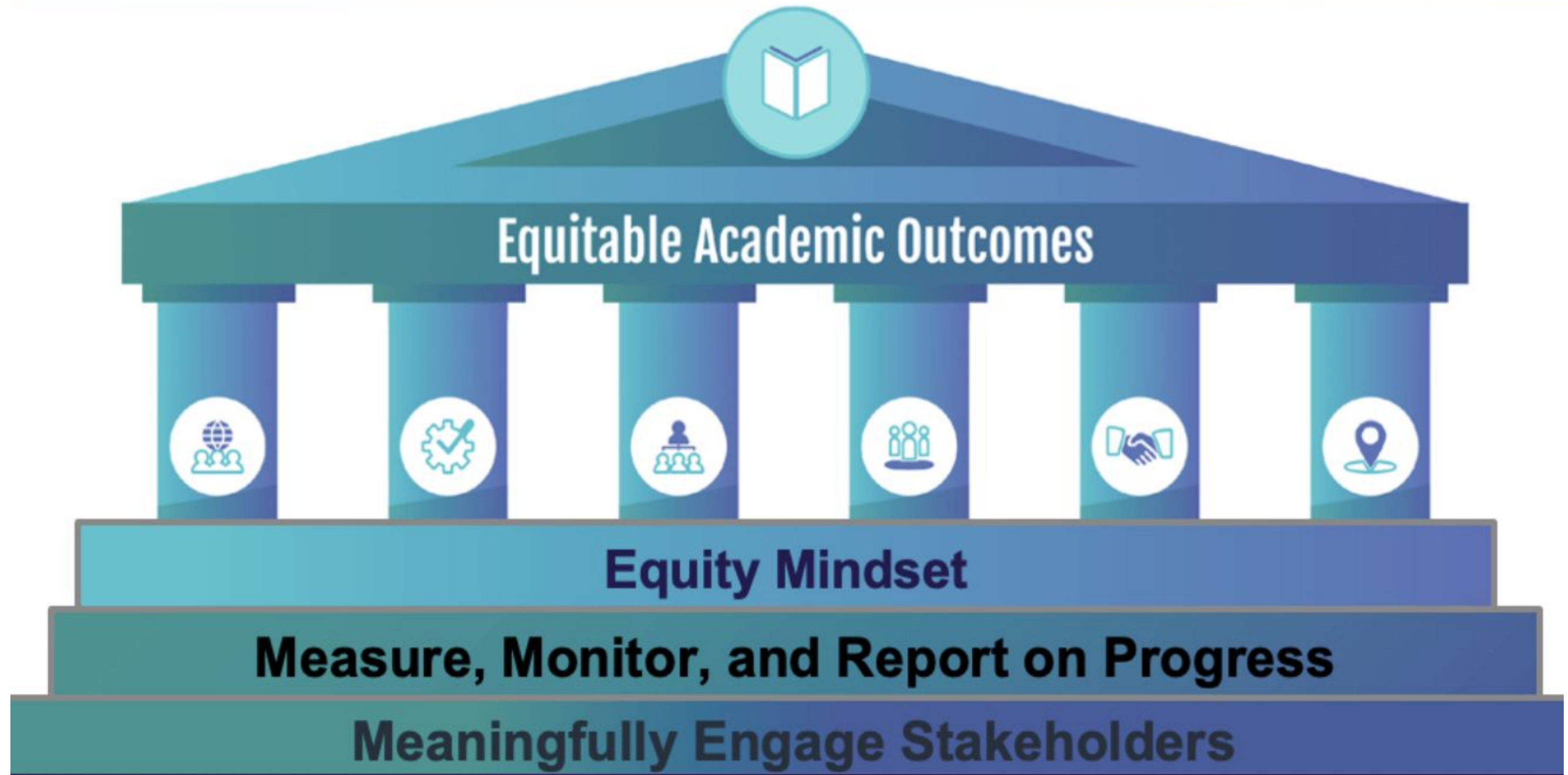
**Equitable Leadership
& Operations**

**Culturally Competent
& Diverse Workforce**

**Internal & External
Community Engagement**

**Facility & Location
Equity**

FOUNDATIONS FOR SUCCESS



2023-2024 EQUITY PRIORITIES

INSTRUCTIONAL EQUITY	PROGRAMMATIC EQUITY	EQUITABLE LEADERSHIP & OPERATIONS	CULTURALLY COMPONENT & DIVERSE WORKFORCE	INTERNAL & EXTERNAL COMMUNITY ENGAGEMENT	FACILITY & LOCATION EQUITY
Access to Strong Instructional Practices	Access to Rigorous Coursework	Access to Strong Instructional Leadership	Students Sense of Belonging	Family Sense of Progress	Access to High-Quality Facilities
<p>Recruitment</p> <ul style="list-style-type: none"> • Early Hiring Supports <p>High-Quality Instructional Materials (HQIM)</p> <p>Multi-tiered Systems of Support (MTSS)</p> <ul style="list-style-type: none"> • Tutoring • Reading Interventionists <p>Career Path (Demonstration Teachers) & Strategic Compensation</p> <ul style="list-style-type: none"> • High Priority Campus (HPC) Teacher Stipends • Novice Teacher Supports <p>Professional Development & Collaboration (Reading Academies)</p> <ul style="list-style-type: none"> • Partner Teaching 	<p>Choice Programming</p> <ul style="list-style-type: none"> • Access & Support (School Choice Advisors) <p>P-Tech & Career Institute</p> <ul style="list-style-type: none"> • Access & Support (College Assessment Coordinators) <p>Afterschool Summer Breeze</p> <p>Reset Centers</p> <ul style="list-style-type: none"> • Reduced Out-of-Class Time <p>Advanced Coursework</p> <ul style="list-style-type: none"> • Access & Support (AP University) <p>Dual Language</p> <ul style="list-style-type: none"> • Two-Way Dual Language • Newcomer Academy <p>Special Education/504</p> <ul style="list-style-type: none"> • Reduced Over Identification • Inclusion Models 	<p>Career Path & Strategic Compensation (LEAD)</p> <ul style="list-style-type: none"> • HPC Leader Stipends <p>Professional Development</p> <p>Equitable School Funding</p> <ul style="list-style-type: none"> • HPC Racial Equity Support Funding • ACE <p>Coordination & Coherence</p> <ul style="list-style-type: none"> • Equity Impact Assessment 	<p>Racial Equity Mindset</p> <ul style="list-style-type: none"> • Equity Mindset Professional Development • Racial Equity Commitments • AA&EB Mentorship Roles • Cultural Heritage Celebrations <p>Strong & Diverse Pipelines</p> <ul style="list-style-type: none"> • Black and Hispanic Male Residency 	<p>Student Involvement</p> <p>Family Involvement Partnerships</p> <ul style="list-style-type: none"> • Pre-K Partnerships <p>Progress Monitoring</p> <ul style="list-style-type: none"> • Public Equity Dashboard • Principal Equity Dashboard • Trustee Appointed Advisory Council (TAAC) <p style="text-align: center;">Foundations for Excellence</p> <ul style="list-style-type: none"> • Equity Priorities 	<p>Learning Equipment & Technology</p> <ul style="list-style-type: none"> • Access to Technology <p>Capital Planning</p> <ul style="list-style-type: none"> • Resource Centers • Access to Bond Investments <p>Facility Conditions Dashboard</p>

EQUITY PROGRESS TEAM



EQUITY PROGRESS GOAL DATA

**BEGINNING
OF YEAR**

*** MIDDLE
OF YEAR**

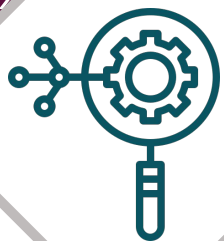
**END
OF YEAR**

Racial Equity Goal Status	Number	Percent
On-Track	26	93%
Off- Track	2	7%
Total	28	100%

EQUITY ASSESSMENT FRAMEWORK

1 **Root Cause Analysis and Problem Statement**

Ground proposals in qualitative and quantitative understanding of existing racial inequities, explicit exploration of root causes, and historical context.



2 **Stakeholder Engagement**

Engaging stakeholders, particularly historically marginalized communities, early and throughout implementation.



3 **Visioning**

Documenting the intended outcomes of the project through the lens of those most impacted and with the greatest need.



4 **Communication**

Continuing to partner with students, families, and Communities of Color to advance racial equity and deepen relationships.



5 **Progress Monitoring**

Creating strategies for regular progress monitoring with data disaggregated by key student groups.



Who can use the Equity Assessment Framework



Support Staff

Selection of student activities, meals, products, clubs, after-school programs, sports, music, book selections, and trips; academic, behavioral, and attendance progress monitoring by grade

Administrators, Teachers, Interventionists, and Counselors

Selection of any school-based curriculum, program, supplemental resources, and/or extra-curricular programs or materials

Central Staff

Determining major initiatives such as professional development programs, district-wide curriculum, and hiring practices

Superintendents, Deputy Superintendents, and Chiefs

Determining school closures, allocations of financial, human capital, other resources, and proposals that go before the Board

Board of Trustees

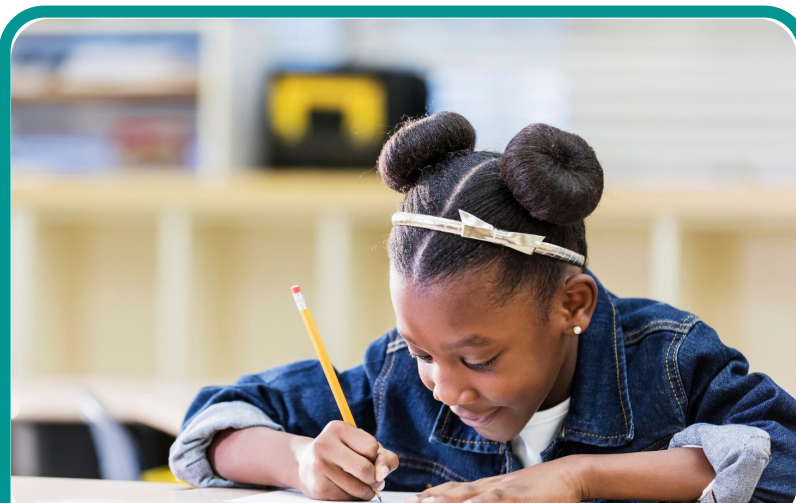
Creating policy, practice, and protocol development or modifications

HIGH LEVERAGE SUPPORTS



INSTRUCTIONAL EQUITY

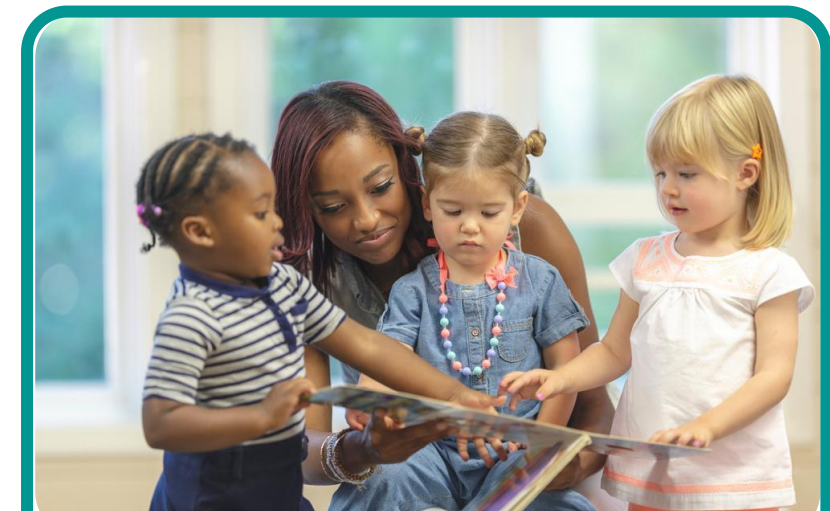
Pillar Metric : % of Students with Proficient 1+Teachers



Equitable Access to
Proficient 1+ Teachers



Tier I On Grade Level
Curriculum that is
Culturally Relevant and
Responsive



Reading
Interventionists for
High Priority
Elementary Campuses

PROGRAMMATIC EQUITY

Pillar Metric: % of Students enrolled in Advanced Courses



AP University



College Assessment
Coordinators



P-Tech Programs

EQUITABLE LEADERSHIP & OPERATIONS

Pillar Metric: % of Students with Proficient 1+Leaders



LEAD Pipelines and Professional Development | HPC Principal Retention and Support

CULTURALLY COMPETENT & DIVERSE WORKFORCE

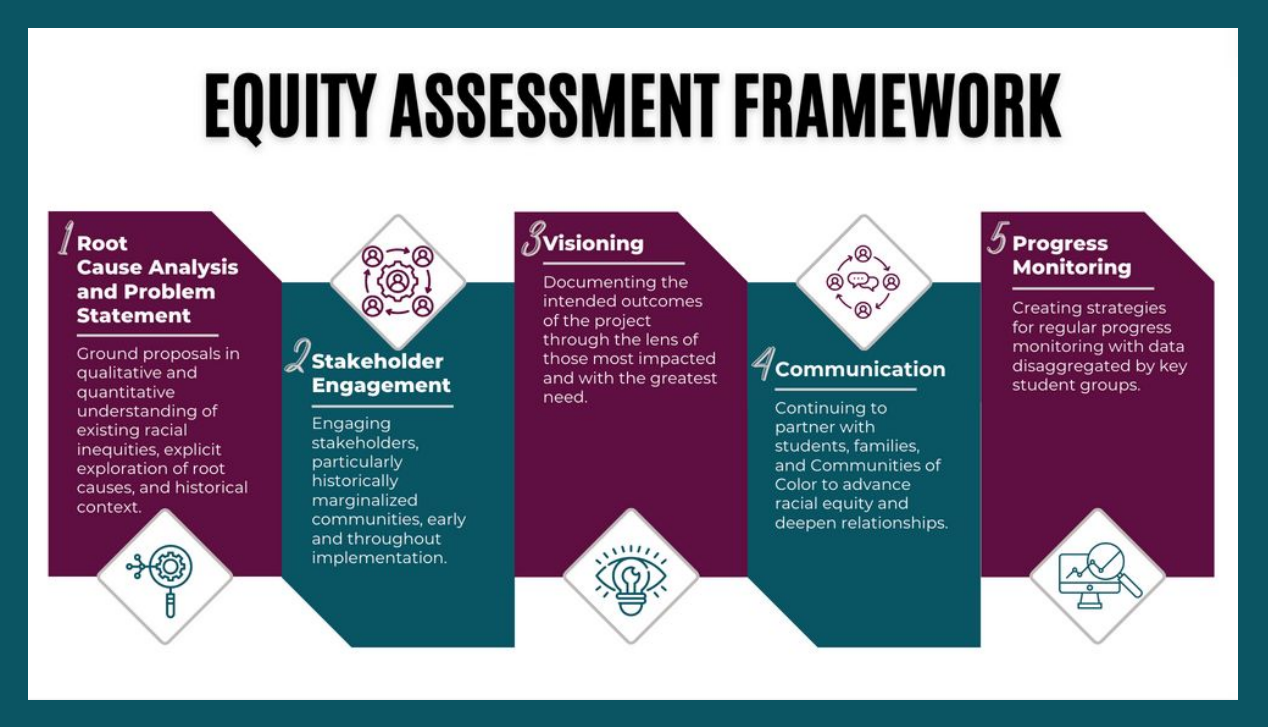
Pillar Metrics: % of Staff Completing Racial Equity Professional Learning

Racial Equity Influencers



Professional Development Opportunities

Equity Impact Assessment Framework



COMMUNITY ENGAGEMENT

Pillar Metric & Focus: % of Staff and family who believe we are headed in the right direction

Trustee-Appointed Advisory
Council (TAAC)



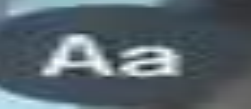
FACILITY & LOCATION EQUITY

Pillar Metric: Average Facilities Conditions Index



Student & Family Resource Centers
Priority Work Order Responses





Edit video

Next →





THANK YOU



City of Dallas

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

Agenda Information Sheet

File #: 24-1151

Item #: B.

Human Rights Commission April 2024 Update: Follow-up, Engagement, Feedback, and Findings [Dr. Lindsey Wilson; Director, Office of Equity, and Inclusion; Christina Da Silva; Assistant Director, Office of Equity, and Inclusion; Chris Graves; Human Rights Officer, Office of Equity, and Inclusion]



City of Dallas

Human Rights Commission Follow-up, Engagement, Findings, and Feedback

**Workforce, Education, and Equity
Committee
April 9th, 2024**

**Dr. Lindsey Wilson, Director
Christina da Silva, Assistant Director
Chris Graves, Human Rights Officer
Office of Equity & Inclusion**

Presentation Overview



Section I: Recap

- WEE Memo: Human Rights Commission
- Key Questions and Themes

Section II: Engagement

- Commissions' Input
- External Cities' Feedback and Learnings

Section III: Findings

- Opportunities
- Considerations
- Direction from WEE





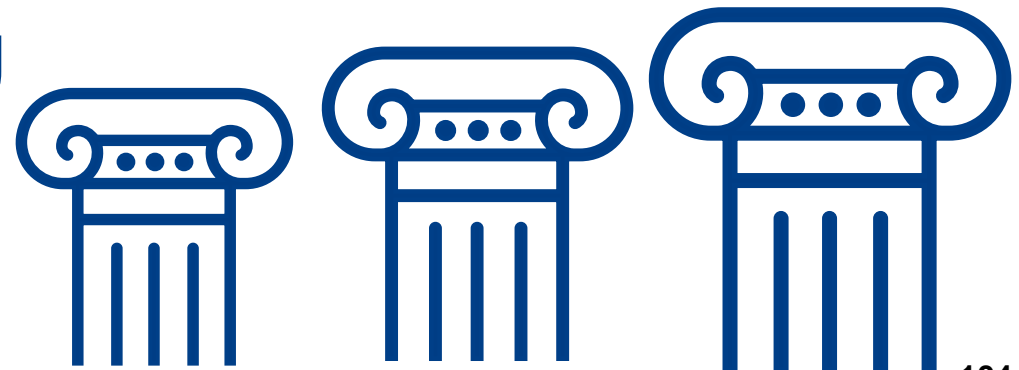
1

Recap of Human Rights Commission



February 2024 WEE Memo Highlighted:

1. Consideration for Commission Structure
 - Human rights holders have cross-cutting identities (i.e., intersectionality)
2. The FIFA Human Rights Framework and Three Pillars:
 - Inclusion and Safeguarding
 - Worker's Rights
 - Access to Remedy



Key Questions and Themes



- 1 Inquiries around the Structure and Council Wanting to Examine Alignment
- 2 Functions, Roles and Responsibilities
- 3 Membership Guidelines and Requirements





2

Local and National Engagement



Engagement Summary



Our engagement efforts focused on the Veteran Affairs' Commission and Commission on Disabilities, and reaching other U.S. cities with Human Rights Commissions.



**Veteran's &
Disabilities
Commission**



**18 U.S.
Cities**



Existing Commissions' Feedback



Gathered input from **Veteran Affairs' Commission (VAC)** and **Commission on Disabilities** in March 2024.



Topics included:

- Feedback on current structure
- Input on how to structure the Human Rights Commission while advancing their issues
- Identification of any issues around representation and/or effectiveness



Commissions Feedback



Cross-cutting themes from the existing Commissions ranged from:

- Increasing visibility of the rights of people with disabilities by considering their multiple identities (i.e., intersectionality)
- VAC saw less of a benefit in multiple identities approach.
- Increasing effectiveness through synergy of human rights holders on key issues (i.e., LGBTQIA+).
- Consistent theme to not forget veterans or people with disabilities if combining.





Engaged **18 U.S. cities** on their Human Rights - Relations Commissions (**HRCs**).

- Cities ranged from east to west coast with NYC as largest engaged.

Topics included:

- Structure and Functions
- Key Practices
- Challenges



U.S. Cities Contacted



1) San Francisco, CA

2) Des Moines, IA

3) Iowa City, IA

4) **Chicago, IL**

5) Bloomington, IN

6) New Orleans, LA

7) Boston, MA

8) Ann Arbor, MI

9) Baltimore, MD

10) Columbia, MO

11) **New York City**

12) Durham, NC

13) **Philadelphia, PA**

14) Pittsburgh, PA

15) Charlottesville, VA

16) Tacoma, WA

17) **Fort Worth, TX**

18) **Austin, TX**



3

Findings

Key Practices



Several Key Themes Emerged

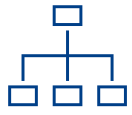
- Focus on core responsibilities
- Foster effective membership
- Maintain bi-directional communication with community to identify emerging issues
- Align the Commission with existing strategic efforts
- Stagger terms
- Enforcement mechanisms



Structure and Functions



Varied on size and scope of membership.



Include both community-facing programming and enforcement through HUD.



Offered know your rights awareness, co-organized forums.



Some had ability to add human rights protections beyond federal and state law.



General Themes that Emerged



- Challenges
 - Building trust with communities.
 - Referring cases if no jurisdiction (HUD).
 - Ordinance may limit scope.
 - Balancing HRC plans with volunteer Commissioners.
 - Limited organizational capacity.
 - Fostering collaboration among Commissioners.



General Themes that Emerged



- Effective Strategies
 - Consider addressing gaps (i.e., know your rights efforts addressing hate crimes across protected categories).
 - Foster inter-Commission collaboration.
 - Ensure equal representation of protected classes.
 - Meet public safety needs in non-law enforcement capacity.
 - Adopt innovative approaches to address human trafficking (i.e., U and T Visa).



Opportunities and Considerations



- Opportunities
 - Potentially increase effectiveness on key issues through approach bridging multiple identities.
 - Adopt innovative focus areas aligned with WEE including veterans, people with disabilities, LGBTQIA+, workers, re-entry, and hate crimes.
- Considerations
 - OEI already addresses housing discrimination through Fair Housing.
 - Developing robust community-relations structure with community buy-in.
 - Align mission of HRC with Council priorities and governing ordinance.



Direction from WEE and City Council



- **Next Steps**
 - Receiving further direction from WEE Members and City Council before any recommendations.
 - Encouraging Council Members engage with their Veteran's and Disabilities' Commission appointees.



City of Dallas

Human Rights Commission Follow-up, Engagement, Findings, and Feedback

**Workforce, Education, and Equity
Committee
April 9th, 2024**

**Dr. Lindsey Wilson, Director
Christina da Silva, Assistant Director
Chris Graves, Human Rights Officer
Office of Equity & Inclusion**



City of Dallas

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

Agenda Information Sheet

File #: 24-1152

Item #: C.

Presentation Regarding the Impact of Equity in the Dallas Business Sector [Sarah Cotton Nelson; Founder and Director, High Flying Strategies; Coda Rayo-Garza, Director of Research and Data, Every Texan; Drexell Owusu; Chief Impact Officer, The Dallas Foundation]



The Dallas Business Case for Racial Equity

Preview of Findings

Presented By:
Coda Rayo-Garza
Director of Research and Data, Every Texan

April 2024

THE RESEARCH QUESTION:

How Much Does Dallas Stand To Gain In Economic Output by Closing the Racial Equity Gap?

Areas of Opportunity:

- Overall Economic Gains
- Housing
- Education
- Health
- Community Safety and Justice

Stakeholder Engagement

Initial Convening of Community Collaborators

November 2023

Partners Present:

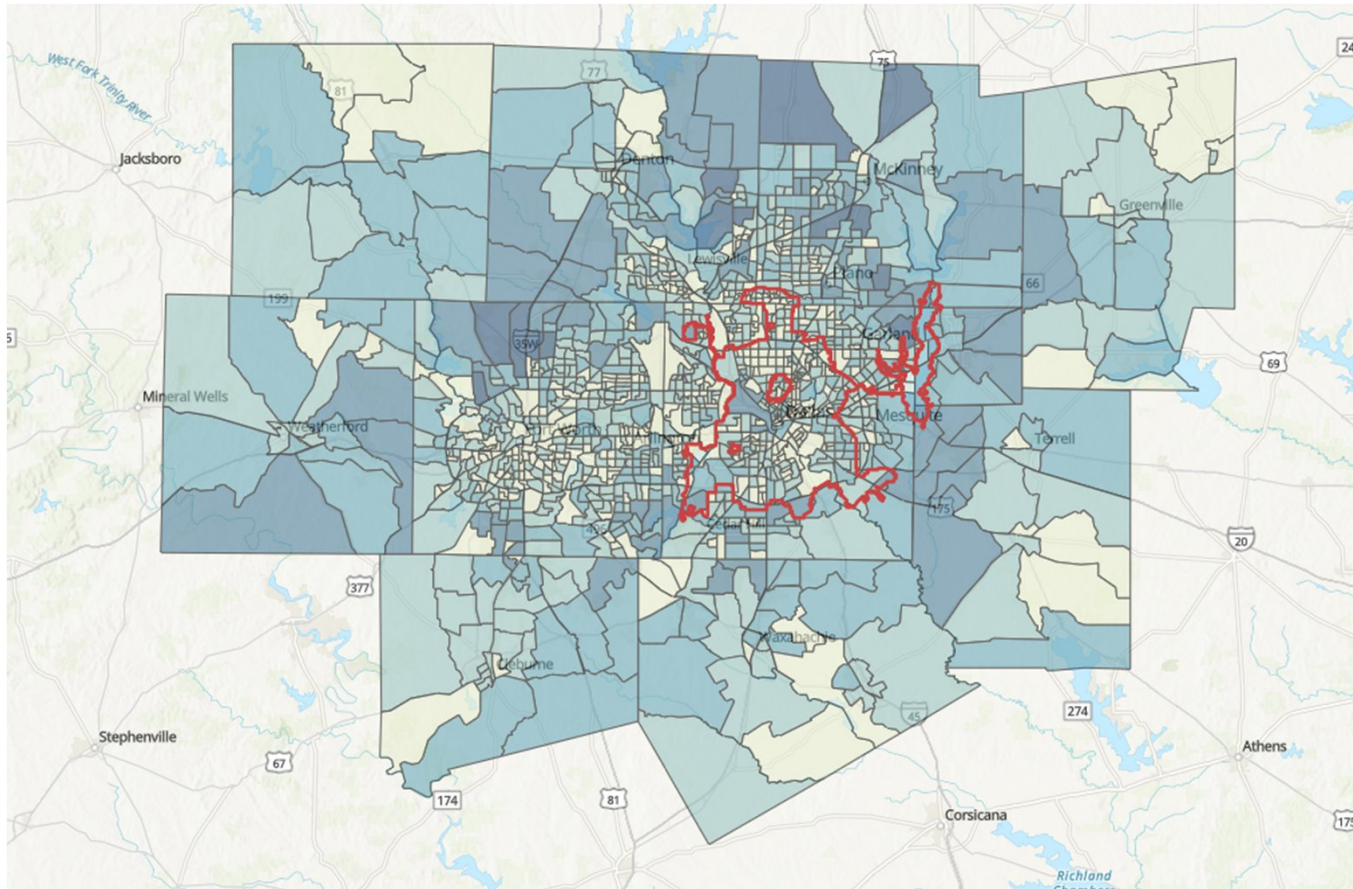
- Dallas County
- Dallas Foundation
- DHA Housing Solutions for North Texas
- Dallas ISD
- Parkland Hospital
- Paul Quinn College
- Richardson ISD
- UNT Dallas

Community Outreach & Engagement

- Philanthropic Stakeholders
- Government Leadership
- Business Perspective
- Real Estate Perspective
- Diversity, Equity, and Inclusion Perspective
- Academic Perspective

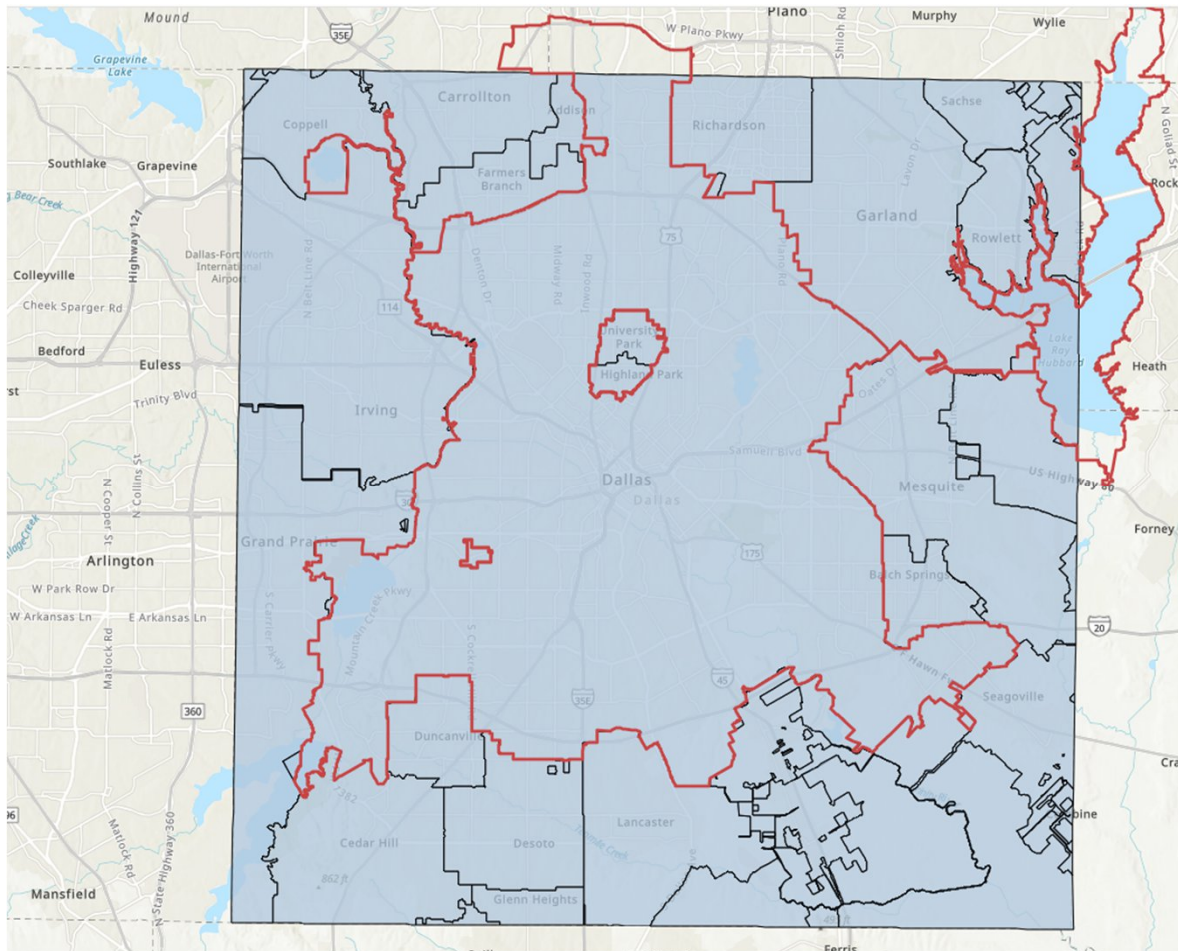
Methodology

A Note On Geographies and Data Availability



Dallas MSA

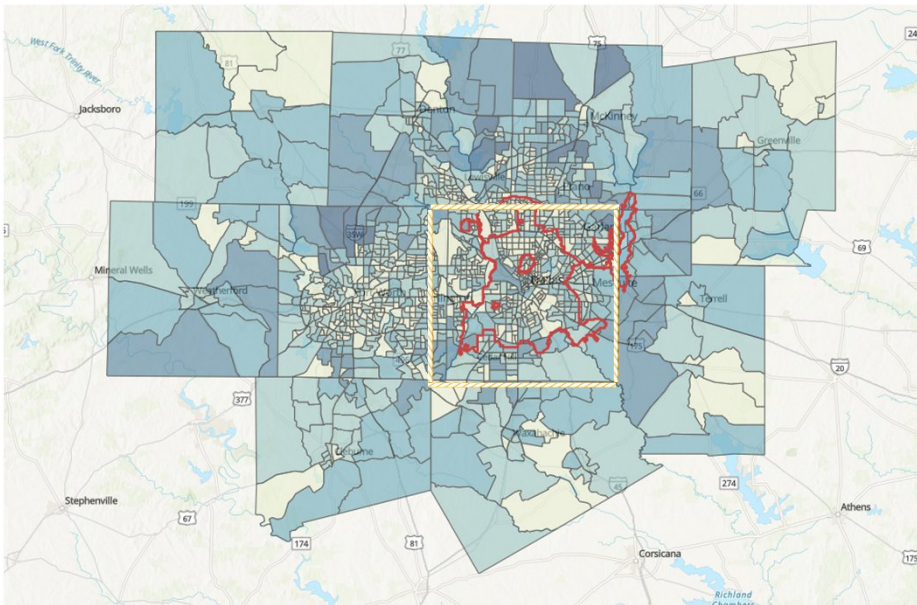
A Note On Geographies and Data Availability



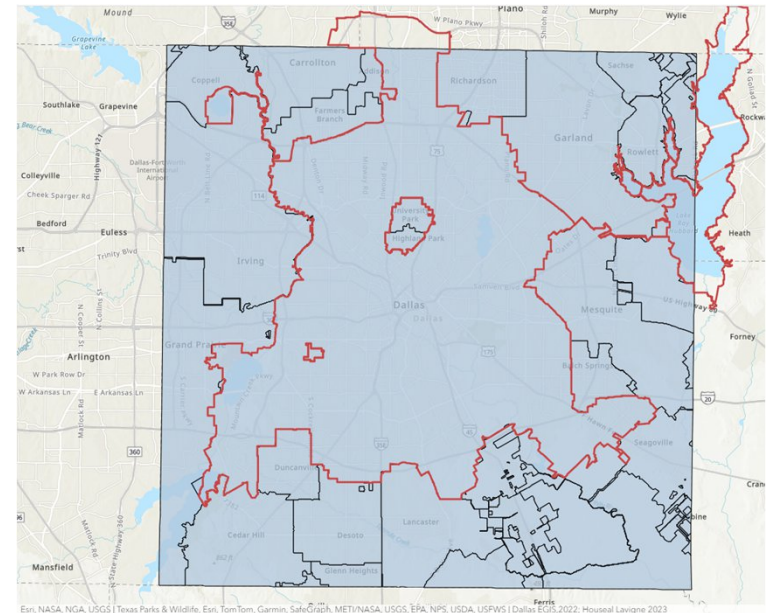
Dallas County

Esri, NASA, NGA, USGS | Texas Parks & Wildlife, Esri, TomTom, Garmin, SafeGraph, METI/NASA, USGS, EPA, NPS, USDA, USFWS | Dallas EGIS, 2022; Houseal Lavigne 2023

A Note On Geographies and Data Availability



Dallas MSA



Dallas County

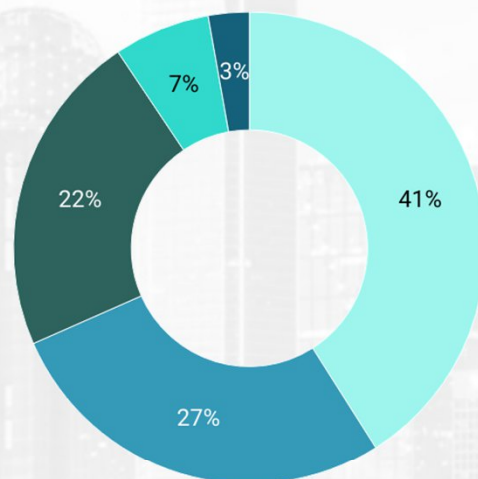
Dallas's Changing Demographic Landscape

Current Demographic Estimates and Projections into 2050

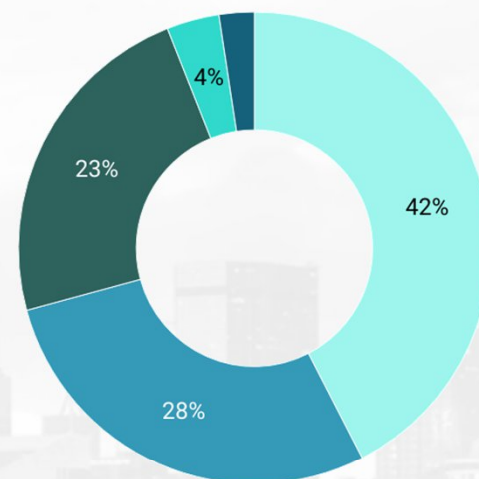
Mirroring state trends, the racial and ethnic diversity of Dallas is expected to grow.

Diversity Snapshot: Racial and Ethnic Makeup of Dallas City and County

- Hispanic or Latino (of any race)
- White Alone
- Black or African American Alone
- Asian Alone
- Other



Dallas County



Dallas City

Chart: Every Texan • Source: U.S. Census Bureau. (2022). ACS Demographic and Housing Estimates. American Community Survey, ACS 5-Year Estimates Data Profiles, Table DP05 • Created with Datawrapper

By 2030, the majority of the Dallas County workforce will be predominantly made up of people of color.

Projected Composition of Dallas County Working Age Population

Ages 18-64

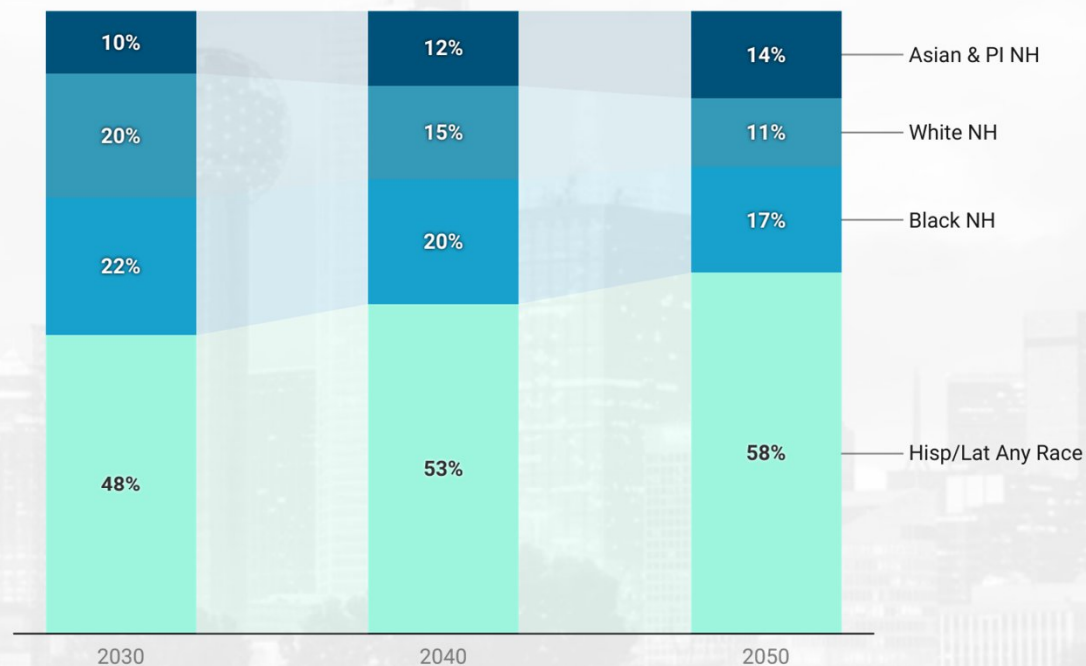


Chart: Every Texan • Source: Woods & Poole, 2023 • Created with Datawrapper

Overall Economic Gains

Achieving Racial Equity in Dallas Yields Powerful Economic Gains

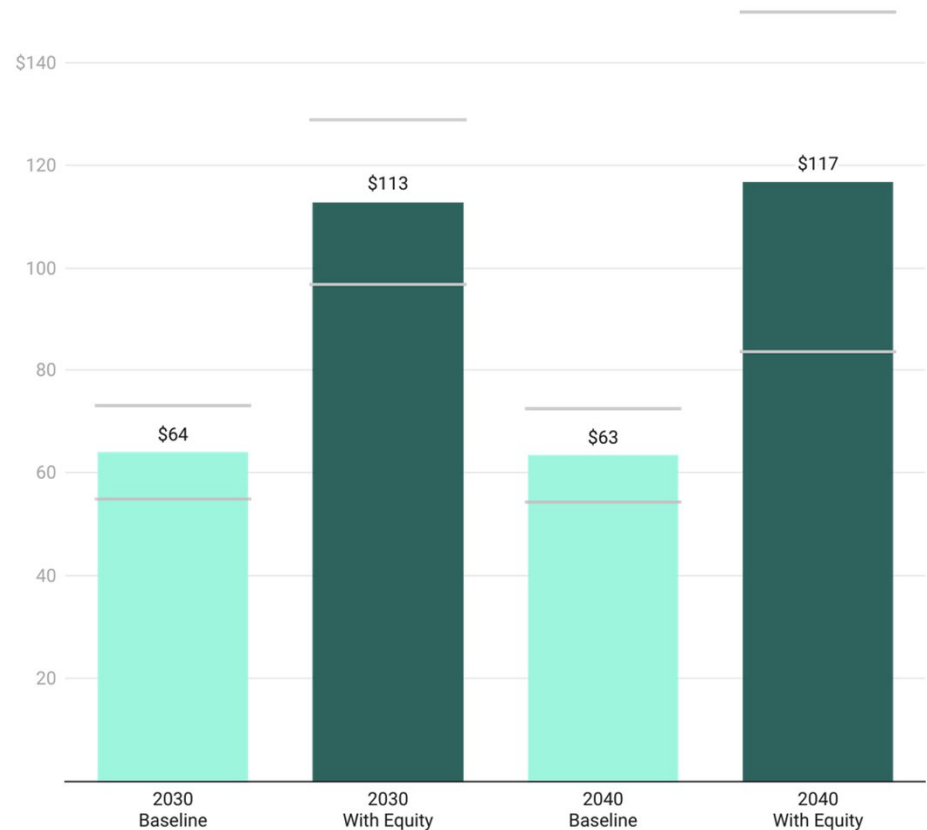
Overall Economic Gains

If racial equity was achieved in Dallas County (raising the average earnings of people of color to match those of Whites), it is estimated that total earnings for the working age population would increase over the years.

In 2030 alone, that's an earnings difference of \$49 billion dollars.

Projected Total Earnings for Working Age Dallas County Residents, 2030-2040

Comparing Scenarios with and without earnings equity. (In billions of dollars)



Light gray lines indicate margins of error.

Chart: Analysis by Every Texan • Source: Woods and Poole & National Equity Atlas

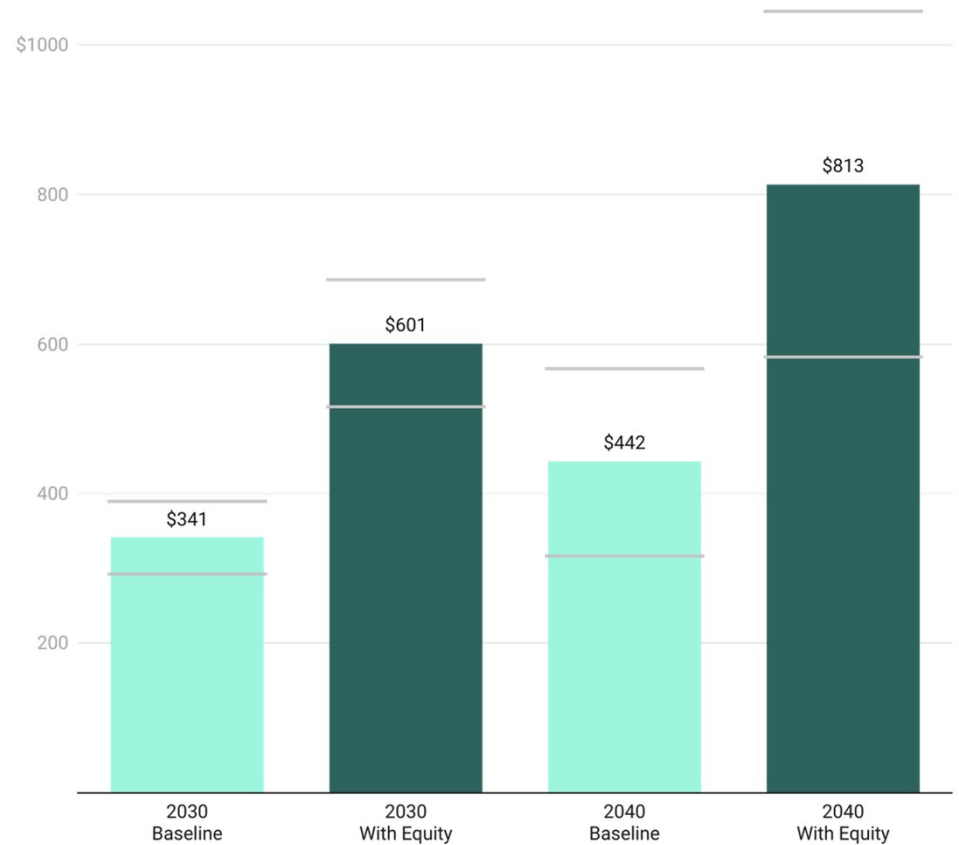
Overall Economic Gains

Achieving earnings equity could have a substantial effect on the economy of Dallas County.

By attaining earnings equity, the Gross Regional Product (GRP) for Dallas in 2030 could nearly double to \$601 billion from \$341 billion.

Gross Regional Product (GRP) Projections, 2030-2040

Comparing Scenarios with and without earnings equity. (In billions of dollars)



Light gray lines indicate margins of error.

Chart: Analysis by Every Texan • Source: Woods and Poole & National Equity Atlas

Overall Economic Gains: Consumer Expenditure Gains

Equitable Earnings in Dallas Would Increase Spending Power
Consumer Expenditure Scenarios in Dallas County for 2030



In 2030 alone, the projected difference in consumer expenditures totals over \$21 million.

Analysis by Every Texan. Source: Woods & Poole, National Equity Atlas, Bureau of Labor Statistics.

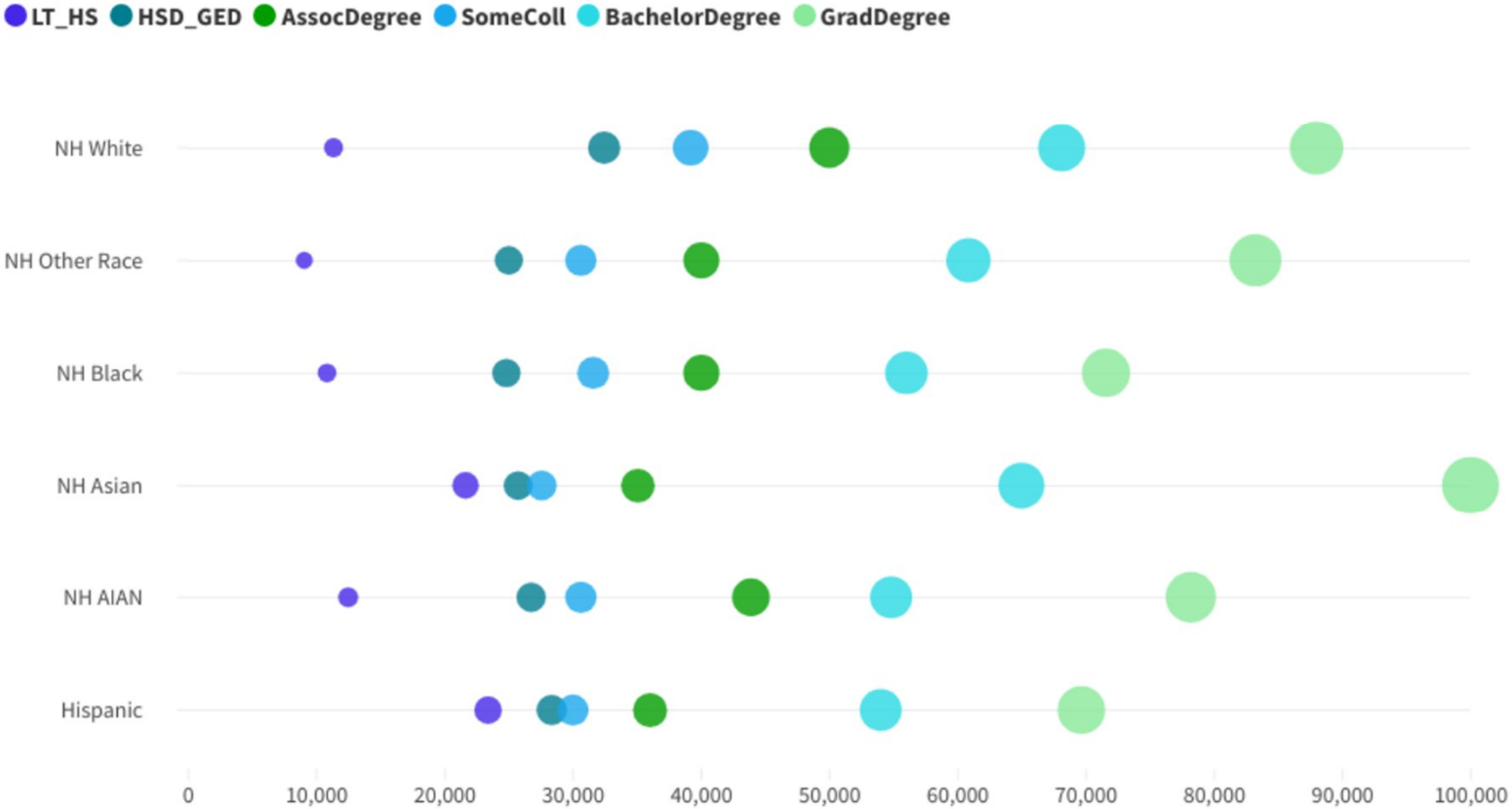
Education

Racial Equity Quantified in Two Ways

Education

Median Income for Dallas County Residents

2022 5-Year ACS Estimates



Source: Every Texan Analysis of American Community Survey, 2022 5-Year Estimates via IPUMS

Education

Potential Economic Impact of Closing Graduation Rate Gaps

BLACK HS GRADUATES

\$5,774,000

HISPANIC HS GRADUATES

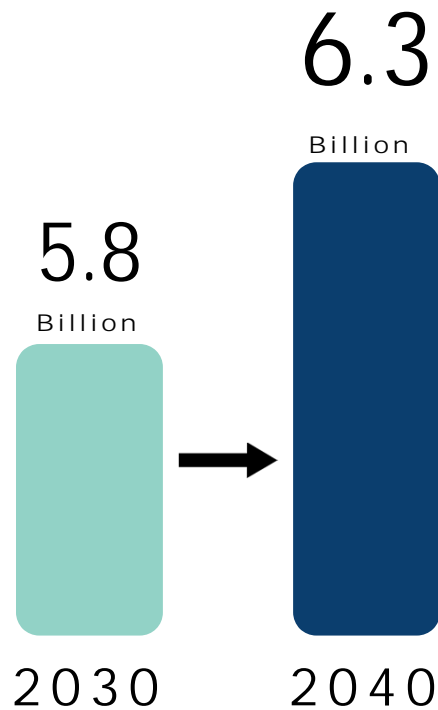
\$ 22,651,000

Education - The Estimated Burden of Education-Related Health Inequities

“Education-related health inequities” refer to disparities in health outcomes influenced by an individual's educational attainment level.

These inequities can manifest in various ways, such as differences in access to healthcare, health behaviors, disease prevalence, and overall health status based on educational achievement.

Education - The Estimated Burden of Education-Related Health Inequities



In Dallas County, education related health inequities will present an increasing economic burden over the next 40 years.

In 2030, these disparities will cost Dallas County \$5.8 billion dollars and by 2060 that economic burden will rise to nearly \$7 billion dollars.

Health

Racial Equity In Health Access, Care, and Outcomes

Health

The health-to-economy connection:

Every resident of Dallas should have the opportunity to lead a healthy life and attain their expected lifespan.



Premature death takes a toll on individuals, families, and the community writ large.



Health inequities impose indirect burdens on society including economic losses resulting from premature mortality.

Health

The Cost of Racial Inequity:



In Dallas County, premature deaths were estimated to impose a **\$5 billion economic** impact in 2020 alone.



This impact translates to the loss of **91,000 life years** for working age (15-64) residents, or the years of life that individuals could have lived had they not experienced premature death



As a result of racial disparities, **Black** residents aged 15-64 lost **51,880 years of life**, compared to **30,837 years** of life lost from non-Hispanic **White** people.

Health

Uncompensated Care

Uncompensated care refers to hospital services rendered without receiving payment from either the patient or their insurance provider, serving as a comprehensive indicator of such care provision.

In 2021 alone, Dallas city hospitals incurred **\$1 billion** in excess uncompensated care costs, with a significant portion attributable to health disparities.

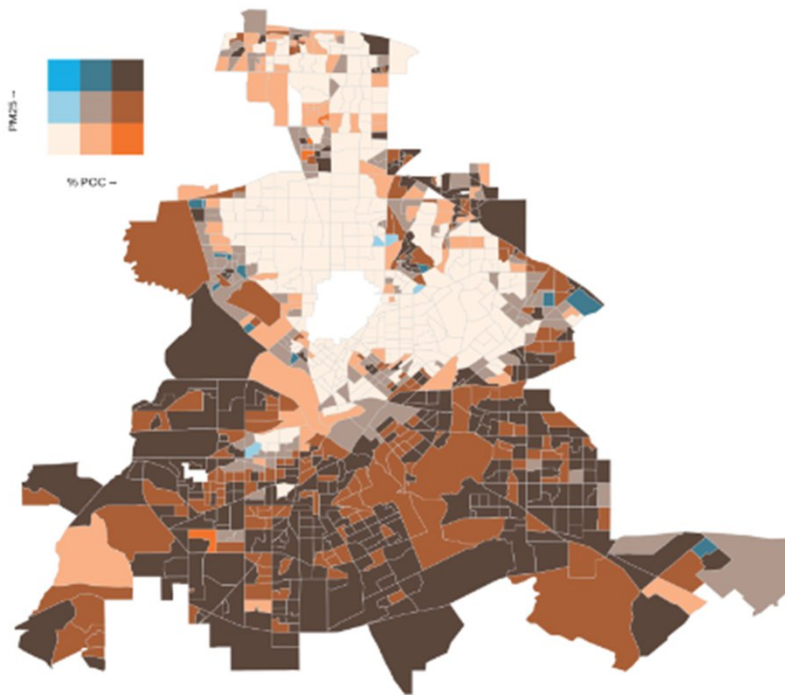
Other Considerations

Environmental Justice & Immigration

Other Considerations

Environmental Justice

Neighborhoods with greater presence of people of color tend to have higher particulate matter 2.5 levels



Source: ACS 1-Year 2019 & Dallas City EJ Index

Environmental justice is an economic imperative because equitable distribution of environmental resources and protections foster sustainable development, stimulates economic growth, and ensures the well-being of all communities.

Other Considerations

Environmental Justice

Black residents in the City of Dallas experienced the highest rate of asthma-related hospitalizations.

Age group:

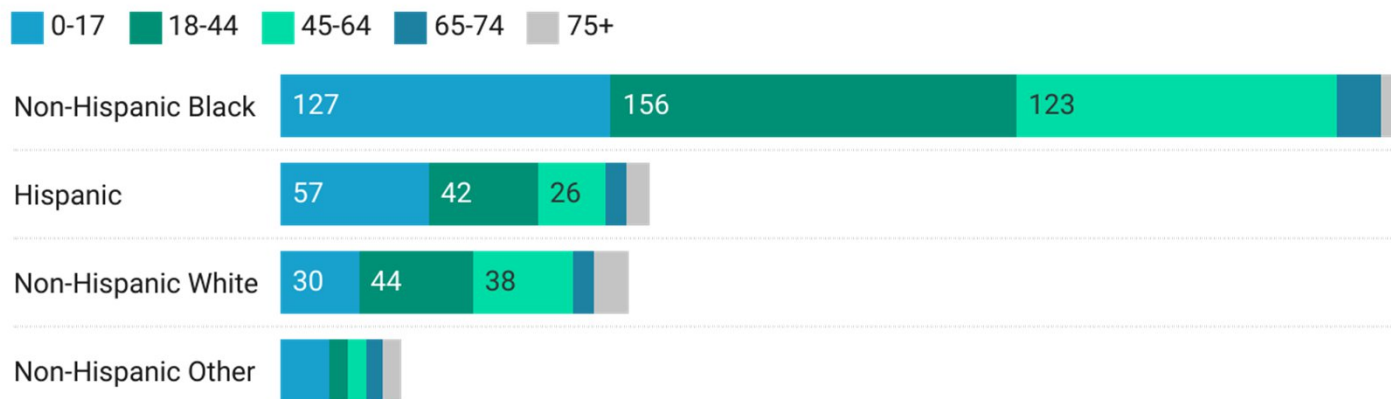


Chart: Every Texan • Source: Texas Health Care Information Collection (THCIC), Inpatient Use Data, 2020

Other Considerations

Environmental Justice

Black residents in the City of Dallas experienced the highest rate of asthma-related hospitalizations.

Age group:

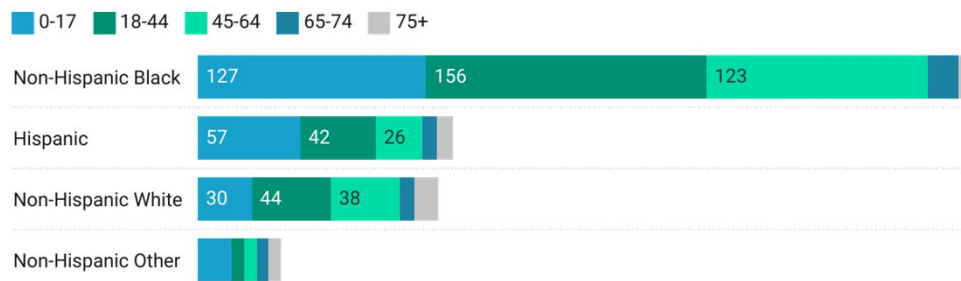


Chart: Every Texan • Source: Texas Health Care Information Collection (THCIC), Inpatient Use Data, 2020

When hospitalization rates are adjusted to reflect equity across all demographics, the City of Dallas residents could potentially save \$18.47 million in hospital expenses.

Other Considerations

Immigration

Impact of Undocumented Immigrants on the Texas Economy

- Migration Policy Institute estimates 1.6 million working age undocumented individuals living in Texas.
- 274,000 undocumented working age individuals estimated in Dallas County (16.79%).



Other Considerations

Immigration

Baker Institute: Texas GDP could decline by 10% (\$84.5 billion) in absence of undocumented immigrants.

In Dallas County, potential 7.2% decline in gross regional product (\$28.9 billion) if undocumented individuals are no longer present.



Even with a reduction of 20% in undocumented population, direct economic impact in Dallas County: \$2.8 billion; indirect impact: over \$5.7 billion.

Connection to Racial Equity Plan

Big Audacious Goals (BAGs) are a part of the Racial Equity Plan’s collective commitment to establish equity in the City of Dallas over the next 15 to 20 years. The BAGs are broader longer-term racial equity goals that include Action Targets across several departments to achieve transformative impact. The five BAGs include:



Economic, Workforce, & Community Development



Infrastructure



Environmental Justice



Public Safety & Wellness



Housing

Dallas Business Case for Racial Equity	Dallas Racial Equity Plan: Big Audacious Goals (BAGs)
Economic Gains	<p>BAG 1: “Become the most economically inclusive city by eliminating the wealth gap through workforce and economic inclusion...”</p>
Education	<p>BAG 1: “Wages serve as the main source of economic mobility and are associated with residents’ ability to thrive.”</p>
Environmental Justice	<p>BAG 2: “Equitably engage and address the disproportionate impact pollution and climate issues have on historically disadvantaged communities.”</p>
Health	<p>BAG 5: “Make Dallas communities safe in ways that prevent harm and promote wellness, healing, and justice.”</p>
Immigration	<p>BAG 1: “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.”</p>

Dallas Business Case for Racial Equity	Equity Indicators
Economic Gains	<p>Theme: Economic Opportunity</p> <p>Indicators: Median Household Income, Labor Force Participation, Unemployment, High-Growth, High-Paying Jobs, Median Full-Time Income, Median Hourly Wage</p>
Education	<p>Theme: Education</p> <p>Indicators: All indicators</p>
Environmental Justice	<p>Theme: Environmental Justice</p> <p>Indicators: Environmental Justice Screen & Tree Canopy</p>
Health	<p>Theme: Public Health</p> <p>Indicators: Mortality, Health Insurance, Linguistic isolation</p>
Immigration	<p>Theme: Economic Opportunity</p> <p>Indicators: Income, Employment, Poverty, Business Development</p>

Questions



City of Dallas

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

Agenda Information Sheet

File #: 24-1153

Item #: D.

Welcoming Strategy Update: Insights from the Certified Welcoming Dallas Audit and Welcoming Interactive Conference, April 10-12, 2024 [Dr. Lindsey Wilson; Director, Office of Equity, and Inclusion; Christina Da Silva; Assistant Director, Office of Equity, and Inclusion]

Welcoming Dallas: Insights from the Certified Welcoming Dallas Audit and Welcoming Interactive Conference



City of Dallas

Workforce Education Equity Committee
April 9th, 2024

Lindsey Wilson Ph.D., Director
Christina da Silva, WCIA, Assistant Director
Office of Equity and Inclusion

Presentation Overview



- Background
- Welcoming Interactive Conference
- Certified Welcoming City
- Areas of Strength & Opportunity
- Welcoming Plan 2.0
- Next Steps





Dallas' Intersectional Inclusive Initiatives

In conjunction with the implementation of the Welcoming Dallas Strategic Plan, the City of Dallas also developed the following initiatives:

2018
Resilient Dallas
Strategic Plan



2018
Welcoming Dallas
Strategic Plan



2020
Equity
Assessment
Tool

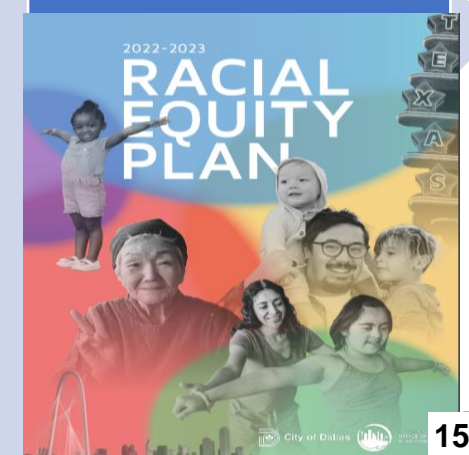
EQUITY IMPACT ASSESSMENT TABLE

ZIP CODE	HISPANIC, BLACK OR AMERICAN INDIAN POPULATION COVER %	10% OR MORE FAMILIES IN POVERTY	HOMEOWNERSHIP RATE	POPULATION 65 OR OLDER	SOCIAL ECONOMIC FUTURE RISK	COMPOUND RISK SCORE BAR
75216	97.20%	27.99%	48.88%	13.27%	High	4
75241	97.14%	23.17%	58.48%	15.02%	High	4
75211	91.37%	21.45%	49.89%	8.07%	High	4
75236	90.00%	16.08%	34.65%	6.09%	High	4
75228	72.68%	17.97%	46.59%	9.38%	High	4
75215	91.72%	26.50%	33.24%	11.82%	High	4
75232	92.19%	23.85%	56.46%	17.40%	High	4
75224	89.76%	22.26%	48.37%	8.17%	High	4
75203	90.69%	26.15%	26.76%	8.77%	High	4
75240	70.57%	19.89%	24.07%	8.30%	High	4
75233	88.80%	19.49%	49.93%	11.32%	High	4
75210	98.96%	34.99%	23.41%	8.30%	High	4
75217	94.11%	26.36%	61.02%	7.20%	High	3
75220	60.83%	16.25%	31.24%	6.57%	High	3
75227	90.34%	22.18%	57.83%	8.06%	High	3
75212	86.38%	29.76%	50.83%	9.77%	High	3
75243	67.64%	20.72%	24.14%	8.14%	High	3
75237	96.32%	32.36%	14.63%	5.91%	High	3
75231	59.87%	21.18%	17.67%	7.72%	High	3
75223	79.99%	24.20%	52.45%	9.94%	High	3
75246	59.39%	23.26%	11.41%	18.33%	High	3

2021
Broadband and Digital
Equity
Strategic Plan



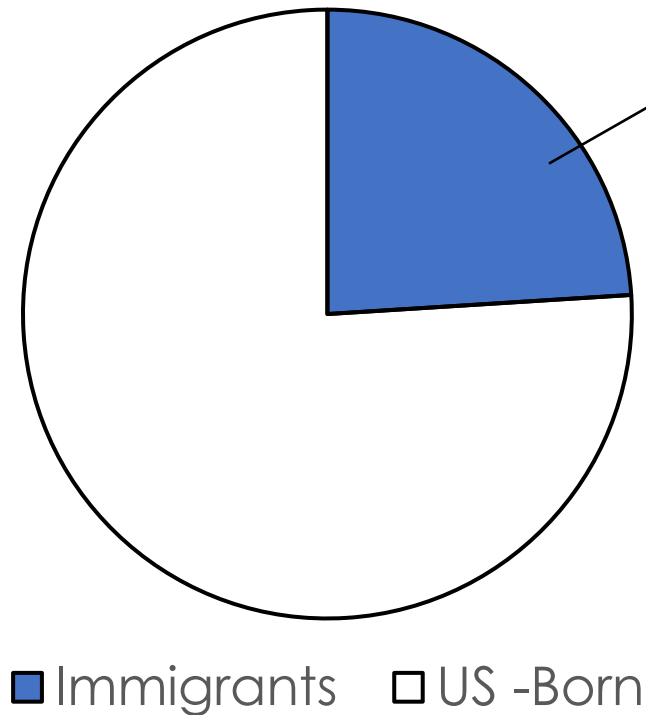
2022
Dallas Racial
Equity Plan



Dallas' Immigrant Population Data



Total Resident Population



Immigrants make up approx. 24% of Dallas' resident population*

An Immigrant is person living in a country other than that of their birth**

Approximately 26% of immigrants living in Dallas are naturalized citizens.*



*Source: Census Bureau 2021 American Community Survey 5 – Year Estimate

**Migration Policy Institute, [Explainer: Who is an Immigrant](#)

Dallas' Immigrant Population Data



- Immigrants make up **30% of Dallas' workforce**
- **30% of Small business** owners are immigrants
- **42% of Dallas households** speak another language other than English at home
- There are **over 90 languages spoken in Dallas**
- **Top 6 Languages Spoken:** English, Spanish, Amharic, Vietnamese, Korean, Chinese

Q Search

The Dallas Morning News

OPINION

Welcoming cities for immigrants are reaping the benefits

Immigrants are filling out essential jobs in many communities. They are also overrepresented among America's inventors and entrepreneurs.



The Foundation for a Welcoming Dallas



In establishing Welcoming Communities and Immigrant Affairs, the City of Dallas was able to:

1. Recognize its role in promoting immigrant inclusion
2. Mobilize and convene a core group of community leaders



Identifying Community Needs



Survey results from service providers, educators and listening sessions with residents, identified the following:

1. Fear of Immigration Enforcement
2. Lack of English language skills
3. Poverty/lack of resources
4. Transportation
5. Affordable housing



WELCOMING INTERACTIVE CONFERENCE



Dallas: 2024 Welcoming Interactive



Dallas was selected to host the 2024 Welcoming Interactive will occur this week: April 10 – 12, 2024

This annual conference attracts **leaders from across the globe** to share practices and inspiring stories about **immigrant inclusion, programs, policies, and partnerships.**



Welcoming Interactive Community Tours



The tours will showcase initiatives fostering **immigrant inclusion**, spanning themes such as **health, education, economic empowerment, public safety, and civic engagement.**

- **Central Dallas**

- Thanks-Giving Square
- Dallas Holocaust and Human Rights Museum

- **Southern Dallas**

- Juanita Craft Civil Rights House
- Oak Cliff Cultural Center

- **Northern Dallas**

- Vickery Meadow Youth Development Foundation
- Vickery Park Library

- **Eastern Dallas**

- Community Does It
- The Walls of Pleasant Grove

- **Western Dallas**

- Bachman Lake Together
- The Concilio



CERTIFIED WELCOMING REPORT



Welcoming Standard & Framework Areas



Government Leadership



Connected Communities



Equitable Access



Education



Civic Engagement



Safe Communities



Economic Development



Certified Welcoming Program



Dallas was re-certified in 2023

In 2019, the City of Dallas was the **first city in the State of Texas** to receive certification and has been recognized nationally for advancing welcoming, equity, inclusion and belonging across a wide variety of metric.



Strengths

- **Civic Engagement:** Promoting Access to Citizenship
- **Public Safety:** Enhancing Outreach
- **Equity:** Removing Barriers through the Enhanced Library Card



City Councilmembers extend congratulations to a Dallas resident who recently became a newly sworn-in US citizen at a naturalization ceremony hosted at Dallas City Hall.



Opportunities



Sharing translated information with locally owned immigrant businesses at the Cambodian Buddhist Temple in Dallas

- **Economic Development:** Facilitating the integration of immigrants with international credentials into workforce opportunities.
- **Civic Engagement:** Enhancing civic participation through Community Ambassadors.
- **Equity:** Sustaining initiatives for language access.



Begin working with Welcoming Taskforce to develop strategic planning process for Welcoming Plan 2.0



Dist. 11 Día del Niño/Children's Day Celebration
April 2023



Appendix





- [Welcoming Communities and Immigrant Affairs Division Website](#)
- [American Community Survey 2021 5-Year Estimates](#)
- Migration Policy Institute, [Explainer: Who is an Immigrant](#)



Central Dallas: Caring and Connected Communities: Championing Empathy and Human Rights in Dallas



Explore how diverse communities coming together to advocate for human rights while fostering an ecosystem of care and kinship. The tour commences with a visit to Thanksgiving Square—a one-of-a-kind architecturally significant and spiritually impactful space. The Square, a symbol of unity, harmonizes myriad religions, cultures, and traditions, providing a public haven dedicated to gratitude. To further illuminate the theme of community care while at The Square, a stimulating panel discussion featuring local leaders will leave participants reflecting on the importance of fostering empathy and unity within diverse communities. The tour will conclude with a visit to the Dallas Holocaust and Human Rights Museum, a poignant institution committed to unraveling the history of the Holocaust and championing human rights.

Partners

- [Thanksgiving Square](#)
- [Dallas Holocaust and Human Rights Museum](#)
- [Oak Lawn United Methodist Church - Dallas Responds](#)
 - [Haitian Social Circle Dallas](#)
 - [Visit Dallas](#)



Eastern Dallas: Creating a Safe, Healthy Dallas through Community, Mental Health Services, and Art in Pleasant Grove



- Participants will gain insights into the collaborative efforts that contribute to a safer and more connected Dallas through a tour of Pleasant Grove neighborhood. Local organization “Community Does It” will showcase innovative ways that they are working to destigmatize mental health by providing services for the community and by the community in the local bazar. Participants will participate in an “Emotion and Arts” demonstration that can be replicated in any setting. Discover how Dallas Police Department UNIDOS partners promote public safety and trust with immigrant residents through community led initiatives. Finally, participants will be able to tour “The Walls” where a local artist transformed a city-owned drainage canal into a vibrant expression of culture that advances representation and belonging.

Partners

- [Community Does It](#)
- [The Walls of Pleasant Grove](#)
- [Dallas Police Department UNIDOS](#)
 - [Primos Dallas](#)



Nothern Dallas: Building Thriving Communities: Nurturing Education and Economic Empowerment in Vickery Meadow



Participants will visit the Vickery Meadow community, which is rich in diversity through refugee resettlement. Our first stop is the Vickery Meadow Youth Development Foundation campus, where the EAGLE Scholars program has been a guiding light for local refugee and immigrant youth as they navigate the college experience. Explore a variety of booths showcasing the stories of program participants and discover the resources and services provided by local refugee-serving organizations.

Next the tour will visit the Vickery Park Library, a facility that strategically leveraged bond dollars to establish a public space tailored to the unique needs of the refugee community of Dallas. Learn through a panel discussion that unravels the intentional planning and implementation process used to design this innovative and eco-friendly library. Join us on a tour that not only explores physical spaces but also uncovers the inspiring stories and initiatives that make Vickery Meadow a beacon of resilience and diversity.

Partners

- [Vickery Meadow Youth Development Foundation](#)
- [Vickery Park Library](#)
- [Dialogue Institute](#)
- [Islamic Circle of North America \(ICNA\) – Relief, Dallas Chapter](#)
- [Mosaic Family Services](#)
- [U.S Committee for Refuges and Immigrants](#)



Southern Dallas: Dallas' Legacy of Advocacy: From Civil Rights to Immigration Reform



- This tour weaves together the rich tapestry of history and contemporary activism, providing participants with a deep understanding of both the past struggles and the present efforts shaping the community. Embark on a captivating journey through the legacy of Dallas's iconic civil rights activist, former Council Member Juanita J. Craft (February 9, 1902 – August 6, 1985). Participants will have the unique opportunity to explore Ms. Craft's historic home, a place once visited by legends such as President Lyndon B. Johnson and Dr. Martin Luther King Jr. Now transformed into a city-owned civil rights museum, the home located in the Queen City Historic District. The Civil Rights Museum showcases her impactful and intersectional work in the civil rights movement. We will then visit the Oak Cliff Cultural Center located on the historic Jefferson Blvd. Here a dynamic panel of immigration advocates will share their insights and experiences, shedding light on the community-driven initiatives to advocate for immigration reform and youth-led DREAMer movements.

Partners

- [Dallas Regional Chamber](#)
- [City of Dallas: Juanita J. Craft Civil Rights House](#)
 - [City of Dallas: Oak Cliff Cultural Center](#)
 - [Cara Mia Theater Company](#)



Western Dallas: Culturally Responsive Civic Engagement in Latino Communities of Bachman Lake and West Dallas



- Join us for a tour that unveils the challenges while also celebrates the resilience and unity within the communities of Bachman Lake and West Dallas. We will start with a visit to Bachman Lake Together, a non-profit organization whose collective impact model empowers immigrant parents to gain the knowledge and skills to be community and school leaders. Hear inspiring stories from local leaders who are advocating for their communities. This stop will include Spanish-to-English interpretation for a truly inclusive experience. As we drive through West Dallas, a community rich in history facing socio-economic shifts, participants will hear community voices on ongoing efforts to preserve their neighborhoods while advancing racial and environmental justice. Our tour culminates with a visit to The Concilio, where an interactive game encourages participants to reflect on the broader impact of gentrification and disparities.

Partners

- [Vecinos Unidos](#)
- [Bachman Lake Together](#)
- [The Concilio](#)



Welcoming Dallas: Insights from the Certified Welcoming Dallas Audit and Welcoming Interactive Conference



City of Dallas

Workforce Education Equity Committee
April 9th, 2024

Lindsey Wilson Ph.D., Director
Christina da Silva, WCIA, Assistant Director
Office of Equity and Inclusion



City of Dallas

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

Agenda Information Sheet

File #: 24-1260

Item #: E.

Proposed Contract for Council Consideration, Multimedia Messaging Platform for Woman, Infants, and Children (WIC) Outreach and Scheduling Support [Liz Cedillo-Pereira; Assistant City Manager, City Manager's Office]

Memorandum



CITY OF DALLAS

DATE April 8, 2024

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

SUBJECT **April 24, 2024 Upcoming Office of Community Care Agenda Item # 24-928 - OnSolve, LLC, Messaging Service for Women, Infants and Children (WIC)**

On April 24, 2024, an Office of Community Care item will be considered by City Council, to authorize a sole-source contract with OnSolve, LLC:

File ID: 24-928: Authorize a three-year contract for providing multimedia messaging services to communicate with the City of Dallas' Women, Infant, Children Program, existing and potentially eligible clients for the period February 1, 2024, through January 31, 2027 - OnSolve, LLC, sole source - Not to exceed \$109,877.14 - Financing: Department of State Health Services Grant Funds (subject to annual appropriations).

BACKGROUND

OnSolve, LLC provides multimedia options for communicating with the City of Dallas' Women, Infants, and Children (WIC) Program existing and potentially eligible clients. OnSolve, LLC is an existing vendor of both the State of Texas and the City of Dallas. The software facilitates secure file data transfer (approved by the State) of information provided to participants, notifying clients of future, and missed appointments. While using this software, clients can safely and securely engage in a two-way chat that allows them to ask questions and concerns about the WIC Program and receive additional information about various social service options, using their smartphones and/or telephonic devices.

WIC will utilize these services to conduct outreach for planned events, share important program updates, schedule appointments, and send appointments reminders to our more than 70,000 clients monthly.

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

A handwritten signature in black ink, appearing to read 'Liz Cedillo-Pereira'.

M. Elizabeth (Liz) Cedillo-Pereira

DATE April 5, 2024

SUBJECT **Upcoming Office of Community Care Agenda Item – Supplemental Agreement # 2 with Health Services of North Texas for the Housing Opportunities for Persons with AIDS, “HOPWA”**

Assistant City Manager

c: T.C. Broadnax, City Manager
Tammy Palomino, City Attorney (I)
Mark Swann, City Auditor
Biliera Johnson, City Secretary
Preston Robinson, Administrative Judge
Kimberly Bizer Tolbert, Deputy City Manager
Jon Fortune, Deputy City Manager

Majed A. Al-Ghafry, Assistant City Manager
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



City of Dallas

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

Agenda Information Sheet

File #: 24-1259

Item #: F.

Housing Opportunities for Persons with AIDS (HOPWA) Renewal and Contract Increase [Liz Cedillo-Pereira; Assistant City Manager, City Manager's Office]

Memorandum



CITY OF DALLAS

DATE April 5, 2024

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

SUBJECT **May 8, 2024 Upcoming Office of Community Care Agenda Item#00 – Supplemental Agreement #2 with Health Services of North Texas for the Housing Opportunities for Persons with AIDS, “HOPWA”**

On May 8, 2024, the following Office of Community Care item will be considered by City Council:

File ID:00-000 Authorize Supplemental Agreement No. 2 to the contract with Health Services of North Texas, Inc. (HSNT), to increase the contract amount in an amount not to exceed \$150,000.00, from \$1,319,053.00 to \$1,469,053.00, for the provision of Emergency/Tenant Based Rental Assistance for persons living with HIV/AIDS for the period October 1, 2023 through September 30, 2024 - Not to exceed \$150,000.00 - Financing: FY 2023-24 Housing Opportunities for Persons w/AIDS Grant Fund

BACKGROUND

This agenda item authorizes Supplemental Agreement No. 2 to the contract with HSNT funded under the FY 2023-24 HUD Consolidated Plan Budget for HUD Grant Funds, to increase the contract amount by \$150,000.00, to allow HSNT to sustain and continue housing assistance for persons living with HIV/AIDS.

The City of Dallas has applied for and received Housing Opportunities for Persons with AIDS (HOPWA) funding since 1993, to support eligible activities within the Dallas Eligible Metropolitan Statistical Area (Dallas EMSA), which includes the counties of Dallas, Collin, Denton, Ellis, Hunt, Kaufman, and Rockwall. HOPWA Grant Funds are to assist grantees in meeting the housing needs of low-income persons with HIV/AIDS and HIV-related illness and their families.

HSNT is a non-profit agency located in Denton, with additional offices in Plano, that provides quality medical and support services to persons living with HIV/AIDS in the rural and outer urban communities of North Texas. The agency was founded in 1988 and has been providing HOPWA scattered site housing assistance since 1996. HSNT provides HOPWA assistance to persons living with HIV/AIDS residing primarily in the rural/suburban counties within the Dallas EMSA.

Under the HOPWA Program, HSNT provides short-term emergency assistance and long-term tenant based rental assistance to low-income persons living with HIV/AIDS, primarily in Collin, Denton, Hunt, Kaufman, and Rockwall counties. The Short-Term Rent,

DATE April 5, 2024

SUBJECT **Upcoming Office of Community Care Agenda Item – Supplemental Agreement # 2 with Health Services of North Texas for the Housing Opportunities for Persons with AIDS, “HOPWA”**

Mortgage, and Utility (STRMU) Assistance program includes short-term rent, mortgage, and utility payments, for up to 21 weeks in any 52-week period, to prevent the homelessness of the client. The Tenant Based Rental Assistance (TBRA) program includes rent assistance (with a utility allowance) similar to the Section 8 voucher program. In addition to housing assistance, HOPWA clients also receive supportive services through case managers who ensure that clients have access to needed services.

HSNT notified the City of Dallas that, due to rising housing costs (particularly in Collin and Denton counties), the agency’s TBRA program is projected to be over budget and is unable to sustain TBRA housing assistance for all 40 persons living with HIV/AIDS currently participating in the program. In lieu of terminating program participants, staff recommends providing additional TBRA funding, to allow HSNT to sustain TBRA assistance for those who are currently participating in the program.

Program	Initial Award FY2022-23	Renewal FY2023-24	Current Total	Contract Increase	Revised Total
Emergency/Tenant Based Rental Assistance	\$620,731.00	\$698,322.00	\$1,319,053.00	\$150,000.00	\$1,469,053.00

While it is currently projected that the additional funding will be needed to sustain the TBRA program, if unobligated funds are projected by year end, HSNT will use any excess to provide additional STRMU assistance.

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
- Tammy Palomino, City Attorney (I)
- Mark Swann, City Auditor
- Biliera Johnson, City Secretary
- Preston Robinson, Administrative Judge
- Kimberly Bizzor Tolbert, Deputy City Manager
- Jon Fortune, Deputy City Manager

- Majed A. Al-Ghafry, Assistant City Manager
- 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

DATE April 5, 2024

SUBJECT **Upcoming Office of Community Care Agenda Item – Supplemental Agreement # 2 with Health Services of North Texas for the Housing Opportunities for Persons with AIDS, “HOPWA”**



City of Dallas

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

Agenda Information Sheet

File #: 24-1177

Item #: G.

Committee Forecast

WORKFORCE, EDUCATION, & EQUITY COMMITTEE (ROLLING) 3 MONTH FORECAST

(subject to change)

Updated 4/5/2024

	W / E / E	TITLE	DEPARTMENT
MONDAY, MARCH 4, 2024, 3:30 P.M.			
BRIEFING ITEMS	Special Called Joint Meetings with Economic Development Committee		
		Historical and Cultural Preservation	Planning and Urban Design
TUESDAY, MARCH 5, 2024, 9:00 A.M.			
	Equity (I)	Update on Racial Equity Plan Strategies & Initiatives - Big Audacious Goals (BAGS) and Department Progress Measures as of February 2024	Office of Equity and Inclusion
	Equity (I)	January 2024 Update on Work Performance Measures for Workforce Dallas	Workforce Dallas and SBC
		Discussion of Mayor's Memo Regarding Community Input of the Workforce, Education, and Equity Committee's Policy Areas	All committee discussion
	Equity	Update on Digital Equity Affordable Connectivity Program as of February 2024	CMO – Chief of Staff
Tuesday April 9, 2024, 9:00 A.M.			
BRIEFING ITEMS	Education (E)	Dallas Independent School District Equity Efforts Update	Dallas Independent School District (DISD)
	Equity (I)	Welcoming Strategy Update: Insights from the Certified Welcoming Dallas Audit and Welcoming Interactive Conference	Office of Equity & Inclusion
	Workforce (I)	Business Case for Equity Update	Office of Equity & Inclusion
	Equity (I)	Human Rights Commission Update	OEI – Human Rights
BRIEFINGS BY MEMORANDUM			
MONDAY, MAY 13, 2024, 9:00 A.M.			
BRIEFING ITEMS	Workforce (I)	Upskilling	Office of Human Resources
	Equity (I)	Community Engagement Update	CMO - Chief of Staff
BRIEFINGS BY MEMORANDUM	Equity (I)	ADA Transition Plan Update	OEI - Human Rights (other departments)

	Notes	Convening of School Districts to understand City supports (land use, community resources, infrastructure housing)	
	Notes	Gender Transitioning in the Workplace – Suggested Guidance for Supporting Employees (For future consideration) (OEI, HR) (I)	
	Notes	Future Item: Public Safety & Equity Update - Office of Integrated Public Safety Solutions, Office of Community Care, Small Business Center, Dallas Police Dept.	