

MINUTES OF THE CITY COUNCIL COMMITTEE
MONDAY, JANUARY 9, 2023

23-0019

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

PRESENT: [7] Schultz, Thomas, Moreno, *Resendez, Narvaez (**9:09 a.m.), McGough,
Blackmon

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 10:34 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, JANUARY 9, 2023

EXHIBIT A

RECEIVED

2023 JAN -5 PM 3: 36

CITY SECRETARY
DALLAS, TEXAS

City of Dallas

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

Public Notice

23 0 0 11

POSTED CITY SECRETARY
DALLAS, TX



Workforce, Education, and Equity Committee

January 9, 2023

9:00 AM

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

(La Información General Y Reglas De Cortesía Que Deben Observarse

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

2022 CITY COUNCIL APPOINTMENTS

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

(C) – Chair, (VC) – Vice Chair

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

General Information

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

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

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

Rules of Courtesy

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

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

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

Información General

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

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

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

Reglas de Cortesía

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

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

"Los ciudadanos y visitantes presentes durante las

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

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

Handgun Prohibition Notice for Meetings of Governmental Entities

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

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

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

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

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

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

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

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

The following videoconference link is available to the public to listen to the meeting and Public Affairs and Outreach will also stream the City Council 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=m7181db0288bac2c0f832f18855ecf06a>

Call to Order

MINUTES

1. [23-195](#) Approval of the December 12, 2022 Workforce, Education, and Equity Committee Meeting Minutes

Attachments: [Minutes](#)

BRIEFING ITEMS

- A. [23-203](#) Collaboration with and Engaging Students, Educators, School Board Members, and Administrators on Legislative Priorities and City Programs [Carrie Rogers, Director, Office of Government Affairs; Victoria Moe, Government Affairs Manager, Office of Government Affairs; Linley Youderian, Government Affairs Coordinator, Office of Government Affairs]

Attachments: [Presentation](#)

- B. [23-204](#) Re-Entry Services Programming Update [Jessica Galleshaw, Director, Office of Community Care; Joyce Williams, Director, Small Business Center; Wil McCall, CEO, Dallas Leadership Foundation]

Attachments: [Presentation](#)

BRIEFING MEMORANDUMS

- C. [23-200](#) Background and Update on Upcoming Office of Community Care Agenda Items - ARPA Programs
[M. Elizabeth (Liz) Cedillo-Pereira, Assistant City Manager, City Manager's Office]

Attachments: [Memorandum](#)

- D. [23-205](#) Engaging Welcoming Taskforce Members and City Departments to Renew the City of Dallas's Certified Welcoming Status
[M. Elizabeth (Liz) Cedillo-Pereira, Assistant City Manager, City Manager's Office]

Attachments: [Memorandum](#)

ADJOURNMENT

EXECUTIVE SESSION NOTICE

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

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

MINUTES OF THE CITY COUNCIL COMMITTEE
MONDAY, JANUARY 9, 2023

EXHIBIT B

OFFICIAL ACTION OF THE CITY COUNCIL COMMITTEE

JANUARY 9, 2023

Item 1: Approval of the December 12, 2022 Workforce, Education, and Equity
Committee Meeting Minutes

Councilmember Blackmon moved to adopt the minutes as presented.

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

OFFICIAL ACTION OF THE CITY COUNCIL COMMITTEE

JANUARY 9, 2023

BRIEFING ITEMS

Item A: Collaboration with an Engaging Students, Educators, School Board Members, and Administrators on Legislative Priorities and City Programs

The following individuals briefed the committee on the item:

- Carrie Rogers, Director, Office of Government Affairs;
- Victoria Moe, Government Affairs Manager, Office of Government Affairs; and
- Linley Youderian, Government Affairs Coordinator, Office of Government Affairs

OFFICIAL ACTION OF THE CITY COUNCIL COMMITTEE

JANUARY 9, 2023

BRIEFING ITEMS

Item B: Re-Entry Services Programming Update

The following individuals briefed the committee on the item:

- Jessica Galleshaw, Director, Office of Community Care;
- Joyce Williams, Director, Small Business Center;
- Wil McCall, CEO, Dallas Leadership Foundation; and
- Kim Tolbert, Deputy City Manager, City Manager's Office

OFFICIAL ACTION OF THE CITY COUNCIL COMMITTEE

JANUARY 9, 2023

BRIEFING MEMORANDUMS

Item C: Background and Update on Upcoming Office of Community Care Agenda Items – ARPA Programs

Item D: Engaging Welcoming Taskforce Members and City Departments to Renew the City of Dallas’s Certified Welcoming Status

The committee discussed the items.

MINUTES OF THE CITY COUNCIL COMMITTEE
MONDAY, JANUARY 9, 2023

EXHIBIT C



City of Dallas

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

Agenda Information Sheet

File #: 23-203

Item #: A.

Collaboration with and Engaging Students, Educators, School Board Members, and Administrators on Legislative Priorities and City Programs

[Carrie Rogers, Director, Office of Government Affairs; Victoria Moe, Government Affairs Manager, Office of Government Affairs; Linley Youderian, Government Affairs Coordinator, Office of Government Affairs]



City of Dallas

Collaboration with and Engaging Students, Educators, School Board Members, and Administrators on Legislative Priorities and City Programs

**Workforce, Education and
Equity Committee**

January 9, 2023

Office of Government Affairs

Carrie Rogers, Director

Victoria Moe, Government Affairs Manager

Linley Youderian, Government Affairs Coordinator

Presentation Overview



- Background and Purpose
- Independent School Districts within Dallas
- Internal ISD Outreach
- Internal Identified Initiatives
- Shared Initiatives of all ISDs
- Next Steps



Background



The Office of Government Affairs began development of a work plan with peer depts to inventory current city initiatives and to establish a framework for communication and collaboration going forward with city departments and the 12 school districts



DUNCANVILLE ISD
Writing success stories, one student at a time.

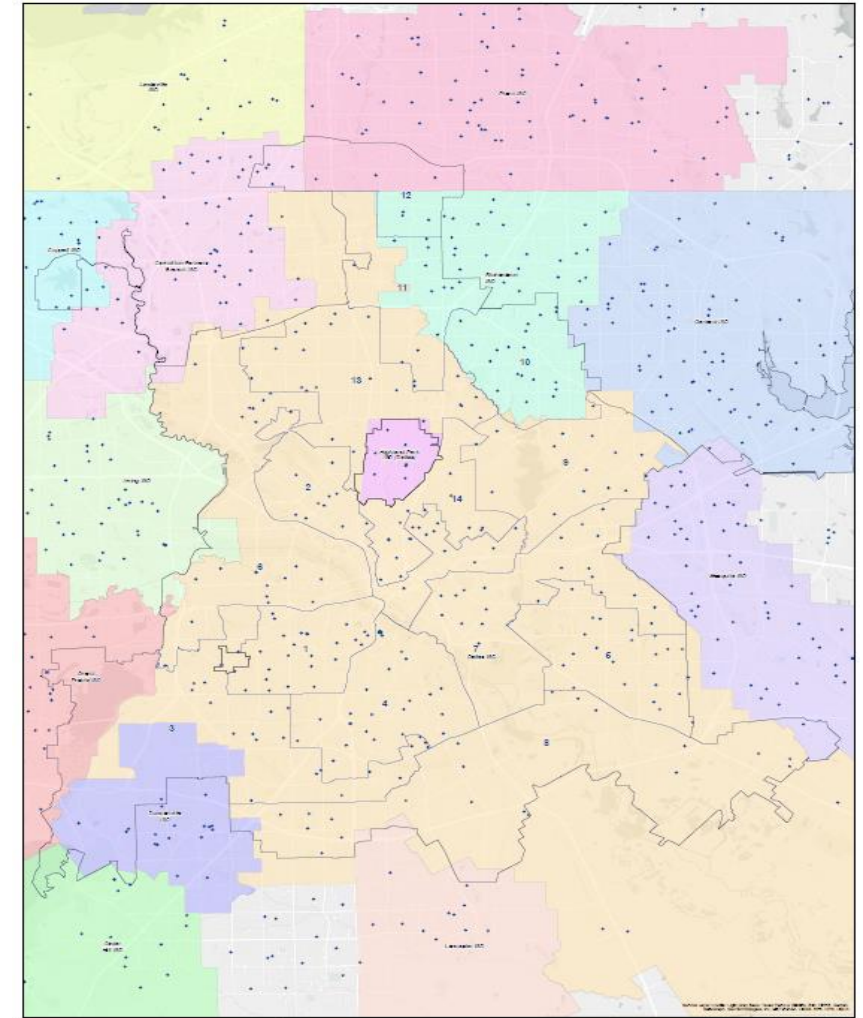
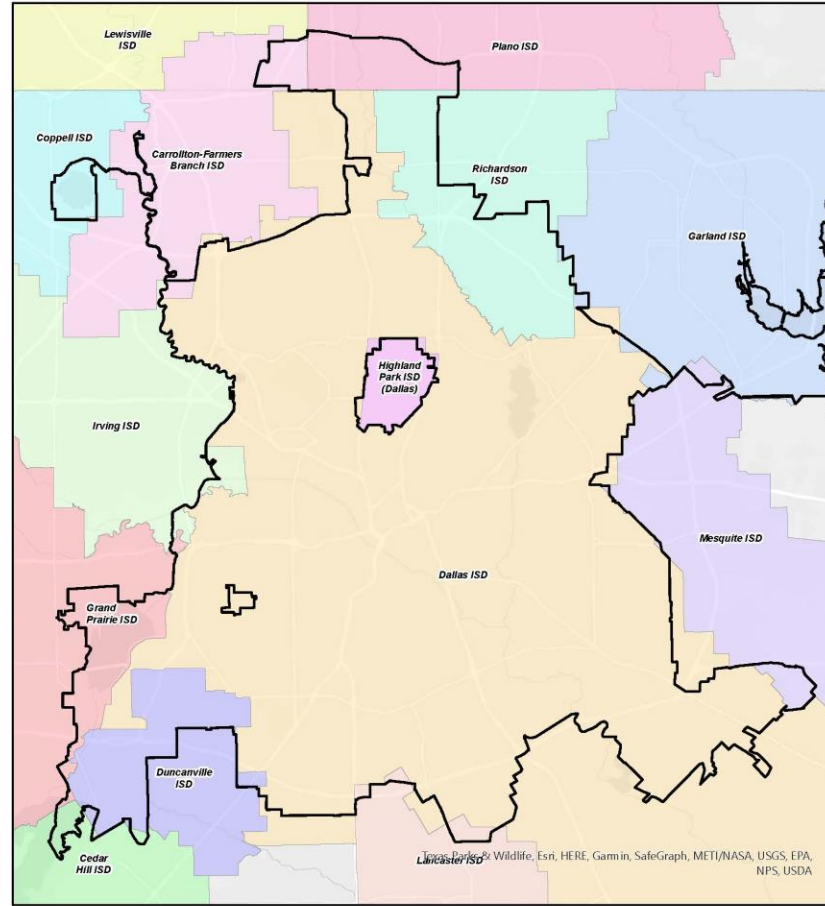


Independent School Districts within Dallas



Enclosed is a map of the 15 school district boundaries within Dallas. The points on the right map represent the location of individual schools. Those with school facilities are noted with an asterisk:

1. Dallas*
2. Desoto
3. Carrollton-Farmers Branch*
4. Cedar Hill
5. Coppell*
6. Duncanville*
7. Garland
8. Grand Prairie*
9. Highland Park*
10. Irving
11. Lancaster
12. Lewisville
13. Mesquite
14. Richardson*
15. Plano*



Internal ISD Outreach



- August 2022 – Initiated bi-weekly internal conversations with peer departments to discuss current school engagement and to identify gaps and opportunities
- October 2022 – Hosted virtual roundtable with local school districts within Dallas to discuss shared legislative priorities and other initiatives on which the City can partner
- October 2022 – Memo to City Council
- Ongoing outreach and engagement



CITY OF DALLAS
OFFICE OF GOVERNMENT AFFAIRS
DALLAS INDEPENDENT SCHOOL DISTRICT

Overview

City leadership and the community have expressed a desire to have a greater understanding of what the City does to partner with our local school districts.

Objective:

Review and discuss City of Dallas outreach with ISDs and identify potential gaps so we can be more strategic, as we work to develop stronger relationships and establish collaborative governance with our local educational institutions.

Considerations

- Consider meeting regularly to improve internal communications?
- What other departments should be included in these discussions?
- Do you have any departmental goals that need to be included as part of our overall COD collaborative governance outreach strategy with our local ISDs?

Summary

<https://dallascityhall.com/Pages/education.aspx>

Initiative	COD Department Project Manager	ISD Contact	Priority	Next Steps



Internal Initiatives: Environmental



Initiative	COD Department and Project Manager	Priority, Committee and Plan
Cool Schools connects students to nature by planting trees, creating experiential learning areas, and reducing heat island areas	DWU and Development Services Karen Woodard and Phil Erwin	Environment & Sustainability
Water Conservation Environmental Education Initiative	OEQS Sheila Delgado	Environment & Sustainability CECAP
Urban Agricultural School Initiatives	OEQS Rabekah Siebert	Environment & Sustainability CECAP, CUAP, REP
Stormwater Education and Career Day programming K-12	OEQS Judy Schmidt	Environment & Sustainability City of Dallas Municipal Separate Storm Sewer System Permit
Leaf Blower & Landscape Equipment Transition	OEQS Susan Alvarez	Environment & Sustainability CECAP



Internal Initiatives: Economic Development



Initiative	COD Department and Project Manager	Priority, Committee and Plan
P-Tech (Dallas/Richardson)	Economic Development Robin Bentley	Economic Development



Internal Initiatives: Legislative Ad Hoc



Initiative	COD Department and Project Manager	Priority, Committee and Plan
Legislative Outreach	Government Affairs Carrie Rogers	Legislative Ad Hoc 2023 Legislative Program
ISD Working Group	Government Affairs Victoria Moe and Linley Youderian	Legislative Ad Hoc



Internal Initiatives: Housing and Homelessness



Initiative	COD Department and Project Manager	Priority, Committee and Plan
Outreach Team provides outreach services for unsheltered Dallas residents; collaboration with Dallas ISD Homeless Student Program	OHS Wanda Moreland	Housing and Homelessness



Internal Initiatives: Transportation & Infrastructure



Initiative	COD Department and Project Manager	Priority, Committee and Plan
School Zones, School Crosswalks, Traffic Management	Transportation Dr. Gus Khankarli	Public Safety and Transportation & Infrs. Vision Zero Action Plan, School Traffic Safety Guide
Safe Routes to School projects (Elam, Zaragoza, Rosemont), Walk to School Day promotion; Walk/Bike Education	Transportation, Public Works Dr. Gus Khankarli	Public Safety and Transportation & Infrs. Vision Zero Action Plan, Dallas Bike Plan
Electric School Buses and related charging equipment	OEQS Susan Alvarez	Transportation & Infrastructure CECAP
Rezoning Efforts	Planning and Urban Design Julia Ryan	Transportation & Infrastructure Forward Dallas
Schools Bond Projects	Planning & Urban Design Julia Ryan	Transportation & Infrastructure Forward Dallas & CECAP
Schools Bond Projects	DEV, PUD, OEQS Andreaa Udrea	Transportation & Infrastructure
Strengthen relationships with schools within 2.5 miles of each Airport	Aviation Rosalind Dickerson Cleaver	Transportation & Infrastructure
Educate students about careers in the Aviation field	Aviation Rosalind Dickerson Cleaver	Transportation & Infrastructure



Internal Initiatives: Transportation & Infrastructure



Initiative	COD Department and Project Manager	Priority, Committee and Plan
Professional engagement with Career & Technical Education	Development Services Robyn Gerard	Transportation & Infrastructure
Workforce Development Initiative with DISD and Dallas College - "Education is Freedom" Program	Equipment and Fleet Management Kimberly Martin	Transportation & Infrastructure
Workforce Development Initiative with DISD and Dallas College - "Education is Freedom" Program	Building Services Department Brian Thompson	Transportation & Infrastructure



Internal Initiatives: Quality of Life, Arts & Culture



Initiative	COD Department and Project Manager	Priority, Committee and Plan
Seeking opportunities to partner around WIC outreach/service delivery.	Office of Community Care Jessica Galleshaw	Quality of Life, Art & Culture
Support of youth development programming through district-aligned partners.	Office of Community Care Jessica Galleshaw	Quality of Life, Art & Culture
Social services including rental assistance, food distribution, etc. available for residents.	Office of Community Care Jessica Galleshaw	Quality of Life, Art & Culture
Opioid, NARCAN, HHS and ISD Summit	Mayor and City Council Government Affairs and Dallas Fire & Rescue Carrie Rogers	Quality of Life, Arts & Culture
Cohosting off-site enrollment events for newly arrived immigrant families	Office of Equity & Inclusion	Quality of Life
Supporting community outreach efforts by participating in Fam Jam events	Office of Equity & Inclusion	Quality of Life
Cohosting pop-up COVID-19 vaccine clinics at school sites with larger numbers of immigrant and refugee families	Office of Equity & Inclusion	Quality of Life



Internal Initiatives: Quality of Life, Arts & Culture



Initiative	COD Department and Project Manager	Priority, Committee and Plan
Aquatics Partnership with Dallas ISD: shared facility space and training and recruitment program for lifeguards. <i>(Interlocal Agreement)</i>	Park and Recreation John Lawrence	Workforce, Education & Equity
Cool Schools Parks: 45 Dallas ISD, 8 Richardson ISD locations (inclusive of one dog park) <i>(Interlocal Agreement)</i>	Park and Recreation Ryan O'Connor	Workforce, Education & Equity
Dallas ISD shared golf courses, tennis centers, athletic fields and facility use <i>(Interlocal Agreement)</i>	Park and Recreation John Lawrence	Workforce, Education & Equity
Out of School Programming w/ Dallas ISD (after school and seasonal programs) at up to 30 campuses; funding support for programs. <i>(Interlocal Agreement)</i>	Park and Recreation Crystal R. Ross	Workforce, Education & Equity



Internal Initiatives: Public Safety



Initiative	COD Department and Project Manager	Priority, Committee and Plan
Assemble emergency response task force and designated reunification center	DPD Major Jose Garcia	Public Safety Crime Reduction Plan
Leading ongoing joint training exercises-initiated outreach to other ISDs	DPD Major Jose Garcia	Public Safety
School Crossing Guard Program	Courts Gloria Carter	Public Safety
P-Tech (Dallas ISD)	DFR Chief Artis	Public Safety



Internal Initiatives: Workforce & Equity



Initiative	COD Department and Project Manager	Priority, Committee and Plan
Summer Reading Collaboration	Library Melissa Dease	Workforce, Education & Equity
E-Book Sharing Program	Library Melissa Dease	Workforce, Education & Equity
Individual school visits & information sharing	Library Melissa Dease	Workforce, Education & Equity
Library as field trip and research for class projects destination	Library Melissa Dease	Workforce, Education & Equity
Educational library cards for all students and teachers living in Dallas or attending a school located in Dallas	Library Kjerstine Nielsen	Workforce, Education & Equity
Increasing access to library resources; sharing the effort to address literacy citywide	Library Melissa Dease	Workforce, Education & Equity
Social/Emotional Learning Task Force	Mayor and City Council CM Resendez	Workforce, Education & Equity



Internal Initiatives: Workforce & Equity



Initiative	COD Department and Project Manager	Priority, Committee and Plan
Esperanza District Community Outreach Initiative	Mayor and City Council CM Shultz	Workforce, Education & Equity
Youth Commission	Mayor and City Council Taylor Moody	Workforce, Education & Equity
Racial Equity Efforts	Office of Equity and Inclusion Dr. Lindsey Wilson	Workforce, Education & Equity
Broadband and Digital Equity Strategic Plan (Digital Equity Initiatives)	City Manager's Office Genesis D. Gavino	Workforce, Education & Equity
P-Tech (Dallas ISD)	Information & Technology Services Tanishia Dorsey	Workforce, Education & Equity
Dallas & Richardson ISD annual mentorship program and Career Day	CES Rosa Fleming	Workforce Education & Equity
Immigrant & Refugee Student & Family Supports	Office of Equity & Inclusion Christina da Silva	Workforce, Education & Equity
Dallas ISD LGBTQ Program (NEW!) – Pending additional information	Office of Equity & Inclusion Lindsey Wilson	Workforce, Education & Equity



Internal Initiatives: Workforce & Equity



Initiative	COD Department and Project Manager	Priority, Committee and Plan
Concilio hosted Spanish “Cafecito” meetings at Bukhair Elementary and Dobie Pre-K to collect community feedback	Office of Equity & Inclusion Lindsey Wilson	Workforce, Education & Equity Esperanza Area Strategic Plan
High School and College Level Internship Programs	Human Resources Nina Arias	Workforce, Education & Equity



Shared Initiatives Across ISDs



- Public Safety and School Hardening (legislative and operational)
- School Resource Officers
- Student Pedestrian Safety
 - ✓ Vision Zero and School Traffic Safety Guide
 - ✓ School Crossing Guard Program
 - ✓ Future Land Use
- Social Service Outreach (unsheltered students, family needs)
- Racial Equity Plan
- Domestic Violence and Human Trafficking



Next Steps



- Receive Committee feedback
- ISD Roundtable with Departments tent. 1/9/23
 - Legislative initiatives
 - Domestic violence and human trafficking
- Equity Indicators Symposium 1/13/23
 - Education Panel
- Continue engagement with local districts and departments





City of Dallas

Collaboration with and Engaging Students, Educators, School Board Members, and Administrators on Legislative Priorities and City Programs

**Workforce, Education and
Equity Committee
January 9, 2023**

Office of Government Affairs

Carrie Rogers, Director

Victoria Moe, Government Affairs Manager

Linley Youderian, Government Affairs Coordinator



City of Dallas

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

Agenda Information Sheet

File #: 23-204

Item #: B.

Re-Entry Services Programming Update

[Jessica Galleshaw, Director, Office of Community Care; Joyce Williams, Director, Small Business Center; Wil McCall, CEO, Dallas Leadership Foundation]

Re-Entry Services Programming Update

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

January 9, 2023

Jessica Galleshaw, Director, Office of Community Care
Joyce Williams, Director, Small Business Center
Wil McCall, CEO, Dallas Leadership Foundation



City of Dallas

Overview



- Racial Equity Plan Alignment
- Re-Entry Support Lifecycle
- Collaboration Re-Entry Services
- OCC Re-Entry Social Services Projects
- SBC Workforce Re-Entry Initiatives
- Dallas Leadership Foundation



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 1.5: Promote community wellness by increasing access to quality, affordable, nutritious options for food, meals and critical hygiene items by aligning social services, nutrition education, urban agriculture, and financial investments in equity priority areas and other areas with demonstrated needs.

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:

- 1: Business Establishments, 2: Business Ownership, 4: Labor Force Non-Participation, 5: Unemployment, 6: High-Growth, High-paying Employment, 7: Median Full-Time Income



Re-Entry Racial Equity Plan Alignment



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

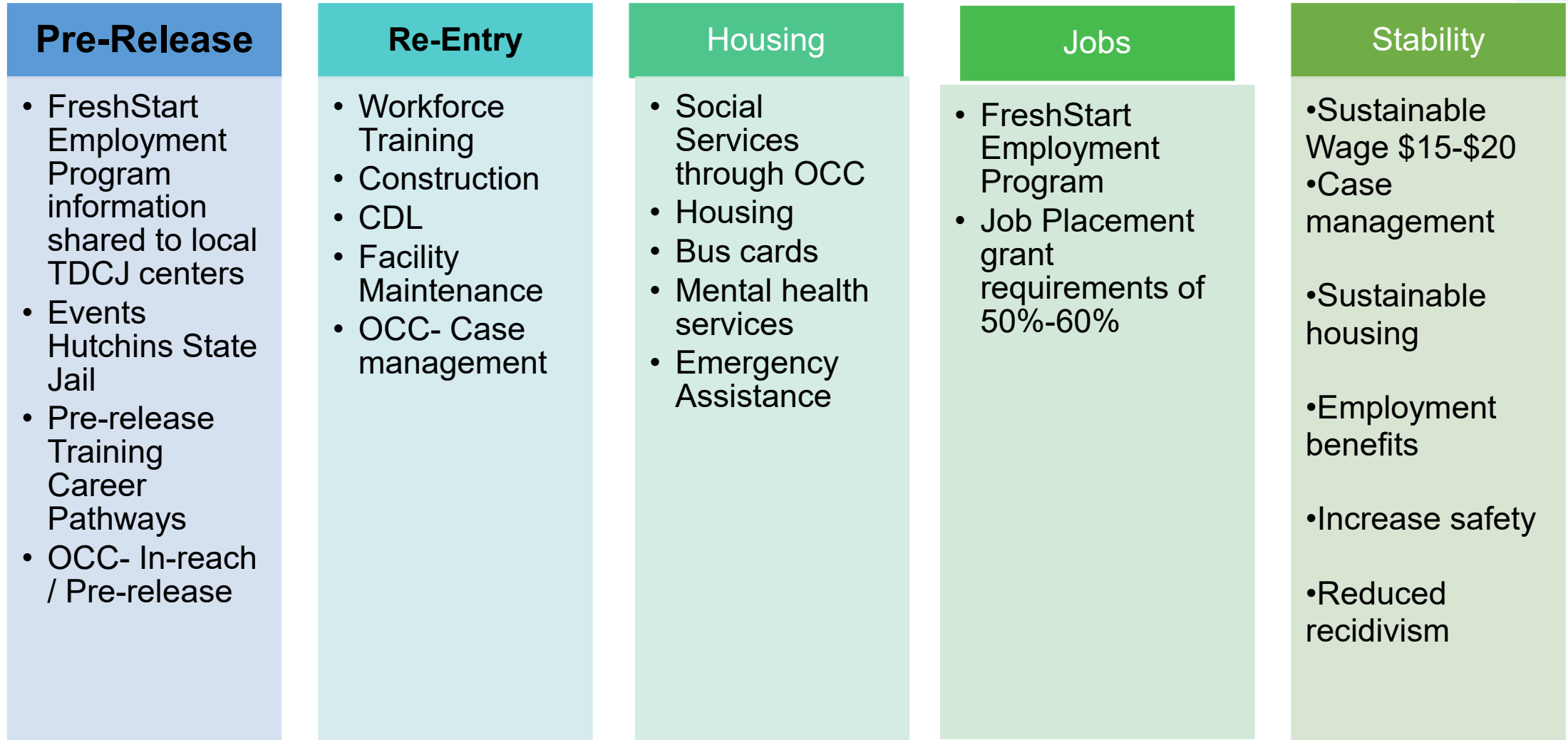
Action Target 5.8: Prioritize community impact to mitigate low level offenses through partnerships with outside entities, associations, organizations and work to advance re-entry efforts for justice impacted individuals.

Relevant **Equity Indicators:**

- 40. Fines and Fees, 41. Jail Admissions, 43. Arrests



Re-Entry Support Lifecycle



Collaboration Re-Entry Services



= *OCC and SBC strive to provide a holistic set of services to ensure clients can secure stable housing, job training, stable employment and financial stability*

Additionally, the City of Dallas is part of a National League of Cities cohort and learning group related to re-entry services in collaboration with DPD.





Office of Community Care



Purpose for Re-Entry Services



- Re-Entry Social Services and Wraparound Support
 - Case management
 - Housing Supports
 - Mechanism for identifying and serving individuals who have been recently released from incarceration
 - Pre-release or in-reach program components and connections
 - In-reach communications
 - Income supports
 - Emergency Assistance
 - Wraparound services
 - Employment and job skills trainings (through referrals)



Summary of Projects - OCC



	Regional Black Contractors Association	Texas Offenders Re-Entry Initiative	Redemption Bridge	Salvation Army
Project	“Second Chance” Program	T.O.R.I.	SDEP – South Dallas Employment Project	Salvation Army Reentry Program
Fund Source	TDCJ	General Fund	(1) TDCJ; (2) General Fund	General Fund
Time Period	2020-2022	2021-2023	(1) 1 year + 2 one-year renewals, 2022-2025; (2) 2022-2024	2022-2024
Contract Amount	\$500,000.00	\$500,000.00	(1) \$500,000.00 + \$250,000.00 + \$250,000.00; (2) \$500,000.00	\$500,000.00



Regional Black Contractors Association (RBCA)



- RBCA “Second Chance” Program is a comprehensive Workforce Development model that attentively addresses the needs of program participants. To combat recidivism, RBCA places emphasis on not only technical skills training, and job placement assistance but also wrap-around services for ALL backgrounds. The objective is to provide our community with:
 - A workforce development program that increases job opportunities for ex-offenders
 - A pipeline of college certified workers, ready for on-the-job training
 - Excellent support staff to ensure program success
- Note: This agreement was initiated prior to the establishment of the Small Business Center, however SBC now manages workforce and employment related programs.





- Outcomes Targets – Over 2 years:

- 130 participants to received soft skills training – 140 to date ✓
- 125 participants to achieve one or more benchmarks (construction certificate, on the job training, or subsidized employment training) – 113 to date ☆
- 90% of participants will obtain full or part time employment within 90 days of enrollment – 86% to date ☆
- 79% will remain employed for 90 days or longer – Year 1 = 42%; Year 2 = 80% to date ✓
- 75% will remain employed 180 days or longer – Year 1 = 19%; Year 2 = 85% to date ✓
- 25% will show evidence of stable housing – Year 1 = 13%; Year 2 = 5% ✗
- <16% recidivism rate in 24 months = 0% to date ✓
- 90% will complete case management referrals to improve functioning in one or more areas (life skills, life coaching, financial literacy, behavioral health) – 100% to date ✓
- 25% will obtain a State of Texas drivers license (renewed or re-instated) – Year 1 = 4%; Year 2 = 2% ✗

- ✓ Completed / On track
- ☆ At risk
- ✗ Not completed/ unlikely



Texas Offenders Re-Entry Initiative (T.O.R.I.)



- Provides stability and security for returning citizens. Through assistance in the six core components:
 - Employment
 - Education
 - Housing
 - Healthcare
 - Spiritual guidance; and
 - Family unification
- T.O.R.I. addresses the individual needs of the person. The Program is a 12-month rehabilitative program that focuses on empowering participants to achieve their maximum potential. The program culminates in a graduation ceremony at the Potter's House of Dallas.



T.O.R.I. Metrics



- Outcomes Target – Over 2 years:

- 80 participants enrolled in program – 130 to date ✓
- 80+ participants offered services (outreached) – 1430 to date ✓
- 80 clients receiving referrals for wrap-around services – 130 to date ✓
- Percentage of participants that secure and maintain housing among those placed/referred
 - 80% with 30-day retention – 100% to date ✓
 - 70% with 60-day retention – 100% to date ✓
 - 60% with 90-day retention – 100% to date ✓
- 70% of enrolled participants employed – 53% to date
- Percentage of participants that retain employment among those placed/referred
 - 80% with 30-day retention – 94% to date ✓
 - 70% with 60-day retention – 83% to date ✓
 - 60% with 90-day retention – 80% to date ✓
- <11% recidivism rate post program – data not yet reported due to timing



Completed / On track
At risk
Not completed/ unlikely



Redemption Bridge



- South Dallas Employment Project is a collaborative of nonprofit, for-profit, government and community partners, led by Redemption Bridge, to provide a comprehensive set of services and support to justice-impacted residents, targeting southern Dallas.
- Screens and assess each applicant needs using their established application process, prior to referring them to one or more of their partner organizations.
- Clients are provided ongoing case management, as they receive services and support from the partnering organizations.
- Redemption Bridge has a working relationship with the prison system which allows them to connect with individuals coming back to Dallas with post-release training, employment and wraparound services.
- TDCJ funds support clients previously incarcerated in TDCJ facilities
- General funds support Dallas clients not eligible for TDCJ funds



Redemption Bridge Metrics - TDCJ



- Outcomes Targets:
 - 350 participants to non-duplicated individuals served
 - 350 non-duplicated individuals receiving case management support
 - 350 participants will receive one or more of the following services:
 - Training, including job training
 - Employment
 - Housing
 - Transportation
 - Health, wellness, and recovery
 - Community connectivity
 - Digital literacy
 - Financial literacy
 - Assistance to procure government documents
 - Legal aid



Redemption Bridge Metrics – General Fund



- Outcomes Targets (over 2 years):
 - 450 participants to non-duplicated individuals served
 - 450 non-duplicated individuals receiving case management support
 - 450 participants will receive one or more of the following services:
 - Training, including job training
 - Employment
 - Housing
 - Transportation
 - Health, wellness, and recovery
 - Community connectivity
 - Digital literacy
 - Financial literacy
 - Assistance to procure government documents
 - Legal aid



Salvation Army



- The Salvation Army's Re-Entry Program provides case management, housing support, financial assistance, financial literacy classes and employment and job skills training to eligible low-income residents in Dallas County with criminal justice intersection or those who have been recently released from incarceration.
- Services will be delivered by the Employment Specialist and Case Management Specialist who will work together to assist clients in need of stable, permanent housing and sustainable employment.





• Outcomes Targets:

- 100 participants to be recruit for the program
- 90% of clients engaged in case management will complete and income and housing stability plan
- 75% of clients will obtain permanent housing
- 75% of clients who received housing supports and obtained permanent housing will maintain housing for a minimum of six months
- 65% of clients will apply for benefits
- 100% of clients who access emergency financial assistance will receive emergency assistance from the food pantry, utility/rental assistance
- 90% of clients participating in case management services will be provided support services and/or referrals
- 48% of clients who complete the job readiness course or receive individual job coaching will obtain full time, or part time, permanent employment and maintain it for 90 days





Small Business Center



- The following programs are administered through the SBC to support justice impacted individuals to obtain gainful employment and sustainable wages:
 - FreshStart Employment Program (City of Dallas employment)
 - Workforce Intermediary (Dallas Life Foundation)



FreshStart Employment Program



- Purpose
 - Interrupt the reoccurrence of recidivism & advocate for stable or full-time employment for individuals returning to their communities from incarceration or with non-incarceration infractions while ensuring program and training participants are supported in collaboration with community partners
- Total Hires YTD (October 2022): 118
- Goal: 25% of eligible FreshStart candidates hired FY2023



FreshStart Employment Program



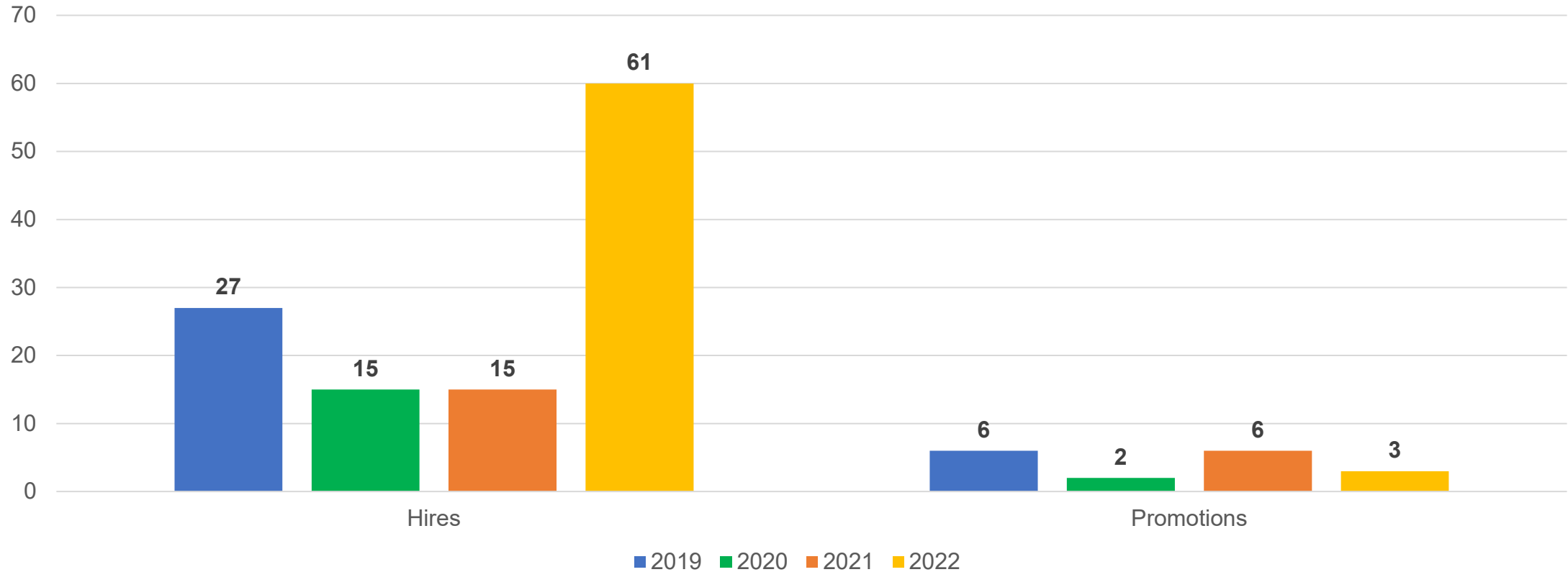
- Progressive Program Modifications
 - Changes to matrix to reduce wait time (2021)
 - Pilot open access to all non-civil service jobs (2021)
 - Modified applicant process to increase pipeline (2022)
 - Implemented access to all non-civil service jobs (2022)
 - Intensive case management for first 12 months of employment (2022)
 - Created centralized repository for storing data (2022)
 - Implemented transition portals for reverse referrals (2022)
 - Referral employment partnership with Dallas Foundation Leadership for applicants who are not hired by the City
 - Enhanced collaboration with Workforce Dallas to conduct on-site prescreening at community events and provide direct referrals for employment and/or workforce training



FreshStart Employment Program



2019- 2022 FreshStart Hire Data



FreshStart Employment Program Hires



City of Dallas FreshStart Program Hires

Contrataciones del Programa Nuevo Comienzo de la Ciudad de Dallas



166

Total Contingent Offers
Ofertas Contingentes Totales

118

Total Hires
Contrataciones Totales

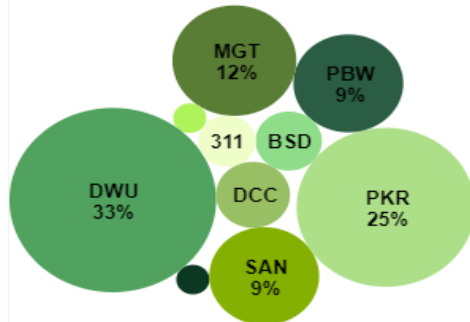
48

Total Not Hired
Total No Contratado



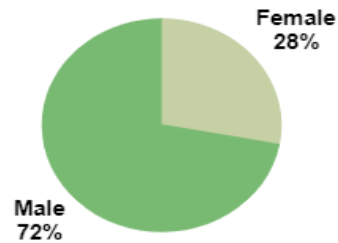
Hires by Department

Contrataciones por Departamento



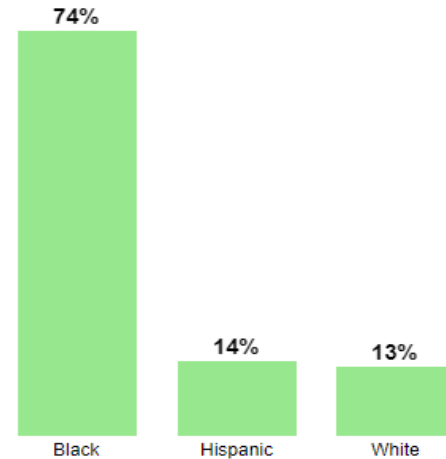
Hires by Gender

Contrataciones por Género



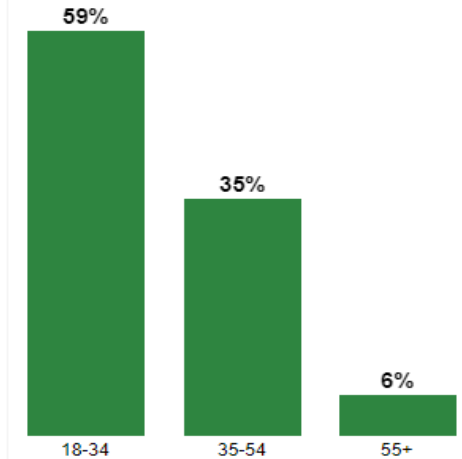
Hires by Race / Ethnicity

Contrataciones por Raza / Etnicidad



Hires by Age

Contrataciones por Edad



Data Source: City of Dallas Small Business Center, 12/19/2022. This dashboard was created by the Office Of Data Analytics and Business Intelligence.
Note: Majority of applicants for jobs under the FreshStart program are African American males.

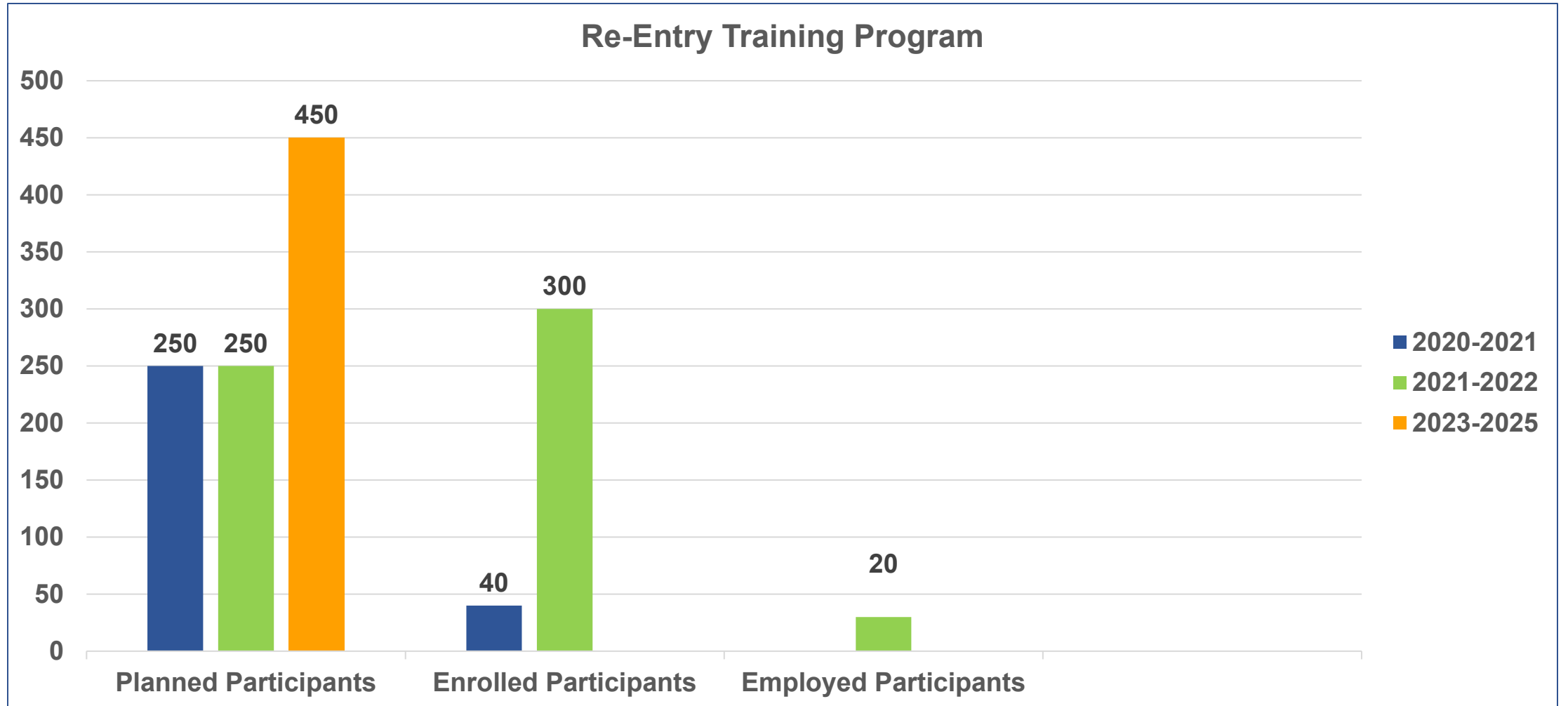
Summary of Programs & Funding - SBC



	Dallas Leadership Foundation (DLF)	Regional Black Contractors Association (RBCA)	First Step Community Empowerment (FSCE)	Volunteers of America (VOA)
Project	Prepares incarcerated men for successful re-entry through a pre-release focus and workforce training	Provides workforce training to increase job opportunities for justice impacted individuals	Provides job readiness and workforce training to justice impacted individuals	Prepares incarcerated women for transition into society through job readiness
Fund Source	General Fund	TDCJ	General Fund	General Fund
Time Period	2021-2023	2023-2024	2023-2025	2023-2025
Contract Award	\$500,000	\$500,000	\$250,000	\$250,000
Services	Pre-release and workforce training (Facility Maintenance)	Re-entry job readiness and workforce training (Construction)	Re-entry job readiness and workforce training (commercial driver license)	Pre-release job readiness
Participants	500 served/200 trained	100	50	60



Workforce Re-Entry Training Updates





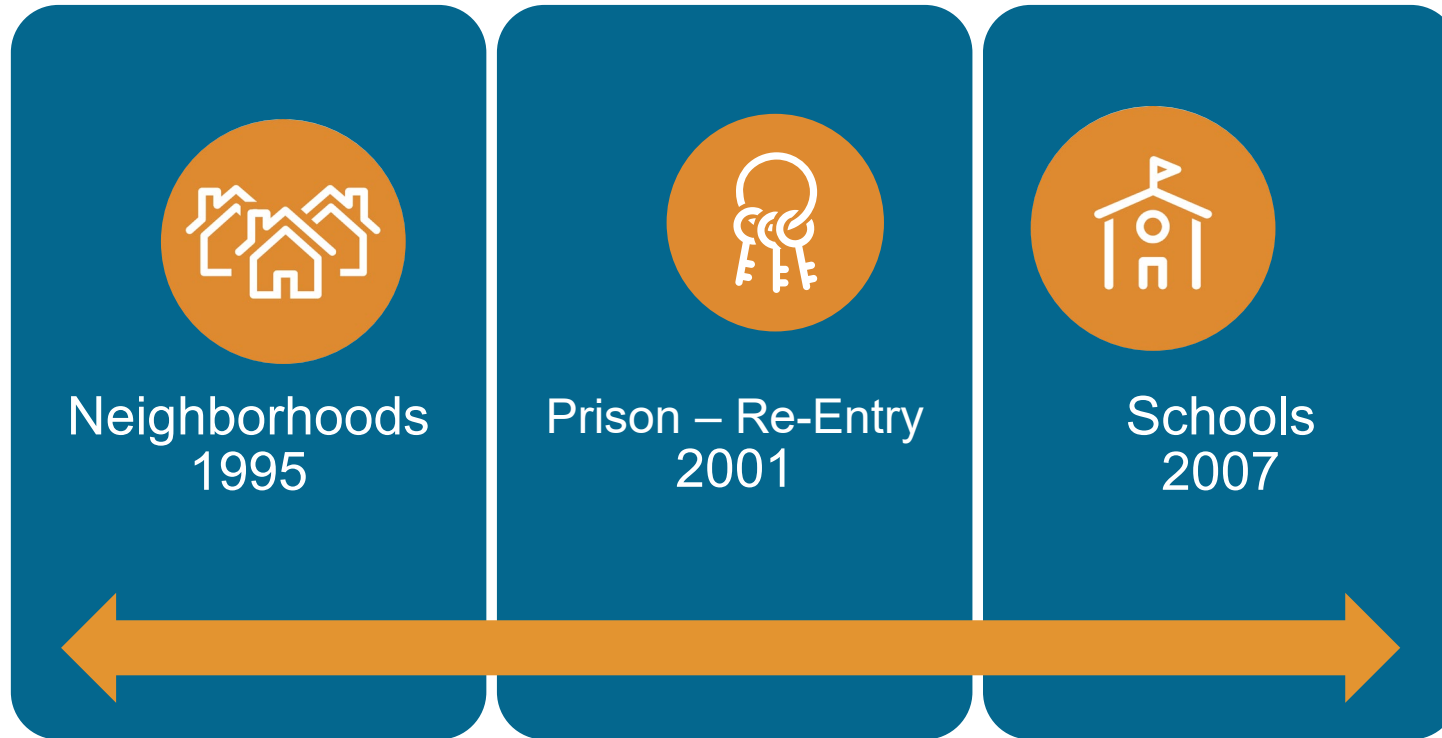
Dallas Leadership Foundation

Dallas Leadership Foundation



Mission: To unlock leadership in challenged communities so families in every neighborhood have opportunities to flourish.

How Do We help families in challenged communities?





- Workforce Intermediary – Works for and with:
 - The Client – we provide Case Management, pre-employment training/services, Counseling, Housing, Public supports, etc.
 - The Training Institution – Provides eager students with job skills training & certifications to level set their lives after most barriers have been removed
 - The Employer – Provides employees, living-wage career utilizing DLF Team as HR support to increase employee success.



Dallas Leadership Foundation – Partners



- City of Dallas Small Business Center
- Community-Based Partners
 - ROD Ministries
 - Outcry in the Barrios
 - Austin Street Shelter
 - Dallas College
 - ForgeNow
 - City of Dallas
 - 13 Dallas Neighborhoods
- Private Employers
 - Belmar Logistics
 - Bell Mechanical Services
 - JMEG Electrical Contractors
 - Payne Mechanical Services
 - Facilities Response Group
 - Cornbread Hustle





- **Pre-Release** – Pre-employment training, Documents application, needs assessment, program assessment
- **Phase I** (30 days) - Career assessments/preference, documents obtained, intro to training opportunities, released to housing
- **Phase II** (2-3 months) – tour training facilities/enroll in GED training, begin training (HVAC, electrical, truck driving, facilities management), DLF provides case management throughout
- **Phase III** (4-9 months) graduation, interviews with employers, begin work.
- **Phase IV** (9-12 months) - Case management, provides guidance, support, monthly communications with client and employer



Dallas Leadership Foundation – Results



- Recidivism Rate
 - State: 20.3%
 - DLF: 6%; **100% of graduates have NOT returned to prison**
- Average Cost of Incarceration in Texas (4.2 years)*
 - Per day - \$62.34 (Annual Cost \$22,754.10)
 - Total - \$95,633
- Economic Impact
 - Highest Wage Earning Graduate: \$25.00/hr
 - Lowest Wage Earning Graduate: \$15.00/hr
 - Average Wage Earning Graduate: \$17.42/hr
- Increased Revenues to the local economy
 - Over \$500,000 savings to the state of Texas (cost of incarceration)
 - Over \$840,000 into the economy (salaries of graduates)





Dallas Leadership Foundation Success Stories

Next Steps



- Office of Community Care (OCC)
 - Work closely with TDCJ to strengthen local partnerships and in-reach communications opportunities and to ensure alignment of COD programming with TDCJ priorities
 - Work closely with South Dallas Employment Project and Salvation Army to support outreach, referrals, and program growth
 - Strengthen housing referrals and internal knowledge of low-barrier housing options for justice-impacted clients
- Small Business Center (SBC)
 - Increase ability to assess data through the development of a Customer Relationship Management tool
 - Enhance FreshStart dashboard to improve process efficiencies for on-boarding hires and support service requirements
- OCC & SBC
 - Continued collaboration with Dallas Police Department related to in-reach and pre-release efforts



Re-Entry Programming Update

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

January 9, 2023

The logo of the City of Dallas, featuring a stylized white 'D' with a three-lobed leaf inside, set against a dark blue background with a fine white grid pattern.

City of Dallas

Jessica Galleshaw, Director, Office of Community Care
Joyce Williams, Director, Small Business Center
Wil McCall, CEO, Dallas Leadership Foundation



City of Dallas

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

Agenda Information Sheet

File #: 23-200

Item #: C.

Background and Update on Upcoming Office of Community Care Agenda Items - ARPA Programs
[M. Elizabeth (Liz) Cedillo-Pereira, Assistant City Manager, City Manager's Office]

Memorandum



CITY OF DALLAS

DATE January 5, 2023

TO Honorable Mayor and Members of the City Council

SUBJECT **Background and Update on Upcoming Office of Community Care Agenda Items – ARPA Programs**

The Office of Community Care has several American Rescue Plan Act (ARPA) agenda items forthcoming via the Office of Procurement in early 2023. Council dates and agenda item numbers are in process and a summary and background are provided below.

1) ARPA – Benefits Navigation: Authorize a one-year service contract in the amount of \$1,375,000, with a one-year renewal option in the amount of \$1,375,000 as detailed in the Fiscal Information section, for the administration of a Benefits Navigation program in the city of Dallas for the Office of Community Care – Benefits Data Trust, most advantageous proposer of four – Total amount not to exceed \$2,750,000 – Financing: Coronavirus State and Local Fiscal Recovery Fund (\$2,750,000) (subject to annual appropriations)

2) ARPA – Early Childhood and Out of School Time Providers Support: Authorize a one-year service contract in the amount of \$500,000, with a one year renewal option in the amount of \$500,000 as detailed in the Fiscal Information section, for the administration of a grant program for Early Childhood Providers and Afterschool/Out of School Time Providers (ECOST Providers) in the city of Dallas for the Office of Community Care – Dallas Afterschool, most advantageous proposer of four – Total amount not to exceed \$1,000,000 – Financing: Coronavirus State and Local Fiscal Recovery Fund (\$1,000,000) (subject to annual appropriations)

3) ARPA – Community Mental Health: Authorize (1) a one-year service contract in the amount of \$1,000,000, with a one year renewal option in the amount of \$1,000,000 with Harmony Community Development Corporation; and (2) a one-year service contract in the amount of \$200,000, with a one year renewal option in the amount of \$200,000 with Dallas County Mental Health and Mental Retardation Center; and (3) a one-year service contract in the amount of \$120,000, with a one year renewal option in the amount of \$120,000 with Big Thought; and (4) a one-year service contract in the amount of \$55,000, with a one year renewal option in the amount of \$55,000 with Senior Citizens of Greater Dallas Inc., to provide mental health support to residents of Dallas that have been impacted by the COVID-19 pandemic for the Office of Community Care – Total amount not to exceed \$2,750,000, most advantageous proposers of four – Financing: Coronavirus State and Local Fiscal Recovery Fund (\$2,750,000) (subject to annual appropriations)

DATE January 5, 2023

SUBJECT **Background and Update on Upcoming Office of Community Care
Agenda Items – ARPA Programs**

4) ARPA – Making Food Accessible: Authorize (1) a one-year service contract in the amount of \$1,150,000, with a one year renewal option in the amount of \$1,150,000 with Services of Hope & Financial Hope CCS; and (2) a one-year service contract in the amount of \$600,000, with a one year renewal option in the amount of \$600,000 with Catholic Charities of Dallas, Inc; and (3) a one-year service contract in the amount of \$150,000, with a one year renewal option in the amount of \$150,000 with Dallas Leadership Foundation, for the administration of food distribution and delivery programs to residents of Dallas that have been impacted and/or had their needs exacerbated by the COVID-19 pandemic for the Office of Community Care – Total amount not to exceed \$3,800,000, most advantageous proposers of six – Financing: Coronavirus State and Local Fiscal Recovery Fund (\$3,800,000) (subject to annual appropriations)

Background

On June 23, 2021, City Council authorized the acceptance of grant funds from the U.S. Department of Treasury for the Coronavirus Local Fiscal Recovery Fund to provide relief during the ongoing COVID-19 pandemic by Resolution No. 21-1149.

On September 22, 2021, City Council authorized the final reading and adoption of the appropriation ordinance for the FY 2021-22 City of Dallas Operating, Capital, and Grant & Trust Budgets, which included the ARPA funds from the U.S. Department of Treasury for the Coronavirus Local Fiscal Recovery Funds by Resolution No. 21-1590.

ARPA - Benefits Navigation

This agreement will provide for the administration of a city-wide Benefits Navigation program in the City of Dallas, to support residents who have been directly and indirectly impacted by the Coronavirus pandemic. The Office of Community Care has sought nonprofit organizations through an open application process. Benefits Data Trust was selected as the subrecipient and will build a single stop data-match enabled proactive benefits outreach, enrollment, and renewal program that helps ensure low- and moderate-income clients are able to maximize support and access all benefits for which they are eligible for focused on federal funding that is assigned and available.

Estimates show that annually about \$570 million in SNAP and Medicaid/CHIP funds go unclaimed in Dallas County, for which clients are eligible but just not receiving. This program will help Dallas residents maximize support and access all benefits for which they are eligible for, focused on federal funding that is assigned and available.

ARPA ECOSTS Providers Support Program

This agreement will provide for the administration of a city-wide grant program for Early Childhood Providers and Afterschool/Out of School Time Providers (ECOST Providers) in the City of Dallas, who have been directly and indirectly impacted by the Coronavirus pandemic. The Office of Community Care has sought nonprofit organizations through

DATE January 5, 2023

SUBJECT **Background and Update on Upcoming Office of Community Care
Agenda Items – ARPA Programs**

an open application process. Dallas Afterschool was selected as the subrecipient and will administer a city-wide grant program for childcare programs that serve city of Dallas residents, and can be used for, but is not limited to rent, utilities, staff salaries and benefits, and program supplies.

The COVID-19 pandemic has hit providers of childcare services particularly hard. The comparatively low wages of childcare services staff make it difficult to maintain staffing in a competitive environment, while programs are limited in the ability to increase salaries or other costs without increasing the costs to families and clients. This program will provide support, training, professional development, resources, and other needs local childcare centers through a grants program.

ARPA - Community Mental Health

This agreement will provide for the administration of city-wide mental health support programs to residents of Dallas as mental health needs in the city have been impacted and/or exacerbated by the COVID-19 pandemic. This support includes direct services such as individual and group counseling, educational programming, awareness campaigns, program outreach, and lay person trainings. Harmony Community Development Corporation, Dallas County Mental Health and Mental Retardation Center, and Big Thought were selected as subrecipients for these services. Additionally, the Senior Source was selected to administer a portion of this program that will specifically support mental health services and counseling for older adults and isolated seniors in the city of Dallas. Target populations include low- and moderate-income residents and/or Dallas residents living Qualified Census Tracts. The Office of Community Care has sought nonprofit organizations through an open application process.

The COVID-19 pandemic and resulting economic downturn have negatively impacted the mental health of local communities and has created new and exacerbated existing barriers to accessing care and support. Studies have found that 45% of adults in the United States have reported that their mental health has been negatively impacted from stress caused by the COVID-19 virus and pandemic. Research shows that social isolation and loneliness are linked to poor mental health. Additionally, for the many Dallas residents who have lost their jobs, job loss can be associated with anxiety, depression, distress and low self-esteem. Among the most impacted and highest risk include seniors, households

with children and adolescents, and individuals who have lost their jobs or are otherwise income insecure.

ARPA – Making Food Accessible

This agreement will provide for the administration of city-wide food distribution and delivery programs to residents of Dallas that have been impacted and/or had their needs exacerbated by the COVID-19 pandemic. These programs will enable access to

DATE January 5, 2023

SUBJECT **Background and Update on Upcoming Office of Community Care
Agenda Items – ARPA Programs**

food for target populations through contactless grocery pickup, distribution programs, and home delivery for vulnerable populations. Target populations include low- and moderate-income residents and/or Dallas residents living Qualified Census Tracts. The Office of Community Care has sought nonprofit organizations through an open application process. Services of Hope CCS was selected to provide food distribution and delivery programs, while Catholic Charities Dallas, Inc. and Dallas Leadership Foundation will each provide food distribution services.

Approximately 20% of Dallas County faces food insecurity and nearly 38% of the population in the city of Dallas live in a food desert. The COVID-19 pandemic and resulting economic downturn have exacerbated these disparities, creating increased demand for local food pantry distribution sites among Dallas residents impacted financially by and during the pandemic. Many residents of Dallas are experiencing or have experienced job loss, reduced or lost pay, added expenses and other issues making it difficult to afford healthy and nutritious foods. Additionally, individuals who may be diagnosed with COVID-19 or quarantined due to exposure, may find themselves too sick or otherwise unable to travel purchase food.

If you have any questions, please contact me or Office of Community Care Director, Jessica Galleshaw, at 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
Preston Robinson, Administrative Judge
Kimberly Bizzor Tolbert, Deputy City Manager
Jon Fortune, Deputy City Manager

Majed A. Al-Ghafry, Assistant City Manager
Dr. 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 #: 23-205

Item #: D.

Engaging Welcoming Taskforce Members and City Departments to Renew the City of Dallas's Certified Welcoming Status

[M. Elizabeth (Liz) Cedillo-Pereira, Assistant City Manager, City Manager's Office]

Memorandum



CITY OF DALLAS

DATE January 4, 2023

TO Honorable Mayor and Members of the City Council

SUBJECT **Engaging Welcoming Taskforce Members and City Departments to Renew the City of Dallas's Certified Welcoming Status**

Workforce Education and Equity Memo

In 2018, the City of Dallas adopted the Resilience Strategy which called for the City to be a Welcoming City as a component of building resilience across our diverse communities of Dallas. Recognized as key part of Dallas' growth and vibrancy, immigrants make up approximately 24% of Dallas population. Immigrants play a critical role in Dallas' economic advancement, making up 30% of the local employed workforce. By becoming a welcoming city, Dallas can continue being a globally competitive world class city.

The City of Dallas has participated in the Certified Welcoming City Program. The [Certified Welcoming City Program](#) is a best in class standard for counties and cities to demonstrate alignment of policies, programs, and partnerships with the research-based standards that promote immigrant and refugee inclusion. As a third-party evaluation, the Certified Welcoming Program ensures that the Office of Equity & Inclusion – Welcoming Communities & Immigrant Affairs Division (OEI-WCIA) is embedding promising practices throughout the implementation of welcoming efforts, which connect with the City's commitment towards empathy, engagement equity, and excellence. The City of Dallas is 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 metrics detailed below.

Through participation in the Certified Welcoming Program, the City of Dallas conducted a self-assessment consisting of 105 criteria and coordinated and hosted a site visit that was conducted by national partner and certification administrator, Welcoming America. Crucial to this process is working with internal City departments Welcoming Taskforce and our community at-large to advance equity and inclusion as a welcoming city.

Welcoming Taskforce: Engaging Community Leaders to Promote Immigrant Inclusion

Community engagement has been foundational for Dallas' progress in becoming a more inclusive and welcoming city. Welcoming efforts began with community members asking local government to play a leadership role in promoting immigrant inclusion. In 2017, the Welcoming Task Force was established to include immigrants and allies from diverse

DATE January 4, 2023

SUBJECT **Engaging Welcoming Taskforce Members and City Departments to Renew the City of Dallas's Certified Welcoming Status**

backgrounds and sectors including government, safety, health, education, business, faith based and nonprofit. Collaboratively the Welcoming Taskforce has worked with the City of Dallas to develop the Welcoming Dallas Strategic Plan and subsequently support with implementation efforts and provide consultation.

Since the adoption of the Welcoming Dallas Strategic Plan, OEI-WCIA continues to engage Welcoming Taskforce Members by:

- Co-Hosting convenings and events including citizenship information forums & legal workshops, COVID-19 pop-up clinics, cultural dinners, and festivals
- Publishing a weekly email to Welcoming Taskforce Members to share updates from the City, community resources and crowd source support or feedback on issues that impact immigrant residents
- Collaboratively develop tools such as the Welcoming Newcomers Site that increases awareness among Dallas residents about the ways to volunteer or donate for newcomers
- Expanding the City's community outreach efforts to marginalized communities by creating bi-directional communications with community partners. Examples of this work are demonstrated through the Rapid Resilience Grant which worked with promotoras to support recovery efforts from the pandemic and more recently through Chair Schultz's Esperanza District Community Engagement Initiative

Welcoming Taskforce members have been key leaders in all of OEI – WCIA efforts and have been an important part of the Certified Welcoming Audit. To demonstrate Dallas' commitment to Welcoming, City employees and community representatives from the Welcoming Taskforce and other community partners were interviewed by auditors to discuss the City's work since the first audit was conducted.

Certified Welcoming Standard

In order for the City of Dallas to renew its Certified Welcoming status, demonstratable documentation is provided to Welcoming America within each of the core categories. Below are the ways that OEI engaged community leaders to demonstrate alignment with the Certified Welcoming Standard:

Government Leadership: In welcoming places, local governments implement systems and programs, such as designating a unit and staff to coordinate immigrant inclusion, that strengthen community efforts and embed inclusion within government agencies.

To demonstrate City of Dallas efforts:

- City Manager T.C. Broadnax and Chief of Staff Genesis Gavino spoke on the City's commitment to equity and welcoming by formalizing the Welcoming Dallas Strategic Plan and continuing investments in partnerships that removed barriers and promoted inclusion for immigrant residents. Welcoming

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SUBJECT **Engaging Welcoming Taskforce Members and City Departments to Renew the City of Dallas's Certified Welcoming Status**

America highlighted the City's digital equity efforts as a strength in their preliminary analysis.

- Council Member Jaynie Schultz and Assistant City Manager Liz Cedillo-Pereira shared how the City of Dallas prioritizes equity as an organizational value and works with other City Council Members to review equity issues that impact the City through the Workforce, Education, and Equity Committee
- Dr. Wilson, Dr. Lisa Rainey, Kevin Acosta, Isabel Camacho, and Frances Espinoza represented OEI to discuss efforts to draft the Racial Equity Plan and how immigrant inclusion was included throughout the community engagement and policy development process. Information was also shared about how City of Dallas has been working to reduce housing discrimination and reduce eviction rates among immigrants
- Community partner, The Concilio, were invited to share how the organization works collaboratively to support the City's community engagement efforts among Latino immigrant community to collect feedback utilizing *promotoras* and immigrant community leaders.

Equitable Access: Welcoming places work to ensure community services and opportunities are available to all residents, including newcomers. This includes improving access to healthcare, childcare, transportation, and more.

- Community, Outreach and Marketing Director Catherine Cuellar and colleagues, Gonzalo Reyes, Rocio Santos de Jesus with Language Access Coordinator Adriana Portillo shared how the City of Dallas is advancing language access across City departments
- Dr. Lance Rasbridge, Parkland Health's Refugee Outreach Coordinator and Jovelyn Castellanos Parkland Health's Program Coordinator of Constituency Outreach and Community Relations, shared about collaborative efforts to organize a working group focused on hosting COVID-19 pop-up clinics in apartment complexes where immigrants and refugees lived
- Mirjana Omeragic, Senior Director of Refugee and Victim Services from Mosaic Family Services, shared how OEI collaborates with multiple organizations to mobilize a Refugee Mental Health Coalition that increases awareness of mental health supports and best practices for providing services to immigrants.
- Shannon Adams, Community Services Administrator from the Dallas Public Library shared efforts to connect immigrant residents with supports such as ESL and workforce as well as the Enhanced Library Card to provide supplementary identification support for those that have difficulties accessing a state or federal ID

Civic Engagement: Welcoming communities actively ensure that residents, including newcomers, fully participate in civic life by increasing access to leadership and democratic spaces.

- Almas Muscatwalla, Director of Dallas Responds shared her experiences as an immigrant serving as a member of the Mayor's Anti- Hate Advisory

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Board as well as working with community residents to establish the Dallas Responds Center for migrants from the southern border who are needing short-term assistance

- Barbara Larkin, Vice President of Voter Services, and Shannon Fitzgerald Board Member and Voter Registration Director from the League of Women Voters demonstrated collaborative efforts to host naturalization ceremonies and to work with the City to register newly sworn US citizens
- Nubia Torres, Director of Immigration Legal Services, and Jessica Hernandez Program Manager from Catholic Charities Dallas and Enrique Polavieja from Immigration Specialist from the International Rescue Committee discussed the partnership with the City to increase access to naturalization for eligible residents to become US citizens

Connected Communities: Welcoming communities build connections between newcomers and long-term residents by strengthening relationships, communicating shared values, and promoting a welcoming culture through institutional communications.

- Vanna Slaughter who served previously as the Director of the Office of Welcoming Communities and Immigrant Affairs shared how allies have been influential in supporting welcoming messaging.
- Joel Schwitzer, Regional Director from the American Jewish Committee Dallas discussed partnering with OEI – WCIA to develop the Welcoming Newcomers Site to promote awareness of volunteer and donation opportunities
- Rafael Tamayo, Manager of the Oak Cliff Cultural Center, shared how immigrant artists are invited to lead culture initiatives that increase empathy, connection and celebrate diversity
- Myna Mendez from Las Comadres de Dallas y Mas shared her experiences as an immigrant community leader to collaborate with the City to increase connectivity to information and resources that can improve health and safety in immigrant communities

Education: Welcoming communities strive for an educational system that ensures all students have the support they need to succeed in school and the education they need to succeed in the workforce.

- Huseyin Pecker Executive Director from the Dialogue Institute shared how immigrant residents worked with refugee resettlement agencies to provide culturally responsive programming for Afghan youth who recently arrived in Dallas.
- Amairani Espinoza DFW Program Manager from ImmSchools shared how their organization partners with OEI –WCIA to promote educational supports for immigrant youth
- Ricardo Corpus, the Chair of the City of Dallas Youth Commission, talked about his experience serving as a Youth Commissioner to increase

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awareness of opportunities for youth and working with COM to publish the Dallas Youth Magazine

- Rachel Dyussengaliyev, Youth Program Supervisor from the International Rescue Committee shared about collaborative efforts to connect refugee youth with resources, as well as to train Parks and Recreation staff on how to connect with immigrant families

Economic Development: Welcoming communities harness the full potential of all residents, including those from other countries who have the skills and assets to thrive, by developing economies that leverage all talents.

- Estefania Ramirez, Digital Equity Coordinator and Hala Hababi, Director of Islamic Center of North America, shared their efforts to promote digital inclusion among immigrants and have been working with the Skilled Immigrant Integration Grant to prioritize digital literacy that supports accessibility to workforce opportunities
- Dr. Dena Owens, Workforce Initiatives Manager from the Small Business Center shared how the City of Dallas works closely with diverse minority chambers of commerce to connect immigrant entrepreneurs with resources to start and grow their businesses, as well as connections to procurement opportunities
- Cruz Correa, Program Manager from the Office of Community Care shared how the City of Dallas contracts with local nonprofit organizations to provide 1:1 financial coaching and wrap around supports for immigrants as they navigate the US banking system
- Noel Mendoza, Community Partnership and Human Trafficking Outreach Coordinator from Mosaic Family Services, Paola Chavez Community Outreach Coordinator from Unbound Now North Texas and Ingrid Guerrero a survivor of human trafficking shared how they partner with the City to address human trafficking among the Dallas immigrant community
- Domingo Castillo, Community Outreach and Resource Planning Specialist, the Department of Labor shared how he collaborates with the City to increase community awareness of worker's rights and to promote safe working conditions

Safe Communities: Welcoming communities foster trust and build relationships between residents and law enforcement and safety agencies. This includes training public safety staff on working with diverse communities and more.

- Dallas Police Department Manager Robert Munoz, Sgt. Eddie Reyes, and DPD Community Representative Kimberly Nam all shared how the DPD has implemented community outreach initiatives to support among diverse immigrant communities to build trust and promote awareness of rights
- Travis Houston Assistant Emergency Management Coordinator from Office of Emergency Management shared how OEM has been including interpretation as part of emergency communications process and how OEM

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has connected local nonprofits organizations with federal resources to support migrants arriving from the southern border.

- Shalaina Abioye, Executive Director from the International Rescue Committee shared about the collaborative effort with International Rescue Committee and the Vera Institute of Justice to launch the Dallas SAFE Program which provides defensive legal services for immigrant residents facing deportation

Next Steps

In February 2023, Welcoming America will provide an official audit report with an assessment for the City of Dallas. Along with the guidance of the results of the audit report, ongoing partnerships and community engagement will drive the following areas of focus:

Language Access: Welcoming America applauded the City's efforts to expand language access for Spanish speakers and recommended continuing the increasing access for Dallas' language diverse communities

Citizenship: For the past three years, the City of Dallas has invested in legal services for eligible residents to apply for US citizenship. Hundreds of residents have received pro-bono legal assistance to file their applications. In becoming a US citizen, Dallas residents benefit both civically and economically, having the right to vote and access to job opportunities with increased pay. We aim to increase the capacity of these formal partnerships to be able to serve growing populations that require extra assistance, especially Dallas' growing refugee population.

Dallas SAFE Program: Among deportation cases that began in the last five years (FY2017 – FY2021) in the Dallas Immigration Court, 79 percent do not have legal counsel to assert their legal rights before the immigration judiciary. In response, the City of Dallas established the Dallas SAFE Program to advance universal representation to mitigate the risks caused by detention and give Dallas residents a fighting chance to remain united with their families. In partnership with the Vera Justice Institute and International Rescue Committee, Dallas residents who participate in the Dallas SAFE program receive legal defense as well as wrap-around services such as rental and utility bill assistance and mental health services for their family. More than a third (37 percent) of Dallas's SAFE clients are parents. Currently, the program's biggest challenges include consistent, sustainable, and expanded funding to meet the significant unmet need in Dallas.

Economic Inclusion: OEI – WCIA aims to collaborate with internal departments such as the Dallas Public Library and the Small Business Center and community stakeholders to promote economic inclusion for immigrants. Examples of this work include ESL classes, recognizing international licenses and credentials, increasing digital literacy, and promoting supports for immigrant entrepreneurs.

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If you have any questions, please contact ACM Liz Cedillo-Pereira at liz.cedillopereira@dallas.gov or Christina da Silva, Welcoming Communities and Immigrant Affairs Division Officer at christina.dasilva@dallas.gov



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