

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

23-0019

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

PRESENT: [6] Schultz, Arnold, Resendez, \*Bazaldua (\*\*10:44 a.m.), Willis, Ridley

ABSENT: [1] Blackmon

The meeting was called to order at 10:32 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 12:00 p.m.

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Chair

ATTEST:

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City Secretary Staff

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Date Approved

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

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

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

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

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

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

EXHIBIT A

**RECEIVED**

**2023 SEP-8 AM 10:00**

**CITY SECRETARY  
DALLAS, TEXAS**

**City of Dallas**

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

**Public Notice**

**230776**

**POSTED** CITY SECRETARY  
DALLAS, TX



**Workforce, Education, and Equity Committee**

**September 11, 2023**

**10:30 AM**

## 2023 CITY COUNCIL APPOINTMENTS

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

(C) – Chair, (VC) – Vice Chair

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

## General Information

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

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

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

## Rules of Courtesy

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

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

"Citizens and other visitors attending City Council meetings shall observe the same rules of propriety, decorum and good conduct applicable to members of the City Council. Any person making personal, impertinent, profane or slanderous remarks or who becomes boisterous while addressing the City Council or while attending the City Council meeting shall be removed from the room if the sergeant-at-arms is so directed by the presiding officer, and the person shall be barred from further audience before the City Council during that session of the City Council. If the presiding officer fails to act, any member of the City Council may move to require enforcement of the rules, and the affirmative vote of a majority of the City Council shall require the presiding officer to act." Section 3.3(c) of the City Council Rules of Procedure.

## Información General

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

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

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

## Reglas de Cortesía

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

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

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

## **Handgun Prohibition Notice for Meetings of Governmental Entities**

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

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

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

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

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

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

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

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

The following video conference link is available to the public to listen to the meeting and Public Affairs and Outreach will also stream the City Council Workforce, Education, and Equity Committee on Spectrum Cable Channels 16 (English) and 95 (Spanish) and at [bit.ly/cityofdallastv](https://dallascityhall.webex.com/dallascityhall/j.php?MTID=m0778de1425f682623f86d8f3fd7e89f8):

<https://dallascityhall.webex.com/dallascityhall/j.php?MTID=m0778de1425f682623f86d8f3fd7e89f8>

### Call to Order

### MINUTES

- A. [23-2221](#) Approval of the June 5, 2023 Workforce, Education, and Equity Committee Meeting Minutes

**Attachments:** [Minutes](#)

### BRIEFING ITEMS

- B. [23-2300](#) Review of WEE Committee 2021-2023 Goals and Accomplishments  
[Jaynie Schultz, Chair]

**Attachments:** [Presentation](#)

- C. [23-2301](#) WEE Committee Working Session Related to Previous Goals and Accomplishments and Opportunities for FY23-24 with City Staff  
[Liz Cedillo-Pereira, Assistant City Manager, City Manager's Office; Joyce Williams, Director, Small Business Center; Nina Arias, Director, Human Resources; Dr. Lindsey Wilson, Director, Office of Equity & Inclusion; Genesis Gavino, Chief of Staff, City Manager's Office; Jessica Galleshaw, Director, Office of Community Care]

**Attachments:** [Presentation](#)

### UPCOMING AGENDA ITEMS

- D. [23-2295](#) Authorize the first of two one-year renewal options to the contracts with Housing Opportunities for Persons with AIDS(HOPWA) Programs, with a term beginning on October 1, 2023 through September 30, 2024, with: (a) Health Services of North Texas, Inc. for Emergency/Tenant Based Rental Assistance in the amount of \$698,322.00; (b) Open Arms, Inc. d/b/a Bryan's House for Housing Placement and Other Support Services (childcare services) in the amount of \$106,820.00; (c) Legacy Counseling Center, Inc. for Facility Based Housing Services (Cottage) in the amount of \$240,429.00; (d) Legacy Counseling Center, Inc. for Master Leasing/ Emergency Voucher Services in the amount of \$677,169.00; (e) Legacy Counseling Center, Inc. for Housing Information Services in the amount of \$215,691.00; and (g) PWA Coalition of Dallas, Inc. d/b/a AIDS Services of Dallas for Facility Based Housing, Master Leasing, and Emergency Voucher Services in the amount of \$1,925,267.00- Total not to exceed \$4,027,795.00 -Financing: U.S. Department of Housing and Urban Development Housing Opportunities for Persons with AIDS Grant Funds  
[Office of Community Care]

**Attachments:** [Memorandum](#)

- E. [23-2296](#) Authorize an Interlocal Agreement in the amount of \$2,824,600.00 with Dallas County on behalf of Dallas County Health and Human Services to provide scattered site housing assistance for persons with HIV/AIDS for the period October 1, 2023 through September 30, 2024 - Not to exceed \$2,824,600.00 - Financing: U.S. Department of Housing and Urban Development Housing Opportunities for Persons with AIDS Grant Funds  
[Office of Community Care]

**Attachments:** [Memorandum](#)



- F. [23-2299](#) As a part of the City's on-going focus on workforce development, the Small Business Center seeks to partner with Dallas College to provide training for the installation and maintenance of electric vehicle charging stations and electric vehicle technicians to residents in the City of Dallas. The City believes that Dallas College has demonstrated a history of successful service delivery to populations that is aligned with best practice models.  
[Small Business Center]

**Attachments:** [Memorandum](#)

- G. [23-2298](#) Authorize (1) a one-year service contract with Crossroads Community Services in the amount of \$204,300.00, (2) a one-year service contract with Harmony Community Development Corporation in the amount of \$300,000.00, and (3) a one-year service contract with Under 1 Roof \$300,000.00 for programs to mitigate Drivers of Poverty for the Office of Community Care - most advantageous proposers of fifteen - Total not to exceed \$799,600 - Financing: General Fund (subject to annual appropriations)  
[Office of Community Care]

**Attachments:** [Memorandum](#)

- H. [23-2297](#) Authorize the City Manager to (1) accept the Advancing Economic Mobility Rapid Grant from the National League of Cities, in the amount of \$15,000.00 for the period of August 2, 2023 through December 15, 2023 and (2) execution of the grant agreement and all terms, conditions and documents required by the agreement, approved as to form by the City Attorney - Not to exceed \$15,000.00 - Financing: NLC Advancing Economic Mobility Rapid Grant Fund  
[Office of Community Care]

**Attachments:** [Memorandum](#)

- I. [23-2302](#) September 2023 - 23-2302 - City of Dallas Workforce Development Initiatives: Celebrating September as Workforce Development Month and Proclamation Recognizing September As National Workforce Development Month in the City of Dallas and Recognizing the Crucial Role of Workforce Development in Supporting Local Workers and Growing the Economy [Human Resources]

**Attachments:** [Memorandum](#)

- J. [23-2314](#) City of Dallas Equity Atlas Discussion [Office of Equity & Inclusion]

**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, SEPTEMBER 11, 2023

EXHIBIT B

OFFICIAL ACTION OF THE CITY COUNCIL COMMITTEE

SEPTEMBER 11, 2023

Item A: Approval of the June 5, 2023 Workforce, Education, and Equity Committee Meeting Minutes

Councilmember Willis moved to adopt the minutes as presented.

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

OFFICIAL ACTION OF THE CITY COUNCIL COMMITTEE

SEPTEMBER 11, 2023

BRIEFING ITEMS

Item B: Review of WEE Committee 2021-2023 Goals and Accomplishments

The following individuals briefed the committee on the item:

- Jaynie Schultz, Chair; Workforce, Education and Equity Council Committee; and
- Liz Cedillo-Pereira, Assistant City Manager, City Manager's Office

OFFICIAL ACTION OF THE CITY COUNCIL COMMITTEE

SEPTEMBER 11, 2023

BRIEFING ITEMS

Item C: WEE Committee Working Session Related to Previous Goals and Accomplishments and Opportunities for FY23-24 with City Staff

The following individuals briefed the committee on the item:

- Liz Cedillo-Pereira, Assistant City Manager, City Manager's Office;
- Joyce Williams, Director, Small Business Center;
- Dr. Lindsey Wilson, Director, Office of Equity & Inclusion;
- Jessica Galleshaw, Director, Office of Community Care; and
- Kimberly Bizzor Tolbert, Deputy City Manager, City Manager's Office

OFFICIAL ACTION OF THE CITY COUNCIL COMMITTEE

SEPTEMBER 11, 2023

UPCOMING AGENDA ITEMS

- Item D: Authorize the first of two one-year renewal options to the contracts with Housing Opportunities for Persons with AIDS(HOPWA) Programs, with a term beginning on October 1, 2023 through September 30, 2024, with: (a) Health Services of North Texas, Inc. for Emergency/Tenant Based Rental Assistance in the amount of \$698,322.00; (b) Open Arms, Inc. d/b/a Bryan’s House for Housing Placement and Other Support Services (childcare services) in the amount of \$106,820.00; (c) Legacy Counseling Center, Inc. for Facility Based Housing Services (Cottage) in the amount of \$240,429.00; (d) Legacy Counseling Center, Inc. for Master Leasing/Emergency Voucher Services in the amount of \$677,169.00; (e) Legacy Counseling Center, Inc. for Housing Information Services in the amount of \$215,691.00; and (g) PWA Coalition of Dallas, Inc. d/b/a AIDS Services of Dallas for Facility Based Housing, Master Leasing, and Emergency Voucher Services in the amount of \$1,925,267.00- Total not to exceed \$4,027,795.00 -Financing: U.S. Department of Housing and Urban Development Housing Opportunities for Persons with AIDS Grant Funds
- Item E: Authorize an Interlocal Agreement in the amount of \$2,824,600.00 with Dallas County on behalf of Dallas County Health and Human Services to provide scattered site housing assistance for persons with HIV/AIDS for the period October 1, 2023 through September 30, 2024 - Not to exceed \$2,824,600.00 - Financing: U.S. Department of Housing and Urban Development Housing Opportunities for Persons with AIDS Grant Funds
- Item F: As a part of the City’s on-going focus on workforce development, the Small Business Center seeks to partner with Dallas College to provide training for the installation and maintenance of electric vehicle charging stations and electric vehicle technicians to residents in the City of Dallas. The City believes that Dallas College has demonstrated a history of successful service delivery to populations that is aligned with best practice models.
- Item G: Authorize (1) a one-year service contract with Crossroads Community Services in the amount of \$204,300.00, (2) a one-year service contract with Harmony Community Development Corporation in the amount of \$300,000.00, and (3) a one-year service contract with Under 1 Roof \$300,000.00 for programs to mitigate Drivers of Poverty for the Office of Community Care - most advantageous proposers of fifteen - Total not to exceed \$799,600 - Financing: General Fund (subject to annual appropriations)
- Item H: Authorize the City Manager to (1) accept the Advancing Economic Mobility Rapid Grant from the National League of Cities, in the amount of \$15,000.00 for the period of August 2, 2023 through December 15, 2023 and (2) execution of the grant agreement and all terms, conditions and documents required by the agreement, approved as to form by the City Attorney - Not to exceed \$15,000.00 - Financing: NLC Advancing Economic Mobility Rapid Grant Fund



OFFICIAL ACTION OF THE CITY COUNCIL COMMITTEE

SEPTEMBER 11, 2023

UPCOMING AGENDA ITEMS (cont.)

Item I: September 2023 - 23-2302 - City of Dallas Workforce Development Initiatives: Celebrating September as Workforce Development Month and Proclamation Recognizing September As National Workforce Development Month in the City of Dallas and Recognizing the Crucial Role of Workforce Development in Supporting Local Workers and Growing the Economy

Item J: City of Dallas Equity Atlas Discussion

The committee discussed the items.

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

EXHIBIT C



# City of Dallas

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

## Agenda Information Sheet

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**File #:** 23-2300

**Item #:** B.

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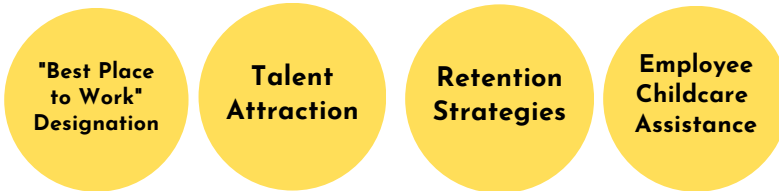
Review of WEE Committee 2021-2023 Goals and Accomplishments  
[Jaynie Schultz, Chair]

## WORKFORCE

**GOAL 1** ENSURE MIDDLE-SKILLED JOBS IN DALLAS ARE FILLED TO CREATE A FUTURE-PROOF WORKFORCE



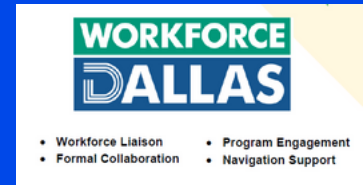
**GOAL 2** MAKE THE CITY OF DALLAS THE PREMIERE PUBLIC SERVICE EMPLOYER



## PROGRAMS & PARTNERS

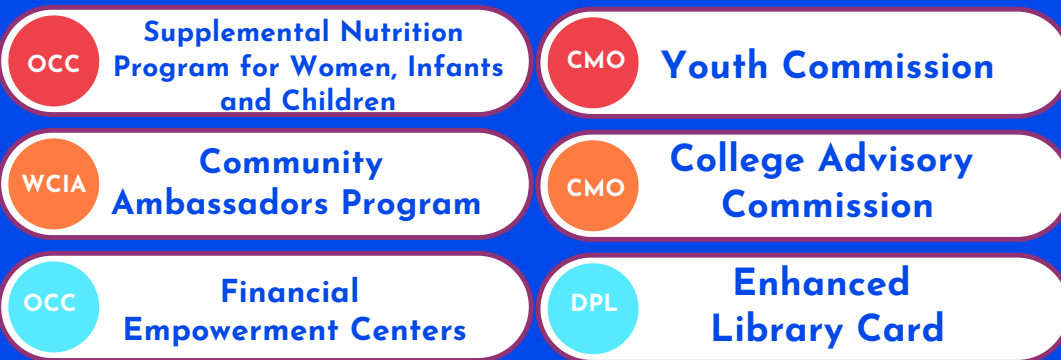
- Fresh Start
- Adult Reentry Program
- Upskilling Dallas
- Day Labor Center
- Dallas College
- South Dallas Employment Project
- Workforce Solutions of Greater Dallas

## MAYOR'S TASKFORCE



## EDUCATION

**GOAL** WORK IN PARTNERSHIP TO PREPARE A DIVERSE WORKFORCE FOR CREDENTIALING OR TRAINING NEEDED TO FILL MIDDLE-SKILLED JOBS



- Partners*
- Dallas Afterschool (15+ childcare and OST providers)
  - ISDs (like Dallas ISD)
  - DISD P-Tech
  - Child Poverty Action Lab
  - Dallas County Promise
  - Dallas College
  - Momentous Institute
  - South Dallas Employment Project
  - Big Thought
  - International Rescue Committee
  - WINGS









7 Service Locations  
 Currently 4 Financial Empowerment Centers  
 3 Additional Partners  
 Across the City of Dallas

## EQUITY

### GOAL 1

INTEGRATE EQUITY INTO THE CITY'S POLICIES, PROGRAMS & INITIATIVES THROUGH THE REP

-  Pass the Equity Resolution
-  Call for REP
-  Use Council and community collaboration to create the REP
-  Updating Equity Indicators
-  Pass the REP
-  Show department progress measures through dashboard
-  Big Audacious Goals designed for department collaboration
-  ARPA Funds Equity Investment Framework

YEAR 1



YEAR 2



### GOAL 2

COLLABORATE WITH ANCHOR INSTITUTIONS / PARTNERS TO CLOSE DISPARITIES IN EQUITY AND INCLUSION

Work with 10 nonprofits to address Drivers of Poverty

Language Access

Certified and Re-certified Welcoming City



Evictions Data Analysis and Interventions

Address Fines and Fees Equitably

4th Annual Equity Indicators Symposium



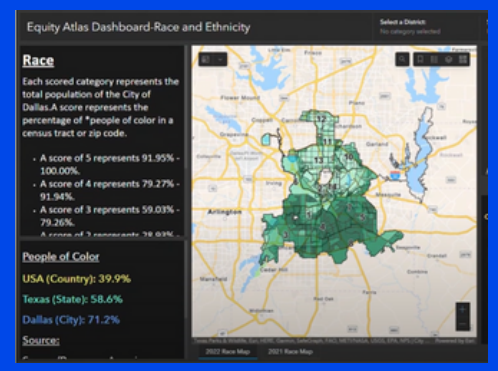
## PROGRAMS & PARTNERS

-  Connected Dallas
-  Communities Foundation of Texas
-  The Dallas Foundation
-  Philanthropy - closely align efforts in closing disparities
-  DISD - close the Digital Divide through investments during COVID
-  DTRHT - Dallas Truth Racial Healing and Transformation



## DRIVING DATA

Address disparities through data driven solutions



## UPCOMING WEE CONSIDERATIONS

- OPPORTUNITY 1** ADVANCE PRIORITIES IN WORKFORCE DALLAS
- OPPORTUNITY 2** INCREASE PROGRAM ACCESS AND ADDRESS DISPARITIES IN EQUITY PRIORITY AREAS.
- OPPORTUNITY 3** INVEST IN S.E.L.-BASED TRAINING FOR THE CITY AND IN CITY PROGRAMS
- OPPORTUNITY 4** ADVANCE IN YOUTH AND SENIOR SERVICES
- OPPORTUNITY 5** INTEGRATE A STRATEGIC APPROACH TO ENGAGEMENT AND OUTREACH
- OPPORTUNITY 6** REVISIT GOALS TO ALIGN WITH BIG AUDACIOUS GOALS IN THE REP

## PLANS



## COMMISSIONS

- Disabilities
  - Veteran Affairs
  - Youth Commission
  - Senior Affairs
  - College Advisory
- 

**WEE Committee Briefings**

Workforce: 33 Presentations  
 Education: 18 Presentations  
 Equity: 61 Presentations



# City of Dallas

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

## Agenda Information Sheet

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**File #:** 23-2301

**Item #:** C.

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WEE Committee Working Session Related to Previous Goals and Accomplishments and Opportunities for FY23-24 with City Staff

[Liz Cedillo-Pereira, Assistant City Manager, City Manager's Office; Joyce Williams, Director, Small Business Center; Nina Arias, Director, Human Resources; Dr. Lindsey Wilson, Director, Office of Equity & Inclusion; Genesis Gavino, Chief of Staff, City Manager's Office; Jessica Galleshaw, Director, Office of Community Care]



WEE Committee Summary Report

WEE CATEGORY	ORG. / PROGRAM	PRESENTATION	CONTACT	DATE	SUMMARY	INTERNAL / EXTERNAL	LINK
Workforce	Department of Aviation	Aviation Workforce Development	Mark Duebner	2/3/2019	The Department of Aviation's staff has grown rapidly. Staff presented aviation educational partnerships with DISD, DCCCD, and UTA/DART Transportation Leadership Academy, and continues to create a pipeline of talent by seeking additional partnerships with UNT-Dallas and TCCD, focusing on workforce development and equity.	Internal	
Workforce	Workforce Solutions Greater Dallas	Workforce Solutions Greater Dallas Update	Laurie Larrea	11/12/2019	Discussion of adult literacy and child care services delivered by Workforce Solutions and their current partnerships, and request by Council members for a breakdown of funding sources, a map of areas in Dallas with high concentration of residents without a high school diploma or GED, and specific information on growth industries.	External	
Workforce	Workforce Development Plan	Update on City of Dallas Workforce Development plan	Michael Mendoza	12/9/2019	Update on the City's Workforce Development Plan, regarding investment in the local workforce development system, internal support, partnerships, and integration of the Economic Development Plan and Resilient Dallas Plan.	Internal	
Workforce	TDJC / Re-Entry Services Program	TDJC / Re-Entry Services Program	Jessica Galleshaw	12/9/2019	Overview of funding and contract expectations for a program addressing disparities in incarceration rates and their impact on communities. Recommendations from Council for data sharing, tracking mechanisms, especially regarding the program's return on investment.	Internal	
Workforce	Texas Central Parnters	Texas Central High Speed Train Workforce Component	Stephanie Nellons Paige	2/10/2020	A high-speed train project in Texas will revolutionize transportation with its safe, fast, and all-electric train. The \$20 billion investment includes three passenger stations and will create 10,000 jobs per year, with a \$36 billion economic benefits, providing permanent jobs in rural areas, and reduce greenhouse gas emissions.	External	
Workforce	Workforce Solutions	Workforce Solutions	Laurie Larrea	12/14/2020	Efforts of Workforce Solutions Greater Dallas in advancing workforce development during the COVID-19 pandemic and outlined key strategies for 2021, including training unemployed workers for in-demand logistics jobs.	External	
Workforce	United Way	United Way Job and Opportunity workforce Equity Project	Andrea Glispie, Michelle Thomas, Monique Baptiste	10/12/2020	Philanthropic initiatives in building an equitable economy in underserved communities by JPMorgan Chase and United Way of Metropolitan Dallas, such as strategies for closing equity gaps in employment and income. Council asked about financial literacy among youth, entrepreneurship, and collaboration with non-profit.	External	
Workforce	Workforce	Workforce Division Overview	Zarin Gracey	11/9/2020	Overview of objectives and initiatives of the Business and Workforce Inclusion Division. Council inquired about specific programs, such as Fresh Start, and their focus in Southern Dallas zip codes.	Internal	
Workforce	Occ	Financial Empowerment Center Development	Jessica Galleshaw	1/11/2021	Financial Empowerment Center's Planning and Implementation strategy and partnership opportunities presented. Council asked about partnership with non-profits, the procurement process and grading system.	Internal	
Workforce	Office of Economic Development Redemption Bridge	South Dallas Employment Project	Zarin Gracey, Dr. Froswa Booker Dreww, Wes Jurey	1/11/2021	City officials presented the South Dallas Employment Project, which aims to support individuals living in five specific zip codes through certifications, services, and community support. Focuses include living wage employment, housing, transportation, digital access, public policy, health, wellness, and recovery, and community connectivity.	Both	



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Workforce	Office fo Economic Development	Briefing Memorandum with Action: Workforce Development collaborations to maximize engagement and efficiency	Dr. Eric Anthony Johnson and Robin Bentley	2/8/2021	A motion was passed to recommend to the City Council a resolution authorizing the Office of Economic Development to enter into agreements for collaborative workforce development programming.	Internal	
Workforce	United Way / JP Morgan / Chase	Workforce Equity Report	Andrea Glispie	3/2/2021	Briefing of findings from United Way's report on workforce equity in Dallas and Collin Counties. Discussions included barriers faced by young people, racial equity, strategies to support families, wage and employment gaps, data improvement, and implementing strategies.	External	
Workforce	Workforce Solutions	Workforce Solutions Quarterly Update	Laurie Larrea	4/12/2021	Overview of the Workforce Solutions 2021-2024 Plan Summary Report, highlighting initiatives like Youth Reboot, Innovative Strategies, Dallas Thrives, Future of Work Grand Challenge, and PATHS for Texas. WEE inquiry about youth job opportunities and reaching Black and Latinx communities.	Both	
Workforce	WCIA / Eco Dev	Welcoming Economy Grant	Liz Cedillo-Pereira, Christina Da Silva	4/12/2021	Staff confirmed that matching funds from the General Fund budget are not required for the Welcoming Economy Grant.	Internal	
Workforce	South Dallas Employment Project	South Dallas Employment Project Quarterly Update	Zarin Gracey, Dr. Froswa Booker Dreww, Wes Jurey	5/10/2021	Updates on the South Dallas Employment Project (SDEP), which aims to support opportunity populations in South Dallas. Discussion regarding staffing and structure of the committees and the SDEP, living wage, and dual-generational approaches to career development.	External	
Workforce	OCC	Upcoming Office of Community Care and Office of Procurement Services Council Agenda Items - ECOST Programs, Drivers of Poverty Programs, and Re-Entry services	Kim Tolbert, Jessica Galleshaw	9/13/2021	Summary of the Early Childhood and Out of School Time programs, Drivers of Poverty programs, and Re-Entry services	Internal	
Workforce	CMO	Recommend Approval of Upcoming Office of Procurement Services Council Agenda Item - CDBG Workforce Training for COVID impacted Individuals - United Way	Kim Tolbert	11/8/2021	Overview of an upcoming City Council agenda item that would authorize a two-year subrecipient agreement with United Way of Metropolitan Dallas and Oak Cliff Empowered, Inc. for certified skills training and education services.	Internal	
Workforce	SBC	FreshStart Employment Program Overview and Update	Kim Tolbert, Kim Benn	11/8/2021	Discussion of community partnership to enhance the FreshStart program, the eligibility criteria for the FreshStart program, rate of retention of FreshStart hires, specific metrics/goals for the FreshStart program, culturalization and mentorship of FreshStart hires, and opportunities for hiring FreshStart candidates for the RIGHT Care program	Internal	
Workforce	Cicero Group	Upskilling Dallas: How to Modernize the City's Workforce for the Jobs of Tomorrow	Tyler Hardy, Kerri Briggs	12/13/2021	The "Upskilling Dallas" report, focusing on racial disparities in education, earnings, and poverty, with recommendations for removing barriers to better job opportunities for Black and Hispanic adults in Dallas, such as partnerships with anchor institutions, and the newly established Small Business Center.	External	
Workforce	SBC	Small Business Center Overview	Kim Tolbert, Joyce Williams	2/14/2022	Briefing on the newly established Small Business Center.	Internal	





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Workforce	SB C	Overview of the New City of Dallas Department, the Small Business Center	Tolbert, Williams	3/4/2022	Overview of the Small Business Center, including initiatives such as Mentor Protégé Program, FreshStart program, diversity among contractors, alignment with Office of Procurement Services, City of Dallas Availability and Disparity Study, capital funds, language accessibility, work with LGBTQ+ community, Ban the Box, innovation zones, and pre-entry services.	Internal	
Workforce	HR	City of Dallas Employee Diversity Dashboard	Nina Arias	3/4/2022	Walkthrough of the City of Dallas Employee Diversity Dashboard. Questions from Committee regarding diversity goals and the Future of Work workforce inclusion program.	Internal	<a href="#">City of Dallas Employee</a>
Workforce	CMO / HR	Childcare Subsidy Program	Kim Tolbert, Nina Arias	3/4/2022	Question from the Committee regarding the Childcare Subsidy Program, employee concerns, and ways to promote the program.	Internal	
Workforce	SBC	Fresh Start Employment Program & Workforce Re-Entry Update	Kim Tolbert, Joyce Williams	6/14/2022	Briefing on workforce re-entry history & cycle, workforce re-entry initiative, FreshStart program update & metrics, next steps to develop	Internal	
Workforce	SBC	Day Labor Center Update	Joyce Williams	6/14/2022	Memorandum to update regarding staff exploration of strategies (feasibility and cost estimates)	Internal	
Workforce	HR	Childcare Credit & Paid Parental Leave	Nina Arias	8/8/2022	Eligibility Criteria, update on participation, demographics, top departments by usage, proposed recommendations,	Internal	
Workforce	Workforce Dallas	Workforce Czar and Workforce Dallas Executive Director	Lynn McBee & Michael Thompson	8/8/2022	Reviewed 6 pillars of success (reduce barriers to upskilling, identify hotspots, nurture growth for upskilling, ILAs and partnerships, job-matching tech solutions, comprehensive outreach). Briefing included a listing of partnerships at slide 7 which can be referenced for potential opportunities	Both	
Workforce	SBC	Memo: Small Business Center Workforce Development Pilot Pre-Entry and Re-Entry Grants	Tolbert, Williams	9/12/2022	Texas Department of Criminal Justice and general funds grants for combined total of \$1,000,000 to provide pre-release job readiness training and re-entry services for workforce training for formally incarcerated individuals on probation or parole. Vendors recommended: Regional Black Contractors Association, Volunteers of America, First Step Community Empowerment	Internal	
Workforce	SBC	Day Labor Centers	Joyce Williams	10/11/2022	SBC highlighted works with District 2 and District 13 councilmembers on feasibility process with community and workforce stakeholders. Recommendation to develop framework for a mobile unit as a pilot for city-sponsored location in partnership with Workforce Solutions of Greater Dallas, consider adoption of ordinance	Internal	
Workforce	SBC	Day Labor Center Update		11/14/2022	Memo with recommendation to implement a pilot beginning 02/2023, including hiring a program coordinator and collaboration with Workforce Solution Dallas	Internal	
Workforce	HR	Memo: Child Care and Parental Leave Update	Nina Arias	12/12/2022	The Child Care Subsidy program, which was approved by the City Council in the FY 21-22 General Fund Budget, provides eligible employees \$2,000 annually to assist with childcare expenses. The \$500,000 annual budget provided funding to subsidize up to 250 employees.  Since Paid Parental Leave began on October 1, 2021, 399 employees have taken up to six weeks of paid leave following the birth, adoption, or foster placement of a child.	Internal	



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Workforce	SBC	Small Business Center Update	Joyce Williams	12/12/2022	Briefing on Workforce Strategic Focus Areas: Development Strategy, Training & Services, Training Updates, Employment. Enhance the partnership with Workforce Dallas with on-site prescreening at community events and direct referrals; Enhance partnerships with private employer to address critical workforce employment need in target industries; Establish a system to track workforce employment needs of local businesses as a data point to integrate into future workforce solicitations; Workforce Dallas referrals to SBC for who need workforce training or those with justice –impacted backgrounds	Internal	
Workforce	Small Buisness Center	Re-entry Services Programming Update	Jessica Galleshaw, Joyce Williams, Wil McCall	1/9/2023	Updates on Re-entry Services Program, including: Racial Equity Plan Alignment, Re-Entry Support Lifecycle, Collaboration Re-Entry Services, OCC Re-Entry Social Services Projects, SBC Workforce Re-Entry Initiatives, and Dallas Leadership Foundation	Internal	
Workforce	HR	Talent Aquisition Update and Next Steps	Kimberly Bizar Tolbert, Nina Arias, Jarred Davis	2/13/2023	Updates on Talent Acquisition efforts, outcomes, opportunities, and next steps from HR and Civil Service	Internal	
Workforce	OCC	Financial Empowerment Programming Update and Financial Empowerment Centers in Locations Across Dallas	Jessica Galleshaw, Cruz Correa	2/13/2023	Updates on Financial Empowerment Programs, including the Financial Empowerment Framework, Financial Empowerment Center Overview, Volunteer Income Tax Assistance (VITA), and the Consumer Financial Protection Strategic Plan	Internal	
Workforce	CMO	Memo - Green Job Skills Program Update	M.Liz Cedillo-Pereira	2/13/2023	The Green Jobs Skill Program is an education and training program for experienced general contractors who want to expand skills. The \$100,000 will expand the program beyond weatherization to include skills such as electric vehicle maintenance, solar panel installation, and other energy efficiency options.	Internal	
Workforce	CMO, Small Buisness Center	Memo -Small Business Center Workforce Development Upskilling Dallas Grant	Kimberly Bizar Tolber	2/13/2023	The Workforce Development Upskilling Dallas Grant, supported by ARPA funds, provides workforce training to re-skill or up-skill city of Dallas residents that have been financially impacted by the COVID-19 pandemic and who are members of low to moderate income households. This workforce training addresses the skills gap in the Dallas labor market for advanced Information Technology (IT) and social human services for working aged adults.	Internal	
Workforce	CMO, Small Business Center	Memo - Small Business Center Workforce Development Day Labor Center Update	Kimberly Bizar Tolber	4/10/2023	The Day Labor Program will help reduce safety hazards, deter crime, promote fair wages for day/hours of work, provide an organized and safe method of engagement between laborers and employers seeking daily or hourly employment, decrease the labor gap by providing access to skilled workers, and act as a community connector of services linking local small businesses, homeowners, faith-based organizations and contractors with skilled day labor workers for employment opportunities, safeguarding fair pay and respectable working conditions.	Internal	<a href="#">Link</a>



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Workforce	Small Business Center	Memo - Small Business Center Workforce Development Upskilling Dallas Grant	Kimberly Bizar Tolber	4/10/2023	This Workforce Development Upskilling Dallas Grant, supported by ARPA funds, provides workforce training to re-skill or up-skill City of Dallas residents that have been financially impacted by COVID-19 and addresses the skills gap in the Dallas labor market for advanced skill training. The awardees will provide training for registered behavior technicians (RBT) and industry recognized IT certified technicians in high demand areas. In addition, job readiness and employment placement services are included for all participating individuals.	Internal	<a href="#">Link</a>
Workforce	HR	Best Place to Work: Employee Retention Strategies	Kimberly Bizar Tolbert, Nina Arias	5/8/2023	Ongoing efforts to implement the latest Best Place to Work Programs by the City of Dallas, designed to establish its reputation as an employer of choice:  Navigate Wellness Portal Cost Plus Pharmacy Pilot Employee Perks PNC Bank Financial Wellness Legal Plan Pet Insurance Retiree Comeback Option Q-Leave Paid Parental Leave Mental Health Leave Compassionate Leave	Internal	<a href="#">Link</a>
Workforce	CMO, CVS	Talent Attraction Marketing Strategy Introduction	Kimberly Bizar Tolbert, Catherine Cuellar, Nina Arias, Jarred Davis, Leo Basterra, Maria Tapias	6/5/2023	As one of the largest public sector employers in Texas, the City of Dallas offers unmatched benefits and career opportunities. This proposed Brand Strategy and implementation aims to generate awareness of benefits, opportunities and advantages of a public service career in order to change misperceptions by highlighting civil service and city employees' substantial energy, power and impact.	Internal	<a href="#">Link</a>
Workforce	Small Business Center	Memo - Small Business Center Workforce Development Day Labor Outreach Center Update	Kimberly Bizar Tolbert	6/5/2023	The Small Business Center (SBC) has continued working with internal city departments, including Building Services, Sanitation, Office of Community Care, Public Works – Real Estate, and the Dallas Police, to determine possible locations to pilot the program and address location requirements, including but not limited to, districts where day laborers currently gather, easily accessible (D.A.R.T., major highways), adequate space for intended use, needs of day laborers and contractors, drive thru access, covered pavilion for inclement weather, benched outdoor area(s), access to restrooms, and a non-residential area preferably where the community can benefit from the services provided, preventing any potential disturbance to residents.	Internal	<a href="#">Link</a>
Workforce	CMO	Memo - Best Place to Work Programs Update	Kimberly Bizar Tolbert	6/5/2023	Ongoing efforts to implement the latest Best Place to Work Programs by the City of Dallas, designed to establish its reputation as an employer of choice:  Navigate Wellness Portal Cost Plus Pharmacy Pilot Employee Perks PNC Bank Financial Wellness Legal Plan Pet Insurance Retiree Comeback Option Q-Leave Paid Parental Leave Mental Health Leave Compassionate Leave	Internal	<a href="#">Link</a>



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Education	Big Thought	Dallas City of Learning Report	Byron Sanders, Krinstina Dove, Greg MacPherson	2/10/2020	Big Thought aims to address the opportunity gap by partnering with like-minded organizations to provide customized programs to children in need. Dallas City of Learning (DCoL) was established to combat summer learning loss and offers high-quality out-of-school learning experiences to all students.	External	
Education	CPAL / DISD	Place-Based Investments: Righting Wrongs of the Past	Leslie Williams, Ashley Flores	2/10/2020	Briefing on the redlining legacies of Dallas' segregated past and how it continues to affect the education system in neighborhoods. They learned about the development of a Community Resource Index (CRI) for Dallas ISD Bond planning, which illustrates the condition of the neighborhoods around Dallas ISD campuses and areas needing support.	External	
Education	DISD	Downtown Pk-12 School	Angie Gaylord	2/25/2020	DISD provides plan to develop more transformative and innovative schools, map of the transformation school applicants and three school choice models: Neighborhood, Transformation, and Magnet. Discussion of the importance of choosing public schools and how to recapture market share from parents currently not choosing Dallas ISD.	External	
Education	Post Secondary Partnerships / PTECH programs	P-Tech Program	Usamah Rodgers, Cheryl Nevels	3/3/2020	The goal of 60 x 30 Texas is to have at least 60% of Texans aged 25-34 with a certificate or degree by 2030. Dallas ISD representatives discussed the P-Tech program, which prepares students for middle skill level jobs by partnering with high school, college, and industry. The program aims to provide up to 60+ college credit hours at no cost to students and parents.	External	
Education	Dallas County Promise	Dallas County Promise	Eric Ban	3/3/2020	Dallas County Promise's mission of helping students by breaking down barriers to college enrollment. Question from Council about how Dallas County Promise is connecting with students virtually during the COVID-19 pandemic.	External	
Education	DISD Equity Office	DISD Equity Office	Deputy Chief Dr. Sharon Quinn	11/9/2020	Overview of the Dallas ISD Racial Equity Office and its objectives, study results, organization structure of the office within DISD, professional development, and accountability and progress measurement.	External	
Education	Dallas College	Dallas College Quarterly Update	Chancellor Dr. Joe May	3/2/2021	Dallas College's virtual transition during COVID-19, workforce response, partnerships, employment resources, industry projections, and future plans. Council's question about bridging the digital divide, impact of the pandemic on the food service industry, implementation progress of Dallas College's bond dollars.	External	
Education	Child Care Group / Dallas Afterschool	Overview of Childcare Services in Dallas	Tori Mannes, Christina Hanger	9/13/2021	Disparities in early education and childcare, interventions, available services in Dallas County, and the impact on the workforce from COVID-19. Request from the Committee for district-level data related to childcare services.	External	
Education	Dallas Afterschool	Overview of Childcare Services in Dallas	Christina Hanger	10/12/2021	Briefing on afterschool programming in Dallas, including its benefits, the impact of COVID-19, participation by race/ethnicity, barriers to access, and necessary resources. Discussion about location of parents' jobs and location of afterschool services, transportation as a barrier to accessing afterschool services, impact on afterschool programs from Covid, and disparities among communities of color.	External	



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Education	HR	Education And Training Opportunities for City of Dallas Employees	Nina Arias	10/12/2021	Education and training programs for City of Dallas employees, partnerships, and the executive leadership development strategy. Committee discussed the relationship between HR and Civil Services, employee participation in training programs, funding for training opportunities, communication of opportunities, and setting clear metrics and goals.	Internal	
Education	DISD	Dallas Impednednt School District Enrollment, Recruitment, and Instruction Presenters	Sherry Christian, Derek Little, Agnie Gaylord	1/10/2022	DISD provided an update on COVID-19 safety protocols, academic challenges, enrollment data, workforce updates, and collaboration with the city. Council discussed strategies to tackle lack of substitute teachers, vaccine clinics, student enrollment loss, mental health, social and emotional learning, DART passes for students, and leveraging ARPA funds.	External	
Education	Big Thought	Social and Emotional Learning Program	Byron Sanders	1/10/2022	Discussion on SEL framework and involvement in the Dallas SEL initiative.	External	
Education	DISD	SEL Update in DISD, Sherry West, Deputy Chief of Staff, Juany Valdespino-Gaytan, ED of SEL	Sherry West, Juany Valdespino-Gaytan	11/14/2022	Dallas ISD briefing on SEL framework, services, tools and resources, Mental Health Services and aligned partnership opportunities, SEL Dallas vision: A city where children and adults are prepared with social and emotional skills to lead health lives, co-creating communities in service of justice and equity. Partnership opportunities discussed, Self Care Day, Be Kind Campaign, etc.	External	
Education	Big Thought	Civic Engagement	Byron Sanders	11/14/2022	Efforts Big Thought taking to advance civic engagement among youth in the city and their developing framework.	External	
Education	OGA	Education	Carrie Rogers, Victoria Moe, Linley Youderian	12/12/2022	Briefing on City/ISD priorities	Internal	
Education	CPAL Labor Market Intelligence	Equity and Education: Research to Support Student Success	Ashley Flores, Camille Gilchrist	3/7/2023	Briefing on study of evictions among student populations in the City and impact on student well-being.	External	<a href="#">Link</a>
Education	CMO	Dallas Youth Commission Update	Kimberly Bizar Tolbert, Taylor Moody, Ricardo Corpus, Arran Davis	4/10/2023	Dallas Youth Commission Update Regarding FY 21-22 and FY 22-23 Strategic Plan and Dallas Youth Scholarship	Internal	<a href="#">Link</a>
Education	CMO	Memo - Educational Partnerships Updates	Kimberly Bizar Tolber	4/10/2023	The Human Resources Department (HR) revamped the City's Educational Partnership Program to expand strategic collaborations with institutions of higher learning. The partnerships provide financial benefits for City employees and their families such as reduced tuition, fee waivers, and reduced cost of course materials. Additionally, HR is working with the institutions to customize degree programs based on the upskilling needs of the organization. Programs include: Tuition Reimbursement Program and the Educational Partnership College Fair. Approved partnerships include: Amberton University, Dallas Baptist University, University of Phoenix, Western Governors University	Internal	<a href="#">Link</a>
Education	CMO	Recommendation for adoption of College Advisory Commission by the City Council	Kimberly Bizar Tolbert, Channler K. Hill	5/8/2023	Motion passed to recommend for adoption of College Advisory Commission by the City Council	Both	<a href="#">Link</a>
Equity	OEI	Overview of the Office of Equity and Dallas' Equity Indicators	Victor Obaseki	11/12/2019	Overview of the Office of Equity, the mission of the office, and the themes for Dallas Equity Indicators. Next steps include collaboration, policy examination, recurring data analysis, professional development, and community engagement.	Internal	



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Equity	OCC	2020 MLK Celebration	Jessica Galleshaw	12/2/2019	Briefing on the Martin Luther King, Jr. Celebration week for 2020, including the planning committee, program budget, fundraising goals, and a year-over-year comparison. Discussions focused on budget and fundraising.	Internal	
Equity	Office of Strategic	Census Update	E. Saab & Brett Wilkinson	1/13/2020	Update on the implementation of the 2020 census, progress and status of current efforts	Internal	
Equity	Office of Strategic	Census Update	E. Saab & Brett Wilkinson	2/10/2020	Update on the implementation of the 2020 census, progress and status of current efforts	Internal	
Equity	OEI	Overview of the Office of Equity and Inclusion	Liz Cedillo-Pereira, Dr. Wilson, Barksdale Haggins	2/8/2020	<p>Overview of the operations and goals of the <b>Office of Equity and Inclusion's</b> divisions:</p> <p><b>Equity Division:</b> Committee asked about developing a racial equity plan, inclusion of LGBTQ+ community and ethnic groups, and the Equity and Inclusion newsletter.</p> <p><b>Human Rights Division:</b> Emphasized availability of services while maintaining confidentiality.</p> <p><b>Welcoming Communities &amp; Immigrant Affairs:</b> Committee asked about demographics, job industry, taxes, Census, and ability to serve on City boards. Requested information on immigrants' economic contributions.</p> <p><b>Fair Housing Division:</b> Committee asked about staffing, budget, fair housing complaints, serving residents with disabilities, eviction assistance, reaching residents without internet access, and the Fair Housing Assessment Tool. Council member requested information on budget.</p> <p><b>Resilience Division:</b> Committee asked about progress and update of the Equity Indicators Report. Councilmember requested a link to the report.</p>	Internal	
Equity	OEI	Equity Indicators Update - Memo	Victor Obaseki	3/3/2020	Discussions on the Reentry Program RFP, concerns about tracking and reporting, the need for better understanding of participants and follow-through, monitoring metrics, and the need to research partnerships. Requested: timeline of the RFP with specifications.	Internal	
Equity	Office of Strategic Partnerships and Government Affairs	Census Update	Kim Tolbert, E. Saab & Brett Wilkinson		Briefing on the 2020 Census deadline, virtual outreach efforts due to COVID-19, and updates on Census staff and vendor contract. Discussions regarding outreach to faith-based communities, strategies in low response rate districts, voter registration data, accountability measures for the Census vendor, and use of CARES Act funding for the City's Census efforts.	Internal	
Equity	Federal Reserve DISD Education and Workforce OEI	Community Broadband Solutions in Response to COVID 19 and Beyond	Jordana Barton, Jack Kelanic, Drexell Owusu, Liz Cedillo-Pereira, Genesis Gavino	6/1/2020	Overview of community broadband solutions to bridge the digital divide during and after COVID-19. Cities can leverage public assets to support educational institutions' private wireless networks in low-income neighborhoods. Federal Reserve Bank guidance encourages banks to support digital access. The need for comprehensive data on internet access was discussed. The Internet for All Coalition aims for high-speed internet access for all households in Dallas County.	External	
Equity	Office of Strategic	Census Update	E. Saab & Brett Wilkinson	6/8/2020	Update on the implementation of the 2020 census, progress and status of current efforts	Internal	



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Equity	OEI	Equity and Inclusion Efforts Update	Genesis Gavino, Liz Cedillo-Pereira, Beverly Davis	8/3/2020	<p>Overview of various initiatives including the Resilient Dallas Strategy, the Eviction Assistance Initiative, the Emma Lazarus Resilience Fund, and efforts to bridge the digital divide.</p> <p>Discussions regarding the Resilient Dallas Strategy webpage and the Dallas Equity Indicators webpage, Community Resources Hub, an online platform listing free or reduced-cost social services, allocation of \$10 million in CARES Act funding to bridge the digital divide, a digital navigators pilot program, Resilience 2.0 and the FY21 biennial budget.</p> <p>Council requested a map overlaying internet access gaps with the racial and ethnic concentrated areas of poverty (RECAP).</p>	Internal	<a href="#">Resilient Dallas</a>
Equity	Office of Strategic	Census Update	E. Saab & Brett Wilkinson	8/10/2020	Update on the implementation of the 2020 census, progress and status of current efforts	Both	
Equity	Office of Strategic Partnerships and Government Affairs	Census Check-In Briefing Memorandum	E. Saab & Brett Wilkinson	10/5/2020	Check-in regarding the 2020 Census Update Briefing Memorandum, ranking of each Council district's Census response rate, push to increase response rate by engaging the Complete Count Committee, Census captains, and the City's Census team.	Both	
Equity	OEI	Cities and Counties for Fine and Fee Justice Cohort Participation	Genesis Gavino	10/12/2020	Office of Equity and Inclusion - Resilience Division's efforts to mitigate the disproportionate impact of fines and fees levied by the City on low-income communities and people of color, through the Cities and Counties for Fine and Fee Justice national cohort. Grant of \$50,000 for the city to participate in the cohort and implement fine and fee reforms.	Internal	
Equity	Dallas TRHT	DallasTruth, Racial Healing & Transformation	Jerry Hawkins	11/9/2020	Overview of Dallas Truth, Racial Healing, and Transformation (TRHT), their mission, programming, funding, and future priorities. Committee requested regular updates from TRHT.	External	
Equity	CAO / Human Rights	Action: Approval of Veterans Affairs Commission Draft Ordinance	Chair Thomas	12/14/2020	Motion passed to recommend the following revision in the Veterans Affairs Commission Draft Ordinance, Sec. 2-170(c): "...and at least four members must be currently serving or have previously served in the United States military (including the Reserves or National Guard)."	Internal	
Equity	OEI VAC Chair	Veterans Affairs Commission Update	Dr. Wilson, Liz Cedillo-Pereira	1/11/2021	Veterans Affairs Commission of the city created, consisting of an advisory body of 15 members. To act as an advisory body to the city manager and city council on issues important to veterans in Dallas.	Both	
Equity	OCA	GARE Grant	Jennifer Scripps	1/11/2021	Update on the Government Alliance on Race and Equity Innovation and Implementation grants of the Office of Arts and Culture, OEI, Code Compliance to transform a vacant lot to a community sculpture garden and gathering place.	Internal	
Equity	OCC	Drivers of Poverty	Jessica Galleshaw	1/11/2021	Overview of the Drivers of Poverty project and work to date and updates on current project partner programs and planning for FY21 implementation. Council asked about how Dallas ranks nationally in terms of poverty level, the community partners, and partner outreach, status updates on the the Dallas Resilience Strategy goals.	Internal	
Equity	OEI	Upcoming Office of Equity and Inclusion Agenda Item to Authorize the Execution of a Safe Network Agreement with the Vera Institute of Justice, Inc.	Christina Da Silva	1/11/2021	A motion passed to recommend to the City Council a resolution authorizing the Office of Equity and Inclusion to enter into a contract with the Vera Institute of Justice, Inc. to administer a civil immigration legal services program.	Internal	



WEA Committee Summary Report

WEA CATEGORY	ORG. / PROGRAM	PRESENTATION	CONTACT	DATE	SUMMARY	INTERNAL / EXTERNAL	LINK
Equity	OEI	Reconsideration of Membership with National League of Cities	Dr. Wilson, Liz Cedillo-Pereira	2/8/2021	Motion passed to recommend reconsideration of Membership with National League of Cities	Internal	
Equity	OEI	Racial Equity Resolution	Dr. Wilson, Liz Cedillo-Pereira	3/2/2021	Motion passed unanimously in support of the Racial Equity resolution and making racial equity a central tenet in policy discussions.	Internal	
Equity	Emma Lazarus Resilience Fund	Emma Lazarus Resilience Fund Report Memo	WCIA / CFT	3/2/2021	Question regarding cash distribution methods of the Emma Lazarus Resilience Fund and how the City can scale up this initiative	Internal	
Equity	OEI / OCC	Upcoming Council Agenda Item - Financial Empowerment Centers Planning Grant	Kim Tolbert, Jessica Galleshaw	4/12/2021	Motion passed to recommend the Financial Empowerment Centers Planning Grant for Council approval.	Internal	
Equity	OEI	Budgeting for Equity	Dr. Wilson	4/12/2021	Overview of the Budgeting for Equity process and how the Equity Division is normalizing, organizing, and operationalizing equity practices in the City of Dallas. Committee asked about equity training for City employees, how disaggregated data is being used across departments, community engagement efforts for the racial equity plan, the total budget for the Office of Equity and Inclusion, and the fiscal impact of the Budgeting for Equity program on the City's budget.	Internal	
Equity	OEI, Human Rights Division	ADA Transition Plan	LaToya Jackson & Gary Copeland	4/12/2021	Updates on the City's Americans with Disabilities (ADA) Transition Plan, including the types of existing ADA barriers, project phases, progress of the plan for Fiscal Year 2021 , and ongoing compliance efforts for Fiscal Year 2021 - 2025.	Internal	
Equity	Resilience Officer, Resilient Dallas Strategy	Sataus of Request for Developer Interest and Streetlight WiFi Pilot Projects	Dr. Robert Perez, Jacob McCarroll, Don Knight, Alireza	5/10/2021	Update on two projects that are a part of the City's digital equity strategy, building a citywide fiber optic/wireless broadband network and streetlight Wifi installation. Council asked about communication plans for the reopening of City facilities, usage data from the pilot projects, the plan or vision to provide connectivity in areas that are not in close proximity to City facilities, the cost breakdown for each pilot project, and how the City can speed up operations	Internal	
Equity	EOEI, Resilience, PBW, ITS, DPL, CTC	Digital Equity Plan	Genesis Gavino and Liz Cedillo-Pereira	5/10/2021	Summary of the City's efforts to bridge the digital divide, recommendations from a draft Broadband and Digital Equity Strategic plan developed by CTC Technology & Energy at the direction of the City and DISD. Questions from Council regarding the City's partnerships, cost break-even, internet redlining, practices from the private sector, considerations for implementing 5G infrastructure, potential for a citywide fiber optic network model.	Internal	
Equity	OEI	Fine and Fee Reform Update Briefing Memo	Genesis Gavino	6/7/2021	Discussion on timeline for implementing fine and fee reform recommendations, improving courts notification process, and impact of Omnibase and Scofflaw on communities of color.  Note: The OmniBase "Failure to Pay / Failure to Appear Program" places a hold on a person's driver's license or renewal if that person fails to pay fines and fees or fails to appear in court, usually for traffic offenses.	Internal	





WEE CATEGORY	ORG. / PROGRAM	PRESENTATION	CONTACT	DATE	SUMMARY	INTERNAL / EXTERNAL	LINK
Equity	CAO / Human Rights	Veterans affairs Commission Draft Ordinance	Laura Morrison, LaToya Jackson	6/7/2021	<p>Draft ordinance for establishing a Veteran Affairs Commission was discussed, which aims to address the needs of veterans in the Dallas community. The Commission will have the following responsibilities:</p> <p>Evaluate and recommend programs and policies to help veterans meet their basic needs, find housing, employment, and mental health assistance.</p> <p>Gather information about the status and needs of veterans in Dallas and make recommendations to the city council.</p> <p>Promote awareness of veterans' rights, needs, and contributions to the community. Review existing services available to veterans and recommend ways to strengthen and expand them.</p> <p>Questions about the creation of the commission, the role of the Veterans Employee Resource Group, and the department responsible for managing the commission.</p>	Internal	
Equity	OEI	Dallas Equity Indicators 2021 Update	Liz Cedillo-Pereira, Amy Knop-Narbutis, Dr. Wilson, Genesis Gavino	8/9/2021	<p>City of Dallas Equity Indicators Report presentation and discussion, including improving the indicators, closing disparities, ARPA funds, workforce development, and alignment of the indicators to the city budget.</p>	Internal	
Equity	Resilience Officer, Resilient Dallas Strategy	Resilient Plan Strategy	Genesis Gavino	8/9/2021	<p>Discussion of the 7 goals of the Resilient Dallas Plan. How Dallas can strengthen the resilience of our city through innovative programs, lessons learned from pilot projects, and strategic policy changes.</p> <p>oGoal 1: Advancing Equity oGoal 2: Welcoming City oGoal 3: Economic Mobility oGoal 4: Equitable Access oGoal 5: Healthy Communities oGoal 6: Neighborhood Infrastructure oGoal 7: Environmental Sustainability</p>	Internal	
Equity	United Way, TWF, UPTogether	Targeted Eviction Prevention Program	Ashley Brundage, Dena Jackson, Ivanna Neri	9/13/2021	<p>Briefing on eviction mitigation efforts, the effects of, the costs of evictions moratoria ,regulations, City of Dallas Evictions Assistance Initiative, Legal Services provided.</p>	External	
Equity	OEI	Consider an Amendment to the Dallas City Code to Create a Commission on Disabilities	Liz Cedillo-Pereira	9/13/2021	<p>Overview of the draft amendment to the Dallas City Code to Create a Commission on Disabilities, and the Committee's recommendations for a broader Commission on Human Rights, for instance:</p> <p>Consider addressing issues in specific communities (disability and LGBTQ) Cover issues beyond mobility in disability discussions (e.g., HIV/AIDS)</p>	Internal	
Equity	OEI	Consider an Amendment to the Dallas City Code to Create a Commission on Disabilities	Liz Cedillo-Pereira	10/12/2021	<p>Motion passed to recommend Amendment to the Dallas City Code to Create a Commission on Disabilities</p>	Internal	
Equity	OEI	Update on Disabilities Commission Memo		11/8/2021	<p>Information to leverage the City Secretary's Office's list of appointees to the Commission on Disabilities, when making nominations to ensure that the Disabilities Commission has broad and diverse representation</p>	Internal	
Equity	OEI	Office Of Equity and Inclusion Racial Equity Plan Update	Liz Cedillo-Pereira, Dr. Wilson	12/12/2022	<p>Update on the Office Of Equity and Inclusion Racial Equity Plan, and timeline for the consultant working on the REP to reach out to Councilmembers</p>	Internal	



WEE Committee Summary Report

WEE CATEGORY	ORG. / PROGRAM	PRESENTATION	CONTACT	DATE	SUMMARY	INTERNAL / EXTERNAL	LINK
Equity	OEI	Consider an Amendment to the Dallas City Code to Create a Commission on Disabilities	Liz Cedillo-Pereira	10/12/2021	A motion made to recommend Amendment to the Dallas City Code to Create a Commission on Disabilities	Internal	
Equity	OEI	Update on Disabilities Commission Memo		11/8/2021	Information to leverage the City Secretary's Office's list of appointees to the Commission on Disabilities, when making nominations to ensure that the Disabilities Commission has broad and diverse representation	Internal	
Equity	REP	Racial Equity Plan Update	Liz Cedillo-Pereira	11/8/2021	Overview of the racial equity plan, including its purpose, development process, assessment criteria, and community engagement efforts. Committee discussed findings, institutionalizing the plan, historical context, diversity in neighborhood leaders, impact on communities of color, and equity training for City executives.	Internal	
Equity	REP	Racial Equity Plan Quarterly Update	Liz Cedillo-Pereira, Dr. Wilson, Harold Hogue	12/13/2021	Update on the development of the Racial Equity Plan, discussing equity progress measures, challenges faced, community engagement feedback, and next steps.  Discussion regarding aligning the plan with the Equity Indicators report, affordable housing considerations, engagement with the Latino community, structure of equity progress measures, and hosting town halls across Council Districts.  Request from Council for Staff to provide packet of social media materials and contacts for City Council members to amplify message.	Internal	
Equity	TWF, OCC, CMO	Gender Equity and Period Access Dallas	Dena Jackson, Galleshaw, Moe	1/10/2022	Discussion of poverty rates among women and the use of ARPA funds for gender equity issues, concerns about inclusion, sales tax charges on period products, sensitivity training, and partnerships.  Update includes gender equity data, including labor force participation, childcare gaps, and housing gaps among women. Future plans implement a gender equity lens on the committee's work.	Both	
Equity	OEI	American Rescue Plan Act (ARPA) Equitable Investment Framework	Liz Cedillo-Pereira, Gavino, Wilson	1/10/2022	Overview of the Equitable Investment Framework, which aims to allocate ARPA funds to address COVID-19 impact and historical inequities in communities. Discussion includes external partners and the scope of disparities being considered.	Internal	
Equity	City	Recommend Approval of Upcoming Office of Procurement Services and Office of Community Care Agenda Item - CARES CDBG Drivers of Poverty Programs	Kim Tolbert, Jessica Galleshaw	3/4/2022	Motion passed to recommend the CARES CDBG Drivers of Poverty Programs to address essential needs and provide financial stability support services to low-to-moderate income residents impacted by the COVID-19 pandemic.	Internal	
Equity	Kellogg Foundation	The Business Case for Racial Equity - A Strategy for Growth	Howard Walters, Ani Turner	3/4/2022	Committee members discussed a report emphasizing the significance of racial fairness for justice and economic growth. The committee discussed the idea of addressing inequalities in Dallas and creating a separate report for Dallas.	External	
Equity	REP	Racial Equity Plan Update Memo		3/8/2022	REP Overview update, community engagement, department engagement update	Internal	
Equity	DPL / OEI	Enhanced Library Card	Liz Cedillo-Pereira	3/8/2022	Update on joint effort by Library and WCIA to increase library uses and develop enhanced library card to serve to create access to city services	Internal	
Equity	DPL / OEI	Memo: Municipal ID / Enhanced Library Cards	Liz Cedillo-Pereira	4/11/2022	update on joint effort by Library and WCIA	Internal	
Equity	WIC	WIC Overview and Grant Funds	OCC	4/11/2022	WIC Overview and strategies	Internal	



WEE Committee Summary Report

WEE CATEGORY	ORG. / PROGRAM	PRESENTATION	CONTACT	DATE	SUMMARY	INTERNAL / EXTERNAL	LINK
Equity	WIC / CPAL	Special Supplemental Nutrition Program for Women, Infants and Children Strategic Planning Update	OCC	4/11/2022	WIC Overview and strategies	External	
Equity	REP	Racial Equity Plan Update And Draft Progress Measures		5/9/2022	Update on multi-department progress measures	Internal	
Equity	REP	Memo: Community Engagement Strategy REP	OE	6/13/2022	REP Overview update, community engagement, department engagement update	Internal	
Equity	REP	REP Memo		9/12/2022	Policy Measures Highlighted	Internal	
Equity	CPAL	Improving Housing Choice Voucher Acceptance	Ashley Flores, Brianna Harris	9/12/2022	HCVs are financial tools to help lower-income households access housing. Various types of HCVs discussed, Data reported that only 7% of apartment complexes reported accepting vouchers, Housing choice voucher eco-system provided, recommendations on where to start.	External	
Equity	RES	Digital Equity Update	Genesis Gavino	9/12/2022	Digital Divide landscape overview by census tract, fiber availability, Efforts like Affordable Connectivity Program highlighted, Dallas Public Library Hotspot and Laptop lending program, Partnerships, Digital Navigators Program introduced	Internal	
Equity	CARES CDBG	Recommend Approval of Upcoming procurement Services and Office of Community Care Agenda Item - CARES CDBG Drivers of Poverty Programs	Tolbert, Galleshaw	10/11/2022	The procurement process was explained, followed by a conversation regarding support for underserved communities south of I-30. A suggestion was made to conduct this process annually across the city, focusing on particular areas. There was a discussion about the city's role, and ultimately, a consensus was reached to propose this idea for approval by the City Council, which was granted.	Internal	
Equity	American Rescue Plan Act	American Rescue Plan Act Equitable Investment Framework - out of order	Liz Cedillo-Pereira, Genesis Gavino, Dr. Wilson	10/12/2021	Discussion about the use of the Equity Impact Assessment Tool and the Equitable Investment Framework in distributing American Rescue Plan Act Funds among Council districts, with this discussion serving as informational.	Internal	
Equity	Period Access Dallas	Period Access Dallas	Gallehaw, Moe	10/11/2022	REP and Equity Indicator alignment, PAD pilots 1 and 2 briefed, strengthens gender equity, multiple depts involved (CMO, OCC, PKR, DPL) make the Period Access Team. Findings - highest requests from 11-17 year old age groups, highest frequency in 75211 and 75212 (West Dallas). Strong community partnerships highlighted.	Internal	
Equity	OCC	Update to Emergency Rental Assistance Program	Jessica Galloway	10/11/2022	Partnership with UWMD Dallas Rental Assistance Collaborative (DRAC), 12 nonprofit organizations and Housing Solutions of North Texas, \$92 million in expended funds with over 9400 clients being served.	Internal	
Equity	OEI	Racial Equity Plan FY22-23 Budget Investments		10/11/2022	REP investments in Year 1 by Big Audacious Goal category - Followup cross collaboration with all departments and effort with DBI to establish DPM reporting dashboard.	Internal	
Equity	ARPA Program	ARPA Program Statements Briefing Memo	OCC	11/14/2022	ARPA – Benefits Navigation; ARPA – Early Childhood and Out of School Time Providers Support; ARPA – Community Mental Health; ARPA – Making Food Accessible	Internal	
Equity	OEI	Memo: Equity Indicators Symposium	Liz Cedillo-Pereira	11/14/2022	Update on annual symposium	Internal	
Equity	OEI	REP Accountability Dashboard Update	Liz Cedillo-Pereira	11/14/2022	Update on REP accountability dashboard	Internal	
Equity	OCC	Memo - Engaging Welcoming Taskforce Members and City Departments to Renew the COD Certified Welcoming Status	M.Liz Cedillo-Pereira	12/12/2022	Update on the community engagement process for applying for recertification so that Dallas maintains its Welcoming Certification	Internal	



WEe Committee Summary Report

WEe CATEGORY	ORG. / PROGRAM	PRESENTATION	CONTACT	DATE	SUMMARY	INTERNAL / EXTERNAL	LINK
Equity	OCC	Memo - Background and Update on Upcoming OCC Agenda Items	M.Liz Cedillo-Pereira	1/9/2023	ARPA – Benefits Navigation; ARPA – Early Childhood and Out of School Time Providers Support; ARPA – Community Mental Health; ARPA – Making Food Accessible	Internal	
Equity	OCC, OPS	Memo - Upcoming Office of Community Care and Office of Procurement Services Agenda Item Relating to Senior Dental Program	M.Liz Cedillo-Pereira	2/13/2023	Update on Senior Dental Program	Internal	
Equity	OEI	Racial Equity Plan Update	Dr. Lindsey Wilson, Dr. Lisa Rainey, Sarah Cotton Nelson	3/7/2023	Community Engagement, Department Progress Measures update	Internal	<a href="#">Link</a>
Equity	CMO	Memo - Environmental Justice Equity Indicators Update	Dr. Lindsey Wilson	3/7/2023	Briefing on the four indicators added related to solar in single family homes, air monitory, food security and tree canopy	Internal	<a href="#">Link</a>
Equity	CMO	Memo - Update on Racial Equity Projects Outline	M.Liz Cedillo-Pereira	3/7/2023	Update on projects underway	Internal	<a href="#">Link</a>
Equity	CMO	Update on Cities and Counties for Fine and Fee Equitably	M.Liz Cedillo-Pereira	3/7/2023	Update on work in national cohort with National League of Cities	Internal	<a href="#">Link</a>
Equity	OEI	Requesting action for Confronting and Combating Antisemitism in Our Communities	Dr. Lindsey Wilson	4/10/2023	The city manager is directed to prepare a briefing for the Workforce, Education, and Equity Committee on potential code amendments and updated city policies.	Internal	<a href="#">Link</a>
Equity	OEI	Language Access Efforts in the City of Dallas	Dr. Lindsey Wilson, Director, Nina Arias, Adriana Portillo, Gonzalo Reyes	4/10/2023	Briefing on the Language Access Efforts in the City of Dallas, including the Language Access Timeline; Background and Demographics; Language Skill Assignment Pay; Interpretation and Translation Services; Trainings & REP Investment:Community Ambassador; and Next Steps	Internal	<a href="#">Link</a>
Equity	OCC, CMO	Amendment to Dallas County Housing Opportunities for Persons with AIDS Interlocal Agreement	M.Liz Cedillo-Pereira	4/10/2023	Upcoming Council Agenda item, Amendment to Dallas County Housing Opportunities for Persons with AIDS Interlocal Agreement, to increase the contract amount in an amount from \$2,273,350.00 to \$2,423,350.00, for the provision of scattered site housing assistance for persons with HIV/AIDS for the period October 1, 2022, through September 30, 2023 – Not to exceed \$150,000.00 - Financing: Housing Opportunities for Persons with AIDS Grant	Internal	<a href="#">Link</a>
Equity	OEI	Update to Welcoming Dallas	Dr. Lindsey Wilson, Christina da Silva	5/8/2023	Updates to Welcoming Dallas Strategic Plan include Foundation for Welcoming Efforts In Dallas, Welcoming Dallas Strategic Plan, Areas of Opportunity, Welcoming Plan 2.0, and Next Steps	Internal	<a href="#">Link</a>
Equity	CMO	Memo - Upcoming Office of Community Care and Office of Procurement Services Agenda Item Related to ARPA	M.Liz Cedillo-Pereira	5/8/2023	Office of Community Care and Office of Procurement Services Agenda Item Related to ARPA includes the following areas: - Funded Community Mental Health, ARPA-Funded Family Violence Prevention and Intervention, ARPA-Funded Making Food Accessible and ARPA-Funded Positive Youth Development	Internal	<a href="#">Link</a>



WEE CATEGORY	ORG. / PROGRAM	PRESENTATION	CONTACT	DATE	SUMMARY	INTERNAL / EXTERNAL	LINK
Equity	OEI	Memo - Dallas' Business Case for Equity	M.Liz Cedillo-Pereira	5/8/2023	On March 8, 2022, the W.K. Kellogg Foundation and Altarum provided the City of Dallas' Workforce, Education and Equity Committee a briefing on The Business Case for Racial Equity- A Strategy for Growth. This briefing addressed the business or <b>economic case for racial equity</b> in the United States by assessing current policies and practices, human capital constraints, untapped markets, and lost revenues. The report highlights how a sustainable commitment to racial equity would boost the nation's economy, noting that addressing the racial equity gap our country stands to realize an <b>\$8 trillion gain in GDP</b> by 2050. Current data from trusted sources such as United Way of Metropolitan Dallas and Policy through Advancing Workforce Equity in Dallas and Collin Counties: A Blueprint for Action, has noted that eliminating racial inequities in income could boost the combined economy of Dallas and Collin counties by <b>\$115 billion a year</b> .	Internal	<a href="#">Link</a>
Equity	OEI	Update on Americans with Disabilities (ADA) Transition Plan Efforts	Daisy Fast, Dr. Lindsey Wilson, LaToya Jackson, Gary Copeland	6/5/2023	Updates on the Americans with Disabilities (ADA) Transition Plan Efforts include Prior Accessibility Work, Five Year Plan, Expansion of Accessibility, Internal and External Partnerships, and Next Steps	Internal	<a href="#">Link</a>
Equity	CMO	Memo - Update to Strategic Engagement and Outreach Plan	Genesis Gavino	6/5/2023	The City's efforts to develop a Strategic Engagement and Outreach Plan (Plan) that will serve as an organizational standard for engagement and customer service delivery that exemplifies the City's core values and guiding principles. Based on the research, the Plan was categorized into four categories: Identify, Strategize, Implement, and Evaluate. The sample assessment questions within the categories presented were also responsive to community feedback as provided by the Coalition for Neighborhood Self Determination and Ethos Consulting. The Plan's guiding principles are Accessibility, Inclusivity, Transparency, and Accountability.	Internal	<a href="#">Link</a>
Equity	OEI	COVID-19 Critical Needs and Equitable Health Access	Genesis Gavino and Victor Obaseki	5/11/2020	The presentation covered Dallas's COVID-19 issues, tools for assessing fairness, the Equitable Health Access group's work, and important COVID-19 needs. Questions came up about data accuracy and the Equitable Health Access group, and they noticed missing information for Districts 11 and 12 on the slides, which was fixed later. There's a request for a special committee meeting in two weeks to discuss how the city plans to address COVID-19 disparities, especially related to transportation, internet access, food security, and testing.	Internal	



WEE CATEGORY	ORG. / PROGRAM	PRESENTATION	CONTACT	DATE	SUMMARY	INTERNAL / EXTERNAL	LINK
Equity	OEI	City of Dallas Action Plan to Address COVID-19 Health Disparities	Liz Cedillo-Pereira, Genesis Gavino, Victor Obaseki, Lindsey Wilson, Rocky Vaz, Michael Mendoza, Michael Rogers, Matthew Barkley, Dr. Valerie Hawthorne, Gary Thomas, Dr. Philip Huang	5/11/2020	Information regarding COVID-19 included updates on reported cases by race/ethnicity, emphasizing the need for a fair response and health access initiatives. They talked about testing, contact tracing, transportation, and food equity efforts. Committee members had inquiries about case counts, testing, food security, and other topics. There was a request to prioritize high-risk areas for transportation support and expand outreach for a food security survey. They also underscored the growing demand for food assistance during COVID-19.	Internal	
Equity	OEI	Update on City of Dallas Ongoing Efforts to Address COVID-19 Health Access Disparities	Liz Cedillo-Pereira	5/28/2020	Update on efforts being taken to address public health needs during pandemic. Information only.	Internal	
Equity	OEI and Resilient Dallas Strategy	Update on City of Dallas Action Plan to Address COVID-19 Health Disparities Briefing Memorandum	Liz Cedillo-Pereira, Genesis	5/11/2020	Update on efforts taken to address public health needs during pandemic.	Internal	
Equity	Communities Foundation of Texas	COVID-19 Critical Needs and Philanthropic Response	Sarah Cotton Nelson	6/8/2020	An informative session centered on the North Texas Cares (NTC) partnership, comprising foundations and United Ways in North Texas, dedicated to supporting COVID-19-affected communities. The conversation revolved around a survey, increasing needs, and diverse requirements related to COVID-19. Inquiries were made about funding allocation, priority determination, assistance for remote learning, food-related challenges, and potential City involvement. There was also a request for research on NTC-funded nonprofits in specific regions and those with diverse leadership.	External	
Equity	City of Grand Prairie, Bella Lagos area	Bella Lagos Boundary Adjustment Briefing Memo	Chair Thomas	6/8/2020	A document was introduced, detailing the intent to commence negotiations with the City of Grand Prairie concerning a boundary modification in the Bella Lagos area. Inquiries arose regarding the process for this boundary adjustment. Following this, a proposal was put forth and received unanimous support, suggesting that the City Council approve a resolution permitting the City Manager to engage in discussions with the City of Grand Prairie concerning the potential boundary adjustment in Bella Lagos.	Internal	
Equity	Sustainable Development and	Balla Lagos Boundary Adjustment Update Briefing Memo	Kris Sweckard	11/9/2020	It was proposed and approved to delay the discussion of the item until the June 7, 2021 WEE Committee meeting.	Internal	
Equity	CAO / Human Rights	Action: Approval of Veterans Affairs Commission Draft Ordinance	Chair Thomas	12/14/2020	A proposal was put forward to suggest the draft ordinance to the City Council for approval, along with a modification in Section 2-170 subsection (c): "...and at least four members must have current or past service in the United States military (including the Reserves or National Guard)." The proposal was approved.	Internal	
Equity	Sustainable Development and Construction	Balla Lagos Boundary Adjustment Update Briefing Memo	Kris Sweckard	5/10/2021	A motion was made and approved to follow the staff's recommendation, which involves adding an item to an upcoming Council agenda. This item would authorize the City Manager to engage in negotiations for a boundary adjustment agreement with the City of Grand Prairie.	Internal	



WEE Committee Summary Report

WEE CATEGORY	ORG. / PROGRAM	PRESENTATION	CONTACT	DATE	SUMMARY	INTERNAL / EXTERNAL	LINK
Equity	CAO / Human Rights	Veterans affairs Commission Draft Ordinance	Laura Morrison, LaToya Jackson	6/7/2021	A draft ordinance to establish a Veteran Affairs Commission was presented by legal and law enforcement representatives. This proposed commission would serve as a representative body for the city's veteran community and have several responsibilities, including evaluating and recommending programs for veterans, collecting data on their status and needs, and advocating for veterans' rights and contributions. There was a suggestion to amend the ordinance to require a minimum of four commission members with active military service. Questions were raised about the commission's formation process, the role of the Veterans Employee Resource Group, department oversight, budget considerations, and support from the Welcoming Communities and Immigrant Affairs division. The discussion concluded with a request to seek feedback from the Mayor and City Council and place the amendment on the January 2021 voting agenda for approval.	Internal	
Equity	OEI VAC Chair	Veterans Affairs Commission Update		1/11/2021	Update on Veterans Affairs Commission.	Both	
Equity		Update on WEE Committee Priorities	Chair Schultz	3/2/2021	Committee members discussed their upcoming priorities for the Workforce, Education, and Equity Committee in the coming year(s). These priorities cover various important areas, including overseeing a racial equity plan, monitoring digital equity efforts, incorporating resilience into their work, implementing workforce-related recommendations, collaborating with educational institutions, addressing transportation challenges, exploring childcare services for City employees, reviewing funding for early childhood programs, assessing the Equitable Investment Framework for American Rescue Plan Act funds, measuring ADA compliance, promoting diverse neighborhoods, and creating a progress-tracking dashboard.	Internal	
Equity		Update on WEE Committee Priorities	Chair Schultz	8/9/2022	Discussion regarding priorities and measurable goals for the WEE Committee and the City. Committee members provided feedback, suggesting: <ol style="list-style-type: none"> <li>1. Starting with the racial equity resolution and Dallas 365 performance measure for priorities.</li> <li>2. Finding ways to support the Dallas Independent School District's ACE program.</li> <li>3. Offering broader support for families beyond education and workforce development.</li> <li>4. Aligning the Mayor's Workforce Development Taskforce Report with Committee priorities.</li> </ol>	Internal	
Equity	Mayor's Office	Review Mayor Eric Johnson's Updated 2022 Workforce, Education, and Equity Committee Priorities	Chair Schultz	9/12/2022	WEE Committee priorities and goals reviewed and discussed. Prioritization needed for the recommendations of the Advancing Workforce Equity in Dallas and Collin Counties: consider the Blueprint for Action report by the United Way of Metropolitan Dallas; highlighted the distinction between the racial equity audit of the Comprehensive Housing Plan and the forthcoming citywide Racial Equity Plan.	Internal	
Equity	NLC, TML,	NLC, TML, USCM Membership	Brett Wilkinson	5/9/2022	Update on City memberships	External	



WEE Committee Summary Report

WEE CATEGORY	ORG. / PROGRAM	PRESENTATION	CONTACT	DATE	SUMMARY	INTERNAL / EXTERNAL	LINK
Equity	CMO, OCC	Memo - Upcoming Office of Community Care Agenda Item Grant Acceptance	M.Liz Cedillo-Pereira	6/5/2023	Funds will enable Dallas WIC to strengthen WIC in northwestern and southern Dallas by focusing on increased awareness of, participation, satisfaction with, and retention within the WIC program. Funding will enable the WIC program to implement outreach and partnership strategies that will increase participation in WIC in south and west Dallas, to develop a digital content strategy, and bring on a management level staff member during the grant period to specifically focus on community strategies to market and promote the WIC program.	Internal	<a href="#">Link</a>
Equity	CMO, OCC	Memo - Upcoming Office of Community Care Agenda Item Related to Emergency Rental Assistance Round 2 Additional Funds	M.Liz Cedillo-Pereira	6/5/2023	This item will authorize to accept, receive, and deposit additional federal grant funding for the ERA Program Round 2. There has been a need in the Dallas community for rental assistance since the beginning of the COVID-19 pandemic when many households faced eviction after loss of income, increased expenses, or both. This additional funding will help families and individuals impacted due to or during the COVID-19 pandemic to stay housed. Due to the community need, the City of Dallas requested additional reallocated funds in order to continue to provide rental assistance programming and to serve more residents.	Internal	<a href="#">Link</a>
Equity	CMO, OCC	Upcoming Office of Community Care Agenda Item Related to Interlocal Agreement with Texas Department of State Health Services	M.Liz Cedillo-Pereira	6/5/2023	Through this interlocal agreement, the City will pay Department of State of Health Services \$1.83 for each birth certificate printed. The annual cost owed to Department of State Health Services will vary each year, based on the number of birth certificates printed, but will not exceed \$35,000 annually.	Internal	<a href="#">Link</a>





Agenda Information Sheet

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**File #:** 23-2295

**Item #:** D.

Authorize the first of two one-year renewal options to the contracts with Housing Opportunities for Persons with AIDS(HOPWA) Programs, with a term beginning on October 1, 2023 through September 30, 2024, with: (a) Health Services of North Texas, Inc. for Emergency/Tenant Based Rental Assistance in the amount of \$698,322.00; (b) Open Arms, Inc. d/b/a Bryan's House for Housing Placement and Other Support Services (childcare services) in the amount of \$106,820.00; (c) Legacy Counseling Center, Inc. for Facility Based Housing Services (Cottage) in the amount of \$240,429.00; (d) Legacy Counseling Center, Inc. for Master Leasing/ Emergency Voucher Services in the amount of \$677,169.00; (e) Legacy Counseling Center, Inc. for Housing Information Services in the amount of \$215,691.00; and (g) PWA Coalition of Dallas, Inc. d/b/a AIDS Services of Dallas for Facility Based Housing, Master Leasing, and Emergency Voucher Services in the amount of \$1,925,267.00- Total not to exceed \$4,027,795.00 -Financing: U.S. Department of Housing and Urban Development Housing Opportunities for Persons with AIDS Grant Funds  
[Office of Community Care]

# Memorandum



CITY OF DALLAS

DATE September 8, 2023

TO Honorable Mayor and Members of the City Council

SUBJECT **September 13, 2023 Upcoming Agenda Item #18– 23-2166- Housing Opportunities for Persons with AIDS (HOPWA) Program Renewals**

On September 13, 2023, the following Office of Community Care item will be considered by City Council:

**File ID: 23-2166:** Authorize the first of two one-year renewal options to the contracts with Housing Opportunities for Persons with AIDS(HOPWA) Programs, with a term beginning on October 1, 2023 through September 30, 2024, with: (a) Health Services of North Texas, Inc. for Emergency/Tenant Based Rental Assistance in the amount of \$698,322.00; (b) Open Arms, Inc. d/b/a Bryan’s House for Housing Placement and Other Support Services (childcare services) in the amount of \$106,820.00; (c) Legacy Counseling Center, Inc. for Facility Based Housing Services (Cottage) in the amount of \$240,429.00; (d) Legacy Counseling Center, Inc. for Master Leasing/ Emergency Voucher Services in the amount of \$677,169.00; (e) Legacy Counseling Center, Inc. for Housing Information Services in the amount of \$215,691.00; and (g) PWA Coalition of Dallas, Inc. d/b/a AIDS Services of Dallas for Facility Based Housing, Master Leasing, and Emergency Voucher Services in the amount of \$1,925,267.00- Total not to exceed \$4,027,795.00 -Financing: U.S. Department of Housing and Urban Development Housing Opportunities for Persons with AIDS Grant Funds

## SUMMARY

The U.S. Department of Housing and Urban Development (“HUD”) provides grant funds through the Housing Opportunities for Persons with AIDS (“HOPWA”) Program, to assist grantees in meeting the housing needs of low-income persons with HIV/AIDS and HIV-related illness and their families within the grantee’s Eligible Metropolitan Statistical Area (“EMSA”). Grant funding under the HOPWA Program (“HOPWA Grant”) is part of the City’s HUD Consolidated Plan Budget. The Dallas EMSA includes seven counties: Collin, Dallas, Denton, Ellis, Hunt, Kaufman, and Rockwall Counties.

As the local grantee of HOPWA funds, the City of Dallas delivers a comprehensive set of housing support services to eligible residents through a combination of the Fresh Start Housing Program and its Community Centers, as well as through subrecipient agreements with nonprofit organizations selected through a competitive bidding process and an Interlocal Agreement with Dallas County Health & Human Services. Prior to FY2022-23, HOPWA subrecipient agreements were administered through the Office of Homeless Solutions (“OHS”). Beginning with FY2022-23, HOPWA subrecipient agreements were transitioned to the Office of Community Care (“OCC”) in order to consolidate the HOPWA Program under one department.

This agenda item authorizes the first of two one-year renewal options funded under the FY 2023-24 HOPWA Grant. This renewal option includes a small increase in the amount of \$413,825.00 to enable the agencies to provide additional assistance under the HOPWA Program, consisting of: (1) Emergency/Tenant Based Rental Assistance; (2) Facility Based Housing, Master Leasing, and Emergency Vouchers; (3) Housing Placement and Other Support Services; (4) Housing Facilities Rehabilitation/Repair; and (5) Housing Information Services for persons living with HIV/AIDS (collectively, “Programs”). These Programs are funded under the HOPWA Grant from HUD.

**BACKGROUND**

In order to identify subrecipients, on March 3, 2022, the City’s Office of Procurement Services (“OPS”) issued a Request for Competitive Sealed Proposals (“RFCSP”) (#BRZ22-00018719) for OHS for HOPWA programs, providing assistance for low-income persons living with HIV/AIDS in the Dallas EMSA. The solicitation closed on April 8, 2022.

In response to the RFCSP, all proposers were recommended for award, but funding was not sufficient, in all cases, to cover the full amount requested by proposers.

On February 22, 2023, the City Council authorized one-year service contracts, with two one-year renewal options contingent on available funding, with a term beginning on October 1, 2022, with multiple providers and OCC took over administration of the FY2022-23 HOPWA contracts once they were executed.

Due to a substantial increase in the national HOPWA Grant appropriation, the City’s HOPWA Grant increased by over \$1 million, which provided additional capacity to fund renewal contracts at levels not available under the initial award. The renewal option includes an increase in the amount of \$413,825.00 to enable the agencies to provide additional assistance under the HOPWA Program as shown below.

Provider	Program	Initial Award FY2022-23	Renewal Award FY2023-24	Increase
HSNT	Emergency/Tenant Based Rental Assistance	\$620,731.00	\$698,322.00	\$77,591.00
ASD	Emergency Assistance & Housing Placement	\$173,299.00	\$215,691.00	\$42,392.00
Legacy	Facility-Based Housing	\$224,700.00	\$240,429.00	\$15,729.00
Legacy	Master Leasing & Emergency Vouchers	\$604,550.00	\$677,169.00	\$72,619.00
ASD	Facility-Based Housing, Master Leasing & Emergency Vouchers	\$1,730,190.00	\$1,925,267.00	\$195,077.00
Open Arms	Supportive Services (Child Care)	\$100,000.00	\$106,820.00	\$6,820.00
Legacy	Housing Information Services	\$160,500.00	\$164,097.00	\$3,597.00

	<b>Total</b>	<b>\$3,613,970.00</b>	<b>\$4,207,795.00</b>	<b>\$413,825.00</b>
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Funding increases were applied across all projects to cover increased costs of doing business, including staff salary and benefits, occupancy, utilities, insurance, maintenance, and other costs. Emergency/Tenant Based Rental Assistance, Housing Placement, and Master Leasing activities –are receiving funding increases to sustain housing rent subsidies in the face of higher market rental rates and higher utility assistance needed by eligible residents. For these projects, the funding increases will help expand the number of residents served (within current staffing capacities). Other projects, like Facility Based Housing, are physically not able to expand their number of housing units or persons served, but they have experienced increased operating costs and are therefore also receiving increased funds in the renewal.

Under the HOPWA grant, the key performance indicator is based on households served, although all projects also report on housing stability and access to care outcomes. Performance year-to-date for the FY2022-23 HOPWA contract is shown below.

Provider	Program	Activity	Households Served		Progress %	Target %
			22-23 Goal	22-23 Actual		
HSNT	Emergency/Tenant Based Rental Assistance	STRMU	32	13	40%	83%
		TBRA	40	39	98%	83%
ASD	Emergency Assistance & Housing Placement	STRMU	24	0	0%	83%
		Placement	9	0	0%	83%
Legacy	Facility-Based Housing	Facility	26	15	58%	83%
Legacy	Master Leasing & Emergency Vouchers	Master Lsg	50	31	62%	83%
		EV	10	2	20%	83%
ASD	Facility-Based Housing, Master Leasing & Emergency Vouchers	Facility	142	147	104%	83%
		Master Lsg	10	2	20%	83%
		EV	0	0	0%	83%
Open Arms	Supportive Services	Child Care	8	5	63%	83%
Legacy	Housing Information Svcs	Hsg Info	175	149	85%	83%

In some cases, performance (in terms of households served) appears below target. For FY2022-23, this was caused by delays in executing the FY2022-23 HOPWA contracts, which caused delays in reimbursement and, for one provider, a delay in implementing a new service. In addition, higher rent and utility assistance projects are limited in the number of residents that they can serve based on their funding - the higher rent and utility rates in the marketplaces, the fewer residents they can serve.

DATE September 8, 2023  
SUBJECT September 13, 2023 Upcoming Agenda Item #18– 23-2166- Housing Opportunities for  
Persons with AIDS (HOPWA) Program Renewals  
PAGE 4 of 5

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](mailto:Jessica.Galleshaw@dallas.gov).



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Assistant City Manager

c: T.C. Broadnax, City Manager  
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Mark Swann, City Auditor  
Biliera Johnson, City Secretary  
Preston Robinson, Administrative Judge  
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Carl Simpson, Assistant City Manager  
Jack Ireland, Chief Financial Officer  
Genesis D. Gavino, Chief of Staff to the City Manager  
Directors and Assistant Directors



# City of Dallas

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

## Agenda Information Sheet

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**File #:** 23-2296

**Item #:** E.

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Authorize an Interlocal Agreement in the amount of \$2,824,600.00 with Dallas County on behalf of Dallas County Health and Human Services to provide scattered site housing assistance for persons with HIV/AIDS for the period October 1, 2023 through September 30, 2024 - Not to exceed \$2,824,600.00 - Financing: U.S. Department of Housing and Urban Development Housing Opportunities for Persons with AIDS Grant Funds

[Office of Community Care]

# Memorandum



CITY OF DALLAS

DATE September 8, 2023

TO Honorable Mayor and Members of the City Council

SUBJECT **September 13, 2023 Upcoming Agenda Item #19– 23-2167- Interlocal Agreement with City of Dallas and Dallas County**

On September 13, 2023, the following Office of Community Care item will be considered by City Council:

**File ID:23-2167:** Authorize an Interlocal Agreement in the amount of \$2,824,600.00 with Dallas County on behalf of Dallas County Health and Human Services to provide scattered site housing assistance for persons with HIV/AIDS for the period October 1, 2023 through September 30, 2024 - Not to exceed \$2,824,600.00 - Financing: U.S. Department of Housing and Urban Development Housing Opportunities for Persons with AIDS Grant Funds

## **Background**

This agenda item authorizes an ILA with Dallas County Health and Human Services to continue providing a HOPWA short-term rent, mortgage, and utility program and long-term tenant based rental assistance program, including associated administrative costs. Because HOPWA Grant Funds may be expended for eligible purposes within three years of HUD's award, remaining FY 2022-23 funds are included in this year's Interlocal Agreement ("ILA") with Dallas County Health and Human Services.

Dallas County Health and Human Services has a long-established history of administering HOPWA program funds, with the organizational capacity to continue providing scattered site housing assistance to eligible persons without disruption, including a full-time HOPWA manager, three full-time HOPWA caseworkers, and a full-time HOPWA clerk, all provided through HOPWA funding. In addition, the County is the administrative agency for other local area organizations eligible for HIV/AIDS grant funding and, as such, has collaborative relationships with HIV/AIDS service providers across the Dallas Eligible Metropolitan Statistical Area. For these reasons, Dallas County Health and Human Services is recommended for funding to continue providing scattered site housing assistance services to eligible persons residing primarily in Dallas County. To ensure eligible persons across the Dallas Eligible Metropolitan Statistical Area have access to the full continuum of HOPWA eligible activities, the City intends to enter into additional project sponsor agreements with entities that provide additional eligible activities (e.g., facility-based housing, housing information services, housing placement, and support services) or that provide scattered site housing assistance to eligible individuals outside of Dallas County. Dallas County Health and Human Services expects to serve 310 households annually through this agreement.

DATE September 8, 2023  
SUBJECT **September 13, 2023 Upcoming Agenda Item #19– 23-2167- Interlocal Agreement with City of Dallas and Dallas County**  
PAGE **2 of 2**

Since approximately 1993, through ILAs with the City of Dallas, Dallas County Health and Human Services has provided HOPWA scattered site housing assistance, comprised of Tenant-Based Rental Assistance (“TBRA”), Short-Term Rent/Mortgage/Utility (“STRMU”) Emergency Assistance, supportive services, and administrative costs, to eligible persons primarily residing in Dallas County.

The TBRA Program includes long-term rental assistance (with a utility allowance) that an eligible person may use at a housing unit of his or her choice. This assistance is portable, and moves with the client, similar to the Housing Choice Voucher program, within the Dallas Eligible Metropolitan Statistical Area. STRMU Emergency Assistance is designed to prevent homelessness, and includes short-term rent, mortgage, and utility payments for up to 21 weeks in any 52-week period. HOPWA clients receiving scattered site housing assistance also receive housing support services through case managers, who ensure that clients have access to other services, such as medical care, transportation, legal services, and food pantry.

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](mailto: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  
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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

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**File #:** 23-2299

**Item #:** F

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As a part of the City's on-going focus on workforce development, the Small Business Center seeks to partner with Dallas College to provide training for the installation and maintenance of electric vehicle charging stations and electric vehicle technicians to residents in the City of Dallas. The City believes that Dallas College has demonstrated a history of successful service delivery to populations that is aligned with best practice models.

[Small Business Center]

# Memorandum



DATE September 8, 2023

CITY OF DALLAS

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

SUBJECT **September 13, 2023 Upcoming Agenda Item - 23-2063 - Interlocal Agreement with Dallas College for Electric Vehicle Workforce Training**

The purpose of this memorandum is to provide information regarding the following upcoming agenda item #32 on the September 13, 2023 City Council Agenda.

*“Authorize an Interlocal Agreement between Dallas College and the City of Dallas to provide workforce training to residents in the City of Dallas for the installation and maintenance of electric vehicle charging station technicians and electric vehicle technicians—Not to exceed \$250,000.00 - Financing: General Fund”*

As a part of the City’s on-going focus on workforce development, the Small Business Center seeks to partner with Dallas College to provide training for the installation and maintenance of electric vehicle charging stations and electric vehicle technicians to residents in the City of Dallas. Dallas College has demonstrated a history of successful service delivery to populations that is aligned with best practice models.

Dallas College has agreed to provide 100% in matching funds for this program. They will also provide all instructors, instructional content, and support services, including the training locations, curriculum development, training equipment and supplies. Dallas College will complete and maintain documentation to verify that the services were provided and to whom they were provided.

Programming will provide the below core components:

- **Job readiness**—Dallas College will either directly offer or through partnerships offer appropriate employment preparation training, including but not limited to time management, interview skills and interpersonal communication.
- **Workforce skill training** —Dallas College will provide workforce skill training for electrical vehicle charging station installation and maintenance technician certification and electric vehicle technician certification.
- **Employer partnerships and commitments**—Dallas College will utilize its established relationships with one or more employers in the industry to place participants.

Staff will be available during the Workforce Education & Equity Committee meeting on September 11, 2023, and the City Council meeting on September 13, 2023 to respond to questions or provide additional information. In the meantime, should you have any

DATE September 8, 2023  
SUBJECT **September 13, 2023 Upcoming Agenda Item - 23-2063 - Interlocal Agreement with Dallas College  
for Electric Vehicle Workforce Training**  
PAGE **2 of 2**

questions or need additional information please feel free to contact me or Joyce Williams, Director, Small Business Center at [joyce.williams@dallas.gov](mailto:joyce.williams@dallas.gov).



Kimberly Bizer Tolbert  
Deputy City Manager

c: T.C. Broadnax, City Manager  
Tammy Palomino, Interim City Attorney  
Mark Swann, City Auditor  
Biliera Johnson, City Secretary  
Preston Robinson, Administrative Judge  
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Dr. Robert Perez, Assistant City Manager  
Carl Simpson, Assistant City Manager  
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Directors and Assistant Directors

DATE September 8, 2023  
SUBJECT **September 13, 2023 Upcoming Agenda Item - 23-2063 - Interlocal Agreement with Dallas College  
for Electric Vehicle Workforce Training**  
PAGE **2 of 2**



# City of Dallas

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

## Agenda Information Sheet

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**File #:** 23-2298

**Item #:** G.

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Authorize **(1)** a one-year service contract with Crossroads Community Services in the amount of \$204,300.00, **(2)** a one-year service contract with Harmony Community Development Corporation in the amount of \$300,000.00, and **(3)** a one-year service contract with Under 1 Roof \$300,000.00 for programs to mitigate Drivers of Poverty for the Office of Community Care - most advantageous proposers of fifteen - Total not to exceed \$799,600 - Financing: General Fund (subject to annual appropriations)

[Office of Community Care]

# Memorandum



CITY OF DALLAS

DATE September 8, 2023

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

SUBJECT **September 13, 2023 Upcoming Agenda Item – Drivers of Poverty**

On September 13, 2023, an Office of Procurement Services item will be considered by City Council to authorize Drivers of Poverty program contracts with two providers.

**File ID: TBA:** Authorize **(1)** a one-year service contract with Crossroads Community Services in the amount of \$204,300.00, **(2)** a one-year service contract with Harmony Community Development Corporation in the amount of \$300,000.00, and **(3)** a one-year service contract with Under 1 Roof \$300,000.00 for programs to mitigate Drivers of Poverty for the Office of Community Care – most advantageous proposers of fifteen - Total not to exceed \$799,600 - Financing: General Fund (subject to annual appropriations)

## **BACKGROUND**

The Drivers of Poverty program funds are intended to support programming that is responsive to the needs of populations identified by the Mayor’s Task Force on Poverty in 2017 and be responsive to the factors, or “drivers”, identified that contribute to the City’s high rates of poverty. The Drivers of Poverty program supports four programming types – Community Mental Health Programming, Making Food Accessible Programming, Positive Youth Development Programming, and Client Assistance.

## **Procurement**

The City of Dallas Office of Community Care (OCC) sought proposals via a Request for Proposals (RFP) from entities to deliver the services outlined below to one or more target populations. The solicitation required that programs target service delivery in locations that are accessible to or within communities in which poverty is concentrated and/or communities in which there are concentrations of populations identified by the Mayor’s Task Force on Poverty. In order to ensure support of programming targeting youth and children, the solicitation defined target populations for each service.

This solicitation specifically sought partners for Making Food Accessible and Client Assistance services. OCC currently has multi-year contracts in place for Positive Youth Development and Community Mental Health and therefore these services did not need to be solicited at this time.

Category	Services	Target Population(s)
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DATE September 8, 2023

SUBJECT **September 27, 2023 Upcoming Agenda Item – Drivers of Poverty**

<b>1</b>	Making Food Accessible projects	Drivers of Poverty populations
<b>2</b>	Responsive Client Assistance	Drivers of Poverty populations; Youth; Clients ineligible for assistance due to funding source
<b>3</b>	Client Assistance - Coaching for Housing Stability Program Participants	Participants in Housing Programs; Drivers of Poverty populations

The Evaluation Committee individually scored each service category, as provided below. Awards are based on scoring rank within a service category by target population. Allocations were made in order of rank, however proposals with scores below 70 points were not awarded funding. The City received no applications for Category 5 services.

<b>Making Food Accessible</b>				
<b>Agency</b>	<b>Rank Score</b>	<b>by</b>	<b>Category 1</b>	<b>% Request Awarded</b>
Harmony CDC	1		\$300,000.00	100%
Crossroads Community Services	2		\$204,700.00	68%
CitySquare	3		\$0	0%
The Salvation Army	4		\$0	0%
The Gleaning Network of Texas dba GROW NTX	5		\$0	0%
First Presby Dallas dba The Stewpot	6		\$0	0%
Network of Community Ministries	6		\$0	0%
Catholic Charities of Dallas, Inc.	8		\$0	0%
Services of Hope	9		\$0	0%
International Rescue Committee	10		\$0	0%
Dallas Leadership Foundation	11		\$0	0%

<b>Client Assistance</b>				
<b>Agency</b>	<b>Rank Score</b>	<b>by</b>	<b>Category 2</b>	<b>% Request Awarded</b>
Under 1 Roof	1		\$295,300.00	100%
WiNGS	2		\$0	0%
Harmony CDC	3		\$0	0%
International Rescue Committee	4		\$0	0%
Network of Community Ministries	5		\$0	0%
Nexus Recovery Center	6		\$0	0%
Services of Hope	7		\$0	0%

DATE September 8, 2023

SUBJECT **September 27, 2023 Upcoming Agenda Item – Drivers of Poverty**

The Bridge	8	\$0	0%
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<b>Client Assistance – Housing Stability Coaching</b>	<b>Rank Score</b>	<b>by Category 3</b>	<b>% Request Awarded</b>
International Rescue Committee	1	\$100,000.00	100%
Harmony CDC	2	\$0	0%
WINGS	3	\$0	0%
Services of Hope	4	\$0	0%

Each organization will begin implementation of programming and services once contract negotiations have been finalized.

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](mailto:Jessica.Galleshaw@dallas.gov).



**M. Elizabeth (Liz) Cedillo-Pereira**  
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Directors and Assistant Directors





# City of Dallas

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

## Agenda Information Sheet

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**File #:** 23-2297

**Item #:** H.

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Authorize the City Manager to **(1)** accept the Advancing Economic Mobility Rapid Grant from the National League of Cities, in the amount of \$15,000.00 for the period of August 2, 2023 through December 15, 2023 and **(2)** execution of the grant agreement and all terms, conditions and documents required by the agreement, approved as to form by the City Attorney - Not to exceed \$15,000.00 - Financing: NLC Advancing Economic Mobility Rapid Grant Fund  
[Office of Community Care]

# Memorandum



CITY OF DALLAS

DATE September 8, 2023

TO Honorable Mayor and Members of the City Council

SUBJECT **September 27, 2023 Upcoming Agenda Item #32– 23-2192- National League of Cities- Advancing Economic Mobility Rapid Grants**

On August 2, 2023, the Mayor's Office and the Office of Community Care (OCC) were informed by the National League of Cities (NLC) that the City has been selected to receive an Advancing Economic Mobility Grant in the amount of \$15,000.00, to help increase Financial Empowerment Centers' (FEC) benefits and program access.

On September 27, 2023, the following Office of Community Care item will be considered by the City Council:

**File ID: 23-2192:** Authorize the City Manager to **(1)** accept the Advancing Economic Mobility Rapid Grant from the National League of Cities, in the amount of \$15,000.00 for the period of August 2, 2023 through December 15, 2023 and **(2)** execution of the grant agreement and all terms, conditions and documents required by the agreement, approved as to form by the City Attorney - Not to exceed \$15,000.00 - Financing: NLC Advancing Economic Mobility Rapid Grant Fund

Specifically, increasing Financial Empowerment Centers' (FEC) benefit and program access will be accomplished through strategic, targeted marketing and outreach plans where Dallas Financial Empowerment Centers (FEC), Women Infant and Children (WIC) clinics and Period Access Dallas (P.A.D) benefits and services overlap in equity priority areas. These communities are anchored by city community centers that provide both WIC services and financial counseling but have been historically underserved.

### Main Objective:

Create and implement a program and benefits awareness campaigns for three city owned community centers located in equity priority areas

### Targeted Goals:

- Increase WIC benefit usage by 10% per location
- Increase the number of residents utilizing financial counseling services through the Dallas FEC by 10% per site
- Increase P.A.D product distribution rate per site

### Community Centers:

- Fruitdale WIC Clinic opened in May 2023 and has 6,323 eligible individuals within a 3-mile radius. Specifically for this new location it is important to begin strong with an outreach strategy aimed at reaching eligible families.

DATE September 8, 2023  
SUBJECT September 27, 2023 Upcoming Agenda Item #32– 23-2192- National League of Cities-  
Advancing Economic Mobility Rapid Grants  
PAGE 2 of 5

- Martin Luther King Jr. Community Center has a total of 7,580 eligible individuals within a 3-mile radius, but only served an average of 1,017 individuals (13.4%) in the last six months.
- Highland Hills Recreation Center has a total of 4,454 eligible individuals within a 3-mile radius, but only served an average of 144 individuals (3.2%) in the last six months.

### **Background**

The City of Dallas is one of eight cities to be selected to receive an Advancing Economic Mobility Rapid grant through the National League of Cities and receive technical assistance to help increase the City's efforts in promoting economic mobility for residents through financial empowerment and benefits enrollment/outreach, in order to increase participation and overall benefit access in communities the City has identified as equity priority areas through the Racial Equity Plan.

REP Big Audacious Goals related to this grant:

- Economic, Workforce & Community Development: 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.
- Housing: Close the homeownership gap and secure housing stability in Dallas.
- Public Safety and Wellness: Make Dallas communities safe in ways that prevent harm and promote wellness, healing, and justice.

The Special Supplemental Nutrition Program for Women, Infants and Children (WIC) provides nutrition education, breastfeeding support and food benefits to pregnant and breastfeeding women, infants, and children. The City of Dallas Office of Community Care has been awarded funds through the WIC Community Innovation and Outreach Project (WIC CIAO) to develop, implement, and evaluate innovative outreach strategies to increase WIC awareness, participation, and redemption of benefits, and reduce disparities in program delivery. Leveraging this opportunity, OCC will implement co-outreach strategies and apply them in coordination with Dallas Financial Empowerment Center and Period Access Dallas programs.

By linking benefit access and financial empowerment services through shared outreach campaigns, the City will activate a tiered community support approach in which residents that might not have otherwise known of these benefits now have the opportunity to address their needs through the redemption of benefits and address any financial hardships through financial counseling.

These funds will enable OCC to strengthen its presence in northwestern and southern Dallas, by focusing on increased awareness, participation, satisfaction, and retention within several programs designed to promote health and economic mobility

DATE September 8, 2023  
SUBJECT September 27, 2023 Upcoming Agenda Item #32– 23-2192- National League of Cities-  
Advancing Economic Mobility Rapid Grants  
PAGE 3 of 5

Implementation of programming and services will begin once the contract has been executed.

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



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# City of Dallas

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

## Agenda Information Sheet

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**File #:** 23-2302

**Item #:** I.

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September 2023 - 23-2302 - City of Dallas Workforce Development Initiatives: Celebrating September as Workforce Development Month and Proclamation Recognizing September As National Workforce Development Month in the City of Dallas and Recognizing the Crucial Role of Workforce Development in Supporting Local Workers and Growing the Economy  
[Human Resources]

# Memorandum



DATE September 8, 2023  
TO Honorable Members of the Workforce, Education, and Equity Committee: Jaynie Schultz (Chair), Carolyn King Arnold (Vice Chair), Adam Bazaldua, Paula Blackmon, Jaime Resendez, Paul Ridley, Gay Donnell Willis  
SUBJECT **City of Dallas Workforce Development Initiatives: Celebrating September as Workforce Development Month and Proclamation Recognizing September as National Workforce Development Month in the City of Dallas**

CITY OF DALLAS

I am writing to provide an update on the upcoming Workforce Development Month activities in the City of Dallas.

Workforce Development Month was created in 2005 by the National Association of Workforce Development Professionals (NAWDP) to highlight the significance of our staff development in driving economic growth. Originally celebrated in May, NAWDP shifted the designation to September in 2012, and in 2022, the U.S. Senate passed a resolution naming September as Workforce Development Month. To honor this designation, the City of Dallas has organized a series of events and activities throughout the month of September to raise awareness about workforce development and its pivotal role in our community. Here is an overview of the planned activities:

1. **Weekly Workforce Development Webinars:** We will be hosting a series of weekly webinars provided by our Educational Partners. These webinars will offer valuable insights and information to our employees, empowering them in their professional growth.
2. **Educational Partners Spotlight:** Weekly announcements will shine a spotlight on our formal educational partnerships. These announcements will showcase what each institution brings to the table in terms of educational opportunities for our employees.
3. **Workforce Development Month SharePoint Page:** A dedicated SharePoint page will be available to all employees, offering a centralized hub of resources and information for their ongoing career development. This page will serve as a valuable resource throughout the month and beyond.
4. **Proclamation by the Mayor:** The Mayor will issue a proclamation officially recognizing September as National Workforce Development Month in the City of Dallas. This proclamation will highlight the crucial role of workforce development in supporting our local workforce and contributing to the growth of our economy.

DATE September 8, 2023  
SUBJECT **City of Dallas Workforce Development Initiatives: Celebrating September as Workforce Development Month and Proclamation Recognizing September as National Workforce Development Month in the City of Dallas**  
PAGE **2 of 2**

We believe that active participation in Workforce Development Month activities will promote a culture of continuous learning and professional growth within the City's workforce, and further our goal of providing City employees with the skills they need to excel. We are committed to ongoing staff development and encouraging employees to seize opportunities for skill enhancement and career advancement.

We appreciate the support of the Workforce, Equity, and Education Committee (WEE) and look forward to a successful Workforce Development Month in the City of Dallas. Staff will be available at the September 11, 2023, WEE Committee meeting to respond to questions and provide additional information as needed.

Please reach out to me or Nina Arias, Human Resources Director at [nina.arias@dallas.gov](mailto:nina.arias@dallas.gov) if you have any questions or concerns.

Putting Service First,



Kimberly Bizer Tolbert  
Deputy City Manager

c: T.C. Broadnax, City Manager  
Tammy Palomino, Interim City Attorney  
Mark Swann, City Auditor  
Biliera Johnson, City Secretary  
Preston Robinson, Administrative Judge  
Jon Fortune, Deputy City Manager

Majed A. Al-Ghafry, Assistant City Manager  
M. Elizabeth (Liz) Cedillo-Pereira, 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

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**File #:** 23-2314

**Item #:** J.

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City of Dallas Equity Atlas Discussion  
[Office of Equity & Inclusion]



# Memorandum



CITY OF DALLAS

DATE September 7, 2023

TO Honorable Members of the City Council Workforce, Education, and Equity Committee

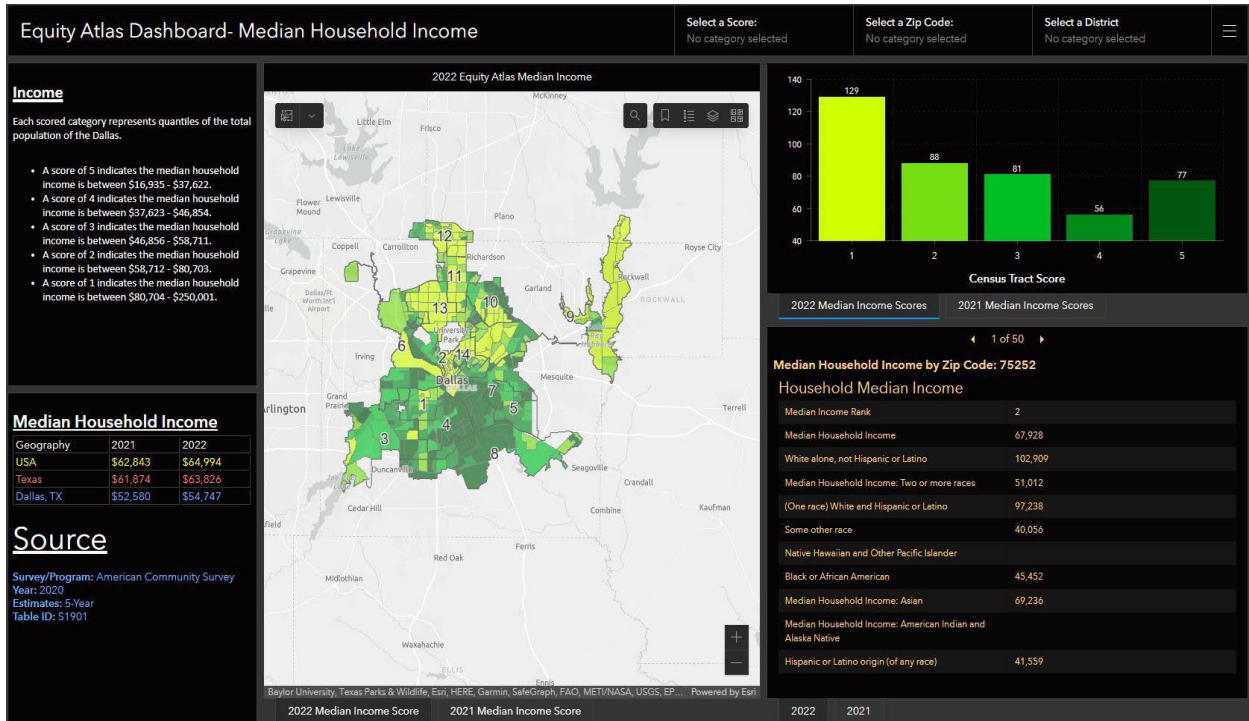
SUBJECT **City of Dallas' Equity Atlas Tool**

As a critical component to the advancement of the Racial Equity Plan, the City of Dallas' Office of Equity and Inclusion has developed the Dallas Equity Atlas. The Atlas is a comprehensive data visualization and analysis tool that provides a holistic view of our city's social, economic, and environmental factors that impact residents' overall well-being. Developed with various stakeholders, including local government agencies, community organizations, and academic institutions, the Equity Atlas is a valuable resource for informed decision-making in urban development. The Atlas will support the City in aligning investments and service delivery with equity priority areas to address disparities.

## A. Key Features of the Equity Atlas



- 1. Data Transparency:** The Equity Atlas compiles and presents data from various U.S. Census Bureau sources, allowing for greater transparency and accessibility. This data includes information on income disparities, race and ethnicity, health insurance coverage, educational attainment, and the Equity Impact Assessment Tool.
- 2. Community Engagement:** The Equity Atlas fosters community engagement by making data accessible to residents, community organizations, internal departments, advocacy groups and other key stakeholders. This supports residents to participate in decision-making, citywide programs and fosters a layer of accountability for the City as we work towards equitable outcomes.
- 3. Mapping and Visualization:** The Equity tool utilizes advanced mapping and visualization techniques to create interactive, user-friendly displays. These visualizations help identify geographic disparities and trends, supporting policymakers, residents, and planners to identify the unique and specific needs of Dallas communities.



**4. Scenario Modeling:** Users can engage in scenario modeling as a interactive way to analyze potential impact of various policy, programs or procedural decisions. This feature is essential for assessing the likely outcomes of proposed initiatives before implementation.

**B. Benefits for the City**

**1. Informed Decision-Making:** By providing comprehensive data and visualization tools, the Equity Atlas equips city leaders and key stakeholders with the information to make data-driven decisions that promote equity and inclusivity.

**2. Intentional Interventions:** It helps internal and external stakeholders identify areas who experience the greatest needs and focuses on impactful, effective, and efficient service delivery.

**3. Accountability:** The tool enhances transparency and accountability by enabling residents to track progress and outcomes, strengthening trust in City governance.

**C. Next Steps**

Residents, City staff, and other stakeholders are encouraged to explore the full potential of the Equity Atlas and integrate the tool into their decision-making process as it fits. The Equity Atlas will be released October 2023, and OEI in collaboration with community stakeholders will host workshops on how to use the Equity Atlas.

Should you have any questions or feedback, please contact Lindsey Wilson, PhD, Director of the Office of Equity and Inclusion, at [lindsey.wilson@dallas.gov](mailto:lindsey.wilson@dallas.gov).

Regards,



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

T.C. Broadnax, City Manager  
Tammy Palomino, Interim City Attorney  
Mark Swann, City Auditor  
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