

MINUTES OF THE CITY COUNCIL COMMITTEE  
MONDAY, FEBRUARY 12, 2024

24-0019

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

PRESENT: [7] Schultz, Arnold (\*\*9:11 a.m.), Resendez, \*Bazaldua, Blackmon, Willis, Ridley

ABSENT: [0]

The meeting was called to order at 9:06 a.m. with a quorum of the committee present.

The meeting agenda, posted in accordance with Chapter 551, "OPEN MEETINGS," of the Texas Government Code, was presented.

After all business properly brought before the committee had been considered, the meeting adjourned at 10:55 a.m.

\_\_\_\_\_  
Chair

ATTEST:

\_\_\_\_\_  
City Secretary Staff

\_\_\_\_\_  
Date Approved

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

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

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

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

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

MINUTES OF THE CITY COUNCIL COMMITTEE  
MONDAY, FEBRUARY 12, 2024

EXHIBIT A

**RECEIVED**

**2024 FEB -9 AM 8:39**

**CITY SECRETARY  
DALLAS, TEXAS**

**City of Dallas**

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

***Public Notice***

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**POSTED** CITY SECRETARY  
DALLAS, TX



**Workforce, Education, and Equity Committee**

**February 12, 2024**

**9:00 AM**

## 2023 CITY COUNCIL APPOINTMENTS

| COUNCIL COMMITTEE  |   |
|--|---|
| <b>ECONOMIC DEVELOPMENT</b><br>Atkins (C), Narvaez (VC), Arnold, Bazaldua, Ridley, Stewart, West                     | <b>GOVERNMENT PERFORMANCE AND FINANCIAL MANAGEMENT</b><br>West (C), Blackmon (VC), Mendelsohn, Moreno, Resendez                               |
| <b>HOUSING AND HOMELESSNESS SOLUTIONS</b><br>Moreno (C), Mendelsohn (VC), Gracey, West, Willis                       | <b>PARKS, TRAILS, AND THE ENVIRONMENT</b><br>Stewart (C), Moreno (VC), Arnold, Bazaldua, Blackmon, Narvaez, West                              |
| <b>PUBLIC SAFETY</b><br>Mendelsohn (C), Stewart (VC), Atkins, Moreno, Willis   | <b>QUALITY OF LIFE, ARTS, AND CULTURE</b><br>Bazaldua (C), Resendez (VC), Blackmon, Gracey, Ridley, Schultz, Willis                           |
| <b>TRANSPORTATION AND INFRASTRUCTURE</b><br>Narvaez (C), Gracey (VC), Atkins, Mendelsohn, Resendez, Schultz, Stewart | <b>WORKFORCE, EDUCATION, AND EQUITY</b><br>Schultz (C), Arnold (VC), Bazaldua, Blackmon, Resendez, Ridley, Willis                             |
| <b>AD HOC COMMITTEE ON ADMINISTRATIVE AFFAIRS</b><br>Atkins (C), Mendelsohn, Moreno,                                 | <b>AD HOC COMMITTEE ON GENERAL INVESTIGATING AND ETHICS</b><br>Mendelsohn (C), Gracey, Johnson, Schultz, Stewart                              |
| <b>AD HOC COMMITTEE ON JUDICIAL NOMINATIONS</b><br>Ridley (C), Resendez, West  | <b>AD HOC COMMITTEE ON LEGISLATIVE AFFAIRS</b><br>Mendelsohn (C), Atkins, Gracey, Narvaez, Stewart  |
| <b>AD HOC COMMITTEE ON PENSIONS</b><br>Atkins (C), Blackmon, Mendelsohn, Moreno, Resendez, Stewart, West, Willis     | <b>AD HOC COMMITTEE ON PROFESSIONAL SPORTS RECRUITMENT AND RETENTION</b><br>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 pistol oculta), una persona con licencia según el subcapítulo h, capítulo 411, código del gobierno (ley sobre licencias para portar pistolas), no puede ingresar a esta propiedad con una pistola oculta."*

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

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

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

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

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

The public is encouraged to attend the meeting virtually; however, City Hall is available for those wishing to attend the meeting in person.

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

<https://dallascityhall.webex.com/dallascityhall/j.php?TID=m5fa6b4493f8ff87553a09fbe2bac9010>

#### **Call to Order**

1. [24-553](#) Approval of the January 8, 2024, Workforce, Education, and Equity Committee Meeting Minutes

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

#### **BRIEFING ITEMS**

- A. [24-550](#) Dallas Housing Policy 2033 Implementation Update  
[Thor Erickson, Assistant Director, Department of Housing & Neighborhood Revitalization]

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

- B. [24-588](#) Update on Digital Navigators Program (High Speed Internet Access in Dallas)  
[Genesis Gavino, Chief of Staff and Resilience Officer, City Managers Office]

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

#### **BRIEFING MEMOS**

- C. [24-551](#) Period Access Dallas (PAD)/ American Rescue Plan (ARPA) Essential Necessities Cooperation Agreement with Staples.  
[Jessica Galleshaw, Director, Office of Community Care]

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

- D. [24-552](#) College Advisory Commission Update Regarding Appointments and Recruitment Efforts and Civic Analysis Project  
[Taylor Moody, Partnership and Engagement Coordinator, City Managers Office]

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

- E.     [24-590](#)     Update on a Proposed Human Rights Commission and Updates  
Concerning the Veteran Affairs Commission and Commission on  
Disabilities  
[Christina da Silva, WCIA Officer, Office of Equity and Inclusion; Chris  
Graves, Human Rights Officer, Office of Equity and Inclusion]

**Attachments:**   [Memorandum](#)

#### **FORECAST**

- F.     [24-555](#)     Committee Forecast

**Attachments:**   [Forecast](#)

#### **ADJOURNMENT**



**EXECUTIVE SESSION NOTICE**

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

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

MINUTES OF THE CITY COUNCIL COMMITTEE  
MONDAY, FEBRUARY 12, 2024

EXHIBIT B

OFFICIAL ACTION OF THE CITY COUNCIL COMMITTEE

FEBRUARY 12, 2024

Item 1:           Approval of the January 8, 2024, Workforce, Education, and Equity Committee Meeting Minutes

Councilmember Ridley moved to adopt the minutes as presented.

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

OFFICIAL ACTION OF THE CITY COUNCIL COMMITTEE

FEBRUARY 12, 2024

BRIEFING ITEMS

Item A: Dallas Housing Policy 2033 Implementation Update

The following individuals briefed the committee on the item:

- Cynthia Ellickson, Assistant Director, Department of Housing & Neighborhood Revitalization; and
- Jasmine Bazley, Housing Project Manager, Department of Housing & Neighborhood Revitalization

OFFICIAL ACTION OF THE CITY COUNCIL COMMITTEE

FEBRUARY 12, 2024

BRIEFING ITEMS

Item B: Update on Digital Navigators Program

The following individual briefed the committee on the item:

- Genesis Gavino, Chief of Staff and Resilience Officer, City Manager's Office

OFFICIAL ACTION OF THE CITY COUNCIL COMMITTEE

FEBRUARY 12, 2024

BRIEFING MEMOS

Item C:        Period Access Dallas (PAD)/ American Rescue Plan (ARPA) Essential Necessities Cooperation Agreement with Staples.

Item D:        College Advisory Commission Update Regarding Appointments and Recruitment Efforts and Civic Analysis Project

Item E:        Update on Human Rights Commission Discussion

The committee discussed the items.

OFFICIAL ACTION OF THE CITY COUNCIL COMMITTEE

FEBRUARY 12, 2024

FORECAST

Item F:           Committee Forecast

The committee discussed the item.

MINUTES OF THE CITY COUNCIL COMMITTEE  
MONDAY, FEBRUARY 12, 2024

EXHIBIT C





# City of Dallas

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

## Agenda Information Sheet

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**File #:** 24-550

**Item #:** A.

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Dallas Housing Policy 2033 Implementation Update  
[Thor Erickson, Assistant Director, Department of Housing & Neighborhood Revitalization]



**City of Dallas**

# **Dallas Housing Policy 2033 Implementation Update**

**Workforce, Education, &  
Equity Committee  
2.12.24**

Thor Erickson, Assistant Director  
Department of Housing & Neighborhood Revitalization  
City of Dallas

# Presentation Overview



- Background
- Equity Strategy Target Areas
  - Data Analysis
  - Community Engagement
  - Target Area Selection
- Housing Task Force
- Next Steps



# Background



- On April 13, 2023, City Council adopted Dallas Housing Policy 2033 (DHP33)
  - 7 Pillars of Housing Equity
  - Cross-departmental collaboration
  - Community Engagement leading up to and continuing throughout implementation
  - Investments in City-wide strategy and target areas



# Background



DHP33 has seven pillars of housing equity that weave together the strategies guiding implementation, leverage internal and external partnerships, and revitalize neighborhoods through housing development that meets the needs of all Dallas residents.

| Pillar                           | Policy Statement/Aim  |
|----------------------------------|---|
| 1 Equity Strategy Target Areas   | Identify specific disparities in housing opportunities and reduce them utilizing a targeted approach  |
| 2 Citywide Production            | Increase production to improve housing affordability for a broad mix of incomes in all areas of the city  |
| 3 Citywide Preservation          | Increase preservation to improve housing affordability for a broad mix of incomes in all areas of the city  |
| 4 Infrastructure                 | Prioritize infrastructure investments in equity strategy target areas   |
| 5 Collaboration and Coordination | Align strategies and resources to maximize the impact of partnerships with internal and external stakeholders                                     |
| 6 Engagement                     | Cultivate diverse and multi-lingual avenues of communication with residents across all neighborhoods to guide City's housing investment decisions |
| 7 Education                      | Develop a city-wide, collaborative campaign to increase YIMBYism (Yes in My Back Yard) for housing affordability and the people who need it       |



# Background



- On May 9, 2023, City Council approved a contract with TDA Consulting, Inc. to assist with implementation of DHP33:
  1. Developing community engagement strategy
  2. Building inclusive Housing Task Force
  3. Selecting Equity Strategy Target Areas (Pillar 1)
  4. Developing agreements between City Departments
  5. Formalizing Compliance Policies and Procedures
  6. Refining select programs





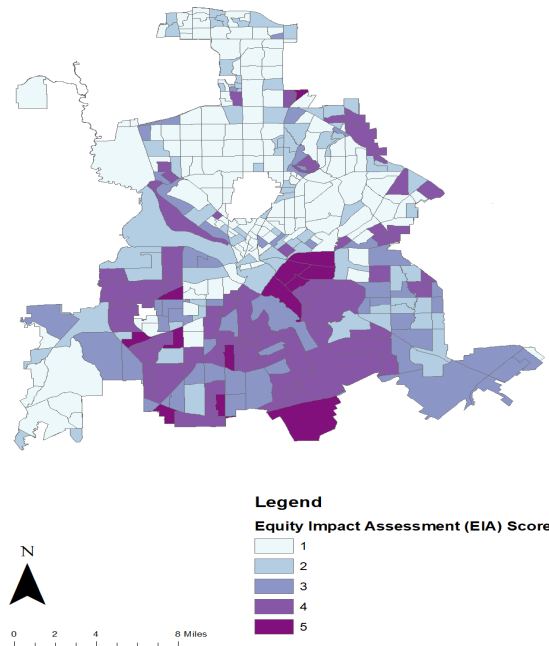
# Equity Strategy Target Areas



- Equity Strategy Target Areas will show the current conditions based on historical disparities using a data-driven approach
- TDA developed a Housing Equity Index based on Market Value Analysis and the Dallas Racial Equity Impact Assessment Tool

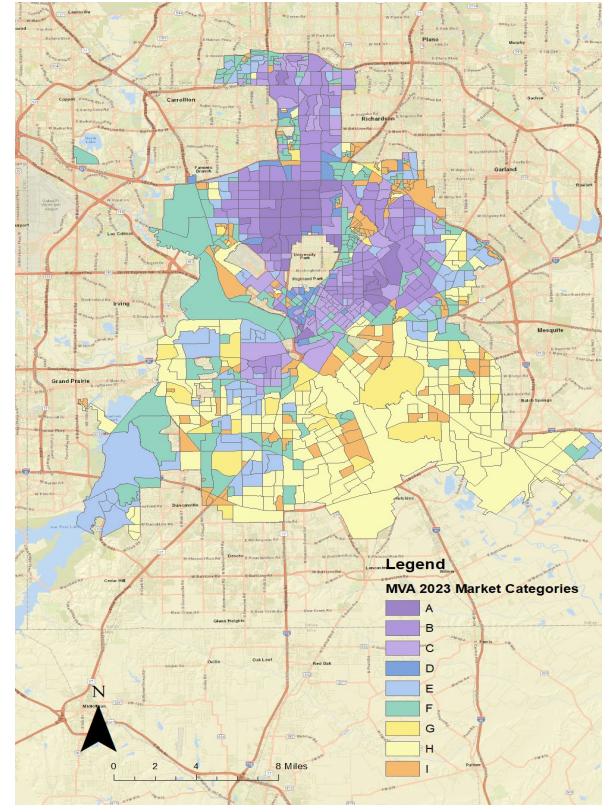


# Equity Strategy Target Areas



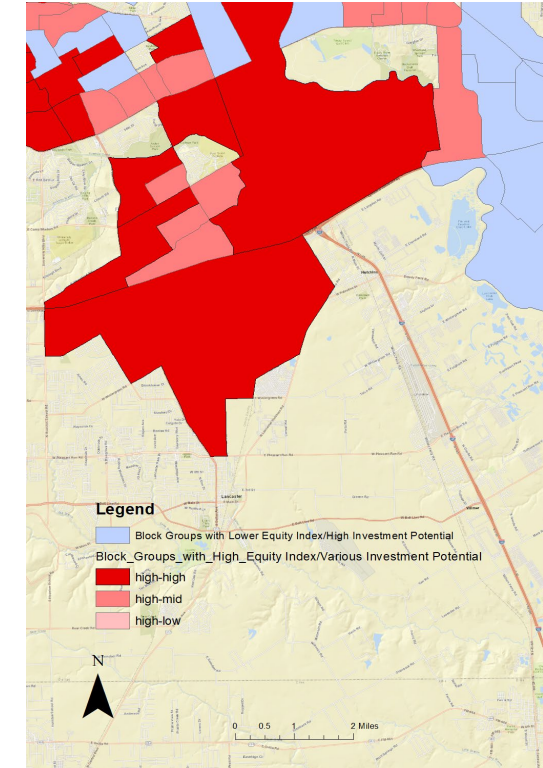
## Dallas Racial Equity Impact Assessment Tool

- Race/Ethnicity
- Poverty
- Homeownership
- Social Vulnerability Index
- Age



## Market Value Analysis

- Value
- Investment & Stress
- Blight & Vacancy
- Ownership & Housing Characteristics



## City Investments

- Dallas Water Utilities
- Public Works
- Transportation
- Planning
- Parks & Recreation

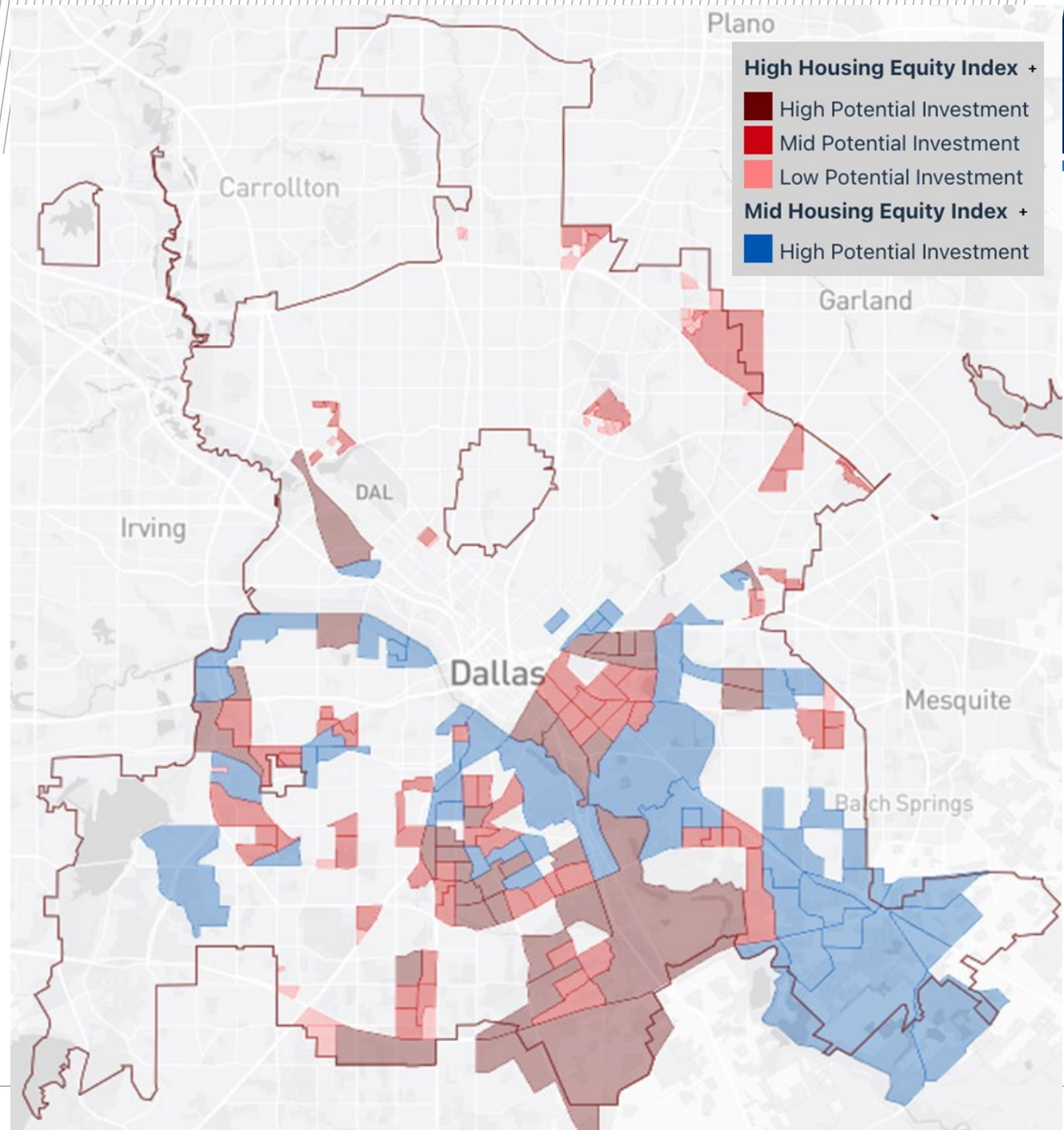




# Data Analysis

## Housing Equity Index:

- High social and economic vulnerability
- Pockets of concentrated poverty
- High housing needs that may extend to general community development
- Opportunity for targeted revitalization strategies



# Community Engagement



- Community engagement was essential to the creation of DHP33, as so is the continual engagement efforts to implement the policy.
- TDA crafted a virtual and in-person strategy to discuss housing needs.
- The survey results were used to help refine the Equity Strategy Target Areas

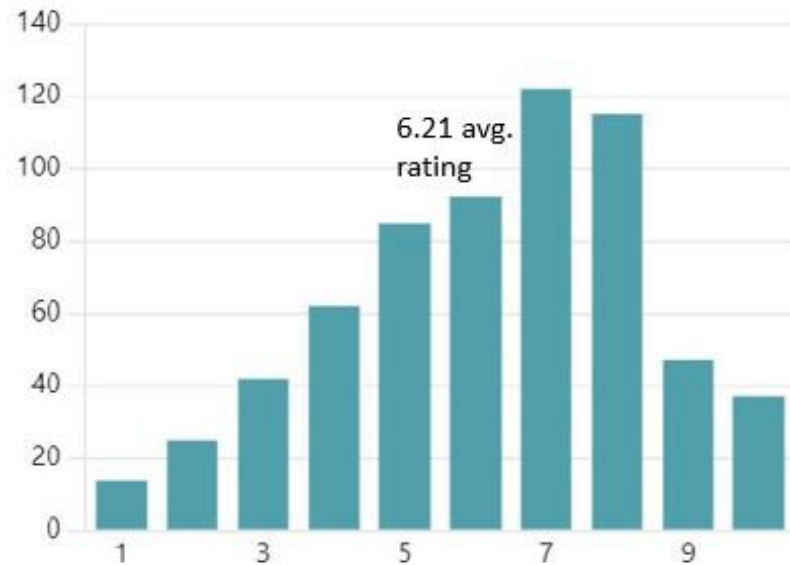
| Event   | People Engaged/<br>Respondents |
|---|--------------------------------|
| Telephone Town Hall   | 3,192                          |
| Housing and Community Needs Survey  | 641                            |
| Virtual and In-Person Meetings  | 50                             |
| Focus Groups <ul style="list-style-type: none"><li>• community development corporations, developers, non-profits, environmental advocates, Latinx and immigrant service providers and housing advocates</li></ul> | 60                             |
| <b>Total Reach</b>  | <b>3,943</b>                   |



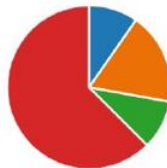
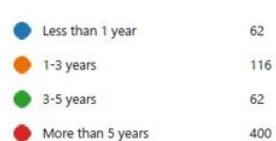
# Community Engagement



## Respondents rate housing, safety, and quality of their communities



## How long residents plan to stay in their current housing



## Respondents rate the need for the following housing activities

■ No Need ■ Low Need ■ Medium Need ■ High Need

Construction of new affordable for-sale housing

Construction of new affordable rental housing

Home-buyer assistance

Rental assistance

Homeowner housing rehabilitation

Rental housing rehabilitation

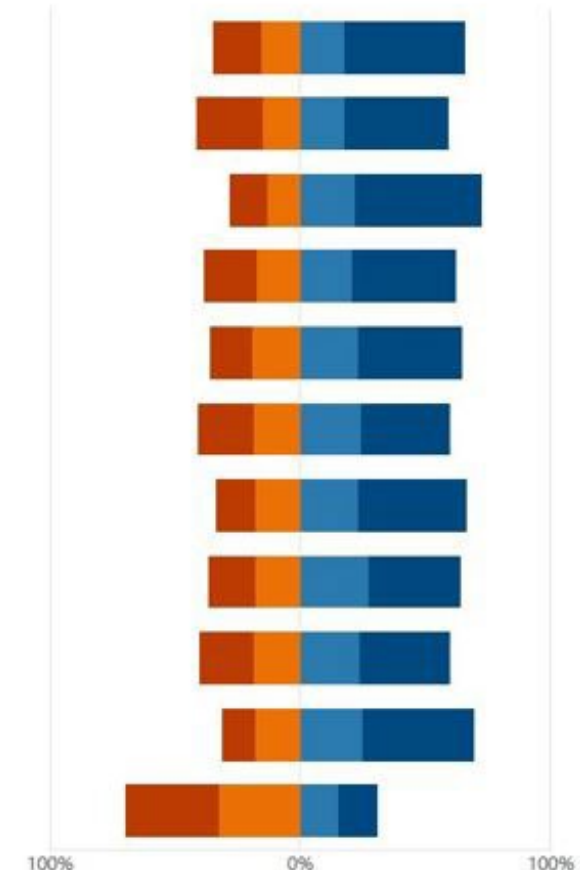
Housing for special populations (senior, homeless, disabled, etc.)

Mixed income housing

Mixed-use development

Modify existing housing (accessibility, energy efficiency)

Housing demolition



# Community Engagement



## Housing should align investments with the following

Should invest   Should not Invest   It depends   No opinion

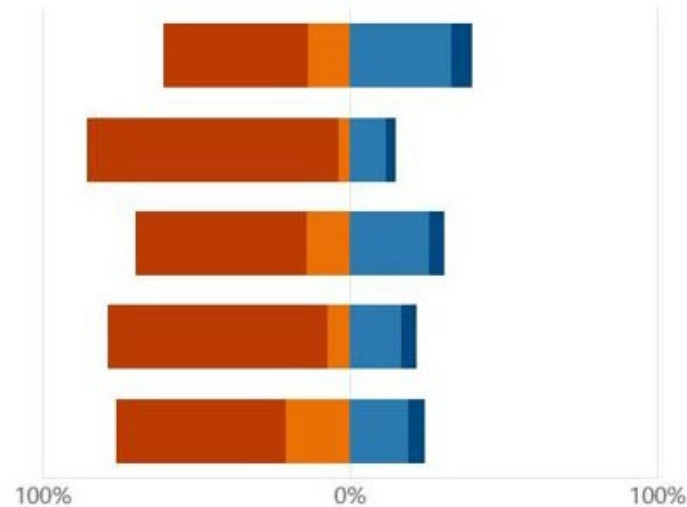
Economic development (new businesses, mixed use)

Infrastructure improvement (streets, sidewalks, roadways)

New parks and recreation centers

Improving utilities (water, sewer, drainage)

Added transportation (bike lanes, bus routes, train)



## Areas that should be prioritized

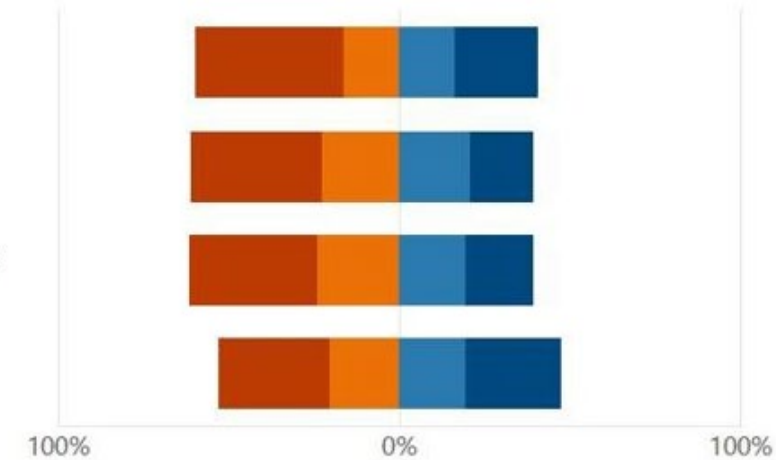
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Areas that lack affordable housing

Areas where housing is available but is in poor condition

Areas that need affordable homeowner-ship opportunities

Areas that need affordable rental housing





# Target Area Recommendation



- To provide a recommendation, TDA Consulting refined potential Equity Strategy Target Area borders using
  - Feedback from community engagement, Community Needs Survey and focus groups
  - Data from other City Departments
    - Potential infrastructure investments
    - DWU Unserved Areas
    - Tax Increment Financing (TIF) districts
    - Planning Area Boundaries



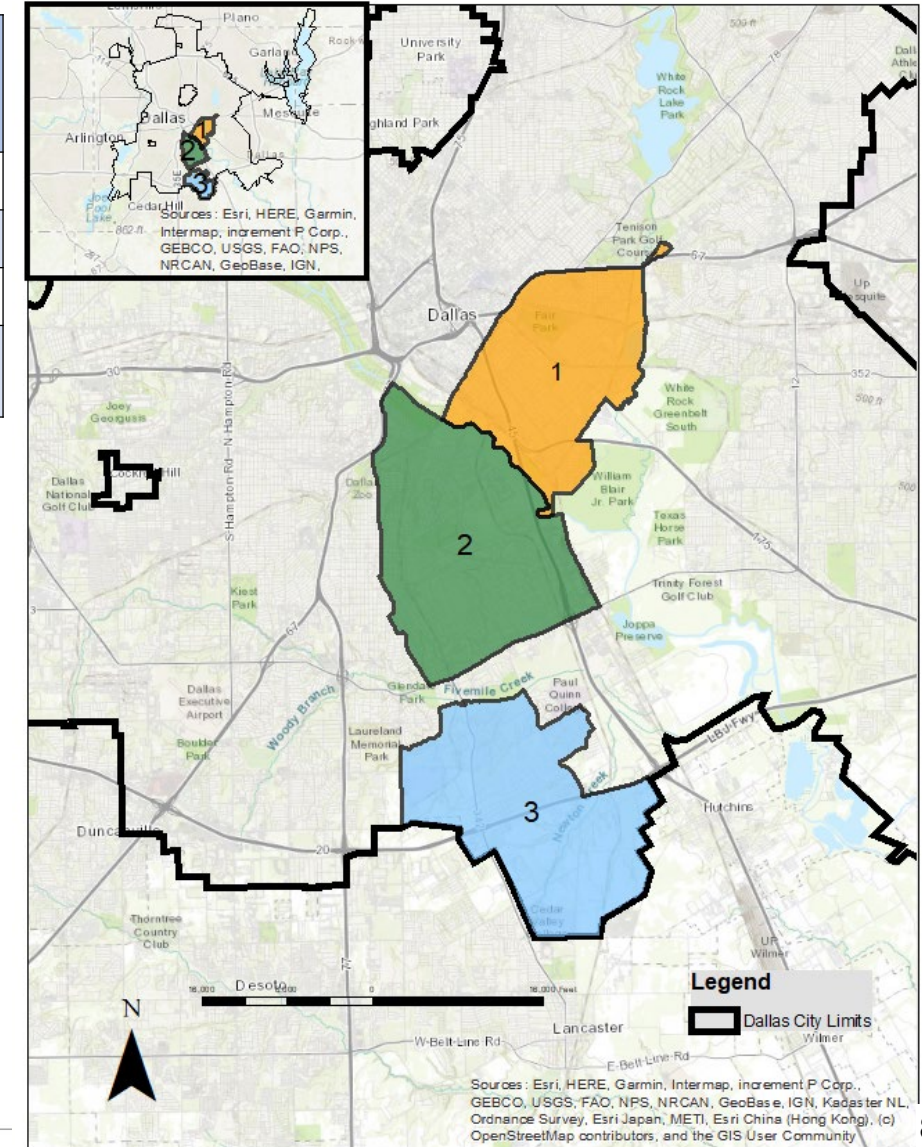
# Target Area Recommendation



| Target Area | Area (Sq. Mi.) | Proportion of City | Population        | Proportion of City | EIA Score | Median Sales Price (\$) | Percent of Vacant Homes/Units |
|-------------|----------------|--------------------|-------------------|--------------------|-----------|-------------------------|-------------------------------|
| 1           | 9.3            | 2.4%               | 32,908            | 2.5%               | 5*        | 213,039                 | 5.5%                          |
| 2           | 12.8           | 3.3%               | 42,087            | 3.2%               | 4*        | 233,596                 | 6.9%                          |
| 3           | 15             | 3.9%               | 17,157            | 1.3%               | 4         | 216,657                 | 2.4%                          |
| City-wide   | 383.55 (Total) | n/a                | 1,300,239 (total) | n/a                | 2*        | 395,788                 | 2.0%                          |

- Nearly 10% of the City of Dallas is included in the target areas selected
- Housing has a lower median sales price, less stability, and more vacancies than the City of Dallas as a whole
- Equity Impact Assessment scores in the target areas are higher than the City-wide average
- Population in target areas has higher social and economic vulnerabilities

\*Score took average of EIA scores in Census Tract rounded to nearest whole number



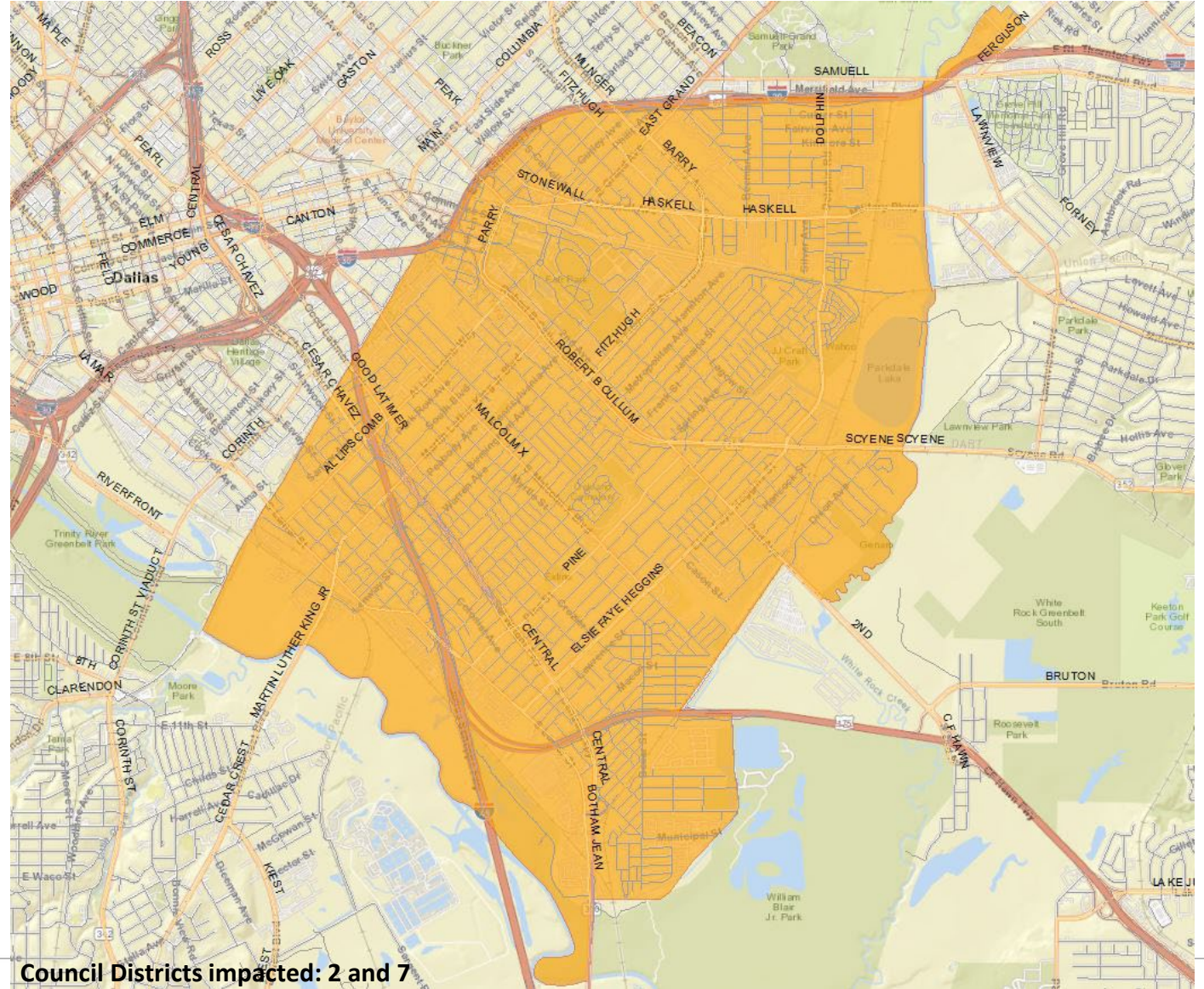


# Target Area 1



|                              | Target Area 1 | City-wide |
|------------------------------|---------------|-----------|
| Population                   | 32,908        | N/A       |
| Total housing units          | 13,237        | 573,597   |
| Median year structures built | 1966          | 1979      |
| % Homeowner occupied         | 33.13%        | 41.43%    |
| % Renter occupied            | 66.87%        | 58.57%    |
| % Population below poverty   | 26.00%        | 17.70%    |
| Median household income      | \$36,530*     | \$58,231  |
| Bachelor's degree or higher  | 8.60%         | 35.60%    |
| % Hispanic households        | 37.16%        | 42.00%    |
| % Black households           | 55.29%        | 24.00%    |

For median income and year built, block groups show an average of the medians and the City-wide data shows a median. (ACS 2021 5-Year estimates block group data)



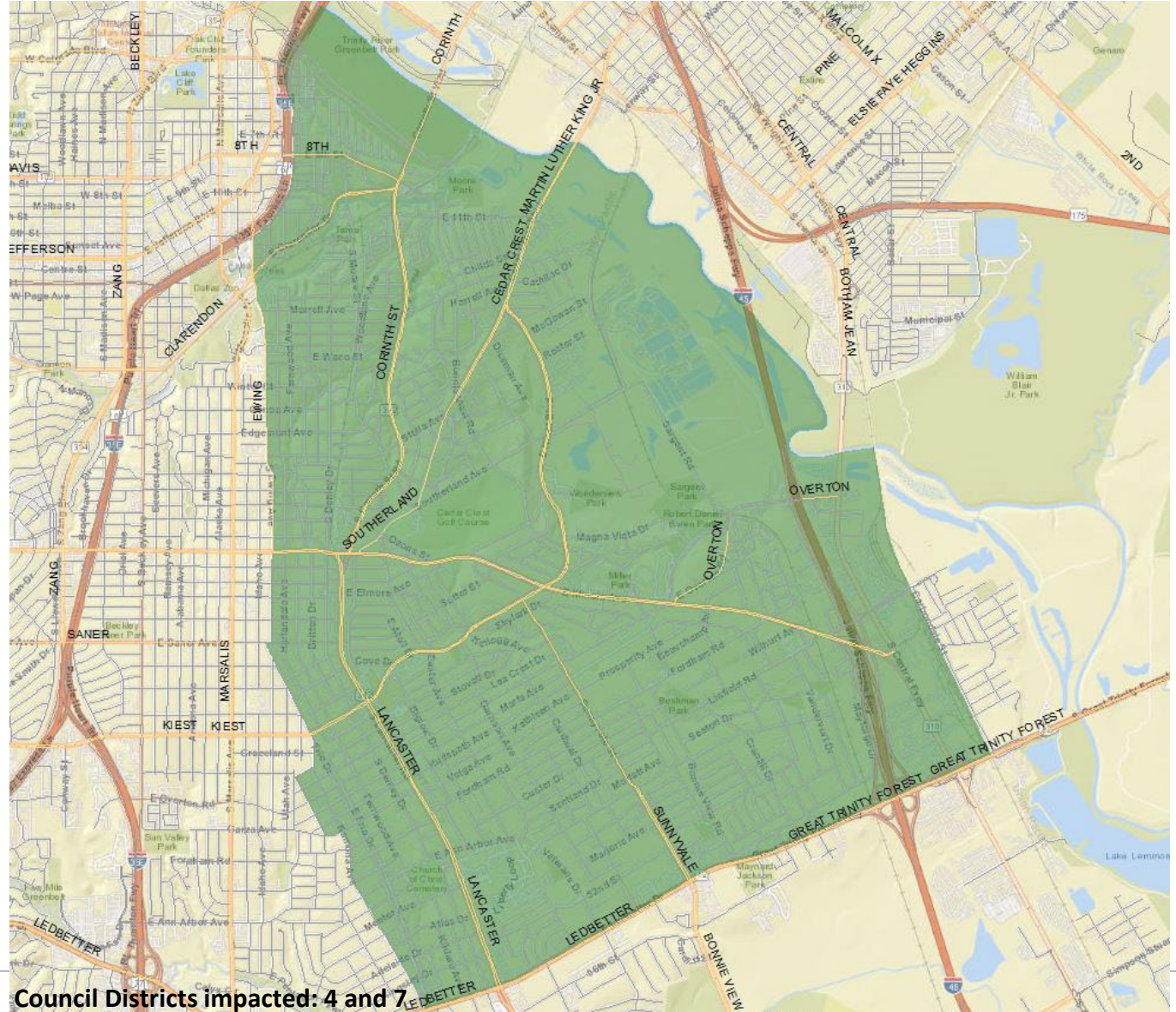


# Target Area 2



|                              | Target Area 2 | City-wide |
|------------------------------|---------------|-----------|
| Population                   | 42,087        | N/A       |
| Total housing units          | 17,104        | 573,597   |
| Median year structures built | 1960          | 1979      |
| % homeowner occupied         | 51.25%        | 41.43%    |
| % renter occupied            | 48.75%        | 58.57%    |
| % Population below poverty   | 36.36%        | 17.70%    |
| Median household income      | \$33,054      | \$58,231  |
| Bachelor's degree or higher  | 8.42%         | 35.60%    |
| % Hispanic households        | 40.21%        | 42.00%    |
| % Black households           | 56.56%        | 24.00%    |

For median income and year built, block groups show an average of the medians and the City-wide data shows a median. (ACS 2021 5-Year estimates block group data)



Council Districts impacted: 4 and 7



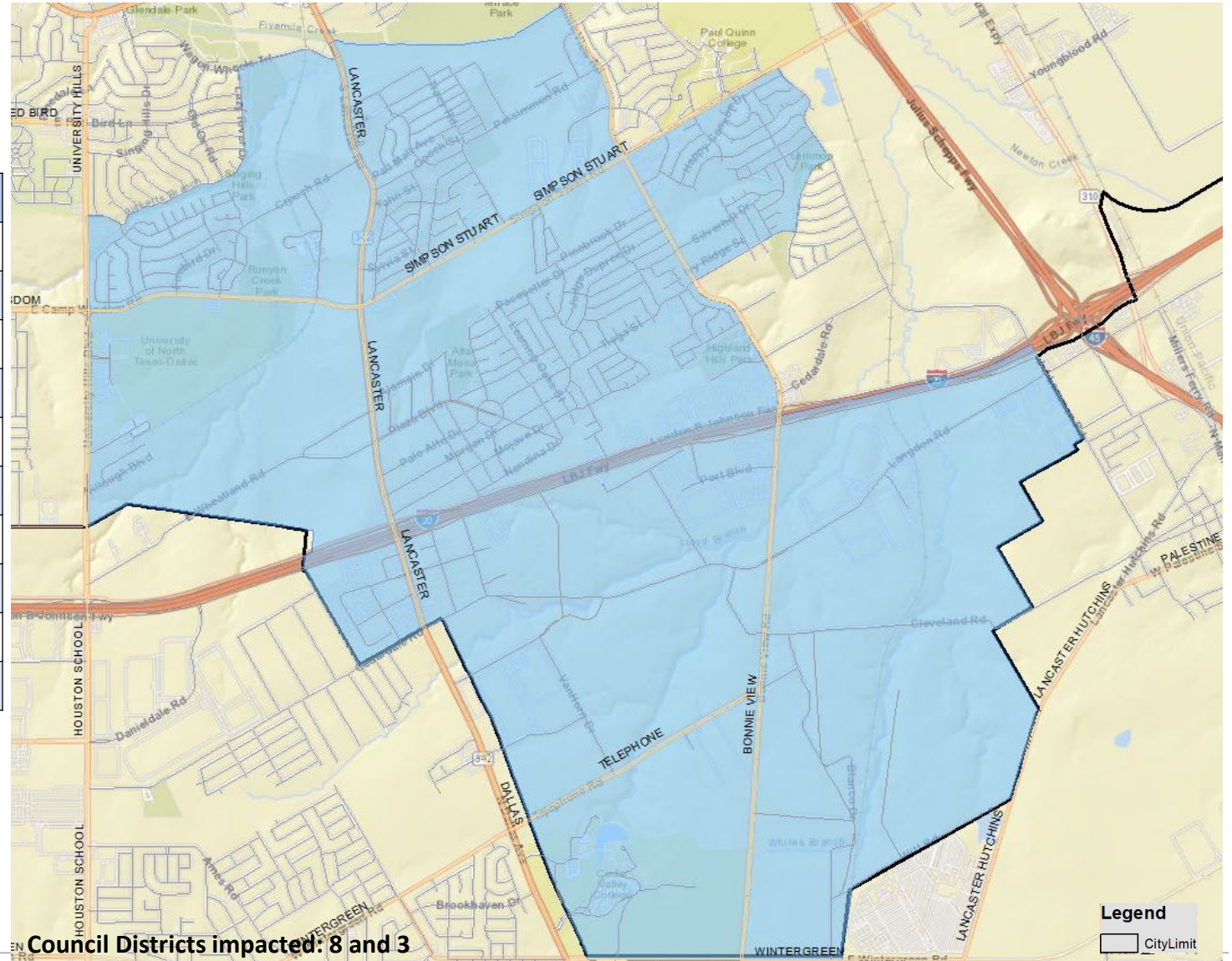


# Target Area 3



|                              | Target Area 3 | City-wide |
|------------------------------|---------------|-----------|
| Population                   | 17,157        | N/A       |
| Total housing units          | 6,097         | 573,597   |
| Median year structures built | 1979          | 1979      |
| % homeowner occupied         | 64.55%        | 41.43%    |
| % renter occupied            | 35.45%        | 58.57%    |
| % Population below poverty   | 25.46%        | 17.70%    |
| Median household income      | \$40,079      | \$58,231  |
| Bachelor's degree or higher  | 12.77%        | 35.60%    |
| % Hispanic households        | 27.61%        | 42.00%    |
| % Black households           | 65.66%        | 24.00%    |

For median income and year built, block groups show an average of the medians and the City-wide data shows a median. (ACS 2021 5-Year estimates block group data)



# Target Areas & Citywide Strategy



- Target Areas, will recruit for specific projects and may offer bonus points in the Notice of Funding Available for future funding
- Housing will be able to align resources with other departments in Target Areas that better support the housing needs in these areas
- Housing operates three corporations and home repair and homebuyer assistance programs available citywide and will continue to do so
- Housing will still work on projects outside of Target Areas and will deploy the best resource available to continue to preserve and invest in affordable housing



# Housing Task Force



- Applications open February 2024
- Functions as an advisory group to help implement strategies of Housing Department
  - In Target Areas and City-wide
- Rightsizing Task Force that includes
  - Development, banking, and business professionals, housing advocates, and special interest groups
  - Resident appointees from Target Areas
- Applicant review by Housing Staff, HHSC, Equity Committee, and Community



# Next Steps



- TDA
  - Craft localized community engagement effort in the selected Target Areas
  - Developing plan for Housing Task Force
  - Finalize Compliance P&Ps
  - NRSA designation/application
- Housing Department
  - Simplify and streamline programs
  - Continue engagement in Target Areas to develop localized strategies
  - Form and manage new Housing Task Force





# Next Steps



- Smartie Goals by December 2024:
  - Continue community engagement and establish goals for investments in target areas with metrics for tracking over time
  - City Con Plan alignment – tying federal funding to plan for target areas and City-wide strategy
  - Develop dashboard for tracking Department investment activity
  - Build Housing Task Force and network of community stakeholders to continue engagement throughout the lifetime of DHP33





**City of Dallas**

# **Dallas Housing Policy 2033 Implementation Update**

**Workforce, Education, &  
Equity Committee  
2.12.24**

Thor Erickson, Assistant Director  
Department of Housing & Neighborhood Revitalization  
City of Dallas



# City of Dallas

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

## Agenda Information Sheet

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**File #:** 24-588

**Item #:** B.

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Update on Digital Navigators Program (High Speed Internet Access in Dallas)  
[Genesis Gavino, Chief of Staff and Resilience Officer, City Managers Office]



**City of Dallas**

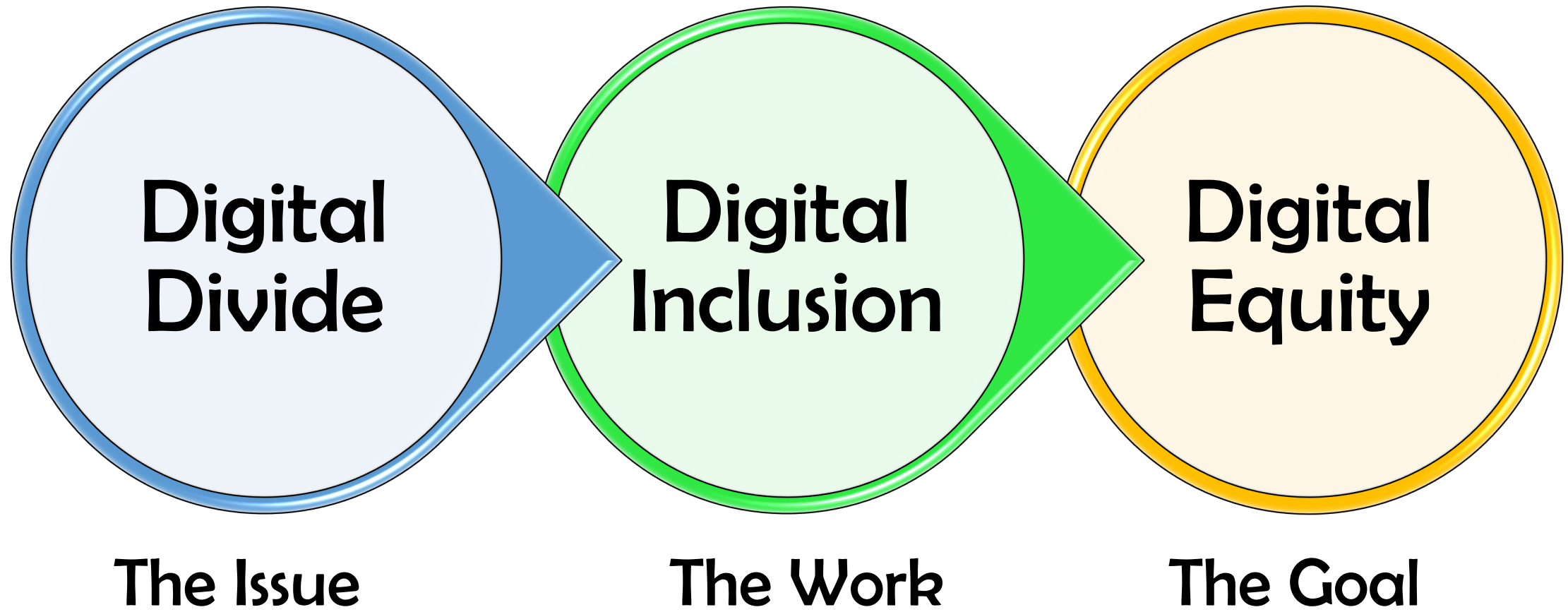
# **Update on Digital Navigators Program**

**February 12, 2024**

**Workforce, Education and Equity Committee**

Genesis D. Gavino  
Chief of Staff and Resilience Officer  
City Manager's Office





All households in Dallas will have highspeed, reliable internet, access to devices in their homes, and the knowledge and skills to navigate a digital world.

# Equity Indicator 30: Internet Access



## Definition

Ratio between the percentages of Black and White households without access to the internet

## Rationale

Internet access is a 21<sup>st</sup> century need to ensure all individuals and communities have information and communications technology capacity needed for full participation in our society, democracy, and economy.

## Findings

Black households (22.36%) lack internet access at greater rates than all other groups, followed by Hispanic households (16.81%) and households of other races and ethnicities (8.01%). The rate for White households is much lower (5.11%).



# Background



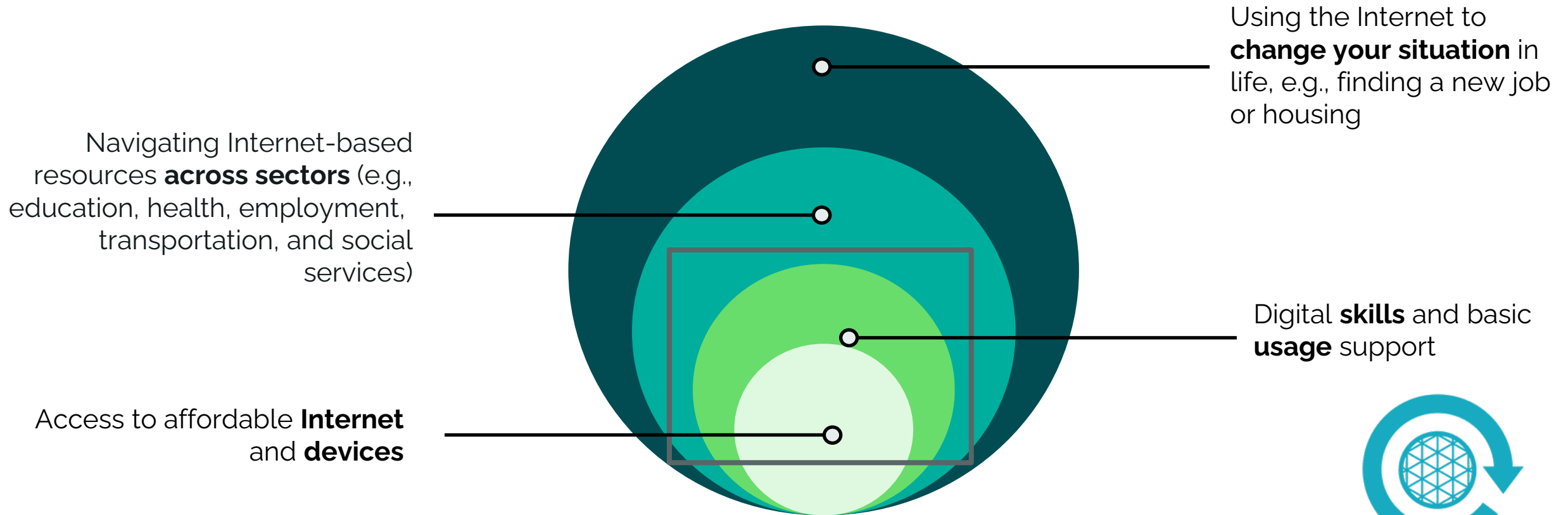
- Modeled after national program focused on four pillars: access, affordability, hardware, digital literacy and skills
- 2020 – Pilot Program
  - LULAC National Education Service Center
  - Funding Source: CARES Funding
  - Budget: \$110,000
  - Performance period: 2.5 months
  - Served 47 families
- 2022 – Full-scale Program
  - Funding Source: ARPA Funding
  - Budget: \$1,000,000
  - Performance Period: One Year, with one year renewal option
  - Selected Provider: Dallas Innovation Alliance



# Connected Dallas



- Builds on the National Digital Inclusion Alliance (NDIA) Digital Navigator Model



Connected Dallas



# Connected Dallas



Connected Dallas

[www.connecteddallas.org](http://www.connecteddallas.org)





# Connected Dallas – Community Anchor Sites



- Sites are hosted at established local nonprofit organizations within priority neighborhoods and focus on expanding access to advanced broadband and digital services.
- These sites host Digital Ambassadors and serve as the ‘brick and mortar’ epicenters of the Connected Dallas initiative.



Connected Dallas



[www.connecteddallas.org](http://www.connecteddallas.org)

# Connected Dallas – Community Anchor Sites



- Increase adoption of the Affordable Connectivity Program (ACP)
- Increase use of Dallas Public Library resources
- Increased access to devices
- Provide Digital Skills workshops
- Provide 1:1 services support
- Deliver 'train the trainer' workshops.



Connected Dallas

[www.connecteddallas.org](http://www.connecteddallas.org)





# Connected Dallas – Community Anchor Sites



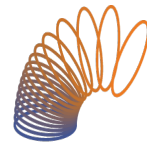
- Site # 1

Log In Shop at Innercity Community Development Corporation  
4907 Spring Ave.  
Dallas, TX 75210



- Site # 2

Tech Lab at Bachman Lake Together  
9507 Overlake Dr.  
Dallas, TX 75220



BachmanLakeTogether



Connected Dallas

[www.connecteddallas.org](http://www.connecteddallas.org)



# Connected Dallas – Community Anchor Sites



- Site # 3  
Vickery Meadow Youth  
Development Foundation  
7110 Holly Hill Dr.  
Dallas, TX 75231

THE COMPUTER HELP CENTER AT



YOUTH DEVELOPMENT  
FOUNDATION



Connected Dallas

[www.connecteddallas.org](http://www.connecteddallas.org)





# Connected Dallas



- Community Engagement Events
  - (EM)powerment Pop-Ups
  - Get Connected Dallas



Connected Dallas

[www.connecteddallas.org](http://www.connecteddallas.org)



# Connected Dallas – Staff Profile



- Digital Ambassadors: 23 (total staff count: 40)
- 38% Participated in a Connected Dallas or site Partner program prior to employment
- 25% are working parents
- Languages Spoken by Staff:
  - English, Spanish, Burmese, Farsi, Dari, Swahili, French, Arabic, Karenni, Hindi, Korean, Malay, Mandarin, Gujarati, Urdu, Tagalog



Connected Dallas



# Dallas Innovation Alliance - YTD



## Clients Served by Race/Ethnicity

|   | Number | Percent |
|---|--------|---------|
| Black/African American                    | 1,169  | 42.82%  |
| Hispanic or Latino                        | 1,144  | 41.90%  |
| No Data                                   | 221    | 8.10%   |
| White, non-Hispanic                       | 132    | 4.84%   |
| Asian                                     | 32     | 1.17%   |
| Other Multi Racial                        | 21     | 0.77%   |
| American Indian/Alask Native              | 7      | 0.26%   |
| Native Hawaiian or other Pacific Islander | 4      | 0.15%   |
| TOTAL                                     | 2730   | 100%    |

## Household Financial Status

|                                  | Number |
|----------------------------------|--------|
| Extremely Low Income (< 30% AMI) | 900    |
| Very Low Income (<30-50% AMI)    | 635    |
| Low Income (50-80% AMI)          | 396    |
| TOTAL                            | 2018   |



Connected Dallas





# City's Digital Inclusion Efforts



- Affordable Connectivity Program
  - Community Enrollment Events
    - Black Churches for Digital Equity
    - Back to School Drives
    - Digital Equity Open House
  - ACP Community Enrollment Guide
    - Available in English, Spanish, and Vietnamese
    - Personalized training from City staff to community partners

## Affordable Connectivity Program Enrollment Guide

Download and view the Enrollment Guide in your preferred language below.

English



Spanish



Vietnamese

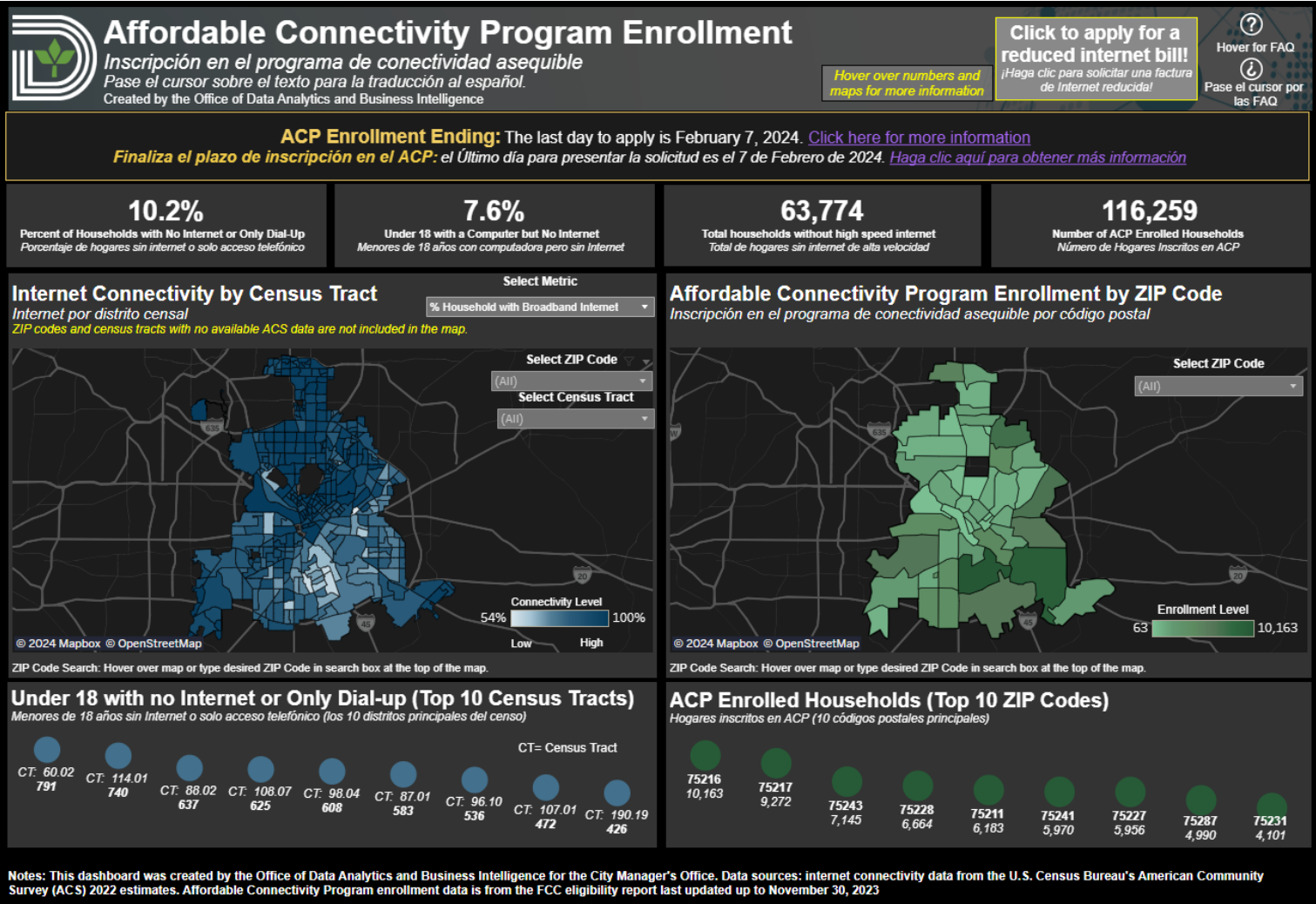




# City's Digital Inclusion Efforts



- Affordable Connectivity Program - Enrollment Dashboard





# City's Digital Inclusion Efforts



- FCC Digital Discrimination Order
- 2023 Digital Inclusion Week
  - Digital Equity Art Contest
  - Spanish and English Proclamation
  - Programming across the city every day
- 2023 Visionary Digital Inclusion Trailblazer
  - 1 of 47 communities across the country
  - Met 20 of the 22 evaluation criteria
- Texas Regional Working Group
  - Texas Digital Opportunity Plan



# Affordable Connectivity Program Wind-Down



- Important Dates
  - February 8, 2024 – Enrollment Freeze
  - Late February 2024 – Final program end date announced (FCC)
  - Mid March 2024 – Second Notification to ACP Enrollees (ISP)
  - April 2024 – Third Notification to ACP Enrollees (ISP)
  - May 2024 – Internet subscription bill increase
- ACP Outreach Grant
  - End of grant activities
  - No wind-down activities allowed

**[www.fcc.gov/acp](https://www.fcc.gov/acp)**



# Next Steps



- Continued ACP wind-down efforts
- Contract Renewal for Year 2 of Digital Navigators Program
- Advocacy in support of ACP
- Exploring Digital Discrimination Rules and Guidelines
- Continued Engagement with Texas Broadband Development Office







**City of Dallas**

# **Update on Digital Navigators Program**

**February 12, 2024**

**Workforce, Education and Equity Committee**

Genesis D. Gavino  
Chief of Staff and Resilience Officer  
City Manager's Office



# City of Dallas

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

## Agenda Information Sheet

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**File #:** 24-551

**Item #:** C.

---

Period Access Dallas (PAD)/ American Rescue Plan (ARPA) Essential Necessities Cooperation Agreement with Staples.

[Jessica Galleshaw, Director, Office of Community Care]

# Memorandum



CITY OF DALLAS

DATE February 12, 2024

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

SUBJECT **Upcoming Office of Community Care Agenda Item #24-172 – Staples Cooperative Agreement for Period Access Dallas (PAD) & Essential Items**

On February 14, 2024, an Office of Community Care item will be considered by City Council to authorize a cooperative agreement with Staples, to provide essential items for the Period Access Dallas (PAD) Program.

**File ID: 24-172:** Authorize a cooperative agreement with Staples to provide critical non-food items, such as period products, diapers, adult diapers, and other hygiene items for distribution in high needs communities or to residents for the period February 1, 2024, through December 31, 2025 - Not to exceed \$700,000.00 – Financing: Coronavirus State and Local Fiscal Recovery Fund (\$300,000.00) and Equity Fund (\$400,000.00)

## **Background**

This item authorizes a cooperative agreement to purchase items from a current City master agreement vendor. The items being authorized are either not a component of the current agreement or are to be purchased in a level exceeding the current agreement allocations. Items purchased through this agreement will be used for two key City programs, Period Access Dallas (P.A.D) and American Rescue Plan Act (ARPA) Essential Necessities and will be purchased using authorized funding dedicated for these programs.

The Office of Community Care was forced to seek a new vendor for P.A.D. program items due to the current authorized vendor's inability to consistently and timely fulfill orders. Since May 2023, OCC, with support from the Office of Procurement Services has worked closely with the current vendor to document the noted issues, however it has been determined that the supply issue cannot be solved. The current vendor's contract is currently going through the cancellation process. Upon recognizing that the vendor could not fulfill requirements, OCC worked with OPS to issue a competitive bids request, but this process did not return a supplier that could consistently meet the demand for products needed. It was determined that the cooperative agreement with a current vendor was the best path forward to ensure regular, consistent and timely supply for the benefit of the P.A.D. program.

DATE February 9, 2024  
SUBJECT **Upcoming Office of Community Care Agenda Item #24-172 – Staples  
Cooperative Agreement for Period Access Dallas (PAD) & Essential  
Items**  
PAGE 2 of 2

The Period Access Dallas program (P.A.D.)

The P.A.D. program addressed gender equity and period poverty by making period products available for free at City facilities, including community centers, recreation centers, and libraries. There are 70 distribution sites across the city. The program is funded through a combination of APRA State and Local Fiscal Recovery Funds, as a component of the approved Essential Necessities program allocation, and Racial Equity Fund dollars to support sites that do not meet ARPA criteria.

Essential Necessities

The Essential Necessities program was initially launched in 2020 as a COVID-responsive social service program, whereby the City partnered with nonprofits and community-based organizations to provide hygiene products to low-income residents. P.A.D. in part grew out of this program. Specific to this contract, the department is including diapers in the cooperative purchasing agreement, which reflects an additional component of the Essential Necessities project. These diapers will be distributed through partnerships with WIC clinics and community organizations, as well as at outreach events.

By entering this agreement with Staples, the Office of Community Care will have a reliable vendor that can support the requirements of several critical programs and services.

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  
Billerae Johnson, City Secretary  
Preston Robinson, Administrative Judge  
Kimberly Bizzor Tolbert, Deputy City Manager  
Jon Fortune, Deputy City Manager

Majed A. Al-Ghafry, Assistant City Manager  
Robert Perez, Assistant City Manager  
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 #:** 24-552

**Item #:** D.

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College Advisory Commission Update Regarding Appointments and Recruitment Efforts and Civic Analysis Project

[Taylor Moody, Partnership and Engagement Coordinator, City Managers Office]



# Memorandum



CITY OF DALLAS

DATE February 12, 2024  
HONORABLE MEMBERS OF THE WORKFORCE, EDUCATION, AND EQUITY COMMITTEE: Jaynie Schultz  
TO (Chair), Carolyn King Arnold (Vice Chair), Adam Bazaldua, Paula Blackmon, Jaime Resendez, Paul Ridley, Gay Donnell Willis  
SUBJECT **College Advisory Commission Update Regarding Appointments and Recruitment Efforts and Civic Analysis Project**

The purpose of this memorandum is to provide an update on the College Advisory Commission (CAC). The College Advisory Commission is committed to creating a supportive environment for Dallas college students. Our mission is to address their diverse needs and challenges by advocating for policies that enhance their quality of life. Through collaboration and community engagement, we aim to empower the next generation and contribute to the cultural and economic vibrancy of Dallas.

## **Background:**

On May 8, 2023, the Workforce, Education, and Equity Committee was briefed and recommended City Council support for the creation of the CAC. On June 28, 2023, the Dallas City Council approved agenda item #7, an ordinance amending Chapter 2 of the Dallas City Code establishing the creation of the CAC, it was then formalized as part of the FY 24 budget approved on September 20, 2023. Moving forward, The CAC will serve a full year term beginning each January and advise Dallas City Council on topics impacting college students, review local policies, propose and support collegiate engagement in city programs, and provide opportunities for students to contribute to the city's culture, economy, and character.

## **Recruitment Efforts:**

On February 14, the appointment of the following seven students will be on the agenda for City Council consideration:

Angelica Barrera  
Max Brenner  
Tamal Pilla  
Sequena Alexander  
Nancy Galarza  
Criswell College Selection  
Paul Quinn Selection

While sixteen universities were initially invited, only seven decided to participate this year. The decision of several universities not to participate in the CAC this year can be

attributed to a combination of factors primarily, a lack of interest among students due to their focus on academic commitments, as well as areas of study that fall outside of the commission's mission, making it challenging for them to engage actively in the CAC.

Additionally, some universities faced difficulty meeting the age and residence requirements of the program, as the demographics of their student populations did not align with the criteria set by the CAC ordinance. Moreover, the absence of on-campus students due to building closures and virtual learning at many universities posed a challenge in recruiting suitable representatives, as the program aims to include students actively involved in the campus community. These challenges, and the closure of one of the selected universities, contributed to a reduced number of participating universities this year. However, all universities will still have opportunities throughout the year to appoint students to the CAC as they identify suitable candidates who can effectively represent their schools on the commission.

### **Civic Analysis Project:**

The Civic Analysis Project is a multi-faceted initiative that combines research, stakeholder engagement, and innovative problem-solving to contribute substantial recommendations for the betterment of college student life in Dallas. The goal is not only to identify challenges but also to present practical solutions that can be implemented for the benefit of the community. Our Civic Analysis Project seeks to enhance the quality of life for college students in Dallas through:

- **City Review:** CAC will conduct an in-depth examination of existing programs and organizations related to their chosen focus area. The goal is to identify both challenges and successful interventions from similar urban settings, creating a foundation for informed decision-making.
- **Policy Analysis:** An evaluation of current policies and practices in Dallas, this analysis aims to identify gaps and areas for improvement, ensuring that recommendations put forth by the CAC align with the broader policy landscape of the city.
- **Engagement:** Engaging with key stakeholders, including college students, city officials, community leaders, and subject matter experts. This engagement allows for the gathering of diverse perspectives and insights, ensuring that the recommendations are reflective of the varied needs and experiences of the community.
- **Innovative Solutions:** CAC members will propose practical and innovative solutions to address the identified challenges. By exploring creative and forward-

DATE February 12, 2024  
SUBJECT **Update on the College Advisory Commission**  
PAGE **3 of 3**

thinking approaches, the CAC aims to contribute meaningful enhancements to the quality of life for college students.

Staff will provide another update to the Committee no later than June 2024 once the Commission has begun their work. Please feel free to contact me or Taylor Moody, Partnership & Engagement Coordinator at [taylor.moody@dallas.gov](mailto:taylor.moody@dallas.gov) should you have any additional questions or concerns.



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

c: T.C. Broadnax, City Manager  
Tammy Palomino, City Attorney  
Mark Swann, City Auditor  
Biliera Johnson, City Secretary  
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Jack Ireland, Chief Financial Officer  
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 #:** 24-590

**Item #:** E.

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Update on a Proposed Human Rights Commission and Updates Concerning the Veteran Affairs Commission and Commission on Disabilities

[Christina da Silva, WCIA Officer, Office of Equity and Inclusion; Chris Graves, Human Rights Officer, Office of Equity and Inclusion]

# Memorandum



CITY OF DALLAS

DATE February 12<sup>th</sup> 2024

TO Honorable Mayor and Members of the City Council

SUBJECT **Update on Human Rights Commission Discussion**

## Purpose

The purpose of this memo is to provide historical context on the establishment of both the Veteran Affairs Commission and Commission on Disabilities to inform the proposed idea to create a Human Rights Commission across multiple human rights areas, including but not limited to non-discrimination (LGBTQIA+), worker's rights, and women's rights. This memo advises on how the Human Rights Commission could function, suggest expertise and lived experience necessary for members, identify potential alignment with existing initiatives, including the FIFA World Cup 2026, and issues in need of further research by OEI and discussion by Workforce, Education and Equity Committee.

## Background on Veteran Affairs Commission and Commission on Disabilities

### Veteran Affairs Commission:

City Council passed the ordinance to establish the Veteran Affairs Commission (VAC) in January 2021 with a mission to represent Dallas' military veteran community.<sup>1</sup> The VAC is responsible for evaluating and recommending programs, policies, and practices to alleviate veteran difficulty in meeting basic needs, obtaining housing, employment, and comprehensive mental health assistance, as well as serve as a clearinghouse for information relating to the status of veterans in the Dallas community. Convening on a monthly basis, the VAC has been committed to enhancing awareness for resources and advocating for improved housing options for veterans. OEI supports the VAC with coordination efforts.

### Commission on Disabilities:

City Council unanimously adopted the ordinance to establish the Disability Commission in December 2021 after earlier consideration of the ordinance by the Workforce, Education, and Equity Committee. Mayor Eric Johnson proposed the creation of a 15-member Disability Commission in October 2021, during National Disability Employment Awareness Month, to advise City Council on issues related to the "full spectrum of needs, rights, and privileges of people with disabilities"<sup>2</sup>. C. A technical resource panel supports

<sup>1</sup> <https://cityofdallas.legistar.com/LegislationDetail.aspx?ID=4755071&GUID=C0274714-62C1-4B0A-99DA-931172D8B3C9>

<sup>2</sup> <https://cityofdallas.legistar.com/LegislationDetail.aspx?ID=5216758&GUID=2C5E5C94-4087-477F-AB44-D0703E63A9F8&Options=&Search=>.



DATE  
SUBJECT

February 9, 2024

## **UPDATE ON HUMAN RIGHTS COMMISSION DISCUSSION**

the Commission and serves on a non-voting basis with nominations by the City Manager. Members should either have lived experience or be committed to advancing the needs of the disabled community. OEI supports the Disability Commission with coordination efforts.

### **Challenges and Opportunities**

The Human Rights Commission could have the unique potential to encompass the concerns that the Veteran Affairs Commission and Commission on Disabilities are discussing and make part of the mainstream human rights conversation. Before proceeding, extensive discussion with both Commissions and the Dallas FIFA World Cup 2026 Host Committee would be needed to ensure effective collaboration and maximum alignment with existing efforts.

### **Outline of Tentative Purpose and Alignment of Human Rights Commission**

Adopt an intersectional approach between human rights issues to advance human rights institutionally and at a grassroots level for the benefit of all Dallasites.

*Governance and Structure:* The creation of a Human Rights Commission could fulfill its goals through a structure aligned with the FWC2026 Host City Human Rights Framework and organized around three sub-committees:

1. Inclusion and Safeguarding
2. Worker's Rights
3. Access to Remedy

Each sub-committee incorporates intersectional human rights areas, such as Inclusion and Safeguarding bridging non-discrimination, safety and security, disability access, homelessness, and environmental justice, for example. The Commission could further the work to develop the required Human Rights Action Plan by the end of 2024 if additionally supported by an operational advisory group of non-voting members who have the technical expertise needed to advise on how to build out human rights programs at the systems-level. The Access to Remedy sub-committee would be key to Dallas' human rights efforts if it had the capacity to hear, refer, and resolve non-law enforcement related human-rights related grievances. The Human Rights Commission would also fulfill a key aspect of FIFA's expectations that host cities leave a positive human rights legacy since it would remain established after 2026. The Framework is tentatively set to be made public by FIFA by March 25, 2024, and once public we will follow up with a copy so Council Members can view details on FIFA's human rights standards.

*Cross-Commission Collaboration:* The Human Rights Commission should advance collaboration between existing Commissions with the Chair of the Disability and Veterans Commission each serving as members of the Human Rights Commission, pending first discussions with both commissions.

DATE February 9, 2024  
SUBJECT **UPDATE ON HUMAN RIGHTS COMMISSION DISCUSSION**

*Membership:* Appointed members should either have lived experience in the applicable human rights area or have the requisite background, knowledge, and technical expertise needed to advise on operationalizing human rights efforts.

*Alignment with Existing International and National Frameworks:* Institutionalizing a Human Rights Commission would bolster Dallas' base standard score, less flex points, with The Human Rights Campaign's Municipal Equality Index and would receive additional points if it incorporated a built-in enforcement mechanism for human rights grievances.<sup>3</sup> By potentially integrating the FWC2026 Host City Human Rights Framework, it would also ensure alignment with the UN's Guiding Principles on Business and Human Rights including by incorporating an enforcement mechanism or Access to Remedy sub-committee.<sup>4</sup>

### **Next Steps – Evaluation of Best Practices and Feasibility**

Undertake a comprehensive landscape assessment and literature review of existing Human Rights Commissions, leverage this assessment to contact and speak with at least 10 active Human Rights Commissions including in NYC, LA, Seattle, Boston, and Philadelphia on issues, opportunities, and challenges, engage our Veteran Affairs Commission and Commission on Disabilities on their input, and discuss with Dallas' Host Committee the potential role of the Human Rights Commission in supporting World Cup human rights efforts and as one avenue to formalize stakeholder bodies. Based on this input, OEI can better advise City Council on how to create an effective Human Rights Commission that is inclusive, responsive, and impactful.



**M. Elizabeth Cedillo-Pereira**  
Assistant City Manager

c: T.C Broadnax, City Manager  
Tammy Palomino, Interim City Attorney  
Mark Swann, City Auditor  
Biliera Johnson, City Secretary  
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Jack Ireland, Chief Financial Officer  
Genesis D. Gavino, Chief of Staff to the City Manager  
Directors and Assistant Directors

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<sup>3</sup> [Dallas, TX | Municipalities - Human Rights Campaign \(hrc.org\)](https://hrc.org/dallas-tx-municipalities-human-rights-campaign)

<sup>4</sup> [Guiding Principles Business HR, EN.pdf \(ohchr.org\)](https://www.ohchr.org/en/guidingprinciplesbusinesshr)

DATE February 9, 2024  
SUBJECT **UPDATE ON HUMAN RIGHTS COMMISSION DISCUSSION**

Ordinance Establishing the Veteran Affairs Commission:

<https://acrobat.adobe.com/link/track?uri=urn%3Aaid%3A%3AUS%3A%3A0aae257-c589-36f5-b540-5cf5fd814304&viewer%21megaVerb=group-discover>

Ordinance Establish the Commission on Disabilities:

<https://acrobat.adobe.com/link/track?uri=urn%3Aaid%3A%3AUS%3A%3A5e72b6f6-7c51-3958-ac9a-753d51719710&viewer%21megaVerb=group-discover>

15 memo  
Advisory  
4 - must be VETS & serving

210242

1-11-21

ORDINANCE NO. 31746

An ordinance amending Chapter 2, "Administration," of the Dallas City Code by adding a new Article XXIX, "Veteran Affairs Commission"; providing the creation of the veteran affairs commission; providing the terms, membership requirements, meeting requirements, and functions of the veteran affairs commission; providing a saving clause; providing a severability clause; and providing an effective date. Now, Therefore,

BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF DALLAS:

SECTION 1. That Chapter 2, "Administration," of the Dallas City Code is amended by adding a new Article XXIX, "Veteran Affairs Commission," to read as follows:

**"ARTICLE XXIX.**

**VETERAN AFFAIRS COMMISSION.**

**SEC. 2-170. VETERAN AFFAIRS COMMISSION - CREATED; TERMS; MEMBERSHIP; MEETINGS.**

(a) There is hereby created the veteran affairs commission of the city, which shall be an advisory body of 15 members. Each city council member shall have one appointment to the veteran affairs commission. The mayor shall appoint the chair from among the members, subject to confirmation by the city council, and the full city council shall appoint the vice-chair.

(b) All members shall be appointed for an initial term to expire on September 30, 2021. Thereafter, nominations shall begin in August 2021 and each subsequent odd-numbered year, and members appointed shall serve a two-year term beginning on October 1.

(c) The veteran affairs commission will represent the city's military veteran community. The veteran affairs commission must have a balanced membership reflecting an outstanding interest in or knowledge of veterans' affairs, including having knowledge about veterans' concerns, or being affiliated with a service provider to veterans, and at least four members must be currently serving or have previously served in the United States military (including the Reserves or National Guard).

(d) The veteran affairs commission shall hold monthly meetings or as often as may be necessary. The chair, with assistance of staff, shall schedule and determine the agenda for such meetings.

**SEC. 2-171. VETERAN AFFAIRS COMMISSION - FUNCTIONS.**

(a) The veteran affairs commission shall act as an advisory body to the city manager and the city council and shall:

(1) evaluate and recommend programs, policies, and practices designed to alleviate veterans' difficulties in meeting basic needs, obtaining housing, employment, and comprehensive mental health assistance;

(2) act as a central clearinghouse for information relating to the status of veterans in the Dallas community;

(3) accumulate information about the needs of veterans in the Dallas community, including available services, and make recommendations to the city council regarding these needs;

(4) recommend ways to:

(A) educate the community on:

(i) the status of veterans' rights and needs; and

(ii) veterans' contributions to our community; and

(B) promote awareness among the public and private sector of veterans' full potential and of the importance of veterans' contributions to the development of the community; and

(5) identify and review the entire range of services available to veterans, and recommend ways to:

(A) strengthen existing services and pursue new services for veterans;

(B) promote collaboration between service providers; and

(C) expand resources available to veterans.

(b) The city manager shall provide staff to assist the commission in performing its duties and responsibilities."

SECTION 2. That Chapter 2 of the Dallas City Code shall remain in full force and effect, save and except as amended by this ordinance.



31746

SECTION 3. That any act done or right vested or accrued, or any proceeding, suit, or prosecution had or commenced in any action before the amendment or repeal of any ordinance, or part thereof, shall not be affected or impaired by amendment or repeal of any ordinance, or part thereof, and shall be treated as still remaining in full force and effect for all intents and purposes as if the amended or repealed ordinance, or part thereof, had remained in force.

SECTION 4. That the terms and provisions of this ordinance are severable and are governed by Section 1-4 of Chapter 1 of the Dallas City Code, as amended.

SECTION 5. That this ordinance shall take effect immediately from and after its passage and publication in accordance with the provisions of the Charter of the City of Dallas, and it is accordingly so ordained.

APPROVED AS TO FORM:

CHRISTOPHER J. CASO, City Attorney

By Casey Byers  
Assistant City Attorney

Passed JAN 27 2021



## PROOF OF PUBLICATION – LEGAL ADVERTISING

The legal advertisement required for the noted ordinance was published in the Dallas Morning News, the official newspaper of the city, as required by law, and the Dallas City Charter, Chapter XVIII, Section 7.

DATE ADOPTED BY CITY COUNCIL JAN 27 2021

ORDINANCE NUMBER 31746

DATE PUBLISHED JAN 30 2021

ATTESTED BY:



## Agenda Information Sheet

**File #:** 20-2517

**Item #:** 40.

**STRATEGIC PRIORITY:** Government Performance and Financial Management

**AGENDA DATE:** January 27, 2021

**COUNCIL DISTRICT(S):** All

**DEPARTMENT:** Office of Equity and Inclusion

**EXECUTIVE:** M. Elizabeth Cedillo-Pereira

### **SUBJECT**

An ordinance amending Chapter 2, "Administration" of the Dallas City Code by adding a new Article XXIX, "Veteran Affairs Commission" to: **(1)** provide the creation of the veteran affairs commission; **(2)** provide the terms, membership requirements, meeting requirements, and functions of the veteran affairs commission; **(3)** provide a saving clause; **(4)** provide a severability clause; and **(5)** provide an effective date - Financing: No cost consideration to the City

### **BACKGROUND**

The purpose of the Veteran Affairs Commission is to act as an advisory body to the City Manager and the City Council by evaluating and recommending programs, policies, and practices designed to alleviate veterans' difficulties in meeting basic needs, obtaining housing, employment, and comprehensive mental health assistance; acting as a central clearinghouse for information relating to the status of veterans in the Dallas community; accumulating information about the needs of veterans in the Dallas community, including available services, and making recommendations to the City Council regarding these needs; recommending ways to educate the community and promote awareness among the public and private sector of veterans' full potential and of the importance of veterans' contributions to the development of the community; and identifying and reviewing the entire range of services available to veterans.

The Veterans Affairs Commission will advise the City Council on City-related issues and provide a forum for voicing the concerns of and meeting the needs of the City's veteran's community.

All members shall be appointed for an initial term to expire on September 30, 2021. Thereafter, nominations shall begin in August 2021 and each subsequent odd-numbered year, and members appointed shall serve a two-year term beginning on October 1.

**PRIOR ACTION/REVIEW (COUNCIL, BOARDS, COMMISSIONS)**

The Workforce, Education, and Equity Committee was briefed on the draft ordinance on December 14, 2020.

On January 11, 2021, the Workforce, Education, and Equity Committee approved the draft ordinance for recommendation to the City Council.

**FISCAL INFORMATION**

No cost consideration to the City.

32070

ORDINANCE NO. \_\_\_\_\_

An ordinance amending Chapter 2, "Administration," of the Dallas City Code by amending Article XXI-a; creating a commission on disabilities; providing functions, terms, and meetings of the commission on disabilities; providing definitions; providing duties and responsibilities of the commission on disabilities; providing a saving clause; providing a severability clause; and providing an effective date.

BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF DALLAS:

SECTION 1. That Article XII-a, "Reserved," of Chapter 2, "Administration," of the Dallas City Code is amended to read as follows:

**"ARTICLE XXI-a.**  
**COMMISSION ON DISABILITIES [RESERVED].**

**SEC[S]. 2-152.1.                    COMMISSION ON DISABILITIES - CREATED;**  
**FUNCTION; TERMS; MEETINGS.**

(a) There is hereby created a commission on disabilities, which shall be an advisory body of 15 members. Each city council member shall have one appointment to the commission on disabilities. The mayor shall appoint the chair from among the members, subject to confirmation by the city council, and the full city council shall appoint the vice-chair.

(b) All members shall be appointed for an initial term to expire on June 14, 2023. Thereafter, nominations shall begin in September and each subsequent odd-numbered year, and members shall serve a two-year term beginning on October 1.

(c) All voting members of the commission on disabilities shall be residents of the city.

(d) All voting members of the commission on disabilities shall share a commitment to the goals of the commission on disabilities and shall either be persons with disabilities or be committed to the community of disabled persons.

(e) Members shall be broadly representative of the disabled community at large, without dominance by any single disability group.

(f) The commission on disabilities shall meet at least six times a year and may hold additional meetings at the call of the chair.



**SEC. [THRU] 2-152.2.****DEFINITION.**

In this article, DISABILITY means the same as the term is defined in the Americans With Disabilities Act of 1990, as amended.

**SEC. 2-152.3.****DUTIES AND RESPONSIBILITIES.**

(a) The commission on disabilities shall be responsible for advising and making recommendations to the mayor, city council, city manager, department directors, and the individual designated by the mayor to head the mayor's initiative on disabilities on issues pertaining to the full spectrum of needs, rights, and privileges of people with disabilities.

(b) The subjects to be addressed by the commission on disabilities include, but are not be limited to:

(1) Developing programs to provide employment opportunities for people with disabilities.

(2) Developing programs to address accessibility issues.

(3) Developing community-based programs to enhance the quality of life for Dallas residents who have disabilities.

(4) Developing programs to address the issues pertaining to alcoholism and drug abuse.

(5) Developing programs to take full advantage of all federal, state and local funding opportunities.

(6) Developing programs to ensure adequate housing for people with disabilities.

(7) Developing programs to ensure accessible communications for people with disabilities.

**SEC. 2-152.4****TECHNICAL RESOURCE PANEL.**

(a) There is hereby created a technical resource panel to be comprised of eight members appointed by the city council to serve as non-voting technical members of the commission on disabilities.

(1) The technical resource panel is not a board or commission subject to Chapter 8 of this code or Chapter XXIV, Section 13 of the city charter.

(2) The city manager may nominate members of the first technical resource panel, as recommended by the Office of Equity and Inclusion for approval by the full council.

(3) Following the initial appointments, future technical resource panel members may be nominated by the city manager, as recommended by the Office of Equity and Inclusion, through consultation with the commission on disabilities, for approval by the full council.

(b) Each member of the technical resource panel shall be an individual with at least four years of experience in disability matters and shall share a commitment to the goals of the commission on disabilities. Additionally, appointments to the panel must, to the extent possible, be representative of the ethnic diversity of the city.

(c) Members of the technical resource panel are not required to be residents of the city or qualified voters in the city.

(d) Members of the technical resource panel shall serve two-year terms and are subject to the same conflict of interest and confidentiality restrictions that are applicable to members of the commission on disabilities. Members of the technical resource panel are subject to forfeiture of membership on the same basis as members of the commission on disabilities.

(e) Members of the technical resource panel shall attend and fully participate in all meetings and deliberations of the commission on disabilities, including closed sessions, but shall not be entitled to vote as members of the commission on disabilities.

(f) The technical resource panel shall use its expertise and experience in disability matters to assist the commission on disabilities to the fullest extent possible in the review of all issues coming before the commission on disabilities.

(g) The technical resource panel does not have any oversight responsibility or oversight authority with respect to the commission on disabilities.

(h) Nothing in this section prohibits the commission on disabilities from seeking additional outside technical expertise and advice as necessary."

SECTION 2. That Chapter 2 of the Dallas City Code shall remain in full force and effect, save, and except as amended by this ordinance.

SECTION 3. That any act done or right vested or accrued, or any proceeding, suit, or prosecution had or commenced in any action before the amendment or repeal of any ordinance, or part thereof, shall not be affected or impaired by amendment or repeal of any ordinance, or part thereof, and shall be treated as still remaining in full force and effect for all intents and purposes as if the amended or repealed ordinance, or part thereof, had remained in force.

SECTION 4. That the terms and provisions of this ordinance are severable and are governed by Section 1-4 of Chapter 1 of the Dallas City Code, as amended.

SECTION 5. That this ordinance shall take effect immediately from and after its passage and publication in accordance with the provisions of the Charter of the City of Dallas, and it is accordingly so ordained.

APPROVED AS TO FORM:

CHRISTOPHER J. CASO, City Attorney

By   
Assistant City Attorney

Passed DEC 11 2021



## PROOF OF PUBLICATION – LEGAL ADVERTISING

The legal advertisement required for the noted ordinance was published in the Dallas Morning News, the official newspaper of the city, as required by law, and the Dallas City Charter, Chapter XVIII, Section 7.

DATE ADOPTED BY CITY COUNCIL DEC 08 2021

ORDINANCE NUMBER 32070

DATE PUBLISHED DEC 11 2021

ATTESTED BY:



## Agenda Information Sheet

**File #:** 21-2263

**Item #:** 45.

**STRATEGIC PRIORITY:** Government Performance and Financial Management

**AGENDA DATE:** December 8, 2021

**COUNCIL DISTRICT(S):** All

**DEPARTMENT:** Office of Equity and Inclusion

**EXECUTIVE:** M. Elizabeth Cedillo-Pereira

### SUBJECT

An ordinance amending Chapter 2, "Administration" of the Dallas City Code, Article XXI-a, to: **(1)** create a commission on disabilities; **(2)** provide the functions, terms, and meetings of the commission on disabilities; **(3)** provide definitions; **(4)** provide the duties and responsibilities of the commission on disabilities; **(5)** provide a saving clause; **(6)** provide a severability clause; and **(7)** provide an effective date - Financing: No cost consideration to the City

### BACKGROUND

The Commission on Disabilities will be responsible for advising and making recommendations to the Mayor, City Council, City Manager, Department Directors, and the individual designated by the Mayor to head the Mayor's initiative on disabilities on issues pertaining to the full spectrum of needs, rights, and privileges of people with disabilities. The Commission on Disabilities is charged with developing programs to provide employment opportunities for people with disabilities; developing programs to address accessibility issues; developing community-based programs to enhance the quality of life for Dallas residents who have disabilities; developing programs to address the issues pertaining to alcoholism and drug abuse; developing programs to take full advantage of all federal, state and local funding opportunities; developing programs to ensure adequate housing for people with disabilities; and developing programs to ensure accessible communications for people with disabilities.

The Commission on Disabilities will advise the City Council on City-related issues and provide a forum for voicing the concerns of and meeting the needs of the City's diverse disability community.

All members shall be appointed for an initial term to expire on June 14, 2023. Thereafter, nominations shall begin in September and each subsequent odd-numbered year, and members appointed shall serve a two-year term beginning on October 1.

A technical resource panel of up to eight non-voting members will be nominated by the City Manager and appointed by the City Council. This panel is charged with using its expertise and experience in disability matters to assist the commission on disabilities to the fullest extent possible in the review of all issues coming before the commission on disabilities.



**PRIOR ACTION/REVIEW (COUNCIL, BOARDS, COMMISSIONS)**

The Workforce, Education, and Equity Committee was briefed on "Consider an Amendment to the Dallas City Code to Create a Commission on Disabilities" on October 12, 2021.

[The Workforce, Education, and Equity Committee was briefed by memorandum on "Consider an Amendment to the Dallas City Code to Create a Commission on Disabilities" on November 8, 2021.](#)

**FISCAL INFORMATION**

No cost consideration to the City.



# City of Dallas

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

## Agenda Information Sheet

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**File #:** 24-555

**Item #:** F.

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Committee Forecast

# WORKFORCE, EDUCATION, & EQUITY

## COMMITTEE (ROLLING) 3 MONTH FORECAST

(subject to change)

Updated 2/9/24

|   | W / E / E     | TITLE   | DEPARTMENT   |
|---|---------------|---|--|
| <b>MONDAY, FEBRUARY 12, 2024, 9:00 A.M.</b> |               |   |  |
| <b>BRIEFING ITEMS</b>                       | Equity (I)    | Dallas Housing Policy 2033 Implementation Update                                    | Department of Housing & Neighborhood Revitalization  |
|   | Equity (I)    | Update on Digital Navigators Program  | CMO  |
|   |               |   |  |
| <b>BRIEFINGS BY MEMORANDUM</b>              | Equity (I)    | PAD/Essential Necessities Procurement   | Office of Community Care   |
|   | Education (I) | College Advisory Commission Update  | CMO  |
|   | Equity (I)    | Update on Human Rights Commission Discussion  | Office of Equity and Inclusion – WCIA, HRO   |
|   |               |   |  |
| <b>MONDAY, MARCH 4, 2024, 1:00 P.M.</b>     |               |   |  |
| <b>BRIEFING ITEMS</b>                       |               | <b>Special Called Joint Meeting with Economic Development Committee</b>             |  |
|   |               | Historical and Cultural Preservation  | Planning and Urban Design  |
|   |               |   |  |
|   |               |   |  |
|   |               |   |  |
| <b>TUESDAY, MARCH 5, 2024, 9:00 A.M.</b>    |               |   |  |
| <b>BRIEFING ITEMS</b>                       | Equity (I)    | Welcoming Strategy Update   | Office of Equity & Inclusion - WCIA  |
|   | Equity (I)    | Community Engagement Update   | CMO - Chief of Staff   |
|   | Workforce (I) | REP Strategies & Initiatives  | Office of Procurement Services, Small Business Center  |
|   | Education (E) | DISD Equity Efforts   | Dr. Pamela Lear, DISD  |
|   |               |   |  |
| <b>BRIEFINGS BY MEMORANDUM</b>              | Workforce (I) | Gender Transitioning in the Workplace – Suggested Guidance for Supporting Employees | Office of Equity and Inclusion, Human Resources  |
|   | Equity (I)    | Welcoming Strategy Update   | Office of Equity & Inclusion - WCIA  |
|   |               |   |  |
| <b>MONDAY, APRIL 8, 2024, 9:00 A.M.</b>     |               |   |  |
| <b>BRIEFING ITEMS</b>                       | Equity (I)    | Public Safety & Equity Update   | Office of Integrated Public Safety Solutions, Office of Community Care, Small Business Center, Dallas Police Dept. |
|   | Equity (I)    | ADA Transition Plan Update  | OEI - Human Rights (other departments)   |
|   | Equity (I)    | Racial Equity Plan DPM Update   | Office of Equity & Inclusion   |
|   | Workforce (I) | Economic Business Case Update   | Office of Equity & Inclusion   |
|   |               |   |  |
| <b>BRIEFING ITEMS</b>                       |               |   |  |
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