

Memorandum



CITY OF DALLAS

DATE October 11, 2024
TO Honorable Chair and Committee Members of the Workforce, Education, and Equity Committee
SUBJECT **Office of Equity and Inclusion – Human Rights Workshop Update**

Background

This memo reports on the progress by the Office of Equity and Inclusion (OEI) in leading a human rights workshop, which will inform the development of a human rights task force. OEI has confirmed October 31, 2024 to host a workshop in collaboration with key human rights stakeholders and partners. In February 2024 OEI briefed the WEE Committee on originally exploring a formalized Human Rights Commission. Based on the results of engagement and research across 18 other U.S. cities, OEI led a full presentation to the WEE Committee in June 2024, and WEE called for OEI to host a human rights workshop to continue engaging additional stakeholders and to identify potential human rights issues residents may face in their daily lives with the goal of addressing through municipal strategies.

Human Rights Workshop Two-Part Focus

OEI received guidance from the WEE Committee during the last memo update in September 2024 to maintain a focus on advancing human rights at the City Dallas independently from what is called for by North Texas hosting the World Cup in 2026. While separate, OEI saw a need to complement efforts because of intersections between stakeholders to engage, the timing for this planned engagement, and overlap in some of the human rights issue areas that need to be assessed. Teams proposed hosting a full-day workshop with two independent components. Following a morning session with a focus on the World Cup led by the North Texas FIFA World Cup Organizing Committee, OEI in the afternoon will then take the lead for the City of Dallas in engaging area stakeholders across the following human rights areas informed by WEE priority areas: **(1)** Inclusion and Safeguarding (Vulnerable Populations), **(2)** Re-Entry, **(3)** Veterans, **(4)** Migrants, **(5)** Worker’s Rights, **(6)** Housing and Homelessness, and **(7)** Safety and Security/Policing.

These seven focus areas allow the City of Dallas to stand apart by not only taking the opportunity to examine the human rights intersections across existing City services and daily activities, but also be strategic in gathering insight on the front-end to inform potential efforts.

Designing the City of Dallas Portion of the Human Rights Workshop

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OEI has engaged a consultant to inform the overall design of the Human Rights Workshop, and efforts led by OEI include the following components:

1. **Stakeholder and Landscape Assessment Templates for City Colleagues** – OEI sent templates across key City departments beginning in September 2024 requesting the contact information of stakeholders OEI should engage. OEI further collected information on departments' existing programs, services, activities, and additional issues with the goal of ensuring strategies proposed are not duplicative.
2. **Pre-Activity for Stakeholders** – For each human rights area, stakeholders will complete a pre-activity to prioritize the impact of specific human rights issues across different activities, identify the groups impacted, and describe the adverse impact. Additional space is provided for stakeholders to identify issues not already included.
3. **Workshop Axes Exercise with Facilitators** – OEI will have seven issue area facilitators who lead each group of stakeholders through an axes exercise that allows stakeholders to come together to prioritize previously-identified issues and those submitted by stakeholders in the pre-activity.

Based on issues prioritized by stakeholders during the workshop, OEI will develop strategies to address taking into consideration already existing efforts at the City of Dallas. Before finalization, OEI looks forward to briefing the WEE Committee by December 2024 on the results of the workshop and plans for an ongoing Human Rights Task Force as an implementation partner.

Next Steps – Invitation to WEE Members

OEI included key staff from all Mayor and City Council Offices on the Save the Date sent out on September 30, 2024, and OEI looks forward to WEE's engagement not only during the City of Dallas portion of workshop, but also in later supporting implementation of strategies developed. If you have any questions, please contact myself or Dr. Lindsey Wilson, Director of Equity and Inclusion at lindsey.wilson@dallas.gov or Christopher Graves, Human Rights Officer at christopher.graves@dallas.gov

Sincerely,



M. Elizabeth (Liz) Cedillo-Pereira, J.D.

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