



City of Dallas

Racial Equity Plan Update

**Workforce, Education
and Equity Committee
March 7, 2023**

Dr. Lindsey Wilson, Director
Office of Equity and Inclusion

Dr. Lisa Rainey, Equity Manager
Office of Equity and Inclusion
City of Dallas

Sarah Cotton Nelson
High Flying Strategy

Overview



- **Background**

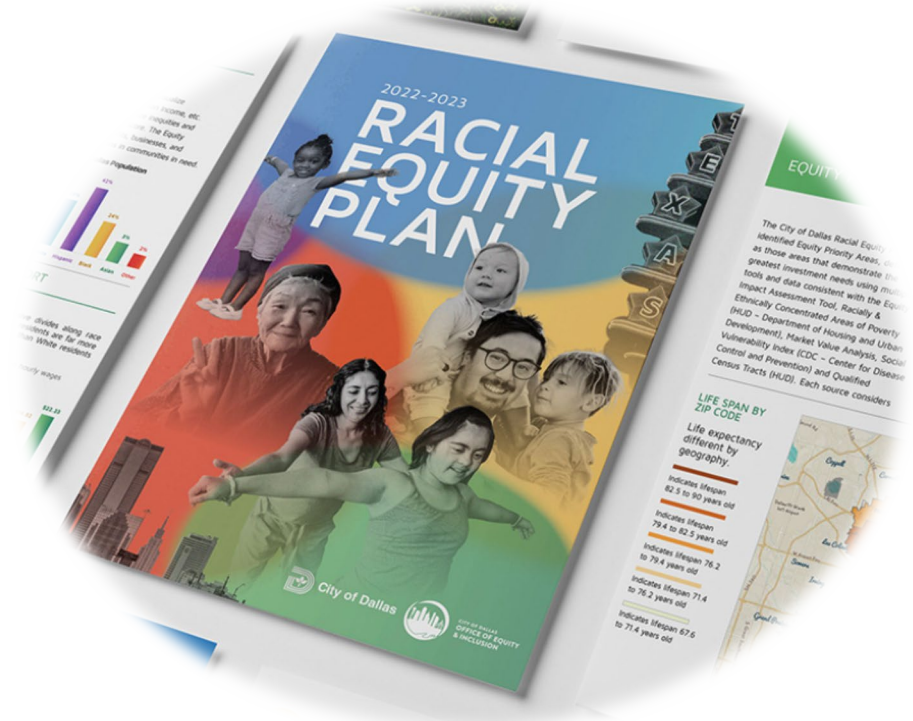
- Where we have been
- Purpose
- 2022 DPMs
- Six-month progress...

- **Racial Equity Plan Update**

- Where we are now
- Citywide department participation
- REP Investments
- BAG Strategy & Implementation Roadmap

- **Addressing Disparities**

- Where we are going
- Next Steps



Background: Where we have been

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The City of Dallas Adopted the
Racial Equity Plan (REP)
On August 24, 2022

2022 AUGUST						
SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

Purpose of the Racial Equity Plan



- **Assist** City leaders by establishing short-, mid-, and longer-term goals to minimize existing inequities
- **Serve** as a byproduct of City leadership, community input, and intentional deliberation with City departments
- **Reframe** racial and economic inclusion as integral to Dallas' growth



Racial Equity Plan



Plan de Equidad Racial (Spanish)



First Six Months DPMs (2022)



Department Progress Measures (DPMs)

7 Ambitious Departments

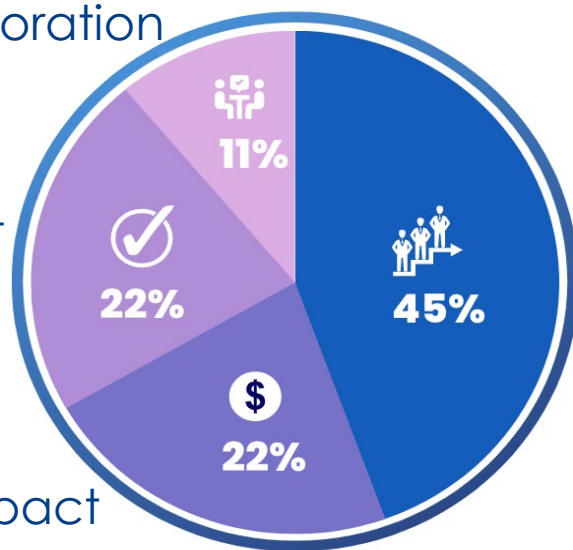
Developed 8 DPMs

89% are complete

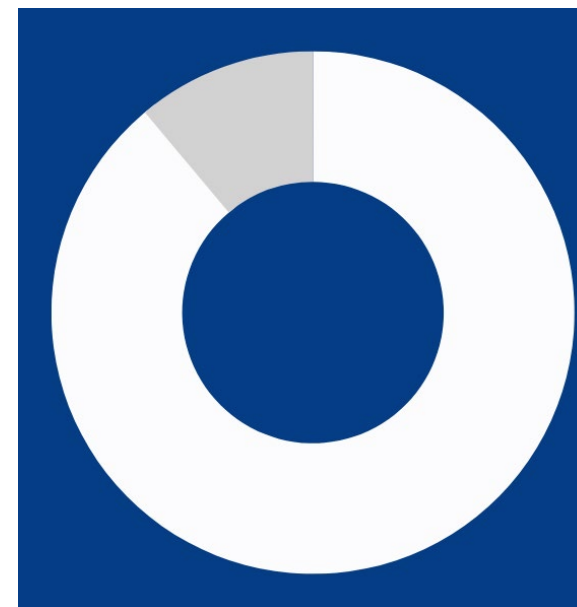
Cross Department
Collaboration

Policy Impact

Fiscal Impact



Procedural Shift



2022 DPMs: Eight Measures



City Controller's Office (CCO.1 - *In Progress*)

- Increase by 25% the number of annual audits for suppliers with contracts exceeding \$500k regarding compliance with the living wage on general services contracts by 2022.

Court & Detention Services (CTS.3 - *Completed*)

- Reduce the number of chronic dumpsites in Southern Dallas from 28 to 25 by September 30, 2022.

Court & Detention Services (CTS. 4 - *Completed*)

- Based on observation, provide considerations that address underlying cause of illegal dumping by December 2022 (a) Add a transfer station in Southern Dallas (b) Increase the operation of landfills from 1 day to 3 days a week for residents in Southern Dallas.



2022 DPMs: Eight Measures



Department of Housing & Neighborhood Revitalization (HOU.1 - *Completed*)

- Complete revisions to the Comprehensive Housing Policy based on the Equity Audit by December 2022.

Office of Government Affairs (OGA.1 - *Completed*)

- Increase community engagement to gather feedback on City's federal and state legislative priorities in equity priorities areas from 0 to 4 by December 2022.

Office of Homeless Solutions (OHS.1 - *Completed*)

- By December 2022, formalize a partnership between HOU, OCC, MDHA, and Dallas County to address permanent supportive housing for residents with no to low income.



2022 DPMs: Eight Measures



Department of Planning & Urban Design (PUD.1 - *Completed*)

- The P+UD will host a minimum of 5 capacity building training modules in historically disadvantaged communities by December 31, 2022. Capacity building modules will include Navigating City Services, Data is Power, Neighborhood Organization Guide and Let's Plan Together

Office of Risk Management (ORM.1 - *Completed*)

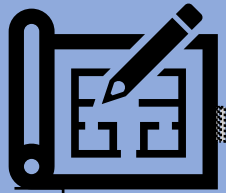
- Increase the number of trainings offered outside of regular hours (multi-shift schedule) from 85 to 95 by December 2022



In 6 Months, the City of Dallas has...



Racial Equity Plan



August 2022
Citywide Racial
Equity Plan
Adopted

Awarded Cities
Addressing Fines
and Fees Equitably
(CAFEE) Grant



Leveraged regional
and national presence



Honored at the
Dallas Business
Journal's 2023
Leaders in Diversity
awards



Presented at conferences
including NLC in KS and
NTC DEI Summit

Initiated dialogues with
Philanthropy to unite
around racial equity
efforts



Advanced DPMs and
BAGs through
department and
interdepartmental
collaboration

Strengthened
community relationships
– 4th Annual Ei
Symposium



REP
highlighted following
RACE FORWARD
national convening



Racial Equity Plan Update

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Where we are now

March 2023

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

Citywide Department Participation



Supporting departments

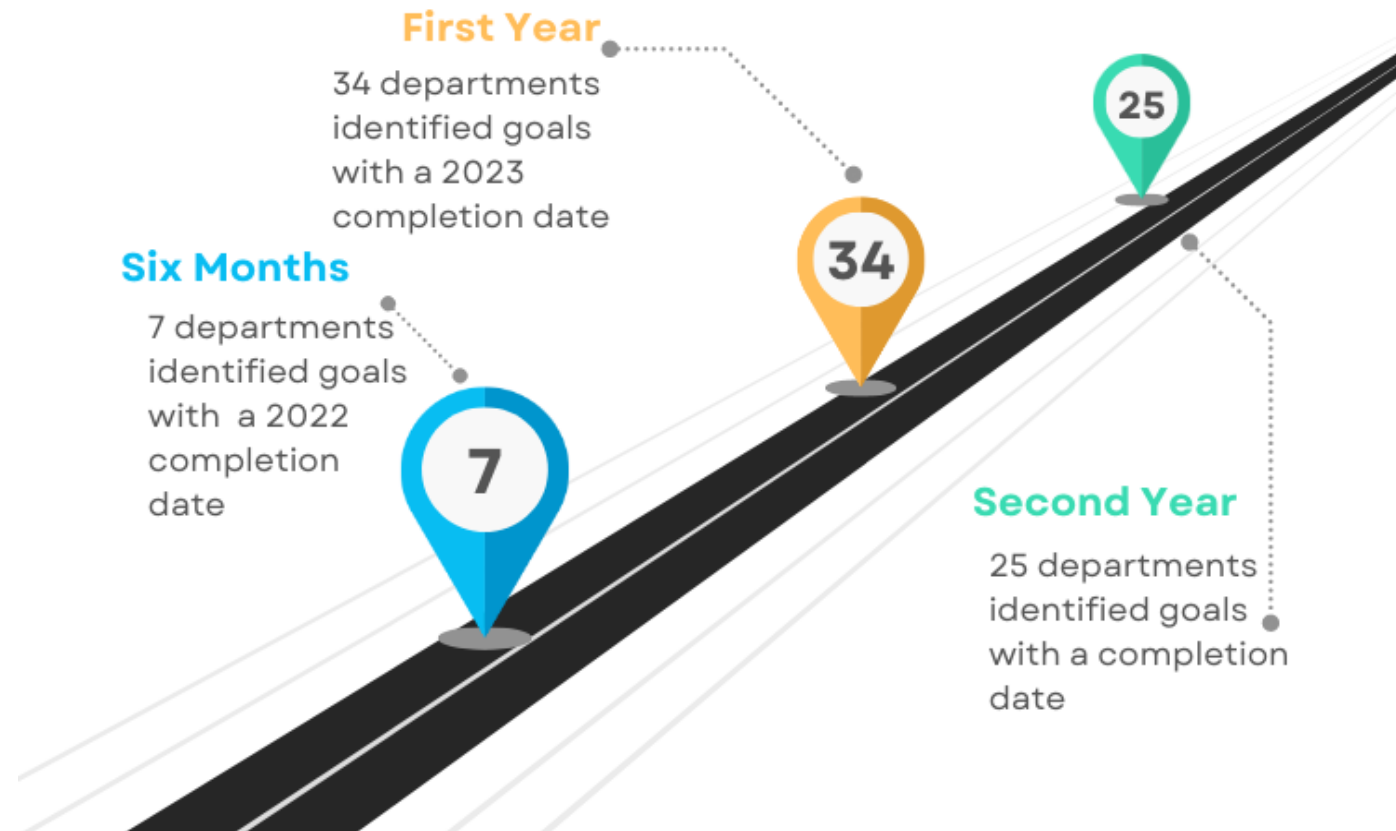
to achieve their DPMs that address disparities over the next 3 – 5 years and move towards

Big Audacious Goals

Goal Completion

1. Awareness
2. Amplification
3. Accountability

Department Progress Measures





FY2022-2023 City Budget allocated \$40.8 million towards equity related initiatives

One-Time REP Investments

- Total \$20M in Investments
- Total of 13 Initiatives
- Align with Big Audacious Goals (BAGs) and/or Department Progress Measures (DPMs)

Budgeting for Equity Investments

- Total \$20.8M in Investments
- Total of 23 Initiatives
- Partial alignment with Big Audacious Goals (BAGs) or Department Progress Measures (DPMs)



FY 2022-23 Investments and Project Status



City Webpage provides:

- 1. Alignment to Big Audacious Goal**
- 2. Department Name**
- 3. Amount Allocated**
- 4. Project Status**

Funded – Project Funded; In Progress – Project is in the initial to mid-point stage; Near Completion – 80% of the project is finalized; Completed – Project is complete.

[Big Audacious Goals Home \(dallascityhall.com\)](http://dallascityhall.com)



REP Big Audacious Goals



Economic, Workforce, & Community Development Goal: Become the most economically inclusive City by eliminating the racial 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.



Environmental Justice Goal: Equitably engage and address the disproportionate impact pollution and climate issues have on historically disadvantaged communities.



Housing Goal: Close the homeownership gap and secure housing stability.



Infrastructure Goal: Close infrastructure gaps where intentional historical disinvestment previously occurred.



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



Developing BAG Strategy



City Departments

- Advancing respective DPMs and BAGs with emphasis on efforts funded in City FY2022-2023 Budget
- Developing a Dallas Equity Atlas
- OEI and DBI collaborating to develop a dashboard illustrating key progress measures (expected third quarter 2023)
- Integrating an Equity Framework into existing and developing plans and programs to align with REP DPMs and BAGs

Strategy & Community

- Social Impact Consultant Sarah Cotton Nelson assisting in development of synergies with Philanthropy Community to unite racial equity efforts
- Engagement with communities continues as a key cornerstone of the Equity Framework.
- Initial discussions related to development of BAG Road Map



Developing BAG Strategy & Implementation Roadmap



External Partnerships

City Leadership

Eco Dev Policy	ForwardDallas	Housing Policy 2033
Strategic Mobility Plan	CECAP	Cultural Plan
Bond Program	Historic Preservation	Other

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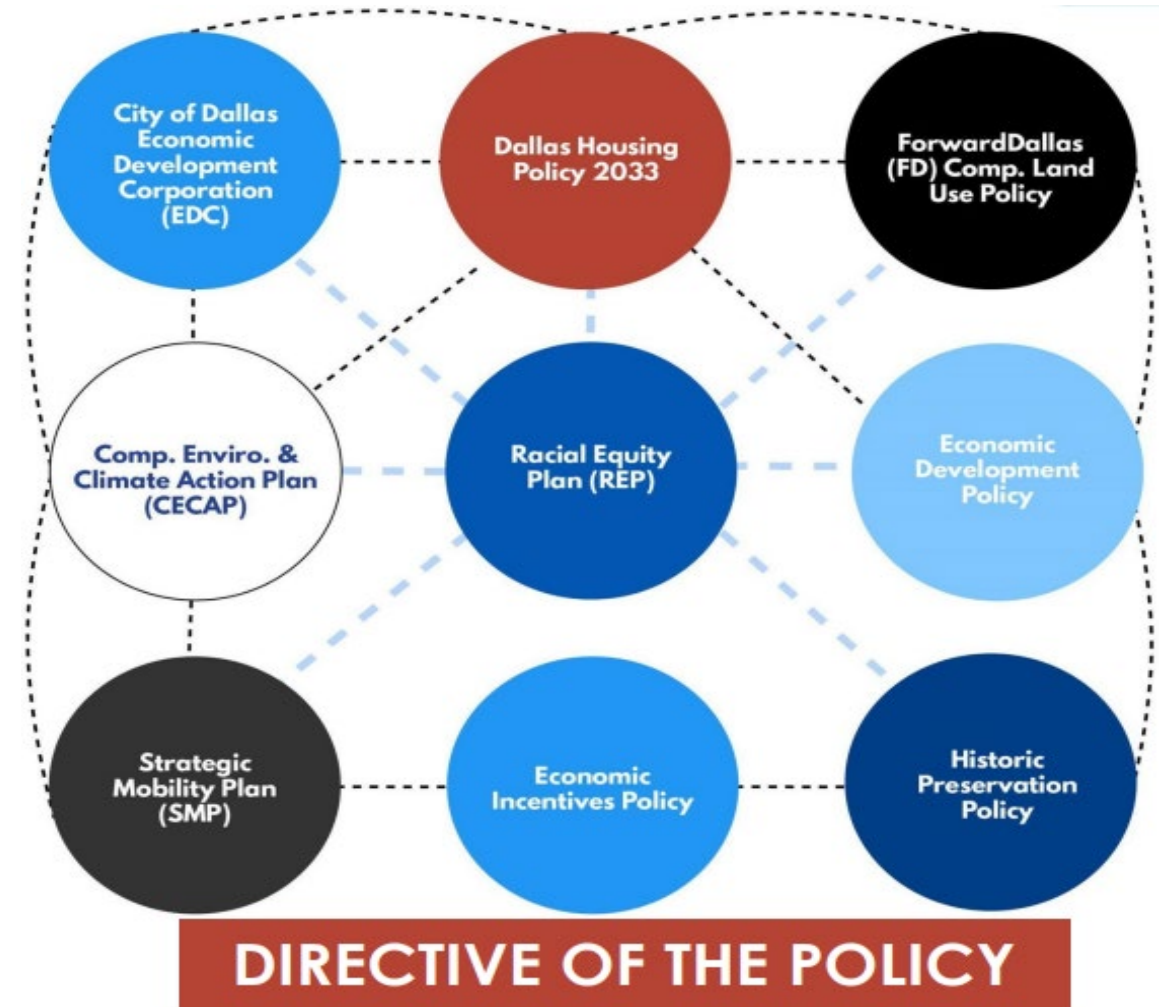
Equitable
Dallas

Community Engagement

Big Audacious Goal Strategy In Process (Example)



The **Office of Housing & Neighborhood Revitalization** has modeled how the REP can serve as the center of integrated initiatives to achieve our Big Audacious Goals



Addressing Disparities



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Where we are
going...

Next Steps



- 2022 DPMs: Amplify Progress & Community Reports
- 2023 DPMs: Support departments with implementation
- FY2022-23 Investments: Monitor and share status updates with the WEE Committee and Public
- Continue to advance community engagement as a Core Value of Service
- Co-lead the Budgeting for Equity Process with BMS
- Advance external collaboration to align BAGs, create synergy, and to address disparities and achieve equitable outcomes for all
- Advance development of the BAG Strategy & Implementation Roadmap





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EOY 2022 REP Department Progress Measures

Department Name	Progress Measure	Status	Update	Expected completion date
Example	Increase the number of immigrant leaders on WCIA Taskforce from 25% to 40% by December 2022.	Near Completion	OEI is currently on track to complete this goal by EOY. The department has two outreach events still scheduled for this year and we will be able to reach the 40% with the recruitment of 5 additional Taskforce members.	Dec-22
City Controller's Office	Increase by 25% the number of annual audits for suppliers with contracts exceeding \$500k regarding compliance with the living wage on general services contracts by 2022.	In-Progress	The audits have begun. A staffing change has delayed the completion. The results will be finalized this quarter.	23-Mar
Court and Detention Services	Reduce the number of chronic dumpsites in Southern Dallas from 28 to 25 by September 30, 2022.	Completed	IDT started the FY with 33 chronic dumpsites (5 not in the southern sector) which brings the beginning of the FY to 28. Four of the sites were closed throughout the FY, ending the FY with 24 sites remaining.	Completed
Court and Detention Services	Based on observation, provide considerations that address underlying cause of illegal dumping by December 2022. (a) Add a Transfer Station in Southern Dallas. (b) Increase the operation of landfills from 1 day to 3 days a week for residents in Southern Dallas	Completed	Throughout the year, Environmental Crimes Unity conducted physical surveillance and camera surveillance at repeat illegal dumping locations. It was determined that the major factors and underlying cause for illegal dumping was: suspects did not want to wait in long line at the landfill and illegally dumped materials to avoid paying the fees at the landfill. Sanitation Dept is taking over the remaining portion (a) and (b) for the measure.	Completed
Housing and Neighborhood Revitalization	Complete revisions to the Comprehensive Housing Policy based on the Equity Audit by December 2022.	Completed	In 2022, Housing contracted with Community Equity Strategies (CES) to develop the framework for Dallas Housing Policy 2033, a 10-year plan to identify Dallas's housing strategies to increase affordable housing and reduce inequities throughout Dallas. Throughout 2022, CES held meetings with residents, communities, organizations, and various City departments to develop a policy and presented a draft framework to the Housing and Homelessness Solutions Committee in December 2022. CES and Housing will continue to refine the document and plan to present a policy for Council approval in March 2023.	Completed
Office of Government Affairs	Increase number of community engagement activities to gather feedback on the City's federal and state legislative priorities in equity priority areas from 0 to 4 by December 2022.	Completed	Gathered stakeholder and community feedback on legislative priorities through targeted outreach, consideration in public meetings of the City Council, and incorporated feedback through our iterative editing process.	Completed
Office of Homeless Solutions	By December 2022, formalize a partnership between HOU, OCC, MDHA, and Dallas County to address permanent supportive housing for residents with no to low income.	Completed	A work group was formed and meets regularly to discuss providing and funding PSH.	Completed
Planning and Urban Design	The P+UD will host a minimum of 5 capacity building training modules in historically disadvantaged communities by December 31, 2022. Capacity building modules will include Navigating City Services, Data is Power, Neighborhood Organization Guide and Let's Plan Together.	Completed	.	Completed
Office of Risk Management	Increase the number of trainings offered outside of regular hours (multi-shift schedule) from 85 to 95 by December 2022. [Ei 39]	Completed	Completed 100	Completed



FY2022-2023 One Time Investments

Status

Funded – Project Funded
In Progress – Project is in the initial to mid-point stage

				Near Completion – 80% of the project is finalized		
				Completed – The project is complete		
Department	REP Big Audacious Goal	FY2022-2023 Budget Investment	Investment Description	Status	Update	Expected completion date
Example	Economic, Workforce & Community Development	Equity and Inclusion Coordinator Position	The Office of Equity and Inclusion will use the funded position to support with Racial Equity Plan implementation.	In-Progress	Position description has been published, panel solidified and interviews are scheduled	Mar-23
Office of Arts and Culture	Economic, Workforce & Community Development	Martyr's Park Parking and Accessibility	The Office of Arts and Culture will use the funding to increase accessibility and parking at Martyrs Park. The Public Art piece Shadow Lines by Studio Resite will be a reflective three-dimensional work that will be a Memorial for the Victims of Racial Violence, those known and unknown, at Martyrs Park which was a site used for the lynching and murder of African American residents in Dallas. OAC will work with the Park and Recreation Department and the Departments of Transportation and Public Works on this project. This funding will directly benefit access to Martyrs Park and is aligned to the OAC's REP progress measure to increase the number of historically disadvantaged community equity-specific works of art that confront historic racism, commissioned for or donated to the Public Art Collection by 2024.	In Progress – Project is in the initial to mid-point stage	Public Art piece <i>Shadowlines</i> is set to be installed in late April 2023; PKR remediation of site will take through July/August of 2023; PKR Senior Program Manager from PKR has completed first rendering of accessibility plan from parking lot by Dealey Plaza to Martyr's Park, which was presented to key stakeholders at the end of Feb. 2023. PKR is working on lighting for tunnel access to Martyr's Park PKR & OAC will work with DART (external partner) on beautification plan for DART area of property. OAC will work with PBW & TRN in Summer/Fall of 2023 on connectivity to Riverfront Drive	12/1/2024
Office of Community Care	Economic, Workforce & Community Development	Family Support and Empowerment Initiative	The Family Support and Empowerment Initiative will provide direct assistance to families in equity priority areas through a partnership with a local nonprofit organization administrator. The effort draws from research on direct assistance, shallow rent subsidies and similar models. Participating families will receive a monthly benefit of \$250 and connections to social services support programs. These funds will enable the department to pilot this model by serving approximately 325 families. Some examples of City-administered programs include Austin's UpTogether program (https://www.uptogether.org/), a recent report for which shows that participants increased employment, decreased debt, improved housing stability, and 6% of program participants who were renters became homeowners during the program period.	In-Progress	Staff has met with and heard from multiple nonprofits, community organizations and other Cities related to this type of assistance program. Program Statement and summary of project plans is being presented to Workforce, Education and Equity Committee in March before moving forward to full council for consideration. An RFP to identify an implementation partner is prepared and ready for release in March, though awards will be pending approval of the Program Statement.	
Office of Equity and Inclusion	Public Safety & Wellness	Rapid Resilience Community Ambassador Initiative	The Office of Equity & Inclusion – Welcoming Communities & Immigrant Affairs will collaborate with trusted community organizations to expand an effort developed during the COVID-19 pandemic to improve bi-directional communications with the City and language diverse communities and historically disadvantaged communities employing community ambassadors/promotoras. The community ambassadors will connect residents with critical city services and receive input from residents by deploying culturally responsive community engagement methods. The Equity Assessment Tool will be utilized to identify geographic areas still recovering from the negative impacts of the pandemic.	In-Progress	RFP and Application has been drafted and is currently being reviewed	

Office of Community Care	Economic, Workforce & Community Development	Period Access Dallas	The Period Access Dallas (PAD) initiative was launched earlier this year to make available free period products in City facilities, such as libraries, recreation centers, and community centers. The initial pilot focused on sites located within certain census tracts due to funding restrictions, but funding will allow this to expand to sites across the City. Period products, such as pad and tampons, are a necessary product for many, but are not provided for through SNAP, WIC nor other public benefits, and are not exempt from sales tax.	In-Progress	Staff has developed a Program Statement with insight from Office of Equity and Inclusion, Department of Housing, and Office of Integrated Public Safety Solutions. Program Statement and summary of project plans is being presented to Workforce, Education and Equity Committee in March before moving forward to full council for consideration. An RFP to identify an implementation partner is prepared and ready for release in March, though awards will be pending approval of the Program Statement.	
Office of Community Care	Economic, Workforce & Community Development	Housing Relocation Assistance and Rent Subsidies	The Office of Community Care will serve approximately 165 families in equity priority areas with a focus on communities served by the Office of Integrated Public Safety Solution Apartment Community Team and/or identified using rental assistance program data. Families will be identified by applying a selection process that utilizes an equity lens. The program will provide relocation support, rent deposits, and a shallow monthly rent subsidy to enable families to relocate and maintain housing.	In-Progress	Staff has developed a Program Statement with insight from Office of Equity and Inclusion, Department of Housing, and Office of Integrated Public Safety Solutions. Program Statement and summary of project plans is being presented to Workforce, Education and Equity Committee in March before moving forward to full council for consideration. An RFP to identify an implementation partner is prepared and ready for release in March, though awards will be pending approval of the Program Statement.	
Office of Environmental Quality and Sustainability	Environmental Justice	Neighborhood-level Air Monitors	This investment in neighborhood-level air monitors will assist the City in quantifying neighborhood-level air pollution within the City of Dallas, particularly in our equity priority areas, share neighborhood-level air monitoring data with our residents, and inform future policy decisions to address disproportionately. The investment in approximately 50 additional neighborhood air monitors will add to approximately 40-50 monitors already planned for the City's neighborhood-level air monitoring network. The City will prioritize the installation and operation of these monitors in equity priority areas.	In-Progress	OEQS has installed 3 of the first 8 sensors. OEQS is in the process of making a second order of sensors.	9/30/2023 (although OEQS is in the process of reevaluating the completion date given the delay in receiving the first set of sensors)
Office of Environmental Quality and Sustainability	Environmental Justice	Jeffries-Meyers Environmental Assessment	The identified funding will support the City in assessing properties in the Jeffries-Meyers area for environmental contamination and remediation as needed for protection of human health and the environment.	In-Progress	OEQS and Housing have worked with consultants to develop air quality monitoring and soil assessment proposals.	9/1/2023
Housing and Neighborhood Revitalization	Housing	Anti-Displacement Homebuyer Assistance Fund	The rising cost of living in Dallas is making it increasingly more difficult for current residents to remain in their homes or find new homes in Dallas. This program- Anti Displacement Homebuyer Assistance, would target historically disadvantaged communities; homebuyers with more than 10 years of City of Dallas residency, who earn 50-120% of the area median income, purchasing a home in the city limits of Dallas. The amount of assistance is based on need up to \$50,000 per household.	Funded	Program design is scheduled for City Council review in February.	10/1/2023
Public Works	Infrastructure	Infrastructure/Land Acquisition Pleasant Grove	Funding will support infrastructure and/or land acquisition in the Pleasant Grove area. Potential improvements include such things as infrastructure (short and long-term) including transit accessibility, infrastructure upgrades such as illumination, crosswalks, sidewalks, signal operation upgrades, planning studies and/or land acquisition to support either new commercial or housing development.	In-Progress	Acquisition Item for 9500 Bruton is scheduled for the February 22, 2023 Council Agneda. Closing anticipated to occur within 45 days after Council approval.	4/1/2023

Public Works	Infrastructure	Five Mile Infrastructure	The identified funding for specific Five Mile Infrastructure will cover the shortfall for the construction of the following projects currently under design: (1) Persimmon from Tracy to Bonnie View; (2) Tracy from Givendale to Persimmon; (3) Givendale from Lancaster to Tracy; (4) Plum Dale from Givendale to Pall Mall; (5) Pall Mall from Lancaster to Tracy. These projects align with Indicator 32, Street Quality: Ratio between the average pavement condition index ratings in racially diverse and majority-white neighborhoods.	Funded	Since this funding is to cover a shortfall for construction, the design was already underway. The project is currently at 60% design and is expected to have design completed by late spring, awarded in the summer and start consturction soon afterwards.	Estimated to finish the design by Oct. 23 & construction by Dec 2024
Public Works	Infrastructure	.Joppa Infrastructure	Joppa is one of the older Freedman communities in Dallas and this identified funding supports the design and construction of two projects in an equity priority area: (1) Stokes St., from Hull of End of Pavement and (2) Hull Ave., from Linfield to Burma.	In-Progress	Projected is fully funded. Design is in initial progress (20%)	Estimated to finish the design by Oct. 23 & construction by Dec 2025
Public Works	Infrastructure	West Dallas Area Infrastructure	The West Dallas Infrastructure project will include condition-based infrastructure improvements such as street resurfacing and/or sidewalk and barrier free ramps construction in equity priority areas.	Funded	900,000	10/1/2023
Parks and Recreation	Infrastructure	Cadillac Heights Park and Facility Infrastructure	The Cadillac Heights Park and Facility Infrastructure project will improve an economic corridor in an equity priority area by creating a green space that improves the quality of life and becomes a destination area not only for the community, but for visitors to the City. The improvements will include but not limited to a loop trail, pavilion, playground, basketball courts, an athletic field & track, furnishings, and landscaping.	In-Progress	The design efforts (supplemental #4) for the improvements have just started. There is a Community Engagement meeting setup for March 9 with MPT Arnold to discuss the disired amenities and possible concepts for the park site. The demolition is scheduled to start in June and the site regrading completed in August. The improvements will likely start in December, 2023	12/15/2024



FY2022-2023 BfE Investments

Department	REP Big Audacious Goal	FY2022-2023 Budget Investment	Investment Description	Status	Update	Expected completion date
Example	Economic, Workforce & Community Development	Equity and Inclusion Coordinator Position	The Office of Equity and Inclusion will use the funded position to support with Racial Equity Plan implementation.	In-Progress	Position description has been published, panel solidified and interviews are scheduled	Mar-23
Office of Economic Development	Economic, Workforce, & Community Development	Economic Development Policy and Plan	Advance Economic Development Policy and Plan	Completed	The updated Economic Development Policy and the revised Economic Development Incentive Policy were approved in January 2023.	Complete
Planning & Urban Design	Housing	Forward Dallas	Forward Dallas (development of code changes)	In-Progress	Procurement interviews completed, working towards consultant selection	9/30/2023
Office of Environmental Quality and Sustainability	Environmental Justice	Environmental Coordinator	Environmental Coordinator to track Environmental Justice (EJ)	In-Progress	Position filled; Monitor installation, monitoring and reporting underway	9/30/2023
Office of Environmental Quality and Sustainability		Comprehensive multi-media outreach	Comprehensive multi-media outreach	In-Progress	Plan completed; staff procuring graphics and media buys	9/30/2023
Office of Environmental Quality and Sustainability	Environmental Justice	Brownfields Program	Educational and/or community-led solutions for remediation projects and seed money to build a Brownfields Program	In-Progress	Application for follow-on funding underway. Staff continue with appropriate neighborhood engagement	9/30/2023
Office of Environmental Quality and Sustainability	Environmental Justice	Environmental Coordinator	Environmental Coordinator to install, monitor, and report on air quality monitors	In-Progress	Position filled; Monitor installation, monitoring and reporting underway	9/30/2023
Citywide	Economic, Workforce, & Community Development	City's Minimum Wage Increase	City's minimum wage increase (All funds) - reflects min wage increase only - does not include compression or merit	Completed	Merit was applied first to all eligible employees, then those who remained below \$18.00 were moved to \$18.00 and we are just beginning the Compensation Study Phase three. So, merit and \$18.00 have been completed and did not include compression.	Completed
Housing and Neighborhood Revitalization	Housing	Emerging Developers Fund	Empower new and existing housing developers in Dallas, including Minority/Women Owned Businesses, through partnerships, education, technical assistance, marketing, and/or certifications.	In-Progress	Housing is working with a nonprofit to develop the program. An MOU is planned for presentation to City Council in April 2023.	TBD
Office of Homeless Solutions	Housing	Dallas R.E.A.L. Time Rapid Rehousing (DRTRR) Team	Dallas R.E.A.L. Time Rapid Rehousing (DRTRR) Team	In-Progress	As of January 31, 2023, the DRTRR has rehoused 1.509 individuals.	12/31/2023
Office of Homeless Solutions	Environmental Justice	Healthy Community Collaborative (HCC) - support homeless population with mental illness	Healthy Community Collaborative (HCC) - support homeless population with mental illness	In-Progress	In FY 2022-23, we have provided support to 474 of our unsheltered neighbors with mental illness.	9/30/2023
Office of Integrated Public Safety Solutions		Expand Crisis Intervention Team	Expand Crisis Intervention Team	Near-completion	We are working to implement a third team (2PM-10PM). That would consist of 1 additional supervisor and 7 additional coordinators.	4/30/2023
Code Compliance Services		Illegal Dumping	Illegal Dumping - create a 3rd Illegal Dump Team (HART)	In-Progress		5/1/2024

Code Compliance Services		Code Pro Team	Code Pro Team (add 2 additional teams for a total of 4)	In-Progress	Hiring is in progress for the additional two proactive illegal dumping abatement teams. Out of the budgeted 16 positions, 7 have been onboarded and 1 is pending hire. Code Compliance has developed performance measures for the Pro Teams that include 30 illegal dumping site abatements per week. Full deployment is scheduled for FY23-24 due to procurement of heavy equipment.	
Library		Enhanced Library Card	Enhanced Library Card	Completed	Enhanced Library Card Service was introduced to all 29 full-service library locations on January 17, 2023.	1/17/2023
Library	Economic, Workforce & Community Development	Extend Library Hours	Extend Library Hours	Completed	Expanded hours at 15 locations were implemented on January 17, 2023	1/17/2023
Office of Arts and Culture		Historical Review	Historical Review - Documenting the achievements of underserved communities	In Progress – Project is in the initial to mid-point stage	Call for proposals for historical project will be posted on 3/6 for 30 days and selected candidate(s) will be notified by April 21, 2023.	9/30/2023
Transportation		Vision Zero Plan	Vision Zero Plan	In-Progress	Vision Zero Action Plan has implemented several Action Items (AI) this FY. AI#1-TRN has completed 4 out of the 5 Engineering Safety Evaluations on High Injury Networks; AI#6-TRN has piloted a "fast track" program for speed hump/cushion installation on identified local streets in CD5; AI#10-TRN held public informational meetings for two schools receiving Safe Routes to School grants	
Office of Equity and Inclusion		ADA Compliance Efforts	ADA Compliance Efforts- assessments only (Approx. 20 buildings per year)	In-Progress	OEI staff continues to work with Kimley-Horn and Accessology to assess city-owned facilities to determine ADA barriers to programs, services, and activities.	9/30/2023
Office of Equity and Inclusion	Economic, Workforce & Community Development	Public Engagement Coordinator	Public Engagement Coordinator (1 position)	In-Progress	OEI has scheduled interviews	5/23/2023
Office of Equity and Inclusion	Housing	Equity and Inclusion Coordinator	Equity and Inclusion Coordinator (1 position)	Near Completion	OEI completed final interviews	4/23/2023
Small Business Center		Availability and Disparities Study	Availability and Disparities Study - develop mentor program to support capacity building	In-Progress	The program marketing materials and an outreach plan to target business participants are being developed. The planning for an information session to recruit M/WBE mentors is in progress.	5/1/2023
Small Business Center	Economic, Workforce & Community Development	Accelerators Program	Accelerators Program - expand the capacity of minority and women-owned business enterprises	In-Progress	The Dallas Accelerator program is in the RFP evaluation phase and will go to City Council for approval in a few months.	7/1/2023
Small Business Center	Economic, Workforce & Community Development	Day Labor Center	Day Labor Center (1 position)	Near Completion	Onboarding process is complete for final candidate; anticipated start date of March 20.	3/20/2023