

December 10, 2025

WHEREAS, the 2017 Mayor's Taskforce on Poverty addresses the cause of poverty in Dallas; and

WHEREAS, the Drivers of Poverty Program aims to tackle poverty by addressing contributing factors, with a primary focus on reducing/eliminating barriers to work and access to affordable childcare while striving to bridge disparities among the most vulnerable residents and advance equity; and

WHEREAS, on March 24, 2021, the City Council directed that the City advance racial equity across the City by Resolution 21-0503; and

WHEREAS, on August 24, 2022, the City Council authorized adoption of the Racial Equity Plan by Resolution 22-1236; and

WHEREAS, the federal executive branch has issued multiple executive orders starting in 2025 that seek to limit or eliminate diversity, equity, and inclusion policies by requiring recipients of federal grants to cease implementation of certain policies in order to remain eligible for federal funding; and

WHEREAS, the city remains committed to closing longstanding disparities in outcomes, including those related to race, ethnicity, gender, and sexual orientation, while also upholding its responsibilities as a recipient of federal funding; and

WHEREAS, as a recipient of federal funds, the city is required to comply with all applicable federal laws, regulations, and grant requirements; and

WHEREAS, on June 25, 2025 the City Council authorized a resolution (1) directing the City Manager to review and evaluate city programs and policies to determine whether any adjustments may necessary to remain compliant with federal directives; (2) authorizing the City Manager to temporarily pause for operational purposes a city program or policy that may need adjustment; and (3) directing the City Manager to timely brief City Council on her recommendations on any necessary changes to all temporarily paused city programs or policies and present recommendations for any proposed City Council final action by Resolution No. 25-1081; and

WHEREAS, in response, the city manager issued a memorandum directing city staff to temporarily cease implementation of policies, plans, and programs that may need adjustment, pending further legal and compliance review; and

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WHEREAS, on June 26, 2025, the City Manager established the Federal Grant Compliance Task Force to review City policies and temporarily suspended the Racial Equity Plan; and

WHEREAS, after engaging community stakeholders, partners, and residents, staff has collaboratively developed a Drivers of Opportunity Policy Framework to advance economic mobility, public safety and community empowerment; and

WHEREAS, the Framework is informed by evidence-based publications and builds on the Drivers of Poverty in 2016 and 2017; and

WHEREAS, the Framework will be complimented by a Community Opportunity Index and identified departmental goals and progress measures; and

WHEREAS, it is in the best interest of the City of Dallas to adopt the Drivers of Opportunity Framework and sunset the Racial Equity Plan.

Now, Therefore,

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

SECTION 1. That the Drivers of Opportunity Framework, attached hereto as Exhibit A, is hereby adopted.

SECTION 2. That this resolution shall take effect immediately from and after its passage in accordance with the provisions of the Charter of the City of Dallas, and it is accordingly so resolved.