

Memorandum



CITY OF DALLAS

DATE December 6, 2024

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

SUBJECT **Office of Equity and Inclusion – Human Rights Workshop Update**

Background

This memo provides an update on the two-part Human Rights Workshop that was held on October 31, 2024. The Office of Equity and Inclusion (OEI) supported the North Texas FIFA World Cup Organizing Committee in engaging stakeholders across North Texas to prioritize human rights opportunities as part of the region's legacy in hosting the 2026 World Cup, for the first part of the workshop. The second part of the Human Rights Workshop specifically focused on the City's role, where OEI led efforts to engage **84 stakeholders** in understanding the human rights issues faced by residents in their daily lives and when interacting with City services. This memo will focus on the second part of the Human Rights Workshop pertaining specifically to the City of Dallas.

The Workforce, Education, and Equity Committee provided the impetus to hosting the Human Rights Workshop during OEI's presentation during the June 10, 2024, meeting when WEE called on the office to leverage a workshop to identify relevant issues and strategies whose implementation would be supported by a community-based task force.

Designing the Human Rights Workshop

Key focus areas leading up to hosting the Workshop included:

- I. **Research Brief on Human Rights Issues:** The office first took stock of recently publicly reported human rights issues identified by the consultant across **7 human rights areas** to inform the issues stakeholders would be engaged on before developing mitigating strategies. Based on the research brief and in alignment with WEE priority areas, the 7 areas included: **1) Safeguarding and Inclusion (Vulnerable Populations), 2) Housing and Homelessness, 3) Re-Entry, 4) Worker's Rights, 5) Migrants, 6) Veterans, and 7) Safety and Security/ Policing**
- II. **Landscape Assessment by City Colleagues:** To avoid duplication of existing City strategies and to inform a successful engagement, we reached out to City of Dallas contacts whose work overlapped with these 7 human rights areas. Information collected focused on a high-level overview of existing programs, services, and activities and identification of any issues beyond those already identified. OEI also leveraged this engagement to build out an external stakeholder list sourced from City colleagues.

- III. Axes Activity with Subject-Matter Expert Facilitators:** Based on the 7 human rights areas identified, OEI recruited **5 City colleagues**, **1 Commissioner** from the Veteran Affairs Commission, **2 non-profit partners**, and **1 law enforcement professional** to lead or co-lead an axes exercise the day of the Workshop whose scales included Minimal Risk to Significant Risk and then Limited Impact to Significant Impact. The facilitator’s goal was to help drive consensus where a particular issue should be placed in light of its priority.
- IV. Pre-Activity:** Invited stakeholders were given the opportunity to prioritize human rights issues and submit additional issues for consideration using a pre-activity.

Hosting the Human Rights Workshop

OEI held the Human Rights Workshop on October 31, 2024, at Fair Park. Following the morning World Cup session, where Interim City Manager Kimberly Bizer Tolbert and Assistant City Manager Liz Cedillo-Pereira spoke, Deputy Mayor Pro Tem Adam Bazaldua spoke to set the stage for the City of Dallas session with highlights including:

- **Stakeholders: 84 stakeholders** registered to attend from a wide spectrum of local government, non-profit, business, and civil society organizations.
- **Human Rights Topics:** Based on a wide research survey of identified human rights issues, stakeholders prioritized **42 topics across the full 7 areas**. Stakeholders were given the opportunity to submit and prioritize additional topics, and an additional **46 topics** were discussed and prioritized (**88 total topics**).

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Next Steps

Fully brief WEE by presentation in January 2025 on **proposed strategies resulting from the most highly prioritized topics agreed on by stakeholders**. If you have any questions, please contact, 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.
Assistant City Manager

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| Kimberly Bizer Tolbert, Interim City Manager (I) | Alina Ciocan, Assistant City Manager |
| Tammy Palomino, City Attorney | Donzell Gipson, Assistant City Manager (I) |
| Mark Swann, City Auditor | Robin Bentley, Assistant City Manager (I) |
| Biliera Johnson, City Secretary | Jack Ireland, Chief Financial Officer |
| Preston Robinson, Administrative Judge | Elizabeth Saab, Chief of Strategy, Engagement, and Alignment (I) |
| Dominique Artis, Chief of Public Safety (I) | Directors and Assistant Directors |
| Dev Rastogi, Assistant City Manager | |