

# Memorandum



CITY OF DALLAS

DATE December 9, 2022

TO Honorable Members of the Workforce, Education, and Equity Committee: Jaynie Schultz (Chair), Casey Thomas (Vice-Chair), Jaime Resendez, Paula Blackmon, Jesse Moreno, Adam McGough, Omar Narvaez

SUBJECT **Equitable Engagement Framework**

The purpose of this memorandum is to provide an update on the development of an Equitable Engagement Framework in support of the City Council-adopted Racial Equity Plan (REP). A key aspect of the REP includes the creation of an equitable engagement framework. Throughout the development of the plan community engagement was foremost, and Ethos Equity Consulting was hired to provide consultation on those efforts. Staff is currently researching best practices for ongoing engagement, and have received copies of resolutions from Ethos which were adopted by the cities of Austin and San Antonio.

As Texas' first officially designated Welcoming City, the Office of Equity and Inclusion will host Welcoming America on December 14, 2022, for a recertification site visit and will seek to incorporate welcoming best practices in Dallas' equitable engagement framework.

At the direction of City Manager Broadnax, the Executive Leadership Team will engage in an exercise on January 3, 2023, to develop the draft framework that is relevant and applicable Citywide, addressing corresponding communication and engagement goals supporting all the City Council's strategic focus areas, the Racial Equity Plan, and the City Manager's performance measures. We expect to have a follow up briefing to present the draft engagement plan by February 2023.

Staff will be present at the December 12, 2022, Workforce, Education, and Equity Committee meeting to respond to questions. Should you have any questions or should you require additional information at this time, please do not hesitate to contact me via email at [k.bizortolbert@dallas.gov](mailto:k.bizortolbert@dallas.gov).

Putting Service First,

A handwritten signature in black ink, appearing to read 'Kimberly Bizer Tolbert'.

Kimberly Bizer Tolbert  
Deputy City Manager

c: T.C. Broadnax, City Manager  
Chris Caso, City Attorney  
Mark Swann, City Auditor  
Biliera Johnson, City Secretary  
Preston Robinson, Administrative Judge  
Jon Fortune, Deputy City Manager

Majed A. Al-Ghafry, Assistant City Manager  
M. Elizabeth (Liz) Cedillo-Pereira, Assistant City Manager  
Dr. Robert Perez, Assistant City Manager  
Carl Simpson, Assistant City Manager  
Jack Ireland, Chief Financial Officer  
Genesis D. Gavino, Chief of Staff to the City Manager  
Directors and Assistant Directors