

MINUTES OF THE CITY COUNCIL COMMITTEE  
MONDAY, JANUARY 8, 2024

24-0019

WORKFORCE EDUCATION & EQUITY COMMITTEE  
CITY COUNCIL CHAMBER, CITY HALL/VIDEO CONFERENCE  
COUNCILMEMBER JAYNIE SCHULTZ, PRESIDING

PRESENT: [7] Schultz, Arnold (\*\*9:21 a.m.), Resendez, \*Bazaldua (\*\*9:08 a.m.),  
Blackmon, Willis, \*Ridley

ABSENT: [0]

The meeting was called to order at 9:01 a.m. with a quorum of the committee present.

The meeting agenda, posted in accordance with Chapter 551, "OPEN MEETINGS," of the Texas Government Code, was presented.

After all business properly brought before the committee had been considered, the meeting adjourned at 10:46 a.m.

\_\_\_\_\_  
Chair

ATTEST:

\_\_\_\_\_  
City Secretary Staff

\_\_\_\_\_  
Date Approved

The agenda is attached to the minutes of this meeting as EXHIBIT A.

The actions taken on each matter considered by the committee are attached to the minutes of this meeting as EXHIBIT B.

The briefing materials are attached to the minutes of this meeting as EXHIBIT C.

**\*Note: Members of the Committee participated in this meeting by video conference.**

**\*\* Note: Indicates arrival time after meeting called to order/reconvened.**

MINUTES OF THE CITY COUNCIL COMMITTEE  
MONDAY, JANUARY 8, 2024

EXHIBIT A

**RECEIVED**

**2024 JAN -4 PM 7:15**

**CITY SECRETARY  
DALLAS, TEXAS**

**City of Dallas**

*1500 Marilla Street,  
Council Chambers, 6th Floor  
Dallas, Texas 75201*

**Public Notice**

**2 4 0 0 0 8**

**POSTED** CITY SECRETAR  
DALLAS, TX



**Workforce, Education, and Equity Committee**

**January 8, 2024**

**9:00 AM**

## 2023 CITY COUNCIL APPOINTMENTS

COUNCIL COMMITTEE	
<b>ECONOMIC DEVELOPMENT</b> Atkins (C), Narvaez (VC), Arnold, Bazaldua, Ridley, Stewart, West	<b>GOVERNMENT PERFORMANCE AND FINANCIAL MANAGEMENT</b> West (C), Blackmon (VC), Mendelsohn, Moreno, Resendez
<b>HOUSING AND HOMELESSNESS SOLUTIONS</b> Moreno (C), Mendelsohn (VC), Gracey, West, Willis	<b>PARKS, TRAILS, AND THE ENVIRONMENT</b> Stewart (C), Moreno (VC), Arnold, Bazaldua, Blackmon, Narvaez, West
<b>PUBLIC SAFETY</b> Mendelsohn (C), Stewart (VC), Atkins, Moreno, Willis	<b>QUALITY OF LIFE, ARTS, AND CULTURE</b> Bazaldua (C), Resendez (VC), Blackmon, Gracey, Ridley, Schultz, Willis
<b>TRANSPORTATION AND INFRASTRUCTURE</b> Narvaez (C), Gracey (VC), Atkins, Mendelsohn, Resendez, Schultz, Stewart	<b>WORKFORCE, EDUCATION, AND EQUITY</b> Schultz (C), Arnold (VC), Bazaldua, Blackmon, Resendez, Ridley, Willis
<b>AD HOC COMMITTEE ON ADMINISTRATIVE AFFAIRS</b> Atkins (C), Mendelsohn, Moreno,	<b>AD HOC COMMITTEE ON GENERAL INVESTIGATING AND ETHICS</b> Mendelsohn (C), Gracey, Johnson, Schultz, Stewart
<b>AD HOC COMMITTEE ON JUDICIAL NOMINATIONS</b> Ridley (C), Resendez, West	<b>AD HOC COMMITTEE ON LEGISLATIVE AFFAIRS</b> Mendelsohn (C), Atkins, Gracey, Narvaez, Stewart
<b>AD HOC COMMITTEE ON PENSIONS</b> Atkins (C), Blackmon, Mendelsohn, Moreno, Resendez, Stewart, West, Willis	<b>AD HOC COMMITTEE ON PROFESSIONAL SPORTS RECRUITMENT AND RETENTION</b> Gracey (C), Blackmon, Johnson, Moreno, Narvaez, Resendez, Schultz

(C) – Chair, (VC) – Vice Chair

Note: A quorum of the Dallas City Council may attend this Council Committee meeting.

## General Information

The Dallas Council Committees regularly meet on Mondays beginning at 9:00 a.m. and 1:00 p.m. in the Council Chambers, 6th floor, City Hall, 1500 Marilla. Council Committee agenda meetings are broadcast live on [bit.ly/cityofdallastv](http://bit.ly/cityofdallastv) and on Time Warner City Cable Channel 16.

Sign interpreters are available upon request with a 48-hour advance notice by calling (214) 670-5208 V/TDD. The City of Dallas is committed to compliance with the Americans with Disabilities Act. **The Council agenda is available in alternative formats upon request.**

If you have any questions about this agenda or comments or complaints about city services, call 311.

## Rules of Courtesy

City Council meetings bring together citizens of many varied interests and ideas. To insure fairness and orderly meetings, the Council has adopted rules of courtesy which apply to all members of the Council, administrative staff, news media, citizens and visitors. These procedures provide:

- That no one shall delay or interrupt the proceedings, or refuse to obey the orders of the presiding officer.
- All persons should refrain from private conversation, eating, drinking and smoking while in the Council Chamber.
- Posters or placards must remain outside the Council Chamber.
- No cellular phones or audible beepers allowed in Council Chamber while City Council is in session.

"Citizens and other visitors attending City Council meetings shall observe the same rules of propriety, decorum and good conduct applicable to members of the City Council. Any person making personal, impertinent, profane or slanderous remarks or who becomes boisterous while addressing the City Council or while attending the City Council meeting shall be removed from the room if the sergeant-at-arms is so directed by the presiding officer, and the person shall be barred from further audience before the City Council during that session of the City Council. If the presiding officer fails to act, any member of the City Council may move to require enforcement of the rules, and the affirmative vote of a majority of the City Council shall require the presiding officer to act." Section 3.3(c) of the City Council Rules of Procedure.

## Información General

Los Comités del Concejo de la Ciudad de Dallas se reúnen regularmente los lunes en la Cámara del consejo en el sexto piso del Ayuntamiento, 1500 Marilla, a partir de las 9:00 a.m. y la 1:00 p.m. Las reuniones de la agenda del Comité del Consejo se transmiten en vivo por la estación de [bit.ly/cityofdallastv](http://bit.ly/cityofdallastv) y por cablevisión en la estación *Time Warner City Cable Canal 16*.

Intérpretes para personas con impedimentos auditivos están disponibles si lo solicita con 48 horas de anticipación llamando al (214) 670-5208 (aparato auditivo V/TDD). La Ciudad de Dallas se esfuerza por cumplir con el decreto que protege a las personas con impedimentos, *Americans with Disabilities Act*. **La agenda del Ayuntamiento está disponible en formatos alternos si lo solicita.**

Si tiene preguntas sobre esta agenda, o si desea hacer comentarios o presentar quejas con respecto a servicios de la Ciudad, llame al 311.

## Reglas de Cortesía

Las asambleas del Ayuntamiento Municipal reúnen a ciudadanos de diversos intereses e ideologías. Para asegurar la imparcialidad y el orden durante las asambleas, el Ayuntamiento ha adoptado ciertas reglas de cortesía que aplican a todos los miembros del Ayuntamiento, al personal administrativo, personal de los medios de comunicación, a los ciudadanos, y a visitantes. Estos reglamentos establecen lo siguiente:

- Ninguna persona retrasará o interrumpirá los procedimientos, o se negará a obedecer las órdenes del oficial que preside la asamblea.
- Todas las personas deben abstenerse de entablar conversaciones, comer, beber y fumar dentro de la cámara del Ayuntamiento.
- Anuncios y pancartas deben permanecer fuera de la cámara del Ayuntamiento.
- No se permite usar teléfonos celulares o enlaces electrónicos (*paggers*) audibles en la cámara del Ayuntamiento durante audiencias del Ayuntamiento Municipal

"Los ciudadanos y visitantes presentes durante las asambleas del Ayuntamiento Municipal deben de obedecer las mismas reglas de comportamiento, decoro y buena conducta que se aplican a los miembros del Ayuntamiento Municipal. Cualquier persona que haga comentarios impertinentes, utilice vocabulario obsceno o difamatorio, o que al dirigirse al Ayuntamiento lo haga en forma escandalosa, o si causa disturbio durante la asamblea del Ayuntamiento Municipal, será expulsada de la cámara si el oficial que este presidiendo la asamblea así lo ordena. Además, se le prohibirá continuar participando en la audiencia ante el Ayuntamiento Municipal. Si el oficial que preside la asamblea no toma acción, cualquier otro miembro del Ayuntamiento Municipal puede tomar medidas para hacer cumplir las reglas establecidas, y el voto afirmativo de la mayoría del Ayuntamiento Municipal precisará al oficial que este presidiendo la sesión a tomar acción." Según la sección 3.3 (c) de las reglas de procedimientos del Ayuntamiento.

## **Handgun Prohibition Notice for Meetings of Governmental Entities**

"Pursuant to Section 30.06, Penal Code (trespass by license holder with a concealed handgun), a person licensed under Subchapter H, Chapter 411, Government Code (handgun licensing law), may not enter this property with a concealed handgun."

*"De acuerdo con la sección 30.06 del código penal (ingreso sin autorización de un titular de una licencia con una pistola oculta), una persona con licencia según el subcapítulo h, capítulo 411, código del gobierno (ley sobre licencias para portar pistolas), no puede ingresar a esta propiedad con una pistola oculta."*

"Pursuant to Section 30.07, Penal Code (trespass by license holder with an openly carried handgun), a person licensed under Subchapter H, Chapter 411, Government Code (handgun licensing law), may not enter this property with a handgun that is carried openly."

*"De acuerdo con la sección 30.07 del código penal (ingreso sin autorización de un titular de una licencia con una pistola a la vista), una persona con licencia según el subcapítulo h, capítulo 411, código del gobierno (ley sobre licencias para portar pistolas), no puede ingresar a esta propiedad con una pistola a la vista."*

"Pursuant to Section 46.03, Penal Code (places weapons prohibited), a person may not carry a firearm or other weapon into any open meeting on this property."

*"De conformidad con la Sección 46.03, Código Penal (coloca armas prohibidas), una persona no puede llevar un arma de fuego u otra arma a ninguna reunión abierta en esta propiedad."*

The City Council Workforce, Education, and Equity Committee meeting will be held by video conference and in the Council Chambers, 6th Floor at City Hall.

The public is encouraged to attend the meeting virtually; however, City Hall is available for those wishing to attend the meeting in person.

The following video conference link is available to the public to listen to the meeting and Public Affairs and Outreach will also stream the City Council Workforce, Education, and Equity Committee on Spectrum Cable Channels 16 (English) and 95 (Spanish) and at [bit.ly/cityofdallastv](https://dallascityhall.webex.com/dallascityhall/j.php?MTID=m624f513da6a5b3b3919b781c52b72a73):

<https://dallascityhall.webex.com/dallascityhall/j.php?MTID=m624f513da6a5b3b3919b781c52b72a73>

## Call to Order

## MINUTES

1. [24-64](#) Approval of the December 11, 2023 Workforce, Education and Equity Committee Meeting Minutes

**Attachments:** [MINUTES](#)

## BRIEFING ITEMS

- A. [24-65](#) Equity (Internal): Update Regarding the City's Participation in the Municipal Bond Markets and Racial Equity Cohort Update and Next Steps  
[Dr. Lindsey Wilson, Director, Office of Equity and Inclusion; Jenny Kerzman, Asst Director, Treasury; Candi Green, Asst Director, Office of Bond Programs]

**Attachments:** [PRESENTATION](#)

- B. [24-66](#) Equity (Internal/External): 2023 Equity Indicators Report Update and Highlights  
[Dr. Lindsey Wilson, Director, Office of Equity and Inclusion; Coda Rayo-Garza, Director of Research and Data, Every Texan]

**Attachments:** [PRESENTATION](#)

## BRIEFING MEMOS

- C. [24-68](#) Workforce (Internal): Dallas Public Library's Role in Workforce Development  
[Jo Giudice, Director, Library]

**Attachments:** [MEMORANDUM](#)

- D. [24-69](#) Equity (Internal): Update Regarding the Federal Fair Housing Act's New Proposed Rule Requirements and Next Steps for the City's Fair Housing Equity Plan  
[Liz Cedillo-Pereira, Assistant City Manager, City Managers Office]

**Attachments:** [MEMORANDUM](#)

- E. [24-70](#) Equity (Internal): Brownfields Redevelopment Program Pilot Update  
[Carlos Evans, Director, Office of Environmental Quality and Sustainability]

**Attachments:** [MEMORANDUM](#)

- F. [24-127](#) Workforce (Internal): Contract Renewal Authorization for Texas Department of Criminal Justice-funded Re-Entry Program  
[Jessica Galleshaw, Director, Office of Community Care]

**Attachments:** [MEMORANDUM](#)

#### **FORECAST**

- G. [24-71](#) Committee Forecast

**Attachments:** [FORECAST](#)

#### **ADJOURNMENT**



**EXECUTIVE SESSION NOTICE**

A closed executive session may be held if the discussion of any of the above agenda items concerns one of the following:

1. seeking the advice of its attorney about pending or contemplated litigation, settlement offers, or any matter in which the duty of the attorney to the City Council under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas clearly conflicts with the Texas Open Meetings Act. [Tex. Govt. Code §551.071]
2. deliberating the purchase, exchange, lease, or value of real property if deliberation in an open meeting would have a detrimental effect on the position of the city in negotiations with a third person. [Tex. Govt. Code §551.072]
3. deliberating a negotiated contract for a prospective gift or donation to the city if deliberation in an open meeting would have a detrimental effect on the position of the city in negotiations with a third person. [Tex. Govt. Code §551.073]
4. deliberating the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee; or to hear a complaint or charge against an officer or employee unless the officer or employee who is the subject of the deliberation or hearing requests a public hearing. [Tex. Govt. Code §551.074]
5. deliberating the deployment, or specific occasions for implementation, of security personnel or devices. [Tex. Govt. Code §551.076]
6. discussing or deliberating commercial or financial information that the city has received from a business prospect that the city seeks to have locate, stay or expand in or near the city and with which the city is conducting economic development negotiations; or deliberating the offer of a financial or other incentive to a business prospect. [Tex Govt. Code §551.087]
7. deliberating security assessments or deployments relating to information resources technology, network security information, or the deployment or specific occasions for implementations of security personnel, critical infrastructure, or security devices. [Tex Govt. Code §551.089]

MINUTES OF THE CITY COUNCIL COMMITTEE  
MONDAY, JANUARY 8, 2024

EXHIBIT B

OFFICIAL ACTION OF THE CITY COUNCIL COMMITTEE

JANUARY 8, 2024

Item 1: Approval of the December 11, 2023 Workforce, Education and Equity Committee Meeting Minutes

Councilmember Willis moved to adopt the minutes as presented.

Motion seconded by Councilmember Resendez and unanimously adopted. (Arnold, Bazaldua absent when vote taken)

OFFICIAL ACTION OF THE CITY COUNCIL COMMITTEE

JANUARY 8, 2024

BRIEFING ITEMS

Item A: Equity (Internal): Update Regarding the City's Participation in the Municipal Bond Markets and Racial Equity Cohort Update and Next Steps

The following individuals briefed the committee on the item:

- Dr. Lindsey Wilson, Director, Office of Equity and Inclusion;
- Jenny Kerzman, Assistant Director, Treasury;
- Candi Green, Assistant Director, Office of Bond Programs;
- Bernardo Salazar, Operations Research Analyst, Office of Equity and Inclusion;
- Liz Cedillo-Pereira, Assistant City Manager, City Manager's Office;
- Jennifer Nicewander, Assistant Director, Public Works; and
- Robert Perez, Assistant City Manager, City Manager's Office

OFFICIAL ACTION OF THE CITY COUNCIL COMMITTEE

JANUARY 8, 2024

BRIEFING ITEMS

Item B: Equity (Internal/External): 2023 Equity Indicators Report Update and Highlights

The following individuals briefed the committee on the item:

- Dr. Lindsey Wilson, Director, Office of Equity and Inclusion;
- Coda Rayo-Garza, Director of Research and Data, Every Texan; and
- Liz Cedillo-Pereira, Assistant City Manager, City Manager's Office

OFFICIAL ACTION OF THE CITY COUNCIL COMMITTEE

JANUARY 8, 2024

BRIEFING MEMOS

- Item C: Workforce (Internal): Dallas Public Library's Role in Workforce Development
- Item D: Equity (Internal): Update Regarding the Federal Fair Housing Act's New Proposed Rule Requirements and Next Steps for the City's Fair Housing Equity Plan
- Item E: Equity (Internal): Brownfields Redevelopment Program Pilot Update
- Item F: Workforce (Internal): Contract Renewal Authorization for Texas Department of Criminal Justice-funded Re-Entry Program

The committee discussed the items.

OFFICIAL ACTION OF THE CITY COUNCIL COMMITTEE

JANUARY 8, 2024

FORECAST

Item G:           Committee Forecast

The committee discussed the item.

MINUTES OF THE CITY COUNCIL COMMITTEE  
MONDAY, JANUARY 8, 2024

EXHIBIT C





# City of Dallas

1500 Marilla Street  
Council Chambers, 6th Floor  
Dallas, Texas 75201

## Agenda Information Sheet

---

**File #:** 24-65

**Item #:** A.

---

Equity (Internal): Update Regarding the City's Participation in the Municipal Bond Markets and Racial Equity Cohort Update and Next Steps  
[Dr. Lindsey Wilson, Director, Office of Equity and Inclusion; Jenny Kerzman, Asst Director, Treasury; Candi Green, Asst Director, Office of Bond Programs]



**City of Dallas**

# **Update Regarding the City's Participation in the Municipal Bond Markets and Racial Equity Cohort and Next Steps**

**Workforce Education Equity Committee  
January 8, 2024**

Lindsey Wilson PhD, Director  
Bernardo Salazar, Operations Research Analyst  
Office of Equity and Inclusion

Jenny Kerzman, Assistant Director  
City Controller's Office

Candi Green, Assistant Director  
Bonds and Construction Management

# Presentation Overview



- **Background**
  - Internal and External Partners
  - Grant Funds
- **Equity Cohort:**
  - Bonds and Construction Management
  - Lessons Learned
- **Reframing Equity Data**
  - Moving Equity Principles Forward
- **Next Steps**

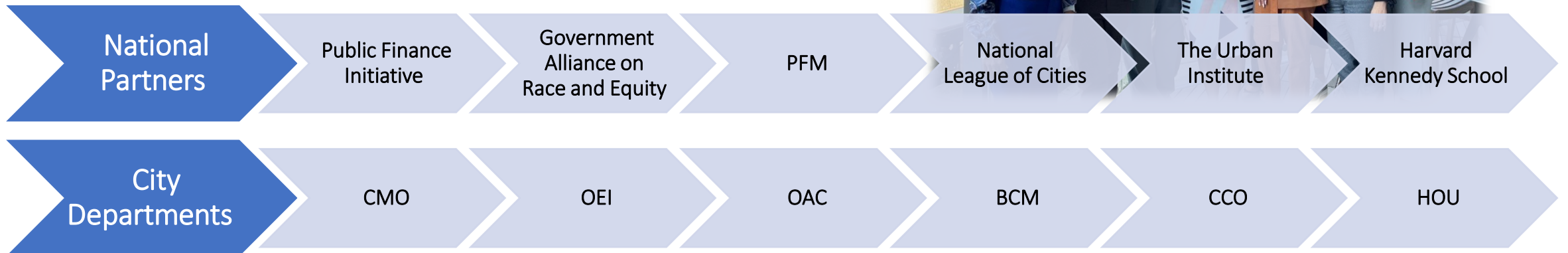


# Background



Dallas selected as 1 of 8 cities to participate in the first cohort for the **Municipal Bonds Markets & Racial Equity**

- 9 Month Cohort
- Technical Assistant Sessions
- \$50,000 Grant



# Grant Funds Breakdown



Five-year investment to support areas of opportunity identified during the cohort participation

Bond Educational  
Materials and Video

\$40,000

\$10,000

Social PinPoint Community  
Engagement Platform







# Embedding Equity Municipal Bond Issuances

Public Finance Initiative Research demonstrated **four primary challenges** in integrating racial equity into the municipal bond market.<sup>1</sup>

1. Common practices exist, but market lacks uniformity.

2. Issuers expressed the need and desire for roadmaps, guidance, & visibility into peer practices.

3. Data challenges are widespread.

4. Promising emerging practices lack visibility.

<sup>1</sup> Information presented in this deck is sourced from the Public Finance Initiative's "Municipal Bond Markets & Racial Equity: A Framework." The full framework can be accessed [here](#).



# City Controller's Office



- The Treasury Division of CCO administers the issuance of bonds for the City, a highly regulated process
- Similar to Environmental, Social, and Governance (ESG) factors designated for bonds and investments, the concept of equity is inherently imbedded in the City's bond issuance process via the City's budget, bond propositions, and selection of bond issuances partners
- While there are perceived limitations to integrating equity into the bond issuance process, the City has opportunities to expand on those efforts



# City Controller's Office



- Through the Cohort sessions, the group identified two areas of immediate impact related directly to bond issuances in terms of reporting and investor relations
- The City is working with the Cohort to include ESG and equity reporting in the Official Statements issued for bonds while adhering to reporting requirements, and expanding the City's Investor Relations website to highlight equity factors specifically
- The equity information provided to investors will be refined as more equity data becomes available





# Bonds and Construction Management



Based on the high-level review of the Framework provided by Cohort, the 2024 Capital Bond Program demonstrates several strengths in community engagement.

Type of Meeting	Number of Meetings
City Council Briefing (includes Committee Briefing)	24
CBTF and Subcommittees Meetings	42
Community Requested	24
Townhall	43
Virtual Open House	6
<b>Grand Total</b>	<b>139</b>

- Hosted an All-Spanish Language 2024 Bond Townhall @ City Hall & provided Spanish Translation at Community Meetings.
- Developed a robust community engagement strategy that seeks engagement from residents who have historically experienced discrimination and face the greatest barriers to participation.



# Integrating Equity For Strengthening Impact



Reframing  
Equity Data

Understand  
Community  
Demographics  
and  
Characteristics

Optimize  
Investments to  
address  
disparities

Impact and  
Technical  
Transparency

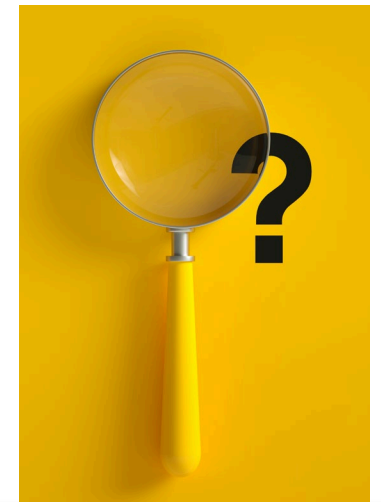


# Reframing Equity Data



The Office of Equity and Inclusion assessed current available bond data and process to identify opportunities for equity impact:

1. The main challenge is **equity-relevant data**.
2. Opportunity to develop data strategies to **measure impact** moving forward
3. Furthering **intentionality and transparency**



# Reframing Equity Data



- Dallas' 2024 Bond Process includes a measure of community engagement, it consists primarily of 18,632 projects from the Needs Inventory list.
- While city departments may have community engagement components, current data fields don't capture engagement information.
  - Questions to consider: How are the community conditions and actions that will be taken experienced differently across the community and among the populations?

Request Type	Count	%
Department Request	17,189	94.0
Resident Request	600	3.3
Staff Request	348	1.9
Council Member	147	0.8

Bond Package	Community Recommendations	%
CBTF Recommendation	92	12

Source: City of Dallas Needs Inventory Table - <https://services2.arcgis.com/rwnOSbfKSwyTBcwn/arcgis/rest/services/NeedsInventory/FeatureServer>

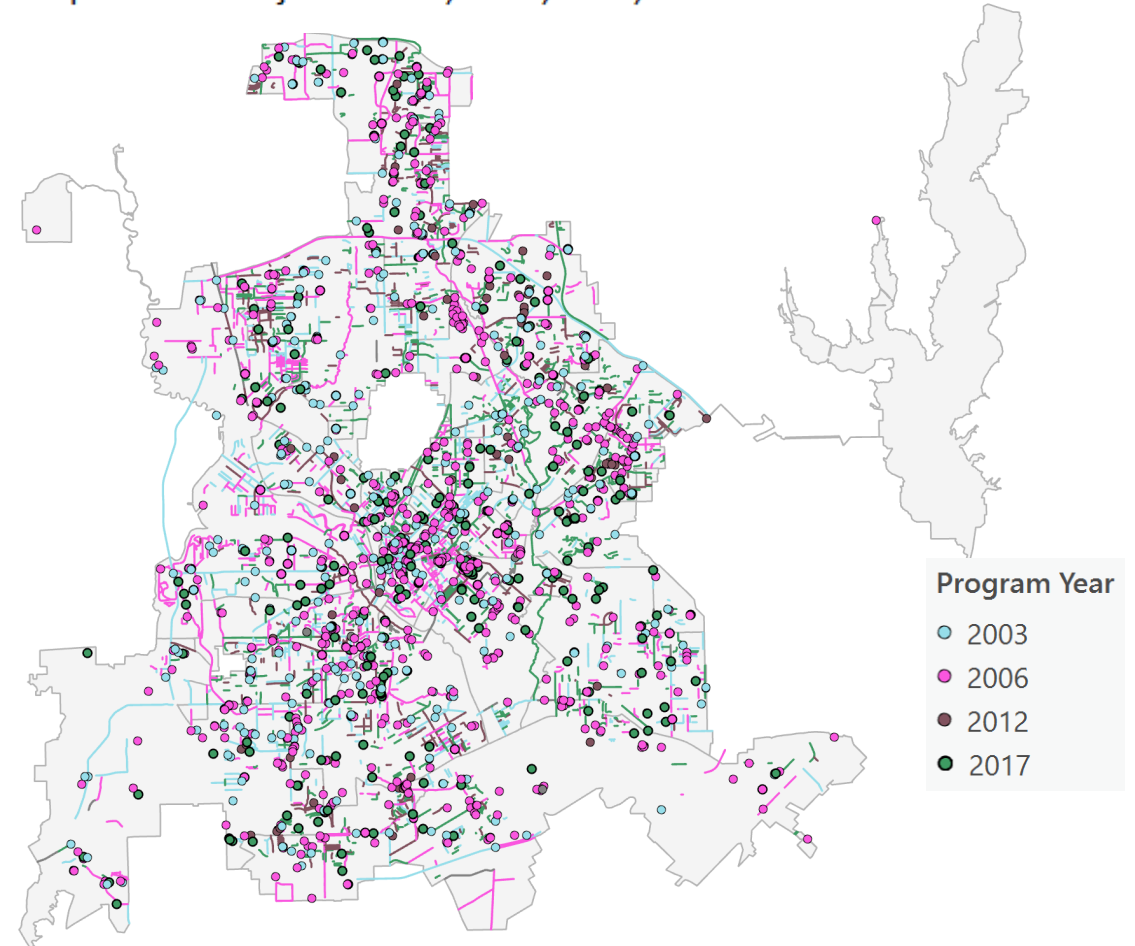


# Reframing Equity Data



- Recognizing and integrating a perspective that gets to communities with the greatest need for comprehensive and equitable analysis.
- In analyzing previous bond projects from 2003, 2006, 2012, and 2017, we encountered certain limitations in the data collected, particularly in the context of long-standing patterns of historical disinvestments.
- While the Geographic Information System (GIS) provides detailed location information and potentially the value of each project, more than this data is needed to capture the broader historical context fully.

Map of Bond Projects: 2003, 2006, 2012, 2017



Source: Bond and Capital Improvement Projects Asheville -

[https://services2.arcgis.com/rwnOSbfKSwyTBcwN/arcgis/rest/services/Bond\\_and\\_Capital\\_Improvement\\_Projects\\_Ashville/FeatureServer](https://services2.arcgis.com/rwnOSbfKSwyTBcwN/arcgis/rest/services/Bond_and_Capital_Improvement_Projects_Ashville/FeatureServer)



# Optimize Investments to Address Disparities



- Recognizing the opportunity to hear and address residents and community partners' needs.
- Assessing projects physical construction, social, economic, and environmental impacts on addressing inequities.
- Integrating a qualitative approach to understanding how each project contributes to equity in the community should include: Access, Inclusion, Wellbeing, and Assets.

Equity Impact Categories for Bond Projects

Factors	Definition
<b>Access</b>	Examines the extent to which infrastructure projects improve the availability and distribution of services, focusing particularly on areas that have historically been underserved/disinvested.
<b>Inclusion</b>	Assesses the level of community input and participation in the decision-making process for infrastructure projects. It focuses on increasing the voices of all community members, especially those from marginalized or underrepresented groups, are heard and considered.
<b>Wellbeing</b>	Evaluates the impact of infrastructure projects on the physical, mental, and environmental health and safety of the community. This includes considering how projects contribute to or detract from factors like air and water quality, public safety, noise levels, recreational spaces, and overall quality of life.
<b>Assets</b>	Considers how projects contribute to economic growth of the area. This involves evaluating whether projects create jobs, stimulate local businesses, or otherwise contributes to the economic vitality of the area. Examines how infrastructure investments can be leveraged to promote financial stability and growth opportunities, particularly in economically disadvantaged or neglected areas.





# Impact and Technical Transparency



- Align bond data with other City-led equity projects to ensure cohesive and comprehensive progress towards citywide equity goals.
- Our assessment identified opportunities to link bond project categories to the Dallas Equity Indicators Report for a more intentional impact.



# Recommendations



- Develop a framework for collecting equity-related data for all bond projects. This includes documenting and tracking community input and feedback.
- Identify historically disinvested areas beyond the 20-year frame for a more accurate and long-term perspective on investment trends and ensure equitable allocations of resources in the future.
- Clearly define and document the specific objectives and community needs each bond project aims to address.
- Explore additional opportunities to align the bond project data with other city-led equity initiatives. This could involve sharing data, methodologies, and insights.
- Continue partnerships and learning opportunities with National Best Practices entities







**City of Dallas**

# Equity Bond Cohort: Learnings, Takeaways & Update

**Workforce Education Equity Committee  
January 8, 2024**

Lindsey Wilson PhD, Director  
Bernardo Salazar, Operations Research Analyst  
Office of Equity and Inclusion

Jenny Kerzman, Assistant Director  
City Controller's Office

Candi Green, Assistant Director  
Bonds and Construction Management



# City of Dallas

1500 Marilla Street  
Council Chambers, 6th Floor  
Dallas, Texas 75201

## Agenda Information Sheet

---

**File #:** 24-66

**Item #:** B.

---

Equity (Internal/External): 2023 Equity Indicators Report Update and Highlights  
[Dr. Lindsey Wilson, Director, Office of Equity and Inclusion; Coda Rayo-Garza, Director of Research and Data, Every Texan]



**City of Dallas**

# 2023 Equity Indicators Report: Update and Highlights

**Workforce Education Equity Committee  
January 8, 2024**

Dr. Lindsey Wilson, Director  
Office of Equity and Inclusion  
City of Dallas

Coda Rayo-Garza,  
Director of Research & Data  
Every Texan<sup>90</sup>

# Presentation Overview

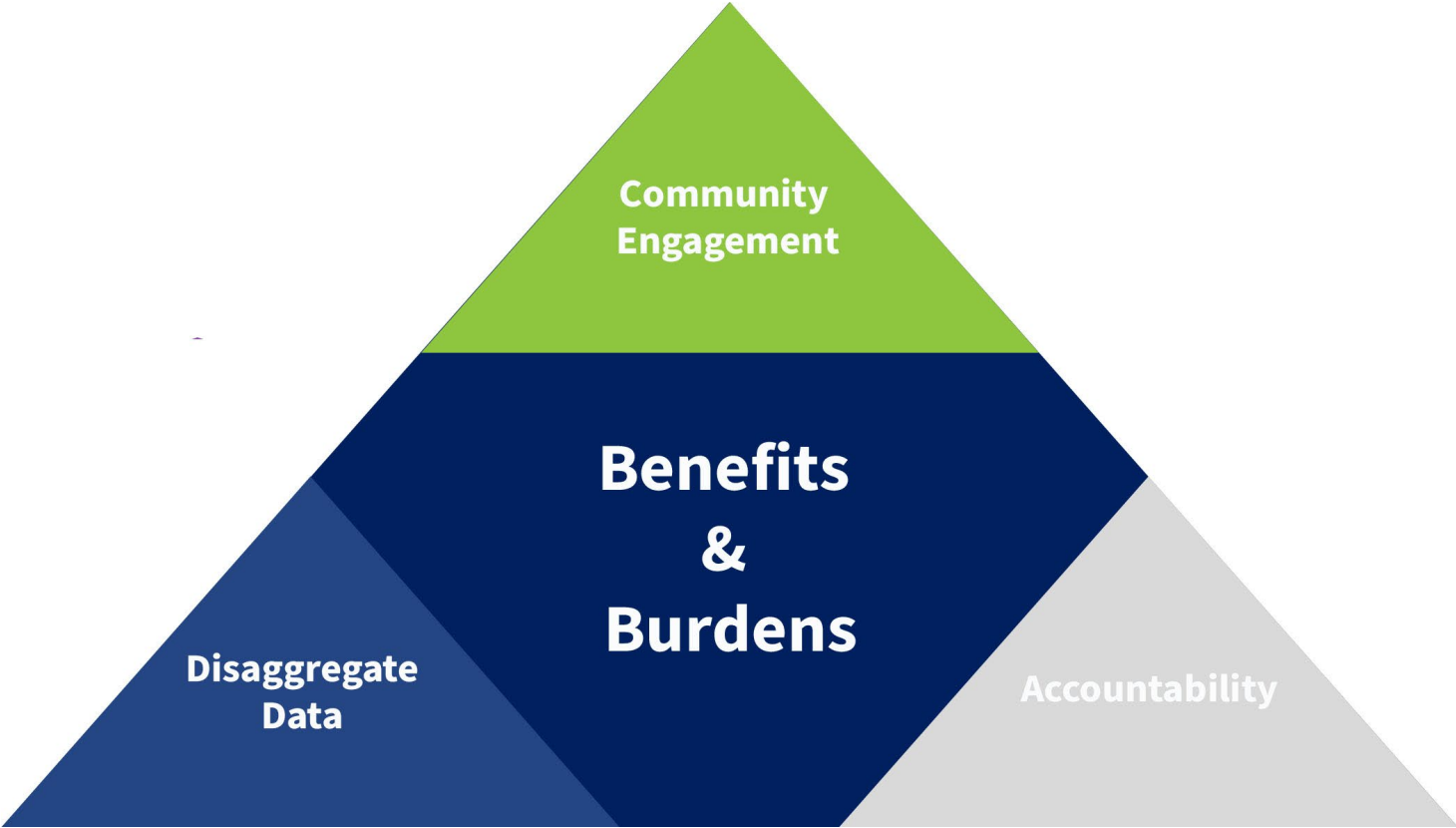


- **Importance of Data**
  - Advancement of Equity
  - 2019 Equity Indicators Report
- **2023 Equity Indicators Report Update**
  - Every Texan and Background
  - Methodology
  - Update Process
  - At-A-Glance Updates
- **Next Steps**





# The Importance of Data



# Data as a Key Cornerstone



Disaggregated data is a key cornerstone to an equitable government. It allows us to:

1. Highlight unique circumstances and experiences of our residents;
2. Understand disparities and strengths, assets and community priorities;
3. Prioritize greatest need;
4. Understand root causes.



# 2019 Equity Indicators Report



In 2019, the City made the commitment that the Ei report would not simply sit on a shelf. Over the last five years the Ei report has guided policy recommendations, procedures, plans and practices. Inclusive of:

- Racial Equity Plan
- Department level procedures
- Previous Dallas 365 goals
- Budgeting for Equity
- Equity Indicators Symposium
- Multiple Department Planning Processes





2

# 2023 Equity Indicators Update Collaboration with Every Texan





# Background



**Every Texan** envisions a Texas where people of *all backgrounds* can fulfill their potential and contribute to our community.



# EVERY TEXAN

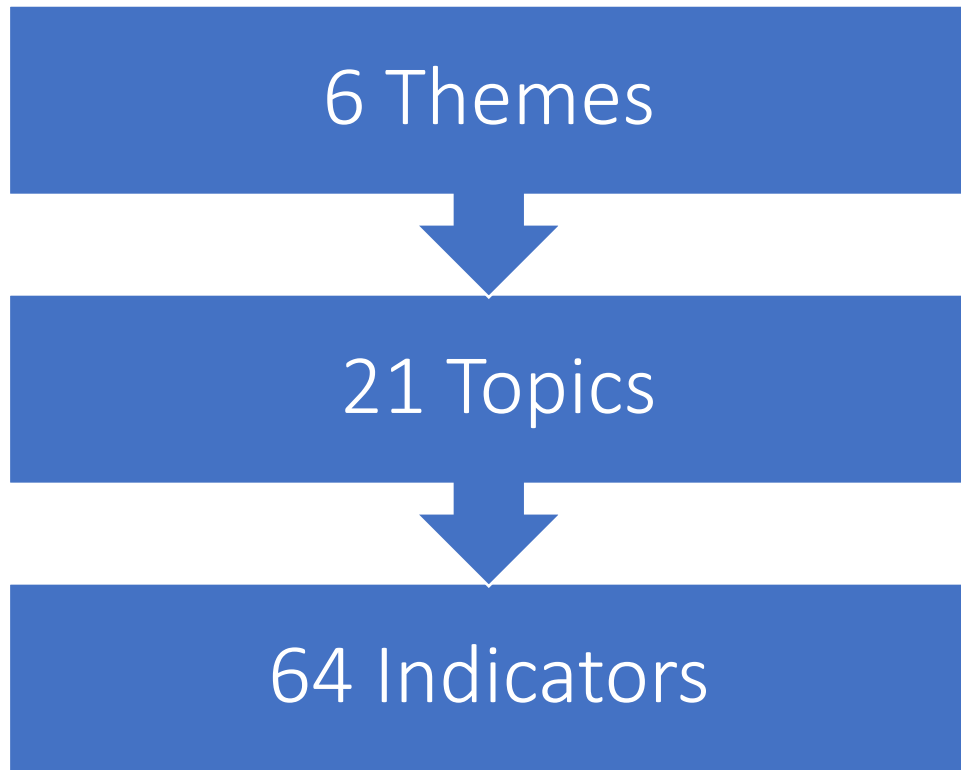
Formerly Center for Public Policy Priorities



# CUNY Methodology



## Equity Indicator Report Structure



	THEME	TOPICS
	<b>Economic Opportunity</b>	Business Development, Employment, Income and Poverty.
	<b>Education</b>	Early Education, Elementary and Middle School Education, High School Education and Education in the General Population.
	<b>Neighborhoods and Infrastructure</b>	Access to Housing, Housing Affordability and Services, Neighborhoods and Transportation.
	<b>Justice and Government</b>	Civic Life, Incarceration, Law Enforcement and Victimization.
	<b>Public Health</b>	Civic Life, Incarceration, Law Enforcement and Victimization.
	<b>Environmental Justice</b>	Environmental Justice Screen, Tree Canopy, Solar Accessibility and Food Access.



# Process for 2023 Update



## In collaboration with the Office of Equity and Inclusion, we:

- Began the update in July 2023
  - Using comments, memos, feedback and other insight gathered from the 2019 report
- Partnered with internal stakeholders
  - City of Dallas Youth Commission; Office of Environmental Quality and Sustainability; Dallas Police Department; Dallas Public Library; Housing & Neighborhood Revitalization; Office of Community Care; Office of Economic Development; Data Analytics and Business Intelligence; Development Services; Transportation
- Collaborated with External Stakeholders
  - City University of New York; Commit Partnership Dallas; Dallas County; Parkland Center for Clinical Innovation (PCCI); Texas Trees Foundation



# At-A-Glance Theme Updates



## Overall City Score Change

2019 Year City Score: **39.80** out of 100

2022 Year City Score: **40.79** out of 100

2023 Year City Score: **42.35** out of 100

## Most Pronounced Disparities

2019 Year: Justice and Government: **32.25**

2022 Year: Justice and Government: **32.08**

2023 Year: Justice and Government: **33.83**

## 2022 Year Most Equitable

2019 Year: Neighborhoods and Infrastructure: **47.42**

2022 Year: Neighborhoods and Infrastructure: **47.63**

2023 Year: Neighborhoods and Infrastructure: **49.00**

*\* Note the 2023 Ei report includes the new environmental justice theme and several new indicators, all of which impacts the overall score. Given the changes we encourage readers to use the data to continue points for discussion, policy recommendations and further work in lieu of comparing data..*





# Equity Indicators With Increased Scores

## 27 indicators experienced an increase in score (meaning reduction in disparities).

Of these indicators, there were:

- 5 in Education theme
- 5 in Neighborhoods and Infrastructure theme
- 5 in Public Health theme
- 6 in Economic Opportunity theme
- 6 in Justice and Government theme

1	Business Establishments
2	Business Ownership
6	High-Growth, High-Paying Employment
7	Median Full-Time Income
8	Median Hourly Wage
12	Working Poverty
15	Kindergarten Readiness
16	Third-Grade Reading Proficiency
20	High School Dropouts
24	College-Educated Adults
25	Apprenticeships
26	Homeownership
32	Long Term Residential Vacancies
34	Access to Parks

35	Pedestrian and Motor Vehicle Fatalities
36	Transit Frequency
37	Sense of Community
38	Representation in Government
39	Government Service Satisfaction
40	Fines and Fees
44	Police Force Diversity
47	Violent Crime
52	Mortality
56	Low Birth Weight
57	Food Insecurity
58	Physical Activity
59	Smoking



# Equity Indicators With Decreased Scores



**24 indicators experienced a decrease in score (increase in disparities between people groups).**

Of these indicators, there were:

- 2 in Justice and Government theme
- 4 in Neighborhoods and Infrastructure
- 5 in Economic Opportunity theme
- 6 in Public Health theme
- 7 in Education theme

3	Long-Term Business Vacancies
4	Labor Force Non-Participation
9	Median Household Income
10	Child Poverty
11	Senior Poverty
13	Early Education Enrollment by Race
14	Early Education Enrollment by Income
17	First-Year Teachers
18	Middle School Suspensions
19	College Readiness
21	Participation in Advanced Courses
23	High School Graduates Living in Poverty

28	Home Loan Denials
29	Housing Cost Burden
30	Internet Access
31	Utility Expenses
45	Traffic Stops and Searches
46	Property Crime
49	Health Care Provider
50	Health Insurance
51	Prenatal Care
53	Fentanyl Poisonings
54	Infant Mortality
55	Teen Pregnancy



# Equity Indicators With No Change



## 9 Indicators Saw No Change Between Years:

- 1 in Economic Opportunity theme
- 1 in Education theme
- 1 in Public Health theme
- 2 in Neighborhoods and Infrastructure theme
- 4 in Justice and Government theme

5	Unemployment
22	Adults with No High School Diploma
27	Evictions
33	Street Quality
41	Jail Admissions
42	Juvenile Detentions
43	Arrests
48	Domestic Violence
60	Linguistic Isolation





# Replaced Equity Indicators



**Three Equity Indicators** were replaced including:

- **First-Year Teachers** replaced Elementary and Middle School Academic Quality
- **Participation in Advanced Courses** replaced Distinguished Achievement Program Graduation
- **Pedestrian and Motor Vehicle Fatalities** replaced Commute Time





# New Equity Indicators



17	First-Year Teachers
21	Participation in Advanced Courses
25	Apprenticeships
35	Pedestrian and Motor Vehicle Fatalities
53	Fentanyl Poisonings
57	Food Insecurity
60	Linguistic Isolation
61	Environmental Justice Screen
62	Tree Canopy Coverage
63	Solar Accessibility
64	Food Access

**A total of 11 new Equity Indicators added to the 2023 report:**

-  Education
-  Neighborhoods and Infrastructure
-  Public Health
-  Environmental Justice



# Next Steps



- 5th Annual Equity Indicators Symposium Friday, January 12, 2024, Release the At-A-Glance overview
- Finalize and release the full Ei report in English and Spanish
- Collaborate with internal and external stakeholders to highlight the new indicators and other changes
- Use the Ei report to continue to operationalize equity across local government





**City of Dallas**

# 2023 Equity Indicators Report: Update and Highlights

**Workforce Education Equity Committee  
January 8, 2024**

Dr. Lindsey Wilson, Director  
Office of Equity and Inclusion  
City of Dallas

Coda Rayo-Garza,  
Director of Research & Data  
Every Texan<sup>106</sup>



# City of Dallas

1500 Marilla Street  
Council Chambers, 6th Floor  
Dallas, Texas 75201

## Agenda Information Sheet

---

**File #:** 24-68

**Item #:** C.

---

Workforce (Internal): Dallas Public Library's Role in Workforce Development  
[Jo Giudice, Director, Library]

# Memorandum



CITY OF DALLAS

DATE January 08, 2024  
Honorable Chair and Members of the Workforce, Education and Equity Committee  
TO Jaynie Schultz (Chair), MPT Carolyn King Arnold (Vice Chair), Adam Bazaldua,  
Paula Blackmon, Jaime Resendez, Paul Ridley, Gay Donnell Willis  
SUBJECT Dallas Public Library's Role in Workforce Development

Through collaborative efforts, the City of Dallas has utilized engagement strategies to meet its goals to strengthen workforce development for Dallas residents of all ages. As part of Dallas Public Library's mission to advance lives and build equity, the Library partners with Workforce Solutions to provide assistance with employment, resume help and interview skills at four (4) library locations, Polk-Wisdom, Prairie Creek, Highland Hills, and White Rock Hills. Additionally, to equitably expand these efforts the Library created a free staff-led work skills program called Career Launchpad. This enables Library users to book one-hour sessions with Library staff who provide one-on-one assistance. This program is currently available at sixteen (16) of our library locations and will expand to all locations in April 2024.

Through the Career Launchpad program, residents can receive help with job searches, completing employment applications, updating resumes, preparing for an interview, and finding out about local resources to potentially boost their career. Furthermore, to enhance and help upskill both City residents and employees, the Library continues to offer Adult Learning classes which include GED, English Language Learning, Basic Reading program for adults. In late January 2024 we will add Excel Adult Online High School for those who wish to earn a high school diploma rather than GED certification. Through the generous support of Atmos Energy the library operates two adult learning centers at the Bachman Lake and Dallas West Branches as well as the Library can provide scholarships to qualified students to assist with the cost of GED testing. The adult learning initiative has recently partnered with Human Resources to assist City employees in developing skills and knowledge that can help promote within City of Dallas and increase their earning potential.

To promote equitable access to workforce development resources the Library continues to offer free online resources through the Library's digital resources that focus on career development and job skills. Annually the Library hosts multiple job fairs for the City.

M. Elizabeth Cedillo-Pereira  
Assistant City Manager

c: Tammy Palomino, City Attorney  
Mark Swann, City Auditor  
Billierae Johnson, City Secretary  
Preston Robinson, Administrative Judge  
Kimberly Bizer Tolbert, Deputy City Manager  
Jon Fortune, Deputy City Manager

Majed A. Al-Ghafry, 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



# City of Dallas

1500 Marilla Street  
Council Chambers, 6th Floor  
Dallas, Texas 75201

## Agenda Information Sheet

---

**File #:** 24-69

**Item #:** D.

---

Equity (Internal): Update Regarding the Federal Fair Housing Act's New Proposed Rule Requirements and Next Steps for the City's Fair Housing Equity Plan  
[Liz Cedillo-Pereira, Assistant City Manager, City Managers Office]

# Memorandum



CITY OF DALLAS

DATE January 8, 2024  
HONORABLE CHAIR AND MEMBERS OF THE WORKFORCE, EDUCATION, AND EQUITY COMMITTEE  
TO Jaynie Schultz (Chair), MPT Carolyn King Arnold (Vice Chair), Adam Bazaldua,  
Paula Blackmon, Jaime Resendez, Paul Ridley, Gay Donnell Willis  
SUBJECT **Update Regarding the Federal Fair Housing Acts New Proposed Rule  
Requirements and Next Steps for the City's Fair Housing Equity Plan**

The purpose of this memorandum is to provide an update on the Fair Housing Equity Plan (FHEP).

The Office of Equity and Inclusion (OEI) – Fair Housing Division has been engaged in a series of internal meetings that focused on setting the framework for this comprehensive plan. To date our discussions have been centered around: (1) Identifying key internal stakeholders, (2) aligning leaderships' vision with the Fair Housing Act's statutory mandate to affirmatively further fair housing (AFFH), and (3) identifying key objectives.

The new proposed rule under the AFFH framework introduces the requirement for a Fair Housing Equity Plan, with the aim to strengthen efforts to combat housing discrimination and promoting inclusive communities.

As the office works diligently to identify key objectives vital to the advancement of equity in housing, some initial considerations stem from findings outlined in the 2019 Analysis of Impediments to Fair Housing Choice study. These include the lack of affordable housing in high-opportunity areas; insufficient affordable housing available in the City of Dallas; lack of affordable, accessible housing for persons with disabilities; lack of public or private investments in certain neighborhoods; insufficient access to opportunity for residents of supported housing; and lack of education regarding affordable housing and fair housing enforcement. Additionally, identifying new practices to eliminate discrimination, enhance neighborhood diversity, and foster community inclusiveness that values and reflects diverse backgrounds and cultures is also a key factor. Furthermore, improving access to essential services and supporting sustainable development is crucial, as it contributes to environmental sustainability and economic resilience.

Next steps include the Fair Housing Division selecting a vendor, collaborating with Housing and Neighborhood Revitalization and engaging community stakeholders. We aim to actively involve local stakeholders in the planning and decision-making process, ensuring that their needs and perspectives are well-represented.

Should you have any questions or concerns, please contact me.

M. Elizabeth (Liz) Cedillo-Pereira  
Assistant City Manager

c: T.C. Broadnax, City Manager  
Tammy Palomino, Interim City Attorney  
Mark Swann, City Auditor  
Biliera Johnson, City Secretary  
Preston Robinson, Administrative Judge  
Kimberly Bizer Tolbert, Deputy City Manager  
Jon Fortune, Deputy City Manager

Majed A. Al-Ghafry, 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



# City of Dallas

1500 Marilla Street  
Council Chambers, 6th Floor  
Dallas, Texas 75201

## Agenda Information Sheet

---

**File #:** 24-70

**Item #:** E.

---

Equity (Internal): Brownfields Redevelopment Program Pilot Update  
[Carlos Evans, Director, Office of Environmental Quality and Sustainability]



# Memorandum



CITY OF DALLAS

DATE January 8, 2024  
Honorable Chair and Members of the Workforce, Education and Equity Committee  
TO Jaynie Schultz (Chair), MPT Carolyn King Arnold (Vice Chair), Adam Bazaldua,  
Paula Blackmon, Jaime Resendez, Paul Ridley, Gay Donnell Willis  
SUBJECT **Brownfields Redevelopment Program Pilot Update**

## Background

In 2023, the City allocated \$1.5 million to support the development of a Brownfields Redevelopment Program (BRP) in advancement of the Racial Equity Plan's Environmental Justice (EJ) Big Audacious Goals. The BRP provides education and resources for remediation projects in historically underserved areas. The BRP's mission is to address environmental obstacles that can hinder revitalization of community development. The program also aims to drive sustainable economic growth to ensure a safe, clean environment, and improved quality of life for Dallas residents.

The BRP is planning to use EJ funding of up to \$50K to support a pilot project located in a community with environmental justice concerns. Tools used during the project selection process will include the City of Dallas' Equity Impact Tool and EPA's EJScreen. The primary goals of the pilot program will be to: use EJ funds to provide Phase I and Phase II (if needed) environmental site assessments; provide analysis of cleanup alternatives based on confirmed environmental assessment report(s); and provide targeted community outreach and training. OEQS plans to launch the pilot project by March 2024.

A handwritten signature in black ink, appearing to read 'Liz Cedillo-Pereira'.

Liz Cedillo-Pereira  
Assistant City Manager

C: TC Broadnax, City Manager  
Tammy Palomino, City Attorney  
Mark Swann, City Auditor  
Biliera Johnson, City Secretary  
Preston Robinson, Administrative Judge  
Kimberly Bizzor Tolbert, Deputy City Manager  
Jon Fortune, Deputy City Manager

Majed A. Al-Ghafry, 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



# City of Dallas

1500 Marilla Street  
Council Chambers, 6th Floor  
Dallas, Texas 75201

## Agenda Information Sheet

---

**File #:** 24-127

**Item #:** F.

---

Workforce (Internal): Contract Renewal Authorization for Texas Department of Criminal Justice-funded Re-Entry Program  
[Jessica Galleshaw, Director, Office of Community Care]

# Memorandum



CITY OF DALLAS

DATE January 8, 2024

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

SUBJECT **Contract Renewal Authorization for TDCJ-funded Re-Entry Program**

On January 24, 2024, the following Office of Community Service item will be considered by City Council:

**File ID: 24-124:** Authorize the first of two twelve-month renewal options to the service contract with Redemption Bridge (renewal is contingent upon receiving and appropriating funds from TDCJ for FY2025), as detailed in the Fiscal Information section, for reentry services to include housing, employment, and job-skills training to individuals released from TDCJ facilities who are returning to the City of Dallas - Not to exceed \$250,000 - Financing: TDCJ Re-Entry Services Grant Program Fund

## **Background**

This item will authorize a the first of two one-year contract renewals with Redemption Bridge for re-entry wraparound services. This project is funded through funds allocated to the City of Dallas from the Texas Department of Criminal Justice. The authorization of the initial contract term was completed on September 22, 2022 included provisions for these two renewal options. On November 8, 2023, City Council authorized the acceptance of funding from TDCJ for continued support of this service for FY24.

The Office of Community Care initially intended to authorize the renewal via administrative action, however, has decided to pursue council authorization on the recommended of the City Attorney's Office because the funding for the renewal year had not yet been appropriated to the City at the time of the initial contract authorization and said renewal was therefore contingent on the appropriation.

Redemption Bridge, a 501(c3) nonprofit intermediary, established the South Dallas Employment Project (SDEP) as a DBA of Redemption Bridge in February 2020, focused on the establishment of a sustainable, scalable, replicable, collective impact model, capable of supporting opportunity populations living in or returning to Dallas.

SDEP provides both the framework and processes to holistically serve opportunity populations, defined as those who have had limited access to educational and professional opportunities and who face barriers to employment, including those who are experiencing homelessness; are incarcerated or coming out of incarceration; a physical or mental disability; and are facing significant barriers to employment.

During the first year of programming under this agreement, Redemption Bridge achieved the following outcomes:

DATE January 8, 2024

SUBJECT **Upcoming Office of Community Care Item for Renewal of Contract with Redemption Bridge**

<u>Performance Measures</u>	<u>Goal</u>	<u>Year to Date Actual</u>
Total number of unduplicated individuals served	350	353
Total number of unduplicated individuals receiving case management support	350	353
Maintain data on referrals by service type, including unduplicated individuals receiving one or more services (training, employment, housing, transportation, health, wellness & recovery, community connectivity, digital literacy, financial literacy, assistance to procure government documents, legal aid)	350	353

Should you have any questions or need any additional information about this item, please contact myself or Jessica Galleshaw, Director of Office of Community Care, at [Jessica.Galleshaw@dallas.gov](mailto:Jessica.Galleshaw@dallas.gov).



**M. Elizabeth (Liz) Cedillo-Pereira**  
Assistant City Manager

c: T.C. Broadnax, City Manager  
Tammy Palomino, City Attorney  
Mark Swann, City Auditor  
Biliera Johnson, City Secretary  
Preston Robinson, Administrative Judge  
Kimberly Bizer Tolbert, Deputy City Manager  
Jon Fortune, Deputy City Manager

Majed A. Al-Ghafry, Assistant City Manager  
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



# City of Dallas

1500 Marilla Street  
Council Chambers, 6th Floor  
Dallas, Texas 75201

## Agenda Information Sheet

---

**File #:** 24-71

**Item #:** G.

---

Committee Forecast

# WORKFORCE, EDUCATION, & EQUITY COMMITTEE (ROLLING) 3 MONTH FORECAST

(subject to change)

Updated 1/2/24

	TITLE	DEPARTMENT
<b>MONDAY, JANUARY 8, 2024, 9:00 A.M.</b>		
<b>BRIEFING ITEMS</b>	Bond Equity Cohort Update	Office of Equity & Inclusion
	Ei Report Update	Office of Equity & Inclusion, Every Texan
<b>BRIEFINGS BY MEMORANDUM</b>	Fair Housing Equity Plan	Office of Equity & Inclusion
	Brownfield Pilot Update	Office of Environmental Quality & Sustainability Office of Equity & Inclusion
	Dallas Public Library’s Role in Workforce Development	Library
	Contract Renewal Authorization for TDCJ-funded Re-Entry Program	Office of Community Care
<b>MONDAY, FEBRUARY 12, 2024, 9:00 A.M</b>		
<b>BRIEFING ITEMS</b>	REP Strategies & Initiatives	Office of Procurement Services
	Public Safety & Equity Update	Office of Integrated Public Safety Solutions,
	Welcoming Strategy Update	Office of Equity & Inclusion - WCIA
	Digital Navigators Update	CMO Chief of Staff
	Gender Transitioning in the Workplace – Suggested Guidance for Supporting Employees	Office of Equity and Inclusion
<b>BRIEFINGS BY MEMORANDUM</b>	PAD/Essential Necessities Procurement	Office of Community Care
<b>TUESDAY, MARCH 5, 2024, 9:00 A.M.</b>		
<b>BRIEFING ITEMS</b>		
<b>BRIEFINGS BY MEMORANDUM</b>		