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**CITY SECRETARY  
DALLAS, TEXAS**

**City of Dallas**

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

*Public Notice*

250546

POSTED CITY SECRETARY  
DALLAS, TX



**Workforce, Education, and Equity Committee**

**June 3, 2025**

**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> *Ridley (C), Resendez (VC), Bazaldua, Blackmon, Gracey, Schultz, Willis
<b>TRANSPORTATION AND INFRASTRUCTURE</b> Narvaez (C), Gracey (VC), Atkins, Mendelsohn, Resendez, Schultz, Stewart	<b>WORKFORCE, EDUCATION, AND EQUITY</b> *Arnold (C), *Schultz (VC), Bazaldua, Blackmon, Resendez, Ridley, Willis
<b>AD HOC COMMITTEE ON ADMINISTRATIVE AFFAIRS</b> Atkins (C), Mendelsohn, Moreno, Ridley, Stewart	<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

\* Updated:6/28/24

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

## General Information

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

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This 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 may attend the meeting virtually; however, City Hall is available for those wishing to attend the meeting in person. The Workforce, Education, and Equity Committee will be broadcast live on Spectrum Cable Channel 16 (English) and 95 (Spanish) and online at [bit.ly/cityofdallastv](https://cityofdallastv.bit.ly/cityofdallastv). The public may also listen to the meeting as an attendee at the following video conference link:

<https://dallascityhall.webex.com/dallascityhall/j.php?MTID=m2744b9dea76665e370da1f5dddbbe141>

## Call to Order

## MINUTES

1. [25-1960A](#) Approval of the May 12, 2025, Workforce, Education, and Equity (WEE) Committee Meeting Minutes

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

## BRIEFING ITEMS

- A. [25-1959A](#) Upskilling Program - Update and Next Steps  
[Nina Arias, Director, Department of Human Resources; Carmel Fritz, Assistant Director, Department of Human Resources; Sonya Batts, Sr. Human Resource Manager, Department of Human Resources; Heather Wood, Training Manager, Department of Human Resources]

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

- B. [25-1962A](#) Veterans Affairs Commission Update  
[Hai Tran, Director (I), Office of Equity and Inclusion; Christina De Silva, Assistant Director, Office of Equity and Inclusion; Shpendim Nadzaku, Welcoming Coordinator, Office of Equity and Inclusion]

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

## 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]
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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]



# City of Dallas

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

## Agenda Information Sheet

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**File #:** 25-1960A

**Item #:** 1.

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Approval of the May 12, 2025, Workforce, Education, and Equity (WEE) Committee Meeting Minutes

MINUTES OF THE CITY COUNCIL COMMITTEE  
MONDAY, MAY 12, 2025

25-0019

WORKFORCE EDUCATION & EQUITY COMMITTEE  
CITY COUNCIL CHAMBER, CITY HALL/VIDEO CONFERENCE  
COUNCILMEMBER CAROLYN KING ARNOLD, PRESIDING

PRESENT: [5] Arnold, \*Resendez, \*Blackmon, \*Willis (\*\*9:30 a.m.), Ridley

ABSENT: [2] Schultz, Bazaldua

The meeting was called to order at 9:14 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 11:13 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 for this meeting are filed with the City Secretary's Office 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, MAY 12, 2025

EXHIBIT A

**RECEIVED**

2025 *May* -8 PM 5:24

**CITY SECRETARY  
DALLAS, TEXAS**

**City of Dallas**

1500 Marilla Street,  
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*Pub[k* Notice

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**Workforce, Education, and Equity Committee**

**May 12, 2025**

**9:00 AM**

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## Call to Order

### **MINUTES**

1. 25-1643A Approval of the April 14, 2025, Workforce, Education, and Equity (WEE) Committee Meeting Minutes

**Attachments:** Minutes

### **BRIEFING ITEMS**

- A. 25-1634A Mayor's Summer Youth Employment Internship Program - Update from All Stars Project, Inc.  
[Natalie Sandifer, Director, All Stars Project, Inc; Antoine Joyce-Roach, Senior Vice President, All Stars Project, Inc; Dr. Yetunde Zannou, Managing Director, All Stars Project, Inc]

**Attachments:** Presentation

- B. 25-1633A Youth Engagement Programming Strategic Plan Update  
[Jessica Galleshaw, Director, Office of Community Care and Empowerment; Holly Holt, Assistant Director, Office of Community Care and Empowerment; Hai Tran, Interim Director, Office of Equity and Inclusion]

**Attachments:** Presentation

- C. 25-1670A Youth Safety Collaborative Strategic Plan Update  
[Yulise Reaves Waters, Chief Innovations Officer, Lone Star Justice Alliance]

**Attachments:** Presentation

### **BRIEFING MEMOS**

- D. 25-1650A Upcoming Agenda Item from Office of Community Care to Accept a Grant from Texas Health and Human Services Commission ("HHSC") for the Special Supplemental Nutrition Program for Women, Infants, and Children Program  
[Jessica Galleshaw, Director, Office of Community Care and Empowerment; Holly Holt, Assistant Director, Office of Community Care and Empowerment]

**Attachments:** Memorandum

- E. 25-1653A Upcoming Agenda Item from Office of Community Care and Empowerment to Authorize Subrecipient Agreements with Housing Connector and Volunteers for Re-Entry Housing Support Programs  
[Jessica Galleshaw, Director, Office of Community Care and Empowerment; Holly Holt, Assistant Director, Office of Community Care and Empowerment]

**Attachments:** Memorandum

- F. 25-1649A Upcoming Agenda Item from Office of Community Care and Empowerment to Accept a Grant from Massachusetts Institute of Technology (MIT) for the Digital Navigator Program  
[Jessica Galleshaw, Director, Office of Community Care and Empowerment; Holly Holt, Assistant Director, Office of Community Care and Empowerment]

**Attachments:** Memorandum

- G. 25-1646A FY 2025-26 Budget Development Update  
[Jack Ireland, Chief Financial Officer, City of Dallas; Janette Weedon, Director of Budget and Management Services]

**Attachments:** Memorandum

## **FORECAST**

- H. 25-1644A Workforce, Education, and Equity Committee Forecast

**Attachments:** Forecast

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MINUTES OF THE CITY COUNCIL COMMITTEE  
MONDAY, MAY 12, 2025

EXHIBIT B

OFFICIAL ACTION OF THE CITY COUNCIL COMMITTEE

MAY 12, 2025

Item 1: Approval of the April 14, 2025, Workforce, Education, and Equity (WEE) Committee Meeting Minutes

Councilmember Ridley moved to adopt the minutes as presented.

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

OFFICIAL ACTION OF THE CITY COUNCIL COMMITTEE

MAY 12, 2025

BRIEFING ITEMS

Item A: Mayor's Summer Youth Employment Internship Program - Update from All Stars Project, Inc.

The following individuals briefed the committee on the item:

- Liz Cedillo-Pereira, Assistant City Manager, City Manager's Office;
- Lynn McBee, Workforce Development Czar, Dallas College Foundation
- Natalie Sandifer, Director, All Stars Project, Inc;
- Antoine Joyce-Roach, Senior Vice President, All Stars Project, Inc; and
- Dr. Yetunde Zannou, Managing Director, All Stars Project, Inc

## OFFICIAL ACTION OF THE CITY COUNCIL COMMITTEE

MAY 12, 2025

### BRIEFING ITEMS

Item B: Youth Engagement Programming Strategic Plan Update

The following individuals briefed the committee on the item:

- Liz Cedillo-Pereira, Assistant City Manager, City Manager's Office;
- Jessica Galleshaw, Director, Office of Community Care and Empowerment;
- Holly Holt, Assistant Director, Office of Community Care and Empowerment; and
- Hai Tran, Interim Director, Office of Equity and Inclusion

OFFICIAL ACTION OF THE CITY COUNCIL COMMITTEE

MAY 12, 2025

BRIEFING ITEMS

Item B: Youth Safety Collaborative Strategic Plan Update

The following individual briefed the committee on the item:

- Yulise Reaves Waters, Chief Innovations Officer, Lone Star Justice Alliance

# OFFICIAL ACTION OF THE CITY COUNCIL COMMITTEE

MAY 12, 2025

## BRIEFING MEMOS

- Item D: Upcoming Agenda Item from Office of Community Care to Accept a Grant from Texas Health and Human Services Commission (“HHSC”) for the Special Supplemental Nutrition Program for Women, Infants, and Children Program
- Item E: Upcoming Agenda Item from Office of Community Care and Empowerment to Authorize Subrecipient Agreements with Housing Connector and Volunteers for Re-Entry Housing Support Programs
- Item F: Upcoming Agenda Item from Office of Community Care and Empowerment to Accept a Grant from Massachusetts Institute of Technology (MIT) for the Digital Navigator Program
- Item G: FY 2025-26 Budget Development Update

The committee discussed the items.

OFFICIAL ACTION OF THE CITY COUNCIL COMMITTEE

MAY 12, 2025

FORECAST

Item H: Workforce, Education, and Equity Committee Forecast

The committee discussed the item.

MINUTES OF THE CITY COUNCIL COMMITTEE  
MONDAY, MAY 12, 2025

EXHIBIT C





# City of Dallas

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

## Agenda Information Sheet

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**File #:** 25-1959A

**Item #:** A.

---

### Upskilling Program - Update and Next Steps

[Nina Arias, Director, Department of Human Resources; Carmel Fritz, Assistant Director, Department of Human Resources; Sonya Batts, Sr. Human Resource Manager, Department of Human Resources; Heather Wood, Training Manager, Department of Human Resources]



**City of Dallas**

# Upskilling Program Update and Next Steps

**Workforce, Education, and Equity  
WEE Committee  
June 3, 2025**

Nina Arias, HR Director  
Sonya Batts, Sr. HR Manager  
Heather Wood, Training Manager  
Human Resources  
City of Dallas

# Presentation Overview



- Bloomberg Harvard Program Intro
- Problem Statement & Self-Assessment
- Intervention Strategy
- Actions & Key Insights Gained
- Measuring What Matters
- Looking Ahead
- What's New & Coming Soon



# Bloomberg Harvard Managing Talent in Government: Recruiting, Retaining and Supporting Employees



Managing Talent in City Government: Helps participants identify strategies to transform recruitment and retention practices; train and equip staff to lead and grow into roles; increase diversity, equity, and inclusion within cities; and bring a renewed focus on employee well-being. The program equips key leaders within the city with the tools, knowledge, and networks to be strategic partners in managing talent across the city and driving operational and service excellence.

## Dallas Team Harvest

Alheli Garza, Chief of Staff to the Mayor of Dallas  
Julia Quinones, Sr. Executive Assistant to the Mayor  
Liz Cedillo-Pereira, Assistant City Manager  
Nina Arias, Director of Human Resources



**BLOOMBERG  
HARVARD** | City  
Leadership  
Initiative

**BLOOMBERG  
HARVARD** | City  
Leadership  
Initiative

Managing Talent in City Government  
September 23 – 27, 2024





# Problem Statement & Self-assessment

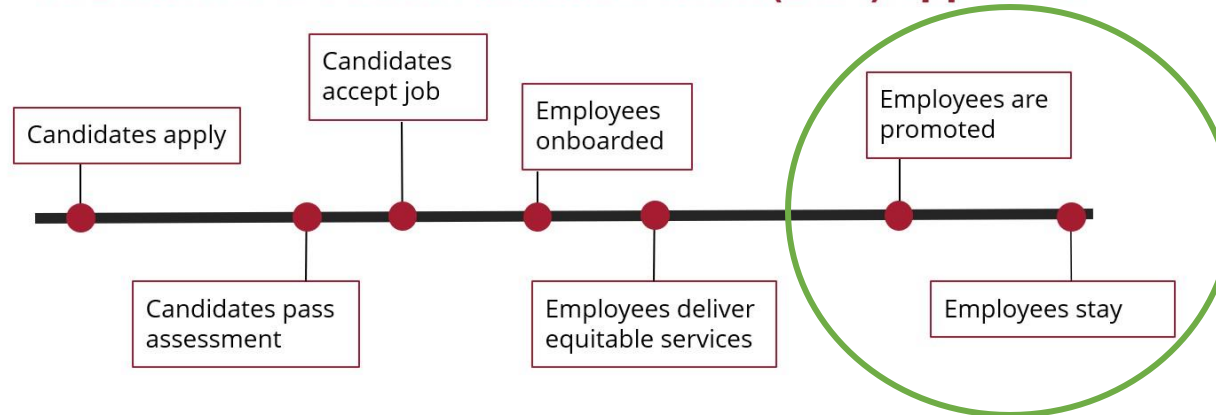


**What is the problem you are trying to solve?**

We are seeking to solve the lack of upward mobility and career development opportunities for City of Dallas (COD) employees making under \$46K/year.

**Where does your challenge fall on the People Line?**

## A Behavioral Public Administration (BPA) approach



# Intervention Strategy



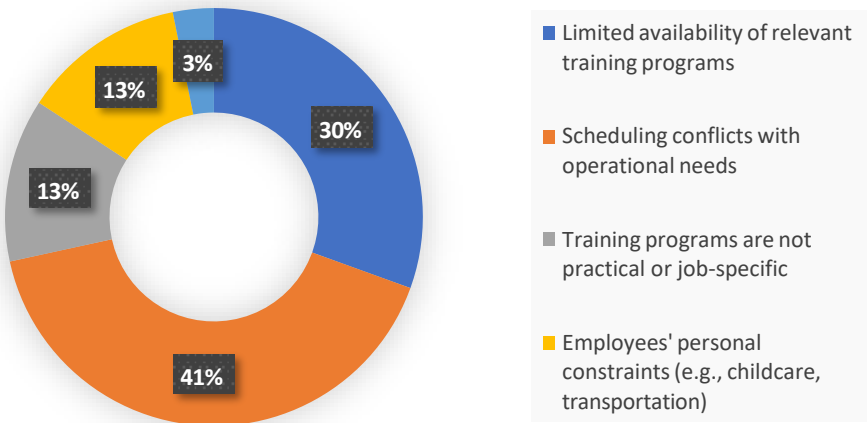
Approaches	Outcomes/Progress
Determining number of qualifying departments, candidates, and the candidate's direct supervisor.	Total number of qualifying departments- 10 1,567 of potential participants Total number of direct supervisors- 475
Listening session with employees – to gather information to develop personalized programs that connect and engage with their needs	Employees provided examples of additional trainings needed including Soft Skills, Technical Skills, and Leadership Skills.
Listening sessions with managers - better understand how we can support them support their teams	Managers provided examples of additional trainings needed including Soft Skills, Technical Skills, and Job Specific Skills. Managers also suggested training formats such as Mentoring/Shadowing, Cross Department Training, Flexible Learning Options, Leadership Development.
Identifying leadership champions – pitch to city leaders to gain support	City Council buy-in and support.
Creating a career ladder system to add clarity and visibility to growth opportunities within the organization	Multiple career series have been developed and more are underway. Implementing a citywide Talent Review and Succession Planning program.
Coordinating job rotation and cross-departmental learning opportunities	Completed research on opportunities through manager and employee surveys.
Bringing in role models to mentor participants	Completed research on opportunities through manager and employee surveys.
Collecting data on existing programs, certifications, and support mechanisms	Established partnerships for resources to address identified development needs.



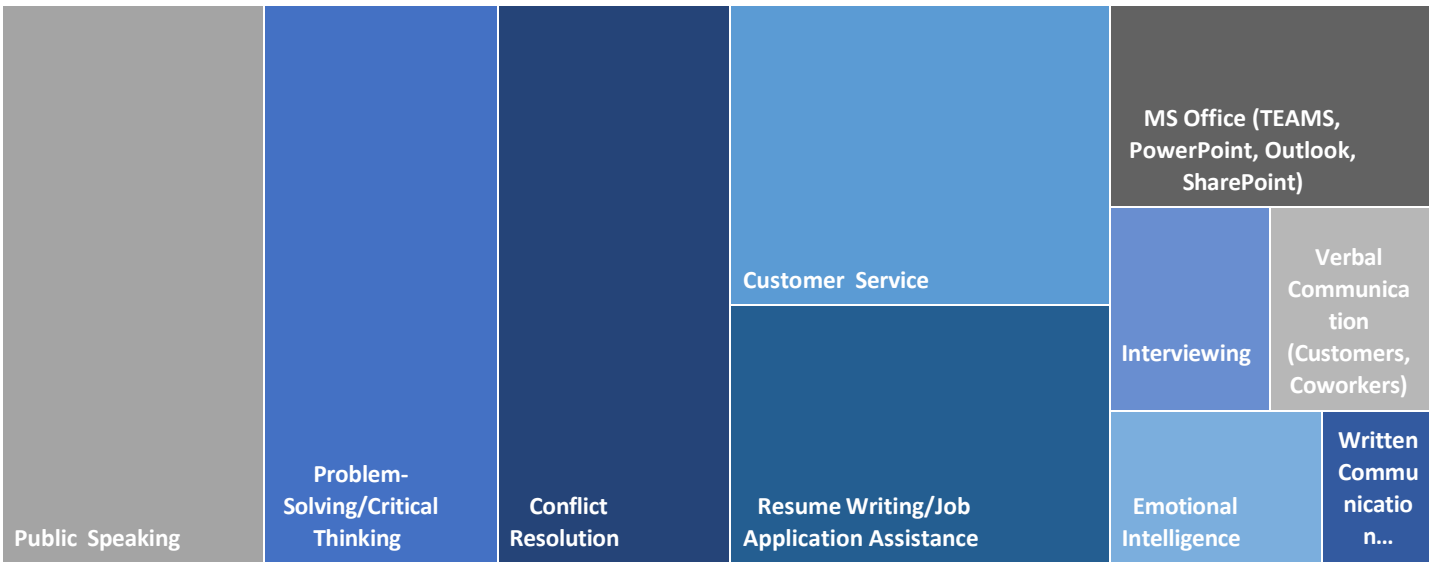
# Manager Survey Results



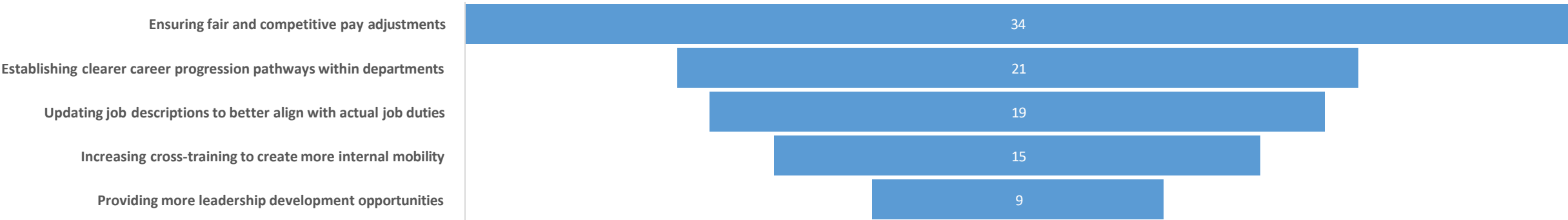
Biggest Barriers



RANKED SKILL GAPS BY IMPORTANCE



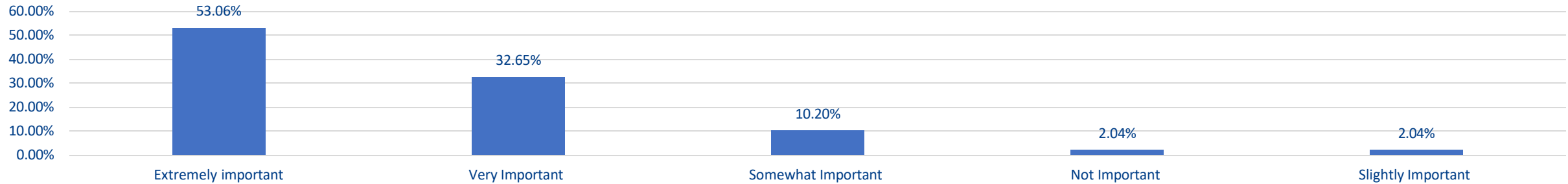
To improve retention, what do you feel should be prioritized?



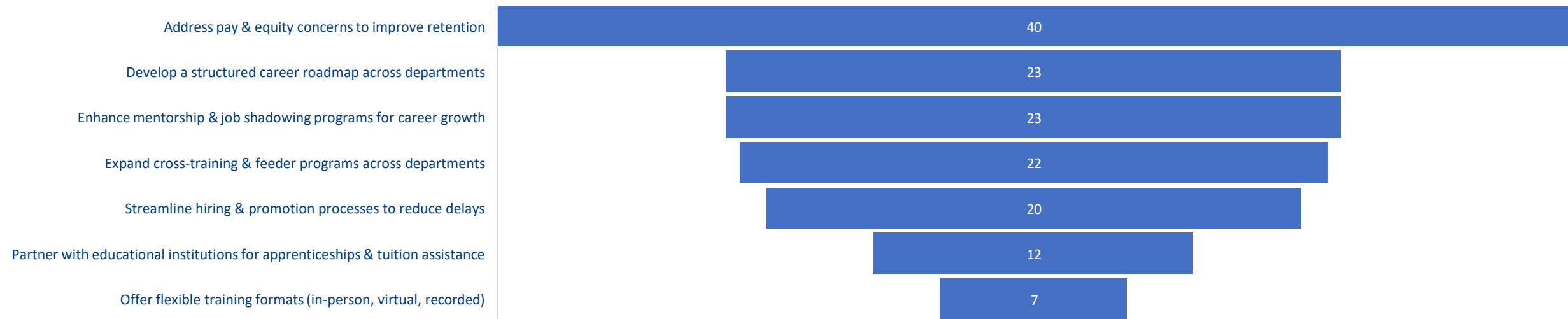
# Manager Survey Results



How Important Do You Think It is to Provide Mentorship or Job Shadowing Opportunities to Help Employees Prepare for Career Advancement?



## Ranked Highest Priority of Implementation





# Security Officers Career Series Update

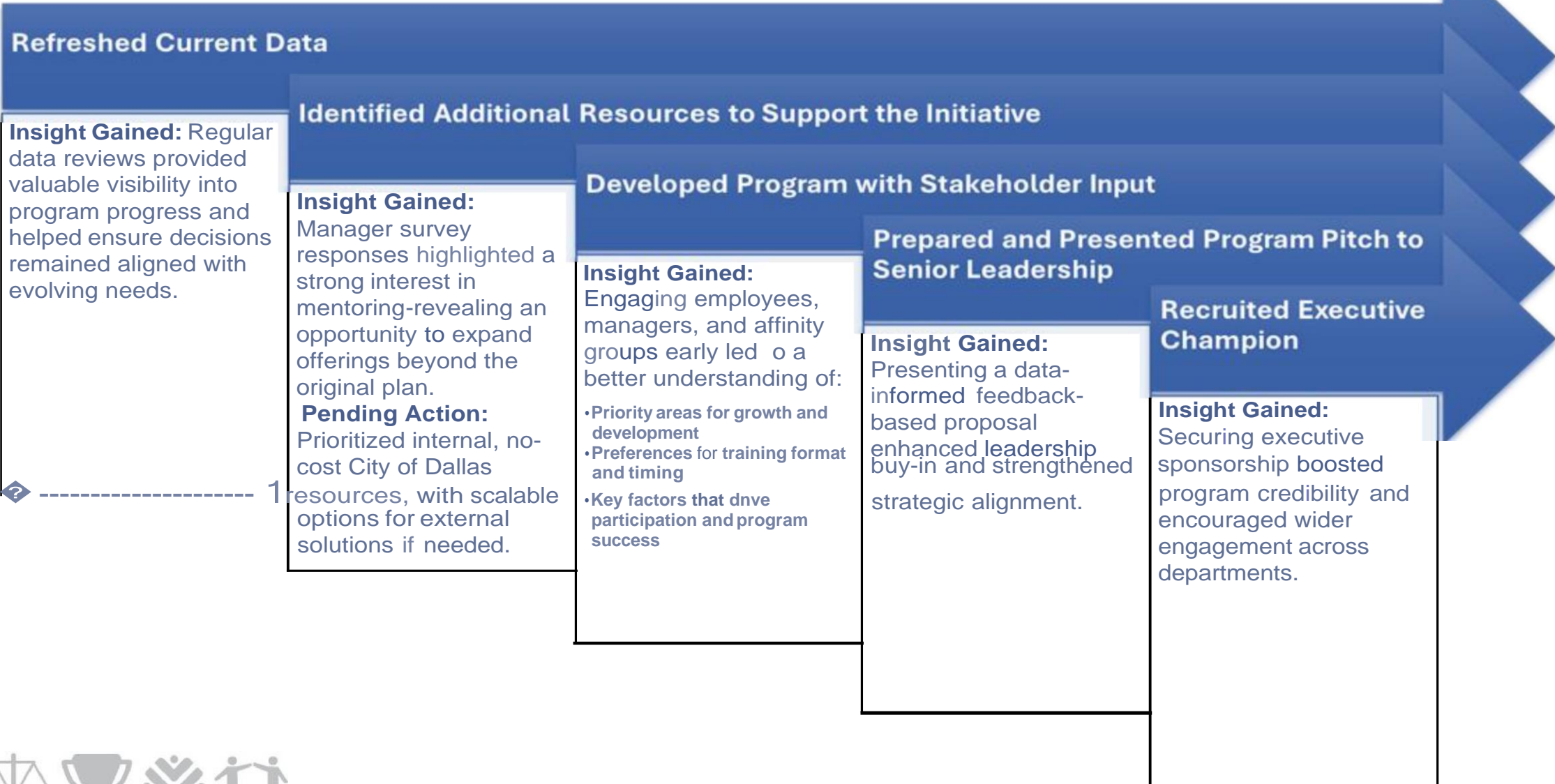


Grades	1	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26
Detention Officers	CURRENT			Detention Officer																					
	FUTURE			Detention Officer I				Detention Officer II																	
MQs				HS + 1ys relevant	↔			HS + 3ys(+) relevant	↔																
Security Officers	CURRENT				Security Officer																				
	FUTURE				Security Officer I			Security Officer II																	
MQs					1ys relevant exp			HS + 3ys relevant																	
Marshals	CURRENT																								
	FUTURE																								
MQs																									
MQs	STAND ALONE																								
	CURRENT																								
	PROPOSED																								

- A Career Series is a group of individual job titles that involve work in the same general job title.
- These jobs have related knowledge requirements, skill sets, and abilities and the employee perform the same or relatively similar work with a similar skill set required.
- As employees move to higher paying jobs within a Career Series, the employee is expected to complete more complicated tasks, have more experience in the industry, and require less supervision.



# Actions & Key Insights Gained



# Measuring What Matters



1

- Participant levels over course of Upskilling Program and across all Intervention Groups.

2

- Number of jobs applied for and number of participants applying for jobs resulting in changes in hiring & promotion rates with Intervention Group Participants vs Control Group (non-participants).

3

- Number of certifications/licenses received.

4

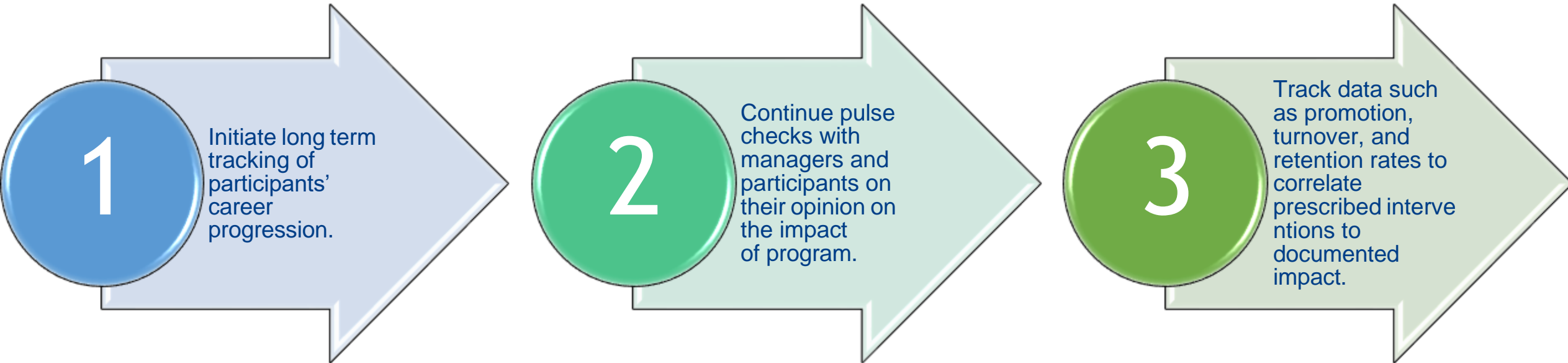
- Consistent progress check every 90-120 days with participants and manager via survey feedback to gauge pulse of program including intended outcomes, potential roadblocks, and success of interventions.



# Looking Ahead: Your Roadmap to Impact



## Top 3 Next Moves

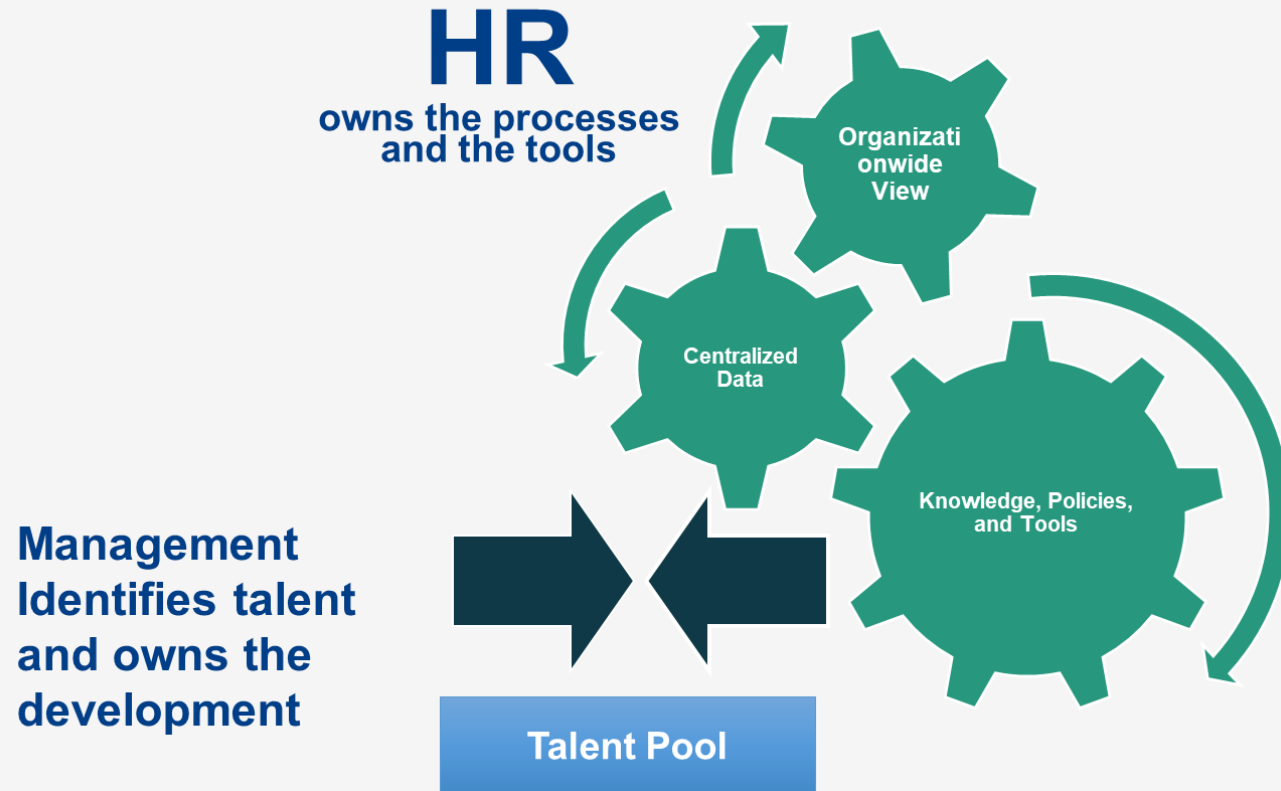


Conclusion: Use data from the three next moves to confirm the impact and success of the program in closing of skill gaps and transfer of learning.



# What's New?

## Workday Talent Review & Succession Planning

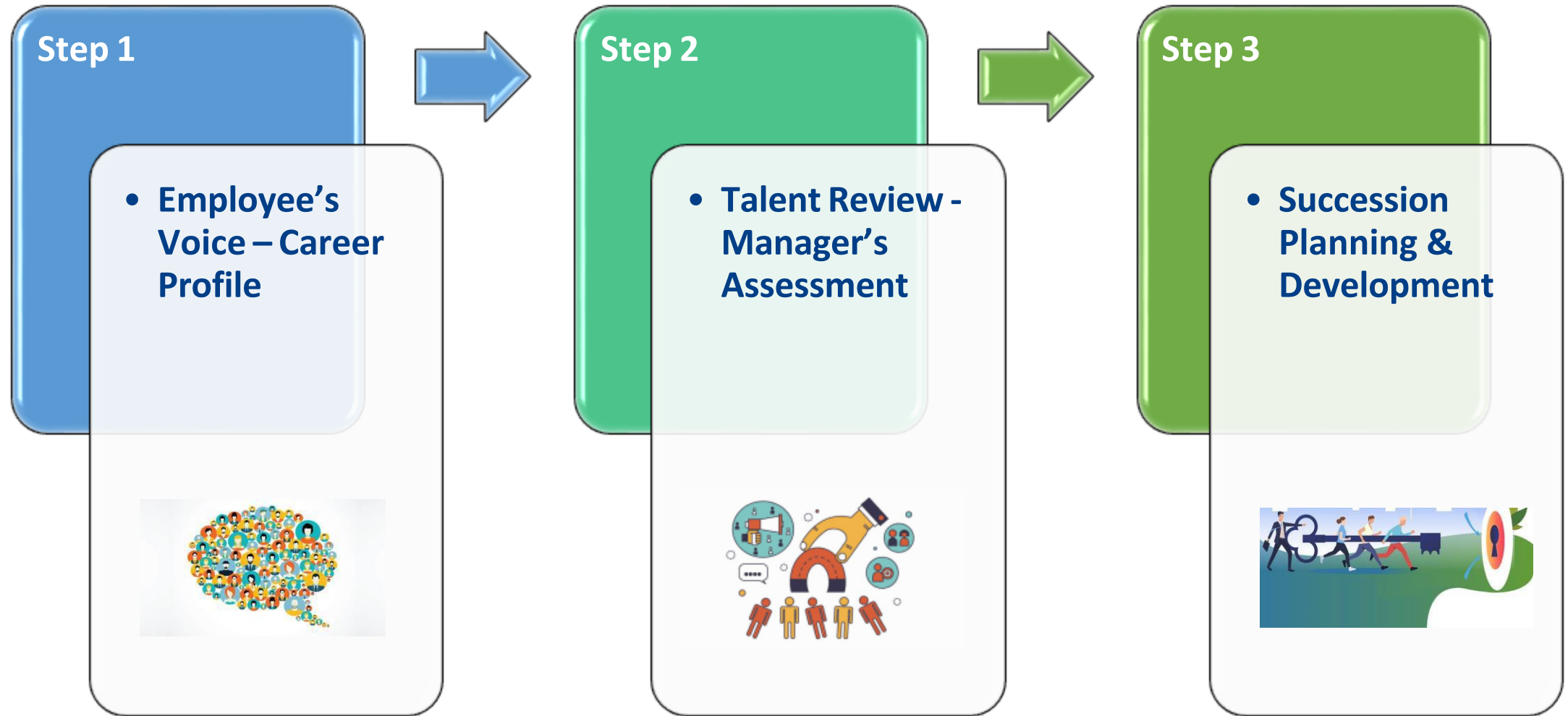


## Talent Review & Succession Planning Purpose

- To help the organization identify and develop talent to meet current and future leadership needs.
- To assess talent to identify and mitigate talent risks.
- Develop a leadership pipeline.



# Talent Review & Succession Planning Process



# Why Workday?



## Business Benefits

Tracking succession candidates helps:

- Reduce the days to fill vacancies for important roles.
- Ensure that these roles are continuously occupied.



Developing internal candidates for succession contributes to employee engagement and advancement.

## Use Cases

You can use succession plans to fill:

- High-level leadership positions in the organization.
- Positions requiring advanced knowledge of proprietary technology.
- Positions requiring specialized skills, crucial for business success.

Succession pools track candidates that qualify for particular job profiles and are suitable for filling lower-level jobs such as first- or second-level managers.



# What's New?



## UNLOCK YOUR POTENTIAL!

Our new integrated environment of **Workday Learning**, a game-changing platform that will revolutionize how we learn and develop within our organization.





# Coming Soon



## PROPEL OUR WORKFORCE TRANSFORMATION STRATEGY

### INVEST IN UPSKILLING AND RESKILLING TO MEET THE CHALLENGE

Online learning platform integrated in **Workday Learning** that:

- Helps identify and measure skill proficiencies to ensure the workforce stays relevant.
- Makes skilling personalized and accessible.
- Offers a blend of self-paced online courses, hands-on practice, virtual live online classes, compliance courses, and coaching to close skill gaps and mitigate risk.
- Is available anytime, anywhere, on any device.





**City of Dallas**

# Upskilling Program Update and Next Steps

**Workforce, Education, and Equity  
WEE Committee  
June 3, 2025**

Nina Arias, HR Director  
Sonya Batts, Sr. HR Manager  
Heather Wood, Training Manager  
Human Resources  
City of Dallas



# City of Dallas

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

## Agenda Information Sheet

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**File #:** 25-1962A

**Item #:** B.

---

### Veterans Affairs Commission Update

[Hai Tran, Director (I), Office of Equity and Inclusion; Christina De Silva, Assistant Director, Office of Equity and Inclusion; Shpendim Nadzaku, Welcoming Coordinator, Office of Equity and Inclusion]



**City of Dallas**

# **Veteran Affairs Commission**

**WEE Committee  
June 3, 2025**

Hai Tran, Director (I), Office of  
Equity and Inclusion

Christina da Silva, Assistant  
Director, Office of Equity and  
Inclusion

Shpendim Nadzaku, Welcoming  
Coordinator,  
Office of Equity and Inclusion



# Presentation Overview



- Background/History
- Veteran Demographic
- The Commissioners
- Challenges
- Veteran Wellbeing Assessment - Scope Development
- Procurement & Implementation Process
- Triangulated Research
- Veterans Innovation & Insight Forum
- Next Steps



# Background/History



- The City of Dallas Veteran Affairs Commission (VAC) ordinance was adopted on January 27, 2021.
- The Veteran Affairs Commission functions as an advisory body that makes recommendations to the City Manager and City Council.



# Veteran Demographics



Approximately 40,000 Dallas residents are military veterans.

## Educational Attainment

- 39 % — Bachelor's degree or higher
- 62 % — Associate's degree or less

**Disability** – 34% of military veterans report a disability

Source: American Community Survey, 2023



# Period of Military Service – Dallas Veterans



- **Gulf War (Post-9/11, 2001–present)**
  - 10,997 veterans | 31 % of Dallas veterans
- **Gulf War (1990–2001)**
  - 8,201 veterans | 23 %
- **Vietnam Era (1961–1975)**
  - 9,252 veterans | 26 %
- **Korean War (1950–1955)**
  - 1,192 veterans | 3 %
- **World War II (1941–1946)**
  - 421 veterans | 1 %

Source: American Community Survey, 2023

Note: Percentages exceed 100 % because some veterans served in more than one conflict period; ACS tabulates each period separately.



# The Veteran Affairs Commissioners



District	Commissioner Name	Military Branch Affiliation
D1	Charles Ayers (Co-Chair)	Army
D2	Juan M. Preciado	Navy
D3	VACANT	
D4	Fred Walker	Army
D5	Gayland Sherman	Navy
D6	Ronnie L. Mestas (Chair)	Navy
D7	Sergio V. Ortega	Navy
D8	Dominique Haskett	Navy
D9	Glenn R. Hunter	N/A
D10	VACANT	
D11	Scott Chase	Army
D12	Steven Cole	Navy
D13	Ray A Smith	Air Force
D14	Matthew Bell	Navy
D15	VACANT	

The Veteran Affairs Commission is made up of Dallas residents whose **combined military service is approximately 114 years**, giving the City decades of firsthand expertise and insight. Most commissioners have worn the uniform themselves—or have close family ties to those who have.



# Persistent Challenges Facing Veterans



- Access to Information and Support with Navigation
- Stable and Affordable Housing
- Workforce Opportunities

City of Dallas ★ RESOURCES FOR DALLAS VETERANS ★ VETERAN AFFAIRS COMMISSION		
<b>Carry the Load</b>	Non-profit that provides active ways to honor veterans	214-723-6068
<b>Dallas 311</b>	Helps residents resolve non-emergency issues	214-670-3111
<b>Dallas County VA</b>	Benefits assistance	972-692-4939
<b>Dallas Public Library</b>	Help Desk, support service referral	214-670-1769
<b>Dallas Vet Center</b>	Free counseling and PTSD care	214-361-5896 24-hour hotline: 877-927-8737
<b>Daniel &amp; Salvador Montoya HEROES Foundation</b>	Vet friendly employment assistance and emergency relief	817-590-2008
<b>DART – GoLink</b>	DART's on-demand curb-to-curb service within designated zones	214-515-7272
<b>Homeless Crisis Helpline</b>	Information and referral to community resources that support homelessness	888-411-6802
<b>Legal Aid of Northwest Texas</b>	Provides legal services to eligible veterans and family members in the DFW metroplex with a primary focus on expunctions, non-disclosures and other barrier removal work	214-748-1234

City staff worked with the VAC to create an inventory of local resources for military veterans





# Celebrating Military Veterans



### 21st Annual "Operation Meet a Hero"

*"come meet the future and share  
your experience as a member of themilitary"*

**When:** Wednesday, May 1, 2024

**Time:** 9:30 -11:00 a.m.

**Location:** Cafeteria, Bryan Adams High School  
2101Millmar Dr. Dallas, Texas 75228

*Many of today's young men and women have "had an opportunity to meet  
a veteran to learn what life is like in the service uniform. Whether you were a  
careerist or draftee, officer or enlisted, during peacetime or wartime, please  
come and let students know what you remember most. What did military  
service do for you? Feel free to bring photos or mementos from your time in  
uniform."*

**RSVP**  
<https://ttnvurl.com/uhomucv> or scan QR Code

Diane Birdwell  
CPT, USAR  
(214) 957-3987  
[dianebirdwell@yahoo.com](mailto:dianebirdwell@yahoo.com)

MAJ Robert Jeter  
(972) 502-4956/57  
[rjeter@dallasisd.org](mailto:rjeter@dallasisd.org)

\*Please pass the word and invite other veterans who might be interested in participating."

fo1sTRICT4 ... ff

## VETERANS DAY PARADE

HOME OF THE FREE BECAUSE OF THE BRAVE

10 a.m. to 1 p.m.  
SATURDAY, NOV. 9  
2024

**START**

Cedar Crest Cathedral  
1616 E. Illinois Ave.  
Dallas, TX 75216

**Carolyn King Arnold**  
Councilwoman  
Dallas City Council District 4

**END**

Lancaster Crossing  
4515 S. Lancaster Rd.  
(Across from the Veterans Hospital)

There will be a brief program after the parade honoring our veterans, music and food.

For more information: [District4@dallas.gov](mailto:District4@dallas.gov) 214-671-9347 City of Dallas

**VETERANS ORAL HISTORY PROJECT**  
Preserve your history for the future

Dallas Public Library is capturing the memories and experiences of U.S. military veterans, support staff and family members of veterans in the Dallas-Fort Worth area for future generations to understand and learn from the past.

Call or email to schedule an interview

[Schedule an Interview](#) [Learn More](#) [Contact Us](#)





# Veteran Wellbeing Assessment





# Scope Development: Collaborative Input

- **VAC Subcommittee** provided strategic guidance and veteran insights.
  - **Commissioners Involved:**
    - Steven Cole, D-12 (Chair)
    - Charles Ayers, D-1
    - Juan Preciado, D-2
    - Dominique Haskett, D-8
    - Ray Smith, D-13
- **Councilmember Input:**
  - Gathered feedback from Councilmembers **West and Resendez**, emphasizing support for veteran-owned businesses.
- **Recommendations Approved by VAC August 8, 2024**





# Veteran Representation in Procurement and Implementation Timeline



- **Veteran-Focused Procurement:**

- Military veteran assigned as primary buyer, Alina Nair.
- Veteran Employee Resource Group (VERG) President, Kevin Belcher, participated in proposal evaluation.

- **Implementation Timeline:**

- Process initiated: **February 2024**
- Contract executed with SMU: **March 2025**
- Project launch: **April 1, 2025**
- Duration: **1 year**, ensuring timely implementation of recommendations.



# Veterans Wellbeing Assessment- Purpose



- **Needs Assessment:** Evaluate current veteran challenges in Dallas.
- **Service Gaps:** Identify gaps in education, workforce, employment, health (physical & mental), and housing services.
- **Municipal Evaluation:** Assess effectiveness of existing city support initiatives.
- **Enhancement Strategies:** Recommend improvements to municipal veteran services.
- **Actionable Insights:** Provide practical recommendations to policymakers for enhanced veteran well-being.



# Triangulated Research Approach



## 1. Veterans Innovation & Insight Forum

- **Method:** Workshops, discussions, skill-building sessions
- **Focus:** Collaborative engagement with veterans & stakeholder

## 2. Veteran Support Service Impact Analysis

- **Method:** Quantitative analysis of service use across Dallas
- **Focus:** Education, health, housing, employment gaps

## 3. Dallas Veteran Location & Mobility Project

- **Method:** Geospatial analysis of veteran mobility & service access
- **Focus:** Transportation patterns and logistical barriers





# Veteran Innovations and Insight Forum



The Veterans Innovation and Insight Forum

When: Saturday, July 12, 2025

Where: Southern Methodist University campus

Time: 8:30am to 5:00pm





## Next Veteran Affairs Commission Meeting

- **Date:** Thursday, June 12, 2025
- **Time:** 12:00 p.m. (noon)
- **Location:** Dallas City Hall — L1 Auditorium  
1500 Marilla St., Dallas, TX 75201

*Councilmembers and members of the public are warmly invited to attend and engage with the VAC's work on behalf of Dallas veterans.*





**City of Dallas**

# **Veteran Affairs Commission**

## **WEE Committee June 3, 2025**

Hai Tran, Director (I), Office of  
Equity and Inclusion

Christina da Silva, Assistant  
Director, Office of Equity and  
Inclusion

Shpendim Nadzaku, Welcoming  
Coordinator,  
Office of Equity and Inclusion