

RECEIVED

2021 SEP -10 AM 8:50
CITY SECRETARY
DALLAS, TEXAS

City of Dallas

1500 Marilla Street
Dallas, Texas 75201



Workforce, Education, and Equity Committee

September 13, 2021
9:00 AM

Public Notice

210 764

POSTED CITY SECRETARY
DALLAS TX

2021 CITY COUNCIL APPOINTMENTS

COUNCIL COMMITTEE	
ECONOMIC DEVELOPMENT Atkins (C), Arnold (VC), McGough, Narvaez, Resendez, West, Willis	ENVIRONMENT AND SUSTAINABILITY Blackmon(C), Ridley (VC), Arnold, Bazaldua, Resendez, Schultz, West
GOVERNMENT PERFORMANCE AND FINANCIAL MANAGEMENT Mendelsohn (C), Willis (VC), Atkins, Bazaldua, McGough, Ridley, West	HOUSING AND HOMELESSNESS SOLUTIONS Thomas (C), Moreno (VC), Arnold, Blackmon, Mendelsohn, Ridley, Schultz
PUBLIC SAFETY McGough (C), Mendelsohn (VC), Atkins, Moreno, Resendez, Thomas, Willis	QUALITY OF LIFE, ARTS, AND CULTURE Bazaldua (C), West (VC), Arnold, Blackmon, Narvaez, Ridley, Thomas
TRANSPORTATION AND INFRASTRUCTURE Narvaez (C), Atkins (VC), Bazaldua, Mendelsohn, Moreno, Schultz, Willis	WORKFORCE, EDUCATION, AND EQUITY Schultz (C), Thomas (VC), Blackmon, McGough, Moreno, Narvaez, Resendez
AD HOC JUDICIAL NOMINATING COMMITTEE Resendez (C), Arnold, Bazaldua, Ridley, Thomas, West, Willis	AD HOC LEGISLATIVE AFFAIRS Atkins (C), McGough, Mendelsohn, Narvaez, Willis
AD HOC COMMITTEE ON COVID-19 RECOVERY AND ASSISTANCE Thomas (C), Atkins, Mendelsohn, Moreno, Ridley	AD HOC COMMITTEE ON GENERAL INVESTIGATING & ETHICS Mendelsohn (C), Atkins, Blackmon, McGough, Schultz

(C) – Chair, (VC) – Vice Chair

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."

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

The Workforce, Education, and Equity Committee will be held by videoconference and in the City Hall Council Chambers (6th Floor).

Members of the public are encouraged to attend the meeting virtually. However, City Hall is available for those wishing to attend the meeting in person following all current pandemic-related public health protocols.

The meeting will be broadcast live on Spectrum Cable Channel 16 and online at <https://bit.ly/cityofdallastv>.

The public may also listen to the meeting as an attendee at the following videoconference link: <https://dallascityhall.webex.com/dallascityhall/j.php?MTID=m48bda19a0505935244da89bb6c318f85>

Call to Order

MINUTES

1. [21-1731](#) Approval of the August 9, 2021 Workforce, Education, and Equity Committee Meeting Minutes

Attachments: [Minutes](#)

BRIEFING ITEMS

- A. [21-1733](#) Eviction Assistance and Mitigation Efforts
[Liz Cedillo-Pereira, Chief of Equity and Inclusion, City Manager's Office; Dr. Priscylla Bento, Policy Manager, Office of Equity and Inclusion; K'Lisha Rutledge, Managing Attorney, Housing Preservation Project, Legal Aid of NorthWest Texas; Trerod Hall, Staff Attorney, Legal Aid of NorthWest Texas; Joel Durbin, Chief Impact Officer, The Concilio; Ashley Flores, Senior Director - Housing, Child Poverty Action Lab; Owen Wilson-Chavez, Senior Director - Analytics, Child Poverty Action Lab; Ashley Brundage, Executive Director of Housing Stability and Senior Vice President of Community Impact]

Attachments: [Presentation](#)

- B. [21-1735](#) Overview of Childcare Services in Dallas
[Tori Mannes, CEO/President, ChildCareGroup; Christina Hanger, CEO, Dallas Afterschool; Melanie Rubin, Chair, City of Dallas Community Development Commission]

Attachments: [Presentation](#)

BRIEFING MEMOS

- C. [21-1740](#) Upcoming Office of Community Care and Office of Procurement Services Council Agenda Items - ECOST (Early Childhood and Out of School Time) Programs, Drivers of Poverty Programs, and Re-Entry Services
[Kimberly Bizer Tolbert, Chief of Staff, City Manager's Office; Jessica Galleshaw, Director, Office of Community Care]

Attachments: [Memorandum](#)

- D. [21-1741](#) Office of Equity and Inclusion Racial Equity Plan Update
[Liz Cedillo-Pereira, Chief of Equity and Inclusion, City Manager's Office; Dr. Lindsey Wilson, Equity Officer, Office of Equity and Inclusion]

Attachments: [Memorandum](#)

BRIEFING ITEM

- E. [21-1746](#) Review Workforce, Education, and Equity Committee Priorities
[Jaynie Schultz, Chair, Workforce, Education, and Equity Committee]

Attachments: [Draft Matrix](#)

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]



City of Dallas

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

Agenda Information Sheet

File #: 21-1731

Item #: 1.

Approval of the August 9, 2021 Workforce, Education, and Equity Committee Meeting Minutes

Workforce, Education, and Equity Committee Meeting Record

The Workforce, Education, and Equity Committee meetings are recorded.
Agenda materials are available online at www.dallascityhall.com. Recordings may be reviewed online at <https://dallastx.swagit.com/city-council>
Note: This meeting was conducted via teleconference to comply with a social distancing mandate during a declared state of disaster.

Meeting Date: August 9, 2021

Convened: 9:02 a.m.

Adjourned: 10:36 a.m.

Committee Members Present:

CM Jaynie Schultz, Chair
CM Casey Thomas, II, Vice Chair
CM Paula Blackmon
CM B. Adam McGough
CM Jessie Moreno
DMPT Jaime Resendez

Committee Members Absent:

CM Omar Narvaez

Other Council Members Present:

N/A

AGENDA

Call to Order (9:02 a.m.)

1. Approval of the June 7, 2021 Workforce, Education and Equity Committee Meeting Minutes

Action Taken/Committee Recommendation(s): A motion was made to approve the minutes for the June 7, 2021 Workforce, Education and Equity Committee meeting minutes. The motion passed.

Motion made by: DMPT Jaime Resendez

Motion seconded by: Vice Chair Casey Thomas

The Committee recessed at 9:11 a.m. and reconvened at 9:20 a.m.

BRIEFING ITEMS

A. Equity: Dallas Equity Indicators 2021 Update

Presenter: Liz Cedillo-Pereira, Chief of Equity and Inclusion, City Manager's Office; Amy Knop-Narbutis, Research & Data Director, Every Texan; Dr. Lindsey Wilson, Equity Officer, Office of Equity & Inclusion; Genesis D. Gavino, Resilience Officer, Office of Equity & Inclusion

Action Taken/Committee Recommendation(s): Chief Cedillo-Pereira, Ms. Knop-Narbutis, Officer Dr. Wilson, and Officer Gavino provided a presentation on the City of Dallas Equity Indicators Report, which is a comprehensive tool to help Dallas measure, understand, target, and track disparities. Committee members discussed and asked questions about how effective the City's programs are in improving the indicators and closing disparities, recommendations for the use of American Rescue Plan Act funds to close disparities, when the next Equity Indicators Symposium will occur, how to uplift the community through workforce development and job training, the Budgeting for Equity process, using neighborhood-level data to demonstrate if racially diverse communities have improved outcomes, and more. Chair Schultz suggested that staff begin to identify and align the Equity Indicators to the City budget to ensure that departments are meeting equity goals and closing disparities. Vice Chair Thomas requested Ms. Knop-Narbutis's contact information and discussed briefing the Equity Indicators Report to the full City Council. Information only.

B. Workforce, Education, and Equity Committee Priorities

Presenters: Jaynie Schultz, Chair, Workforce, Education, and Equity Committee

Action Taken/Committee Recommendation(s): The Committee members discussed the priorities, goals, and work they would like the Workforce, Education, and Equity Committee to address in the coming year(s). The priorities include:

- Overseeing the progress of the racial equity plan;

- Overseeing progress of the City's digital equity efforts;
- Implementing a resilience lens on all of the work of the committee and having quarterly check-ins regarding the Resilient Dallas Strategy;
- Integrating recommendations from the Mayor's Taskforce of Workforce Development and the United Way Workforce Equity Blueprint into the Committee's work;
- Partnering with educational entities on specific initiatives such as utilizing City facilities for pre-K services in underserved areas;
- Addressing and improving transportation and micro-mobility issues to meet quality of life, economic development, and mental health goals;
- Determining how to provide childcare services for City employees and determining how to allocate community development block grant (CDBG) funds for early childhood initiatives;
- Reviewing the Equitable Investment Framework for American Rescue Plan Act funds;
- Reviewing measurements for implementing the Americans with Disabilities (ADA) Transition Plan;
- Developing actions around creating more diverse neighborhoods in Dallas; and
- Developing a dashboard for the Committee to track the progress of its work.

Chair Schultz stated that the Committee will present and discuss a workplan on the priorities in September and adopt the workplan as a Committee in October. Information only.

Adjourn (10:36 a.m.)

APPROVED BY:

Jaynie Schultz, Chair
Workforce, Education, and Equity Committee

ATTESTED BY:

Sommer Iqbal, Coordinator
Workforce, Education, and Equity Committee



City of Dallas

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

Agenda Information Sheet

File #: 21-1733

Item #: A.

Eviction Assistance and Mitigation Efforts

[Liz Cedillo-Pereira, Chief of Equity and Inclusion, City Manager's Office; Dr. Priscylla Bento, Policy Manager, Office of Equity and Inclusion; K'Lisha Rutledge, Managing Attorney, Housing Preservation Project, Legal Aid of NorthWest Texas; Trerod Hall, Staff Attorney, Legal Aid of NorthWest Texas; Joel Durbin, Chief Impact Officer, The Concilio; Ashley Flores, Senior Director - Housing, Child Poverty Action Lab; Owen Wilson-Chavez, Senior Director - Analytics, Child Poverty Action Lab; Ashley Brundage, Executive Director of Housing Stability and Senior Vice President of Community Impact]



City of Dallas

Evictions Mitigation

Workforce, Education, and Equity Committee September 13, 2021

Liz Cedillo-Pereira, Chief of Equity and Inclusion

Dr. Priscylla Bento, Policy Manager

Office of Equity and Inclusion (OEI)

K'Lisha Rutledge, Legal Aid of NorthWest Texas

Trerod Hall, Legal Aid of NorthWest Texas

Joel Durbin, The Concilio

Ashley Flores, Child Poverty Action Lab

Owen Wilson-Chavez, Child Poverty Action Lab

Ashley Brundage, United Way of Metropolitan Dallas

Presentation Overview



Eviction Effects

- Impact of Evictions
- The Cost of Evictions

Eviction Regulations

- CDC Moratorium & Concerns
- Notice of Possible Eviction Ordinance
- Next Steps: Tenant Protection Ordinance

Eviction Assistance Initiative

- Purpose, Services, & Application
- 2021 Results: Legal Services and Community Outreach

Eviction Partnership Updates

- Legal Aid of NorthWest Texas
- The Concilio
- Child Poverty Action Lab
- United Way of Metropolitan Dallas

Forecast and Next Steps





Eviction Effects



Impact of Evictions



Princeton's Eviction Lab Highlights

Impact of Evictions:

- Evictions cause families to lose their home
- Families regularly lose possessions
- A legal eviction comes with a court record
- Evictions can cause job loss
- Evictions affect people's mental health

Most at Risk:

- Low-income women, especially poor women of color, have a high risk of eviction.
- Research has shown domestic violence victims and families with children are also at particularly high risk for eviction.

The Eviction Lab notes evidence strongly indicates that evictions are not just a condition of poverty, they are a cause of it.





The Cost of Evictions

The Urban Institute Highlights

Based on the US Census Bureau's Household Pulse Survey:

- In June 2021, approximately 4.2 million adults reported being at risk of being evicted
- Financial impacts of evictions are estimated to be in the billions of dollars

Costs to Tenants If 4.2 Million Adults Were Evicted

	Total cost	Per unit cost
Increased debts	\$5 billion	\$1,200
Lost earnings	\$6.6 billion	\$1,500
Total cost to tenants	\$11.6 billion	\$2,700

URBAN INSTITUTE

Costs to Landlords If 4.2 Million Adults Were Evicted

	Total cost	Per unit cost
Cost to serve eviction	\$2.6–4.6 billion	\$626–1,098
Cost of lost rent and repairs	\$8–50 billion	\$1,916–11,900
Total cost to landlords	\$10.7–11.3 billion	\$2,542–12,998

URBAN INSTITUTE





Eviction Regulations



Eviction Regulations



CDC Moratorium

- On August 3, 2021, the CDC implemented the Eviction Moratorium to October 3, 2021
- On August 26, 2021, the US Supreme Court blocked the CDC Moratorium

Concerns

- Evictions may rapidly increase in Texas with the lack of Eviction Moratoriums in place



Eviction Regulations



COVID Notice of Possible Eviction Ordinance

- Enables residential property owners/landlords and tenants to work collaboratively allowing tenants negatively impacted by COVID-19 and unable to pay their rent to remain in their homes.
- Before a property owner/landlord sends a statutory notice to vacate (Texas Property Code 24.005) to any residential tenant that fails to pay rent, the landlord must send tenant a COVID Notice of Possible Eviction

“This ordinance expires on the later of the termination of the Governor's declared state of disaster due to the COVID-19 Pandemic or the Mayor's declared state of local disaster due to the COVID-19 Pandemic.”

- Governor Abbott renewed the Declared State of Disaster on August 29, 2021 and extends for the next 30 days.



Eviction Regulations



Next Steps: Tenant Protection Ordinance

Staff is working to develop a tenant protection ordinance for City Council consideration and approval.

The ordinance would:

- Provide tenants with legal recourse if they are harassed by a property owner; and
- Provide protections for tenants following the sale of an affordable housing building.





Eviction Assistance Initiative



Eviction Assistance Initiative



OUTREACH & COMMUNITY EDUCATION · LEGAL REPRESENTATION

SERVICES

- Community Outreach and Education
- Legal Representation



TO APPLY

- Call 1-888-529-5277
- Visit www.lanwt.org



ELIGIBILITY

- Must live in Dallas
- Must be at or below 200% of federal poverty guidelines
- Must be negatively impacted by COVID-19



For additional information on rental and mortgage assistance resources, visit dallascityhall.com/covid19 or call 214-670-INFO (4636).



DIVULGACIÓN Y EDUCACIÓN COMUNITARIA · REPRESENTACIÓN LEGAL

SERVICIOS

- Divulgación y educación comunitaria
- Representación legal



PARA APLICAR

- Llame 1-888-529-5277
- Visite www.lanwt.org



ELEGIBILIDAD

- Debe vivir en Dallas
- Debe de estar en o por debajo del 200% de los Estándares Federales de Nivel de Pobreza
- Debe haber sido afectado negativamente por COVID-19



Para más información acerca de recursos de asistencia en el alquiler o la hipoteca, visite dallascityhall.com/covid19 o llame al 214-670-INFO (4636).



Visit www.dallascityhall.com/eai for more information.



Eviction Assistance Initiative



Eviction assistance is provided in the form of legal services and community outreach to individuals and families who are negatively impacted by COVID-19 and unable to pay their rent to remain in their homes.

To apply, contact Legal Aid of NorthWest Texas:

- By phone at the Legal Aid Line at 1-888-529-5277; or
- Online by visiting Legal Aid's website www.lanwt.org.

Eligibility guidelines:

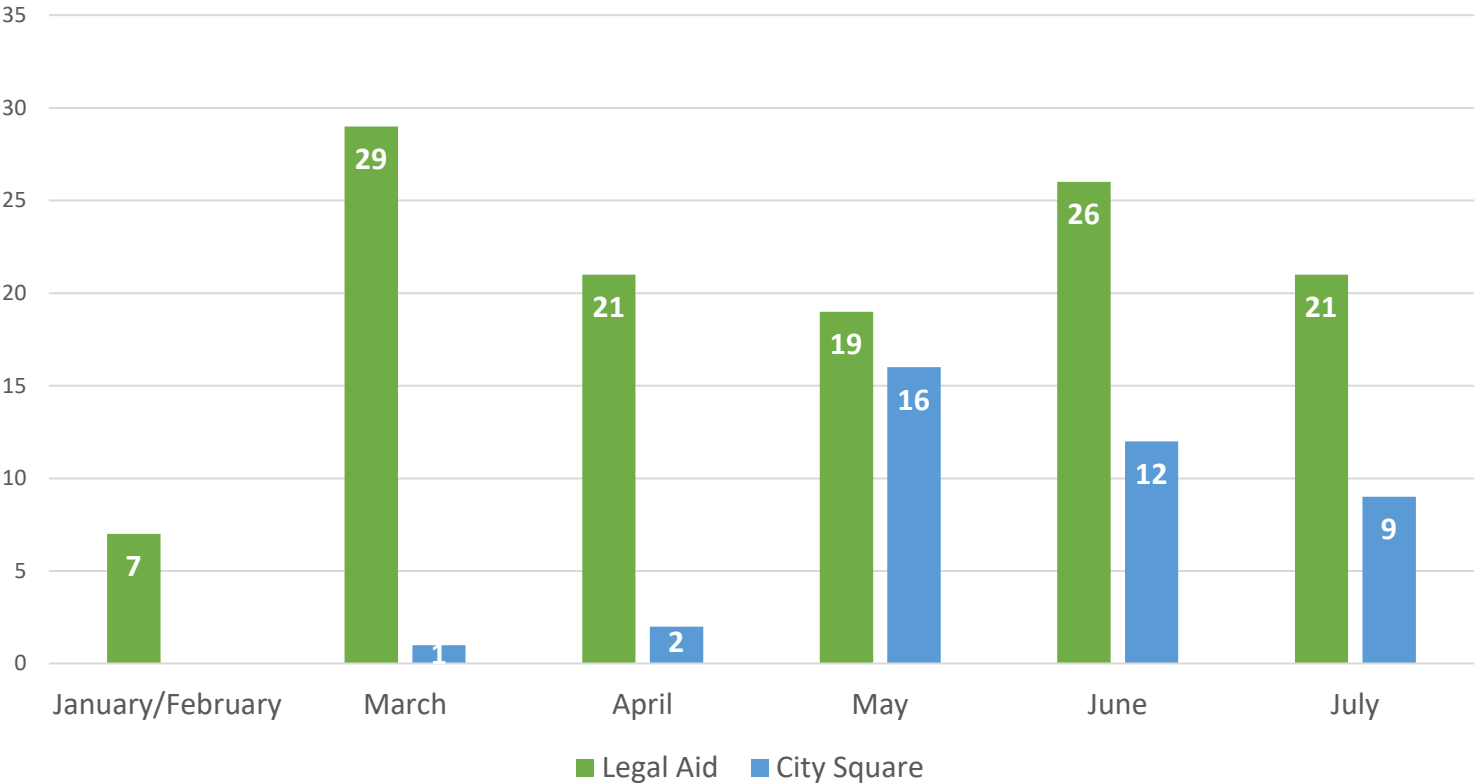
- Must live in Dallas; and
- Must be at or below 200% of federal poverty guidelines; and
- Must be negatively impacted by COVID-19.



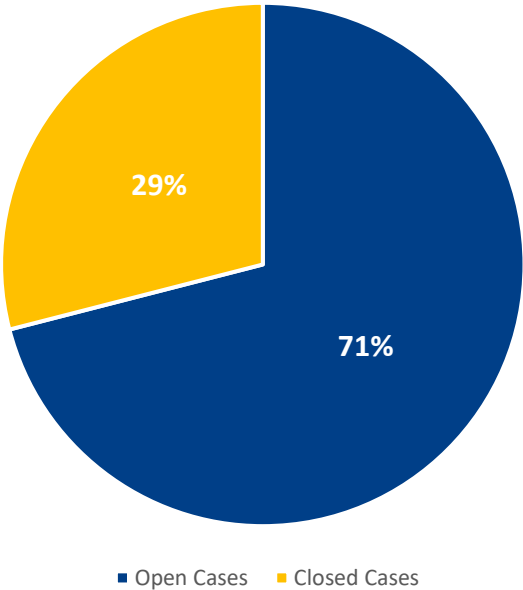
2021 Results: Legal Services



Legal Service Cases per Month
2021



Open v. Closed Cases
January 2021 - July 2021



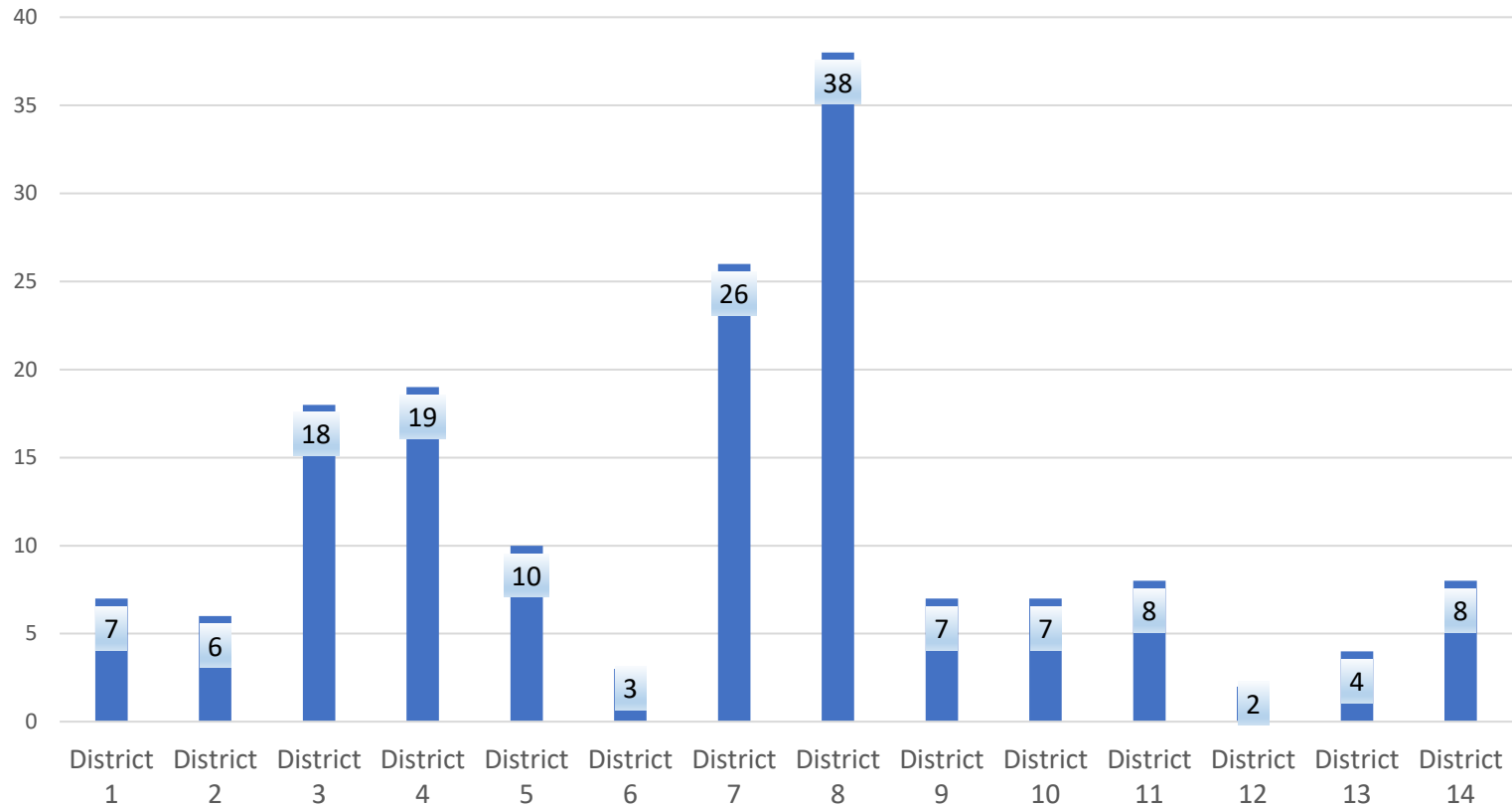
163 Cases have been serviced & 386 persons have been impacted



2021 Results: Legal Services



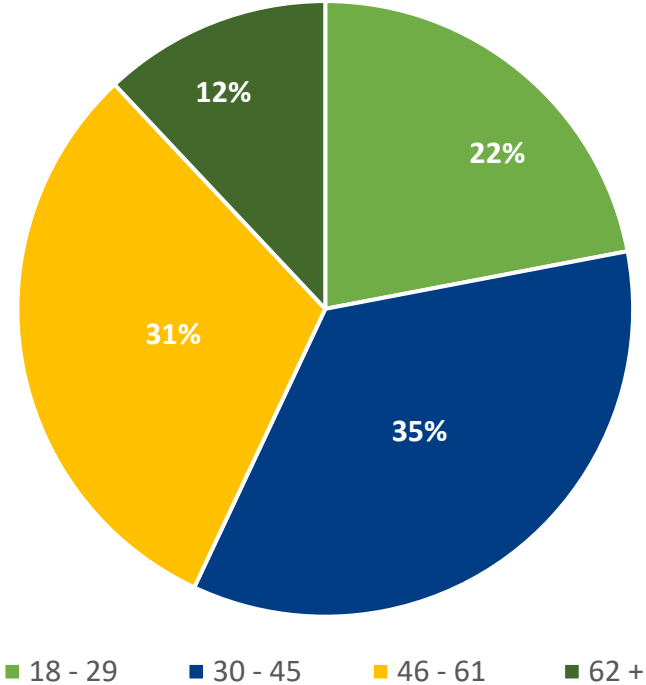
Number of Cases By District
January 2021 to July 2021



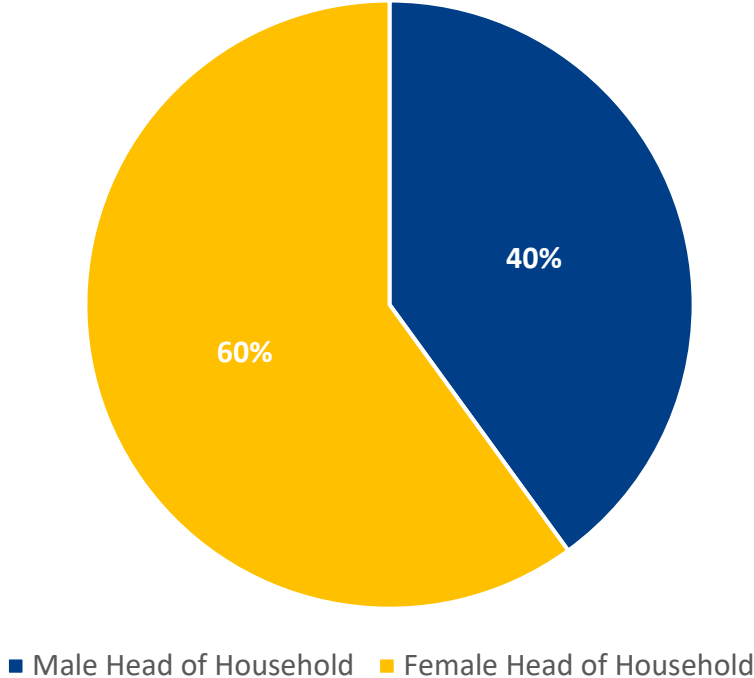
2021 Results: Legal Services



Applicant Age Range
January 2021 - July 2021



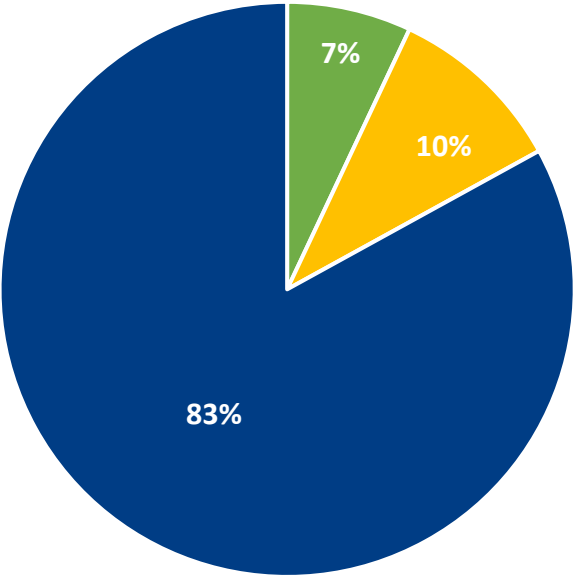
Heads of Household
January 2021 - July 2021



2021 Results: Legal Services

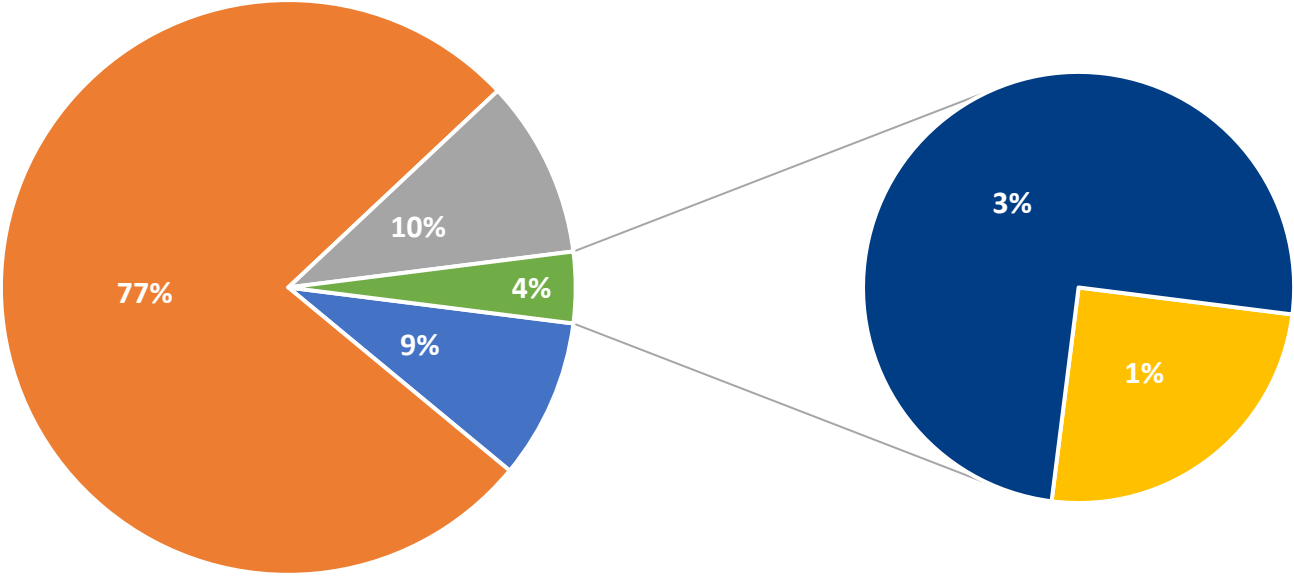


Household Income
January 2021 - July 2021



■ Low Income ■ Very Low Income ■ Extremely Low Income

Household Race & Ethnicity
January 2021 - July 2021



■ White ■ Black ■ Latino ■ Native American ■ Multi-Racial/Other*

*Asian & Pacific Islander 0%



2021 Results: Community Outreach



Outreach to JP Courts

- Legal Aid continues contact with Justice Courts
 - Staff provides information to the courts
 - Advising is offered onsite to tenants with eviction cases
- Attorneys monitor how individual courts are handling evictions

Outreach

- Webinars, in-person events, phone banking, and texting utilized for outreach
- Eviction Assistance Events have totaled 19 events from January to July
 - An average of 2 events per month



2021 Results: Community Outreach

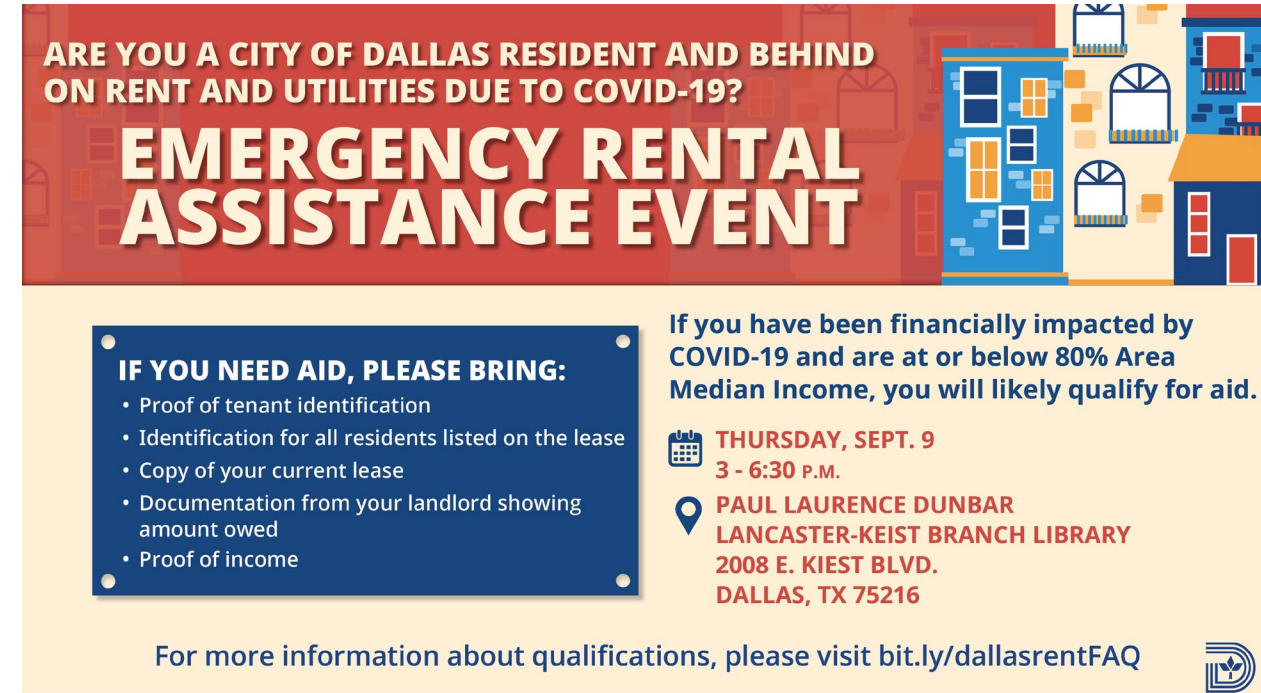


People Reached

- Legal Aid: 379 persons impacted (excluding legal services)
- The Concilio: 1747 persons impacted

Emergency Rental Assistance Event

- The Eviction Assistance Initiative partnered with the Office of Community Care to provide legal services and community outreach on September 9, 2021



ARE YOU A CITY OF DALLAS RESIDENT AND BEHIND ON RENT AND UTILITIES DUE TO COVID-19?

EMERGENCY RENTAL ASSISTANCE EVENT

IF YOU NEED AID, PLEASE BRING:

- Proof of tenant identification
- Identification for all residents listed on the lease
- Copy of your current lease
- Documentation from your landlord showing amount owed
- Proof of income

If you have been financially impacted by COVID-19 and are at or below 80% Area Median Income, you will likely qualify for aid.

THURSDAY, SEPT. 9
3 - 6:30 P.M.

PAUL LAURENCE DUNBAR
LANCASTER-KEIST BRANCH LIBRARY
2008 E. Kiest Blvd.
DALLAS, TX 75216

For more information about qualifications, please visit bit.ly/dallasrentFAQ



Eviction Partnership Updates



- Legal Aid of NorthWest Texas
- The Concilio
- Child Poverty Action Lab
- United Way of Metropolitan Dallas





Eviction Defense Updates

- ☐ JP 1-1
 - ☐ Presence in JP 1-1
 - ☐ Outreach Partnership with CitySquare
- ☐ Harmony CDC Webinar
- ☐ Elementary School Visits
- ☐ Other Forms of Outreach
 - ☐ Apartment Complexes in 75216
 - ☐ Food Pantries
- ☐ Eviction Defense Project Updates

RENTER'S RIGHTS
webinar

AUGUST 25 @ 7PM

K'LISHA RUTLEDGE
MANAGING ATTORNEY

TREROD HALL
EVICTON DEFENSE ATTORNEY

Legal Aid of NorthWest Texas

HARMONY
COMMUNITY DEVELOPMENT
CORPORATION

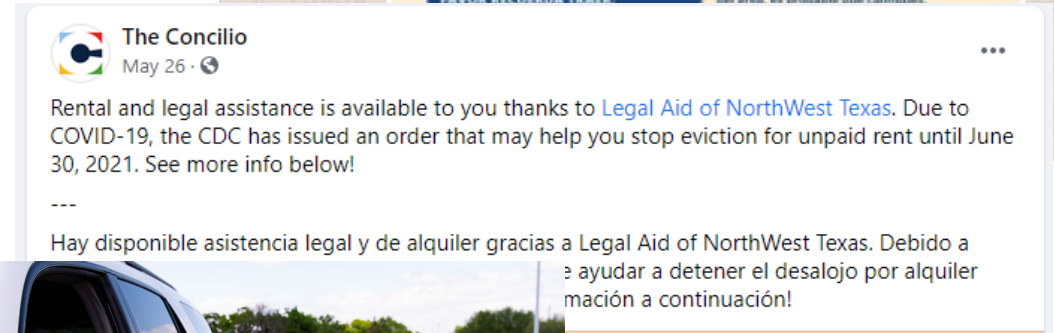
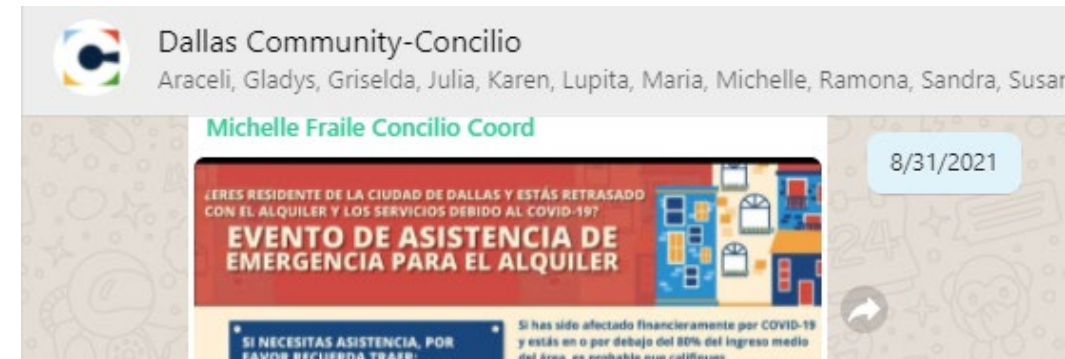
REGISTER HERE:
harmonycdc.org/events

Legal Aid of NorthWest Texas

20

Outreach and Education

- Word-of-mouth
- Small-scale phone banking
- Community events (virtual & in-person)
- Individualized Support
- Social Media and WhatsApp



Approach



To date we have focused outreach to families in need, particularly those we've helped in the past through:

- PEBT/ SNAP/ CHIP/Medicaid
- Rental Assistance from other funding sources
- Utilize our Promotoras

To date:

Reached **758** sharing Eviction Assistance Info.

Reached **889** through social media

Reached over **100** through Tenant Workshops

Child Poverty Action Lab



Child Poverty Action Lab will now provide a presentation detailing Eviction data and trends observed.



Eviction Filings in the City of Dallas

September 2021



Background

CPAL aims to cut child poverty in Dallas *in half* within a generation.



Our team works toward this vision by:

- Generating **data insights** to break big problems into small, actionable ones
- Facilitating **cross-sector, collective action** based on data insights
- Applying principles of **human-centered design** to solve problems in partnership with communities

OUR HOPE FOR HOUSING

All children and their families can access housing that is healthy and safe, affordable, stable, and in a community that begets economic opportunity.

4

Dimensions of Housing

QUALITY | Is the home free of environmental hazards?

AFFORDABILITY | Can a family pay rent and still have enough money leftover for other necessities?

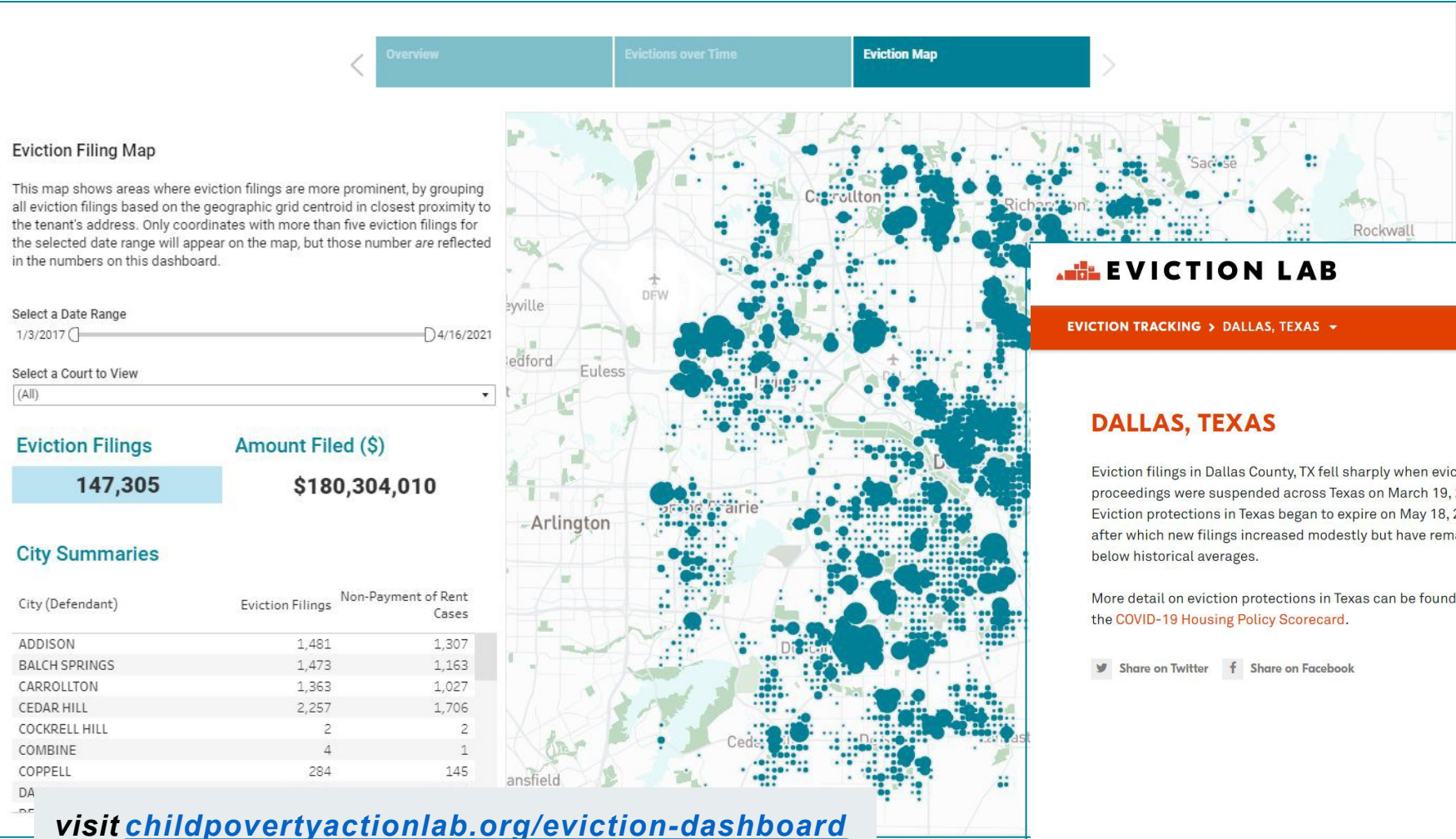
LOCATION | Is the home in a neighborhood with ready access to opportunity?

STABILITY | Is a family able to stay put in one place without the looming threat of another move?

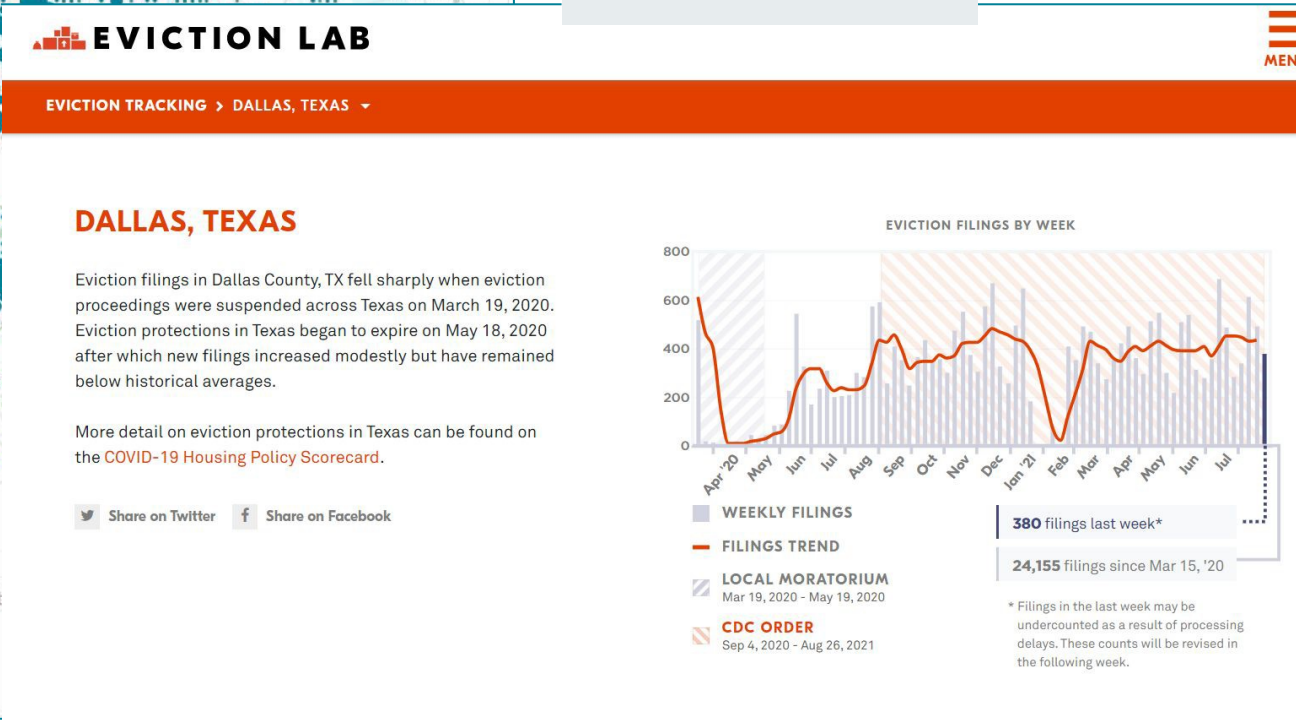
Dallas County Eviction Filing Dashboard



In partnership with Dallas County, CPAL is visualizing real-time eviction filing data to support frontline providers with insights that might shape upstream eviction interventions.



visit evictionlab.org

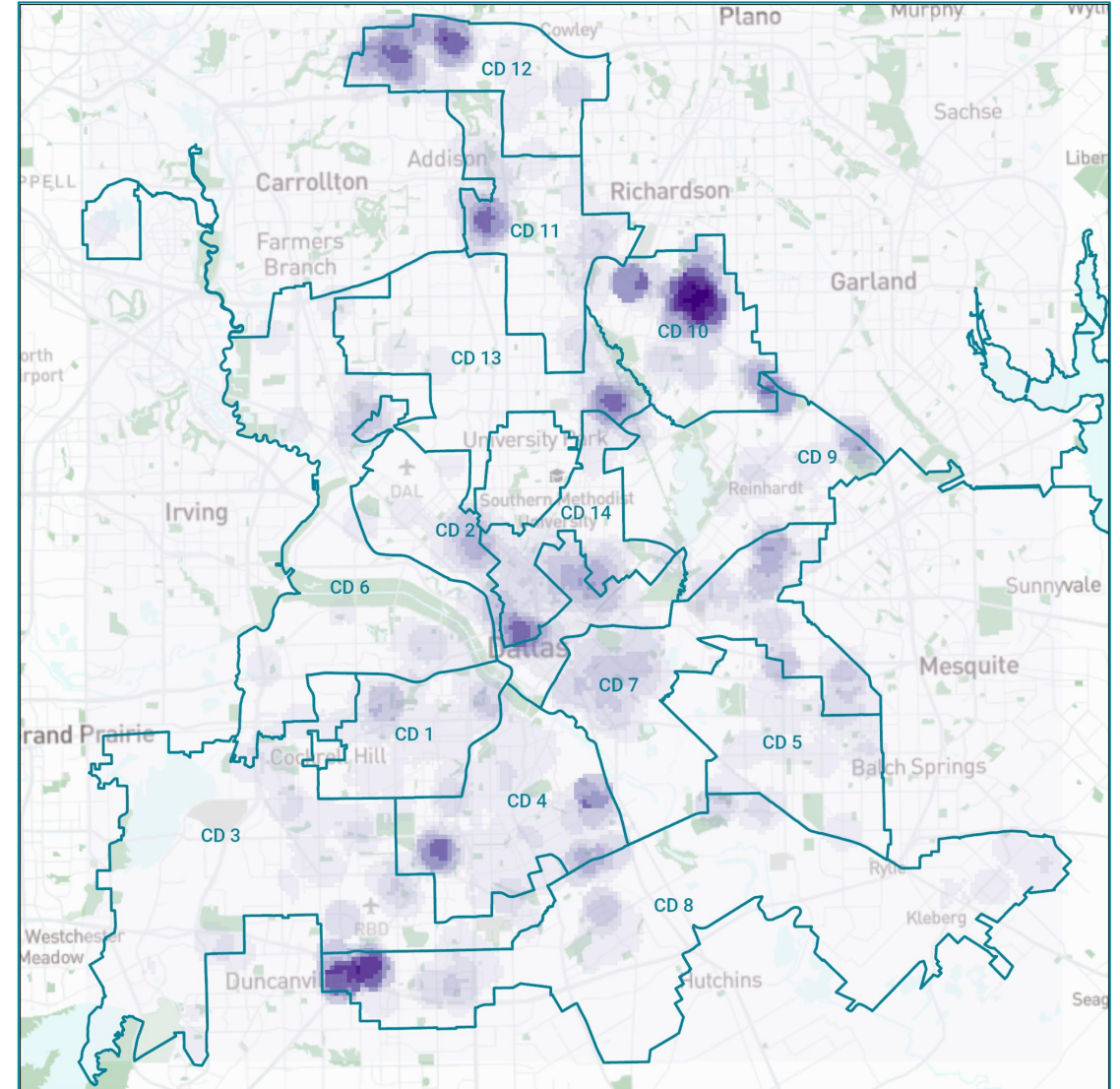


visit childpovertyactionlab.org/eviction-dashboard

Eviction Hotspots

Eviction filings per square mile
March 16, 2020 → August 27, 2021

Location	Evictions/Sq Mi
LBJ & Skillman / Forest & Audelia	>800
Red Bird / I-20 & US-67	>800
Downtown	>450
Preston & Montfort	>450
Dallas North Tollway & Frankford	>450
Kiest & US-67	>450
LBJ & Ferguson	>250
John West & Buckner	>250



Eviction Filings

By Council District, 2018 - August 27, 2021



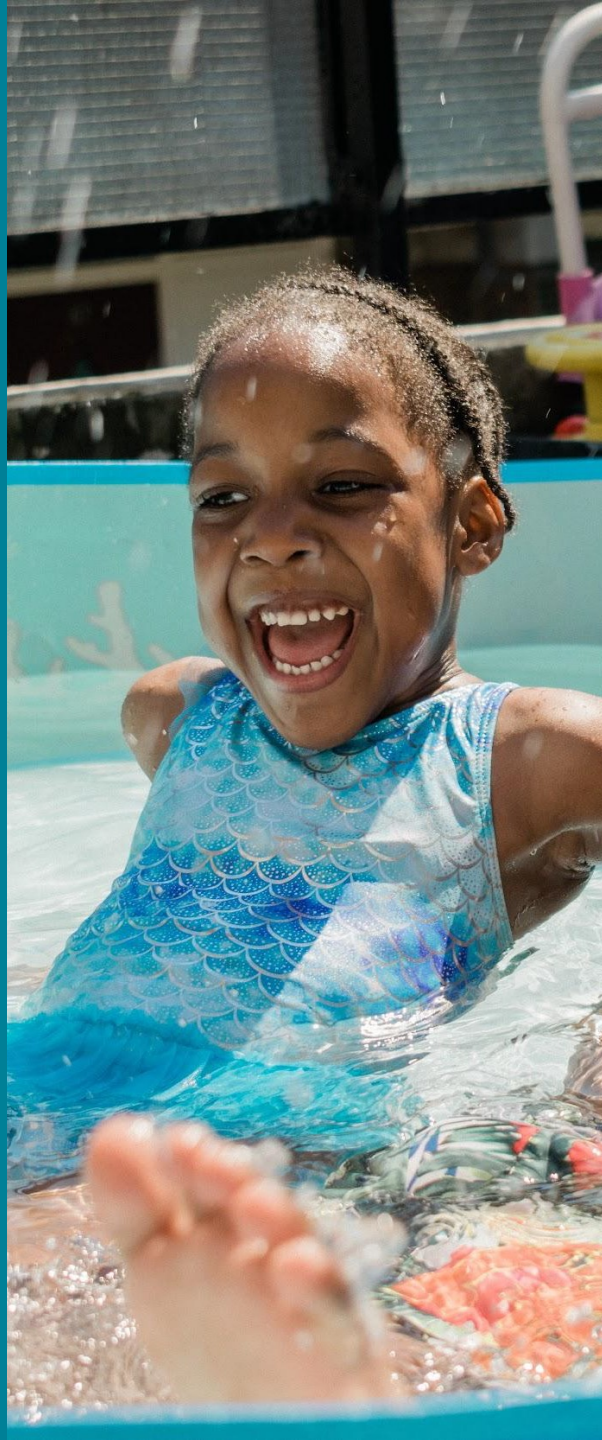
☆ Collin and Denton
County data
unavailable
before 2019.

Median Filing Amount

What do City of Dallas renters owe?

Date Range	Median Filing Amount
All time <i>(January 3, 2017 - August 27, 2021)</i>	\$1,128
Pre-COVID <i>(January 1 - March 15, 2020)</i>	\$1,112
During COVID <i>(March 16, 2020 - August 27, 2021)</i>	\$2,382

• **The Household Pulse Survey** helps us understand what might be on the horizon for renters.



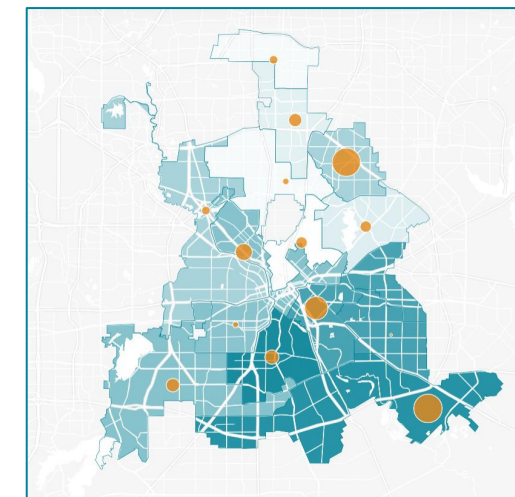
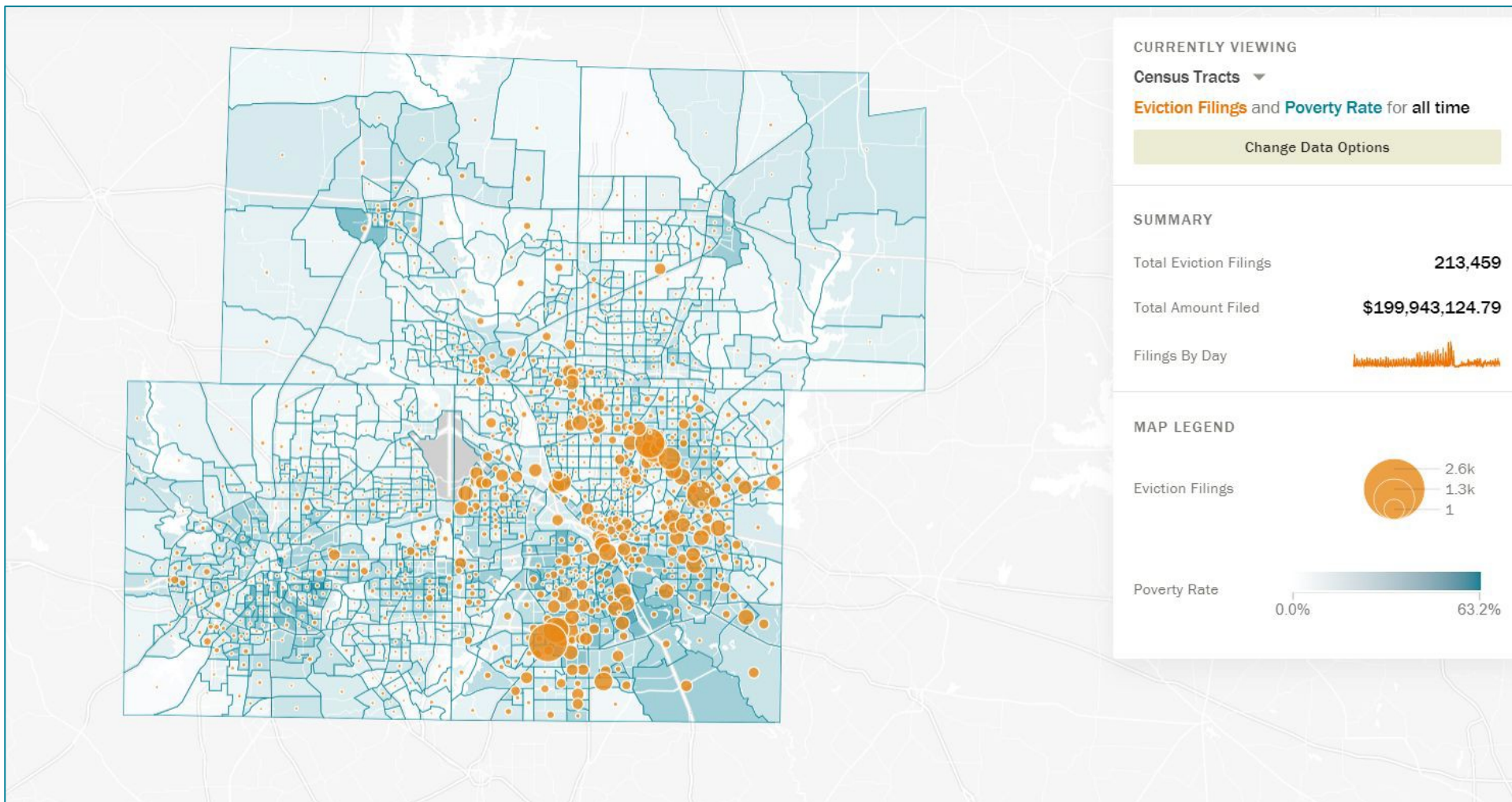
The most recent survey (August 4–16) reports:

- 8% (~25K in City of Dallas) of renter households have no confidence in making next month's rent
- 28% (~86K) have no or just slight confidence
- 45% of renter households with children report no or slight confidence
- 45% of renter households with less than \$25K in income report no or slight confidence

North Texas Eviction Project (*forthcoming*)



To improve the user experience of the dashboard and to include Denton, Collin, and Tarrant Counties alongside Dallas County, CPAL is working with a web developer to build a new eviction filing website.



New site will include sort feature by Council District.

Eviction filing data helps us support renters upstream of a crisis event.



The eviction filing data is being used to:

- Identify neighborhood “hotspots” for tenant/landlord outreach, education, and pop-up rental assistance events
- Connect directly with tenants via text/call and mailers
- Collaborate with other public agencies, like Dallas ISD, to reach families facing housing instability

Questions?

Ashley Flores, Senior Director –
Housing

ashley@childpovertyactionlab.org

Owen Wilson–Chavez, Senior Director
– Analytics

owen@childpovertyactionlab.org



United Way of Metropolitan Dallas



United Way of Metropolitan Dallas will now provide a presentation detailing the work being completed through the Eviction Prevention Task Force.



EVICTIION PREVENTION TASK FORCE

CHILD
POVERTY
ACTION
LAB



Ashley Brundage

Executive Director of Housing Stability
and SVP Community Impact





Background

United Way of Metropolitan Dallas formed Dallas Rental Assistance Collaborative in May 2020 with generous funding from the City of Dallas.

CDC Moratorium expected to end by January 1, 2021

Advocates were sounding the alarm and we needed a coordinated effort.

Task Force has met monthly since November 16, 2020 as a place to coordinate response, share resources, and learn.



MEMBERSHIP



- City of Dallas – Dr. Priscylla Bento, Barksdale Haggins, Jessica Galleshaw
- Dallas County – Charles Reed, Erin Moore, Jheison Romain
- Child Poverty Action Lab – Ashley Flores
- Legal Aid of Northwest Texas – John Hasley and Tom Stutz
- Dallas Eviction Advocacy Center – Mark Melton
- Texas Tenants Union – Sandy Rollins
- Dallas ISD – Ashley Marshall
- Faith Groups – Faith Forward Dallas, Unite, Dallas Area Interfaith, Temple Shalom Dallas, Faith Commons
- Apartment Association of Greater Dallas – Ian Mattingly and Jason Simon
- Dallas Housing Authority – Dr. Myriam Igoufe
- Funders – Tolleson Wealth, King Foundation, Hirsch Family Foundation
- Nonprofits
- For-Profits
- Plus, more...



PURPOSE



- Prevent the anticipated high volume of evictions that could occur if/when Moratorium ends.
- Identify and work on urgent issues that will also be relevant to the eviction prevention space in the long term.



WORKGROUPS

- Ground Game
- Shelter Space
- Rental Assistance
- Policy/Advocacy
- Navigators
- Eviction Data



ACHIEVEMENTS

- Pilot pop-up event in Vickery Meadow
- Pop-up Event Playbook
- Flyer for rent and legal assistance with multiple resources and QR Code – English and Spanish
- Getting Evicted Flyer – English and Spanish
- Navigator model tested and proven
- Shared Housing pilot project introduced

Resources available at:

www.unitedwaydallas.org/rental-assistance/

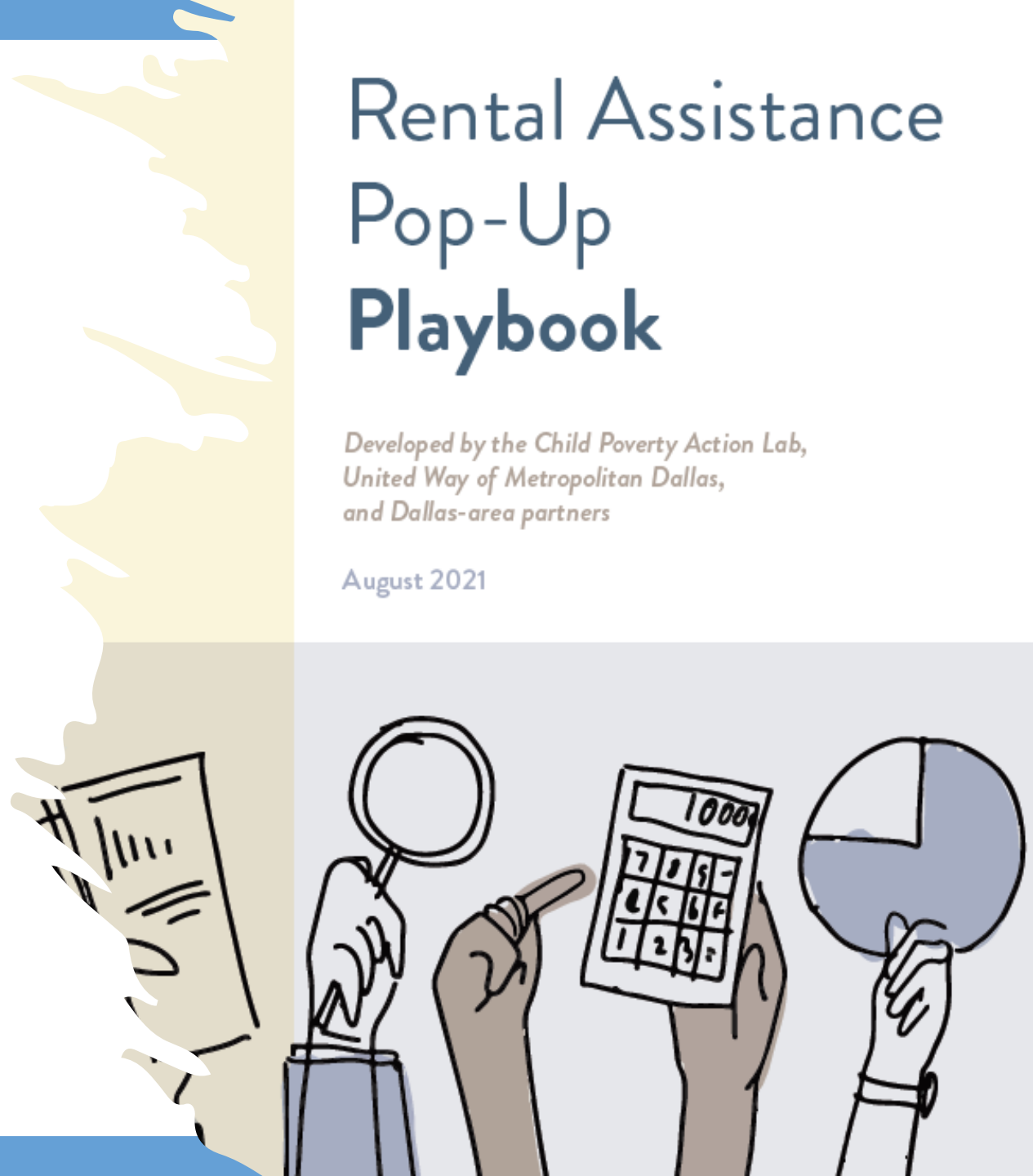
Rental Assistance Pop-Up Playbook

*Developed by the Child Poverty Action Lab,
United Way of Metropolitan Dallas,
and Dallas-area partners*

August 2021



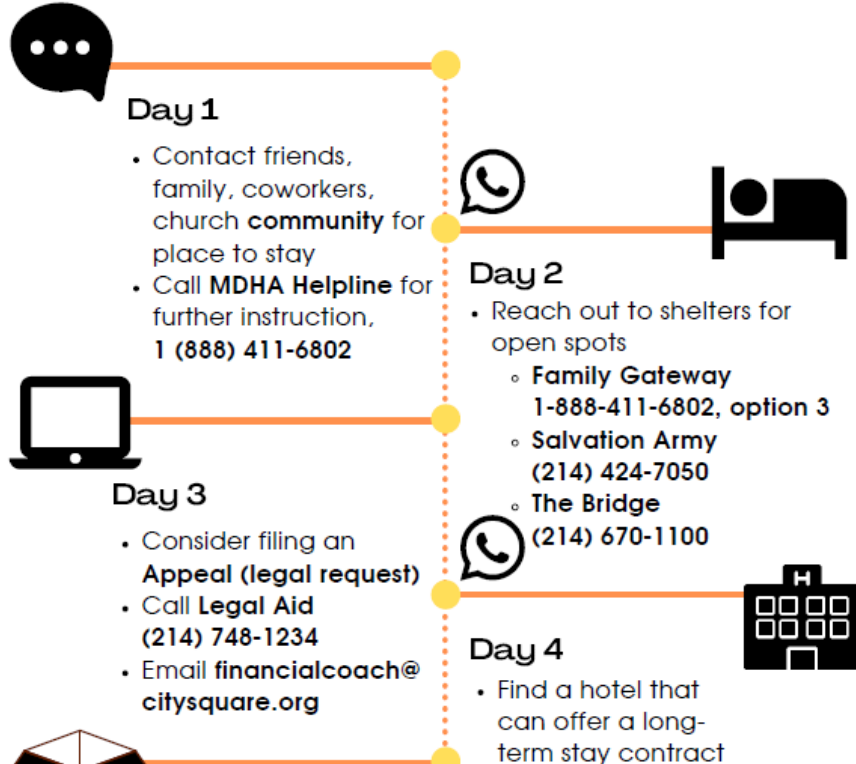
Metropolitan Dallas



Getting Evicted? Here's What You Can Do.



IF YOUR LANDLORD HAS WON THE EVICTION CASE IN COURT:



¿Está siendo desalojado? Tiene opciones.



SI SU ARRENDADOR GANÓ EL CASO DE DESALOJO
EN LA CORTE:



Forecast and Next Steps



Forecast

- At the current rate, a total of 238 cases will be served by the City of Dallas Eviction Assistance Initiative by the end of December 2021.
- Should the eviction filings return to pre-COVID numbers we can expect an increase well beyond 250 cases in 2022 and 2023

Next Steps

- OEI will continue to work with community partners to understand where to direct limited resources;
- The Eviction Assistance Initiative is preparing for the legal representation and information needs of Dallas tenants in 2022 and 2023 as the COVID pandemic continues to impact communities in need.





Questions?





City of Dallas

Evictions Mitigation

Workforce, Education, and Equity Committee September 13, 2021

Liz Cedillo-Pereira, Chief of Equity and Inclusion

Dr. Priscylla Bento, Policy Manager

Office of Equity and Inclusion

K'Lisha Rutledge, Legal Aid of NorthWest Texas

Trerod Hall, Legal Aid of NorthWest Texas

Joel Durbin, The Concilio

Ashley Flores, Child Poverty Action Lab

Owen Wilson-Chavez, Child Poverty Action Lab

Ashley Brundage, United Way of Metropolitan Dallas



City of Dallas

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

Agenda Information Sheet

File #: 21-1735

Item #: B.

Overview of Childcare Services in Dallas

[Tori Mannes, CEO/President, ChildCareGroup; Christina Hanger, CEO, Dallas Afterschool; Melanie Rubin, Chair, City of Dallas Community Development Commission]



ChildCareGroup

Tori Mannes

CEO/President

September 13, 2021

A Compelling Community Need

24% of Dallas children live in poverty



And they cannot get out of poverty by themselves!

Disparities Impacting Early Education & Child Care

Access

- Many low income areas in Dallas are child care 'deserts'

Quality

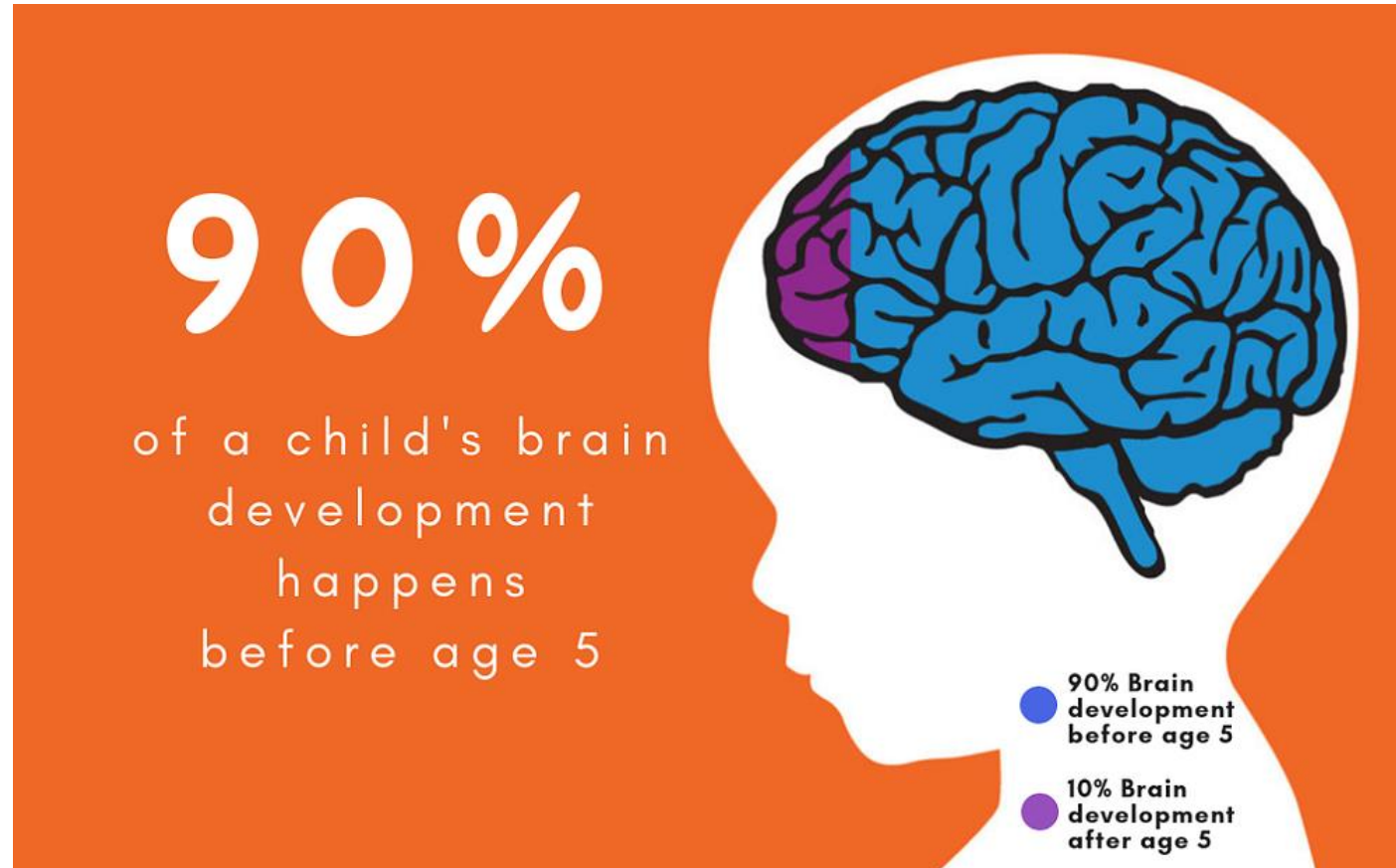
- < 30% of licensed child care centers are quality-rated

Cost

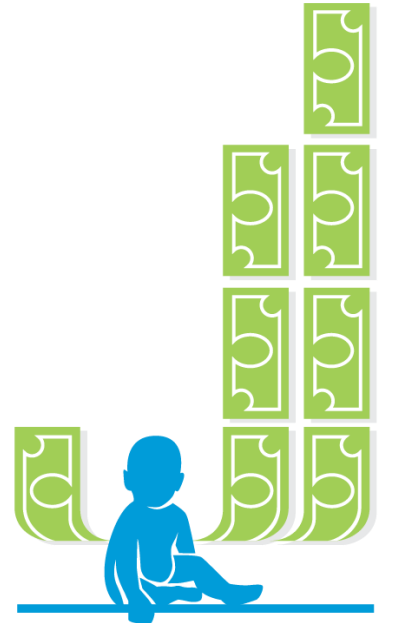
- Primarily paid by parents; public funding is insufficient
- Average annual cost of care = \$6700- \$8300/yr
- Nationally accredited programs = \$7100 - \$9600/yr

THE IMPORTANCE OF THE FIRST FIVE YEARS

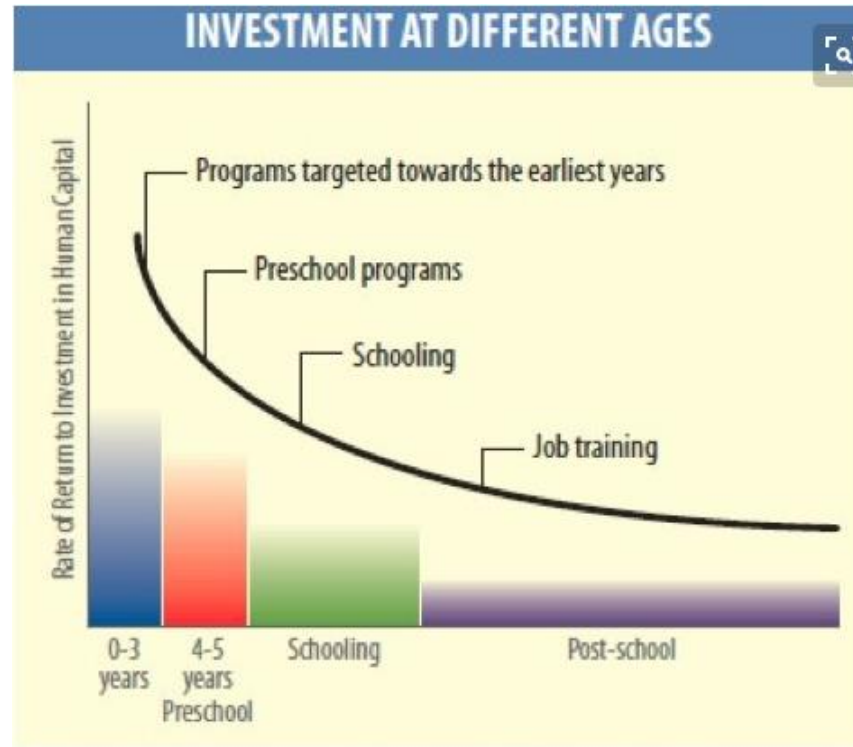
Infant Brain Development



Investing Early Makes a Big Impact

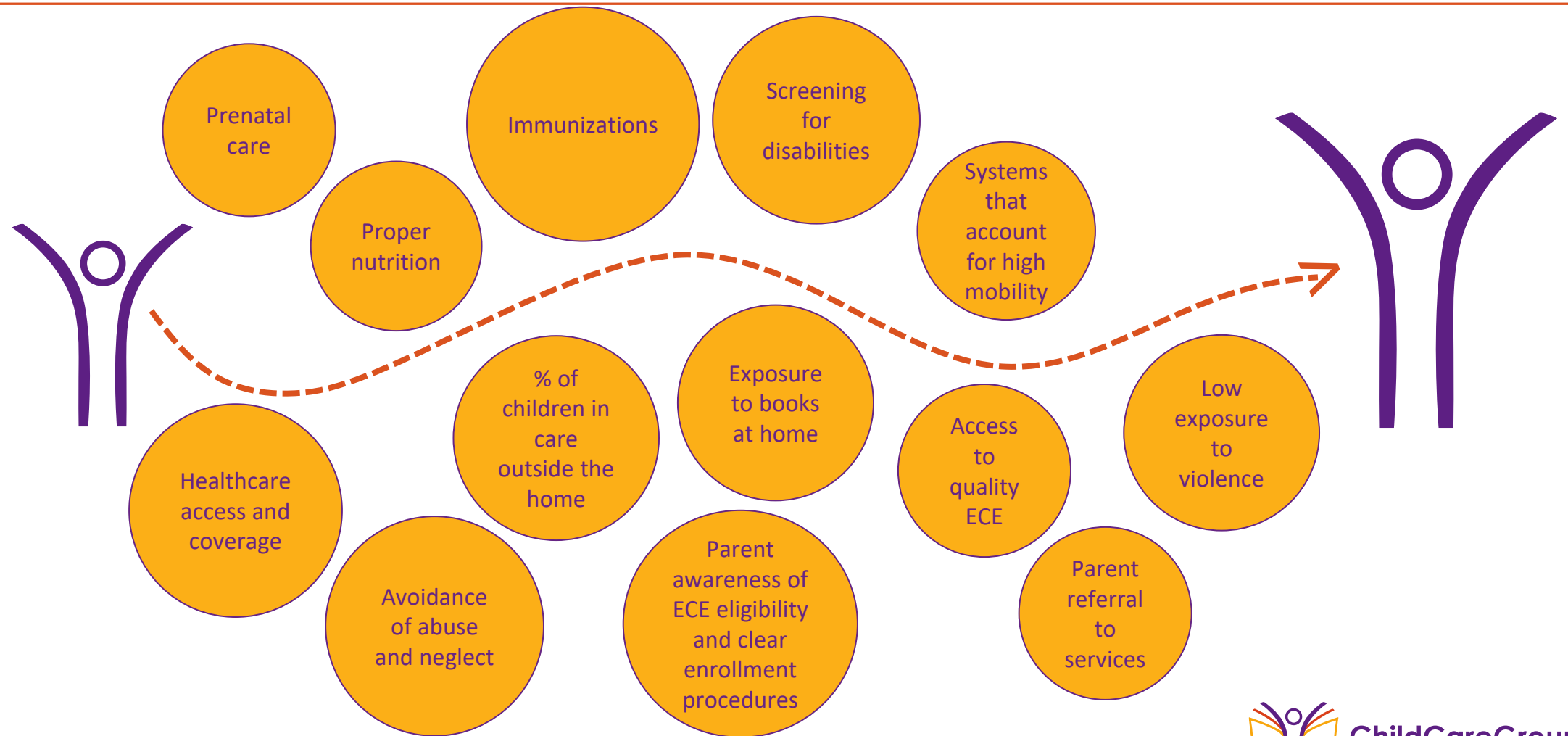


THERE IS A RETURN OF
\$7 FOR EVERY \$1
SPENT ON
EARLY EDUCATION.

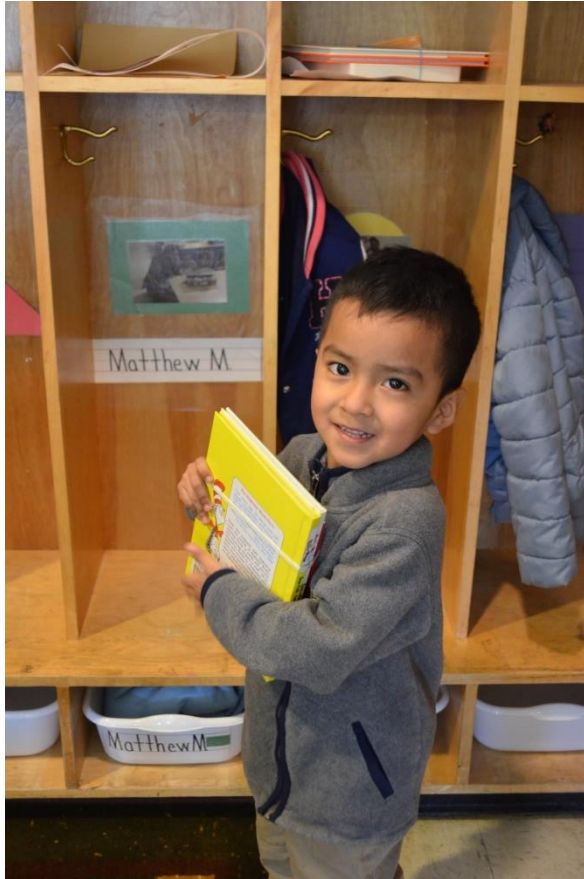


SOURCE: J.J. Heckman, "Skill formation and the economics of investing in disadvantaged children." *Science*, 312(5782):1900-2, (June 2006).

Factors Impacting Kindergarten Readiness



Without Early Intervention, Children are...



25%

- More likely to drop out of school

40%

- More likely to become a teen parent

50%

- More likely to be in special education

60%

- More likely never to attend college

70%

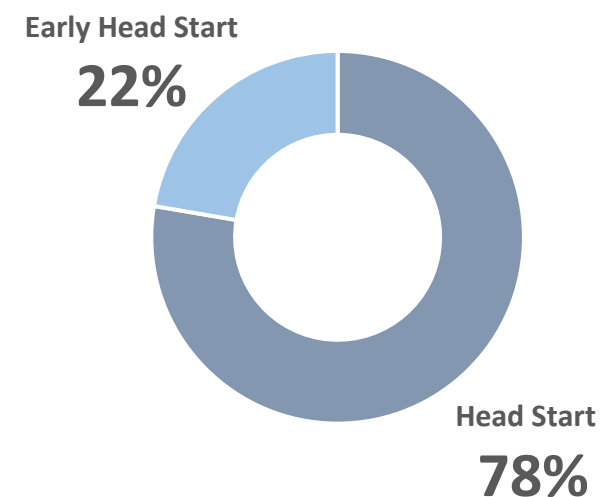
- More likely to be arrested for a violent crime

AVAILABLE CHILD CARE SERVICES IN DALLAS COUNTY

Head Start & Early Head Start Slots

Dallas County

	Early Head Start	Head Start
ChildCareGroup	454	800
Head Start Dallas	272	2,215
Lumin	140	
Total	866	3,015

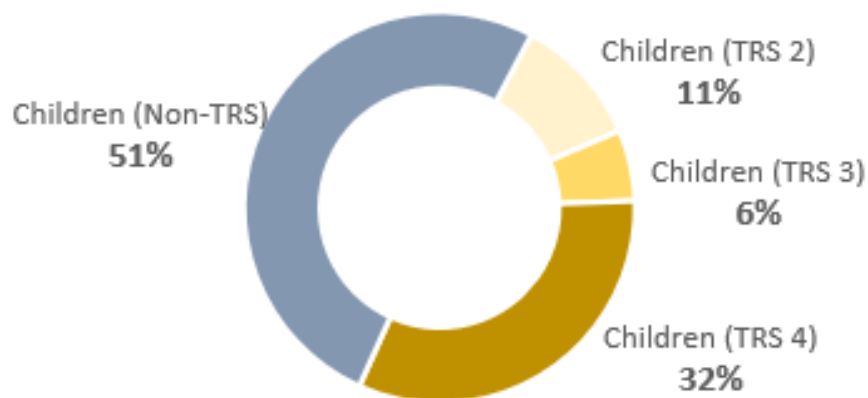


Child Care Quality – Dallas County

Children In Care:

- **16,081** children in subsidized care in Dallas County
- **7,792** children in subsidized care in Dallas County are in a certified Texas Rising Star Program.

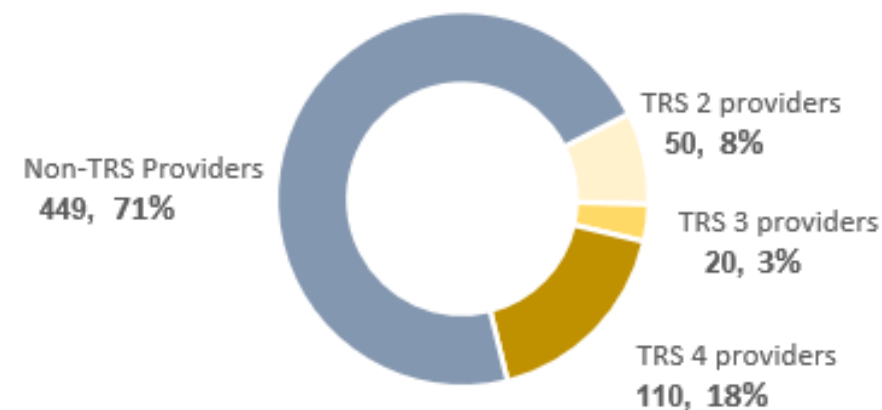
49% of children in care are enrolled in TRS providers



Child Care Providers:

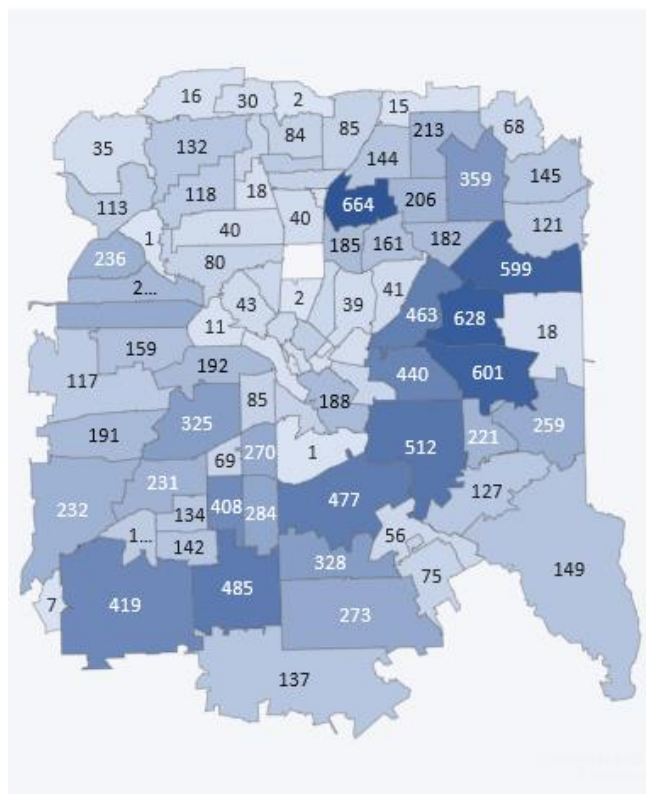
- **629** Dallas County providers accept subsidy
- **180** are certified Texas Rising Star Programs

29% of CCA providers in the Dallas County delivery area are TRS providers

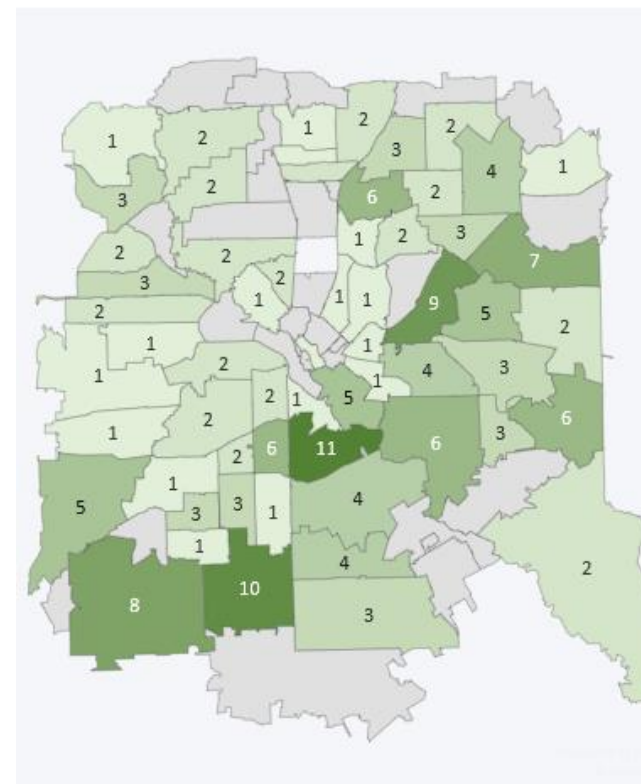


Children in Care vs. Quality Seats

Children In Care - Dallas County



Texas Rising Star Providers - Dallas County



- The numbers in the map indicate the number of children/TRS providers in an area. The deeper the color, the more children/TRS providers are in that zip code area.
- The grey zip code areas indicate there are no children/TRS providers in those areas

Children Currently in Care – Dallas County

August 2021

Children in subsidized child care: **16,081**

Children on the wait list: **3,238**

In Process – September 2021: Service Industry Recovery Grant

\$55M to provide subsidized child care for an additional **5,700** children whose parents are employed in the service industry: Food Service, Arts, Entertainment, Hospitality, Retail, Recreation

Impact of COVID

- Providers have struggled with increased costs, reduced enrollment and concerns over risking their own health vs. losing their businesses
- City, County, State & Federal Funding have helped, but many centers have closed classrooms or shut their doors entirely
- Low wages, lack of benefits and a limited career path have created a child care staffing crisis, which impacts parents needing child care in order to return to work

Early Education and Child Care - The 'workforce behind the workforce'





Child Care & Early Education: Workforce, Education, & Equity

The Early Years Count



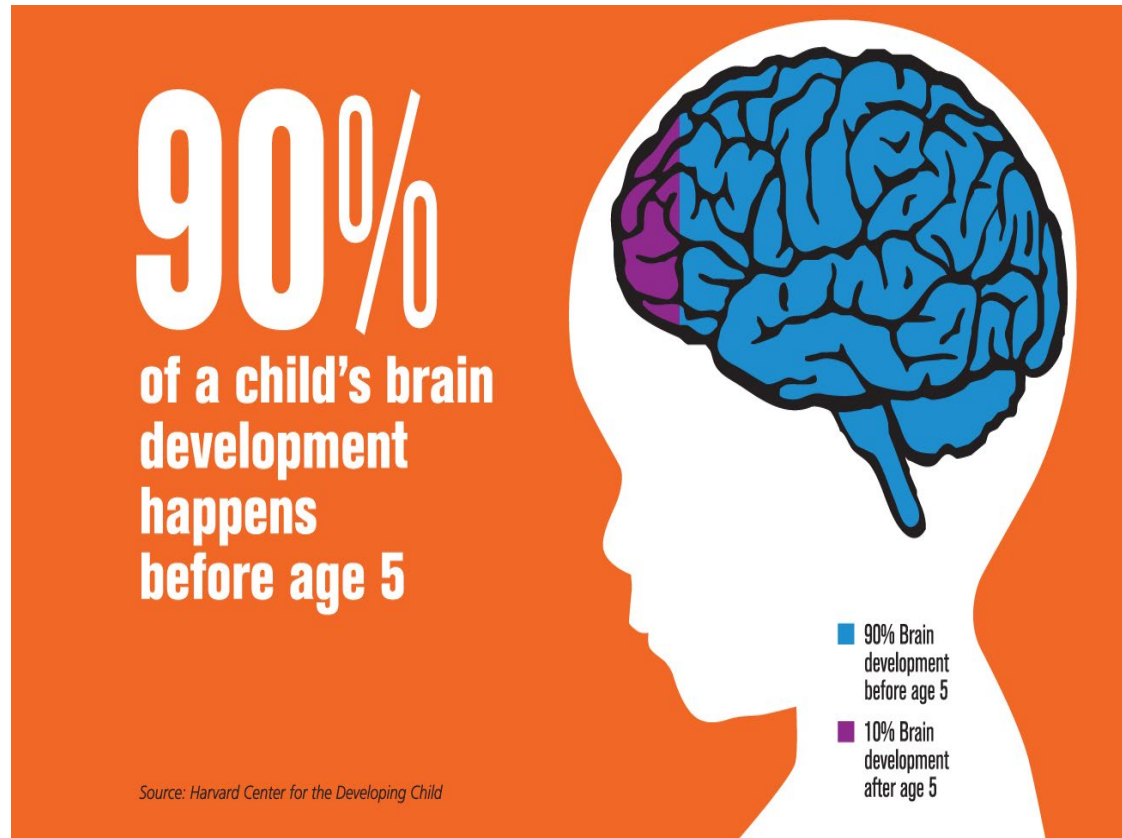
Melanie Rubin
rubin05@sbcglobal.net

Child care is the workforce behind the workforce

It is an integral component of the city's infrastructure and is key to economic productivity:

- The [Bureau of Labor Statistics \(BLS\) estimates](#) that both parents work in **two-thirds** of families in which married parents have children — as do the majority of America's **13.6 million single parents**.
- Most Texas parents with very young children need child care. There are over **2.3 million** children ages 5 and under in Texas. **58%** of children ages 5 and under live in households in which all parents work. **22%** of all children in this age group live in families below the poverty line.
- [ReadyNation's study](#) examines the economic impacts of the nation's infant-and-toddler child care crisis on working parents, employers, and taxpayers. The study found an **annual cost of \$57 billion** across the **nation** of which **\$4.9 billion** in lost earnings, productivity, and revenue in **Texas**.

Early Education: it's not rocket science...it's brain science



- The years birth to 5 provide the foundational learning skills necessary for future life-long success. These skills address a child's social-emotional, cognitive, and physical development.
- Early childhood experiences determine whether a child's brain architecture will provide a strong or weak foundation for all future learning, behavior & health.
- Children not "fully-ready" for K were 5 X more likely to fail 3rd grade math & reading, & children who begin school behind tend to stay behind throughout their school years.
- 75% of students who are poor readers in 3rd grade will remain poor readers in high school.
- 2/3 of students who can't read proficiently by the end of 4th grade will end up in jail or on welfare.
- High-quality, birth-to-five programs for disadvantaged children deliver a 13% per year return on investment.

North Texas Child Care

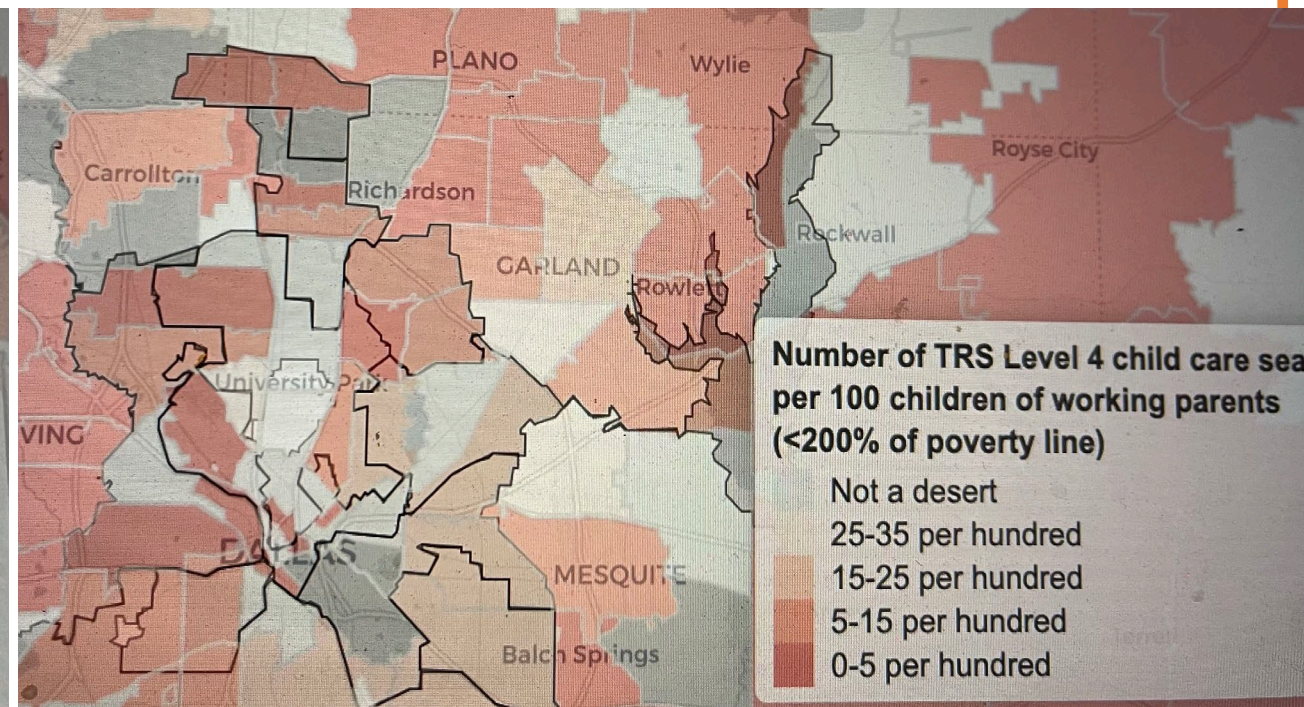
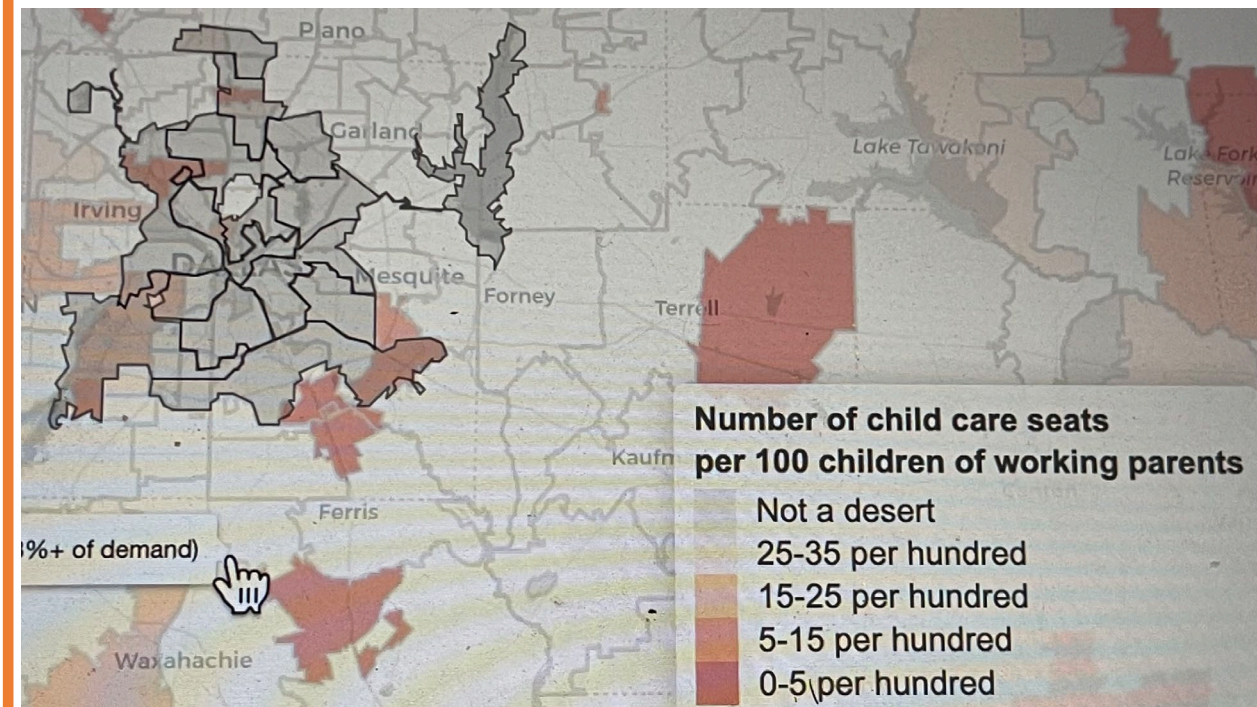
- 1 in 10 children in America live in Texas.
- 1 in 4 children in Texas live in North Texas.*
- The current subsidy system serves roughly over 136,000 children from low-income families daily, which is only 10% of eligible children.
- Less than 50% of licensed providers participate in the subsidy system.
- Less than 10% of licensed providers in North Texas are considered to be high quality.
- 56% of child care workers qualify for at least one form of public assistance.



*(North Texas- Collin, Dallas, Denton, Ellis, Hunt, Johnson, Kaufman, Rockwall, and Tarrant counties. SOURCE: Kids Count 2019 2017 data)

Child Care Supply

- Parents are unable to locate or afford quality care which prevent them from working. Nearly **half (48 percent)** of Texans live in a child care “desert” where there are more than three children under age five for each licensed child care slot.
- **68 percent** of Texas children in families with low incomes live in areas without a sufficient supply of subsidized care and **94 percent** of children in low-income families live in areas where the supply of TRS-certified providers meets less than one-third of the demand.



Impact of COVID-19

- Child Care as a system remained open as an essential service
- Reduced and unpredictable enrollment & additional expenses for meeting COVID protocols, average of 47 % increase in operating costs)
- Since the pandemic, about 30 % of programs in Texas closed and licensed programs are operating at an average enrollment rate of 67% of their licensed capacity, with 43% of enrolled children attending on an average day.
- The greatest challenge to an adequate supply of quality child care is the grossly unsupported child care workforce.

The Early Childhood Workforce

\$21,780

The median annual wage for child care workers in Texas wage

\$11.17

is the average hourly wage for child care workers

37th

Texas' rank in median hourly wage compared to other states

40%

of the ECE workforce is comprised of people of color

18.6%

of early childhood educators live below the poverty rate

56%

of child care workers eligible for public benefits programs

86%

of Texas child care centers are experiencing a staffing shortage



Christina Hanger
CEO, Dallas Afterschool

Data based on research reports from Dallas Afterschool, Afterschool Alliance, and Edge Research collected between February 2020 through June 2021. For details, see <https://dallasafterschool.org/afterschool-research/>

UNMET DEMAND IS AT AN ALL-TIME HIGH



For every child in an afterschool program in Dallas, 3 are waiting to get in

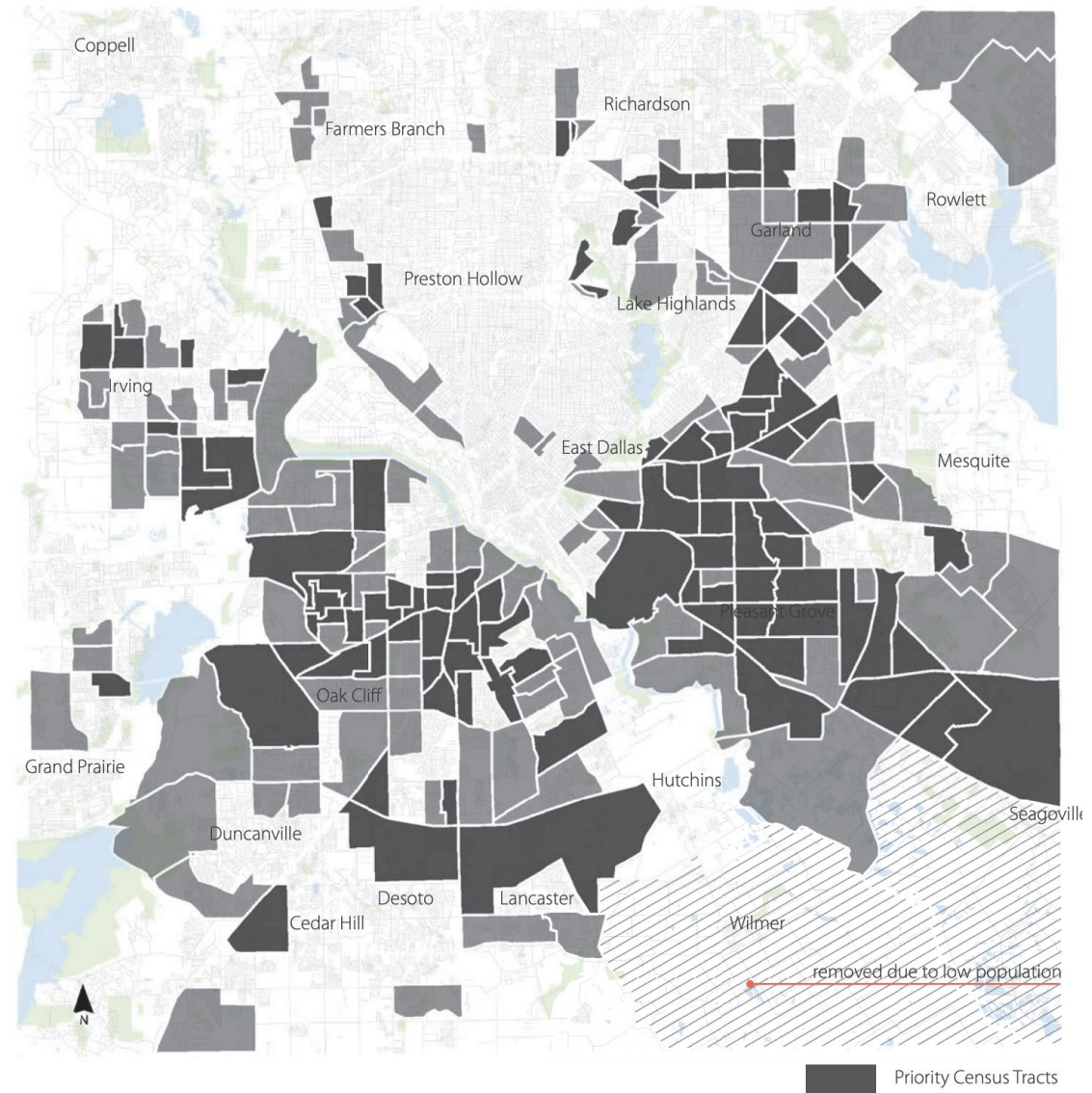
This leaves over 100,000 children in Dallas without the programming they want



AFTERSCHOOL ACCESS MAP PRE-COVID

- Areas with darker shading indicates a greater mismatch between the supply and demand for afterschool programming

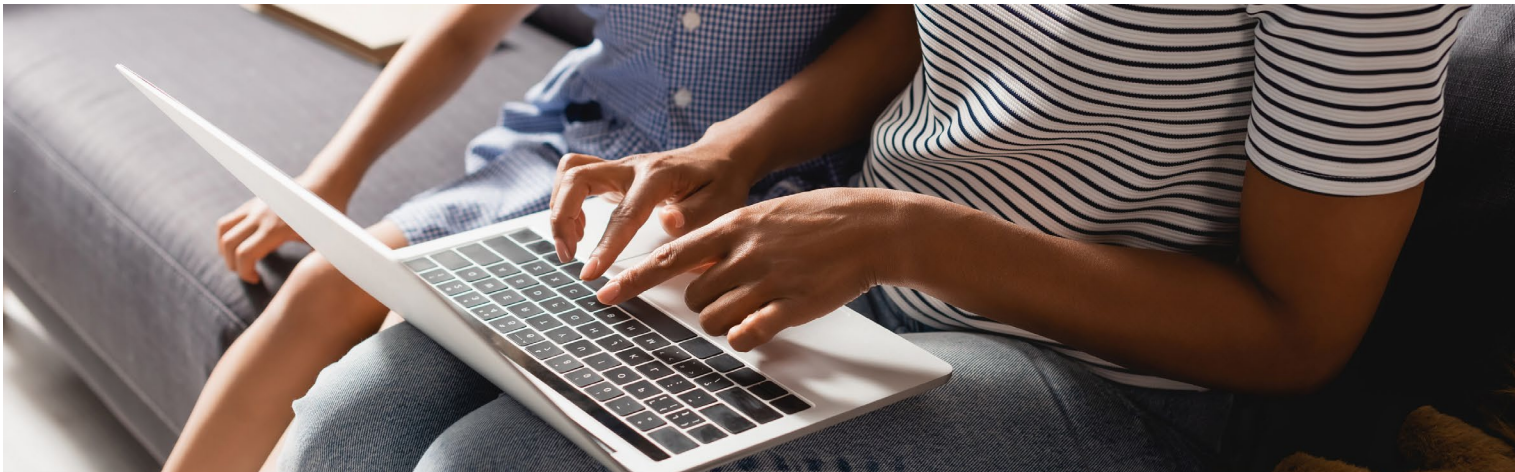
priority areas



AFTERSCHOOL IS A **LIFELINE** FOR WORKING FAMILIES

For parents with children in afterschool programs in Dallas:

- **92%** are satisfied with their child's program
- **89%** agree their child's program helps them **keep their job** or work more hours



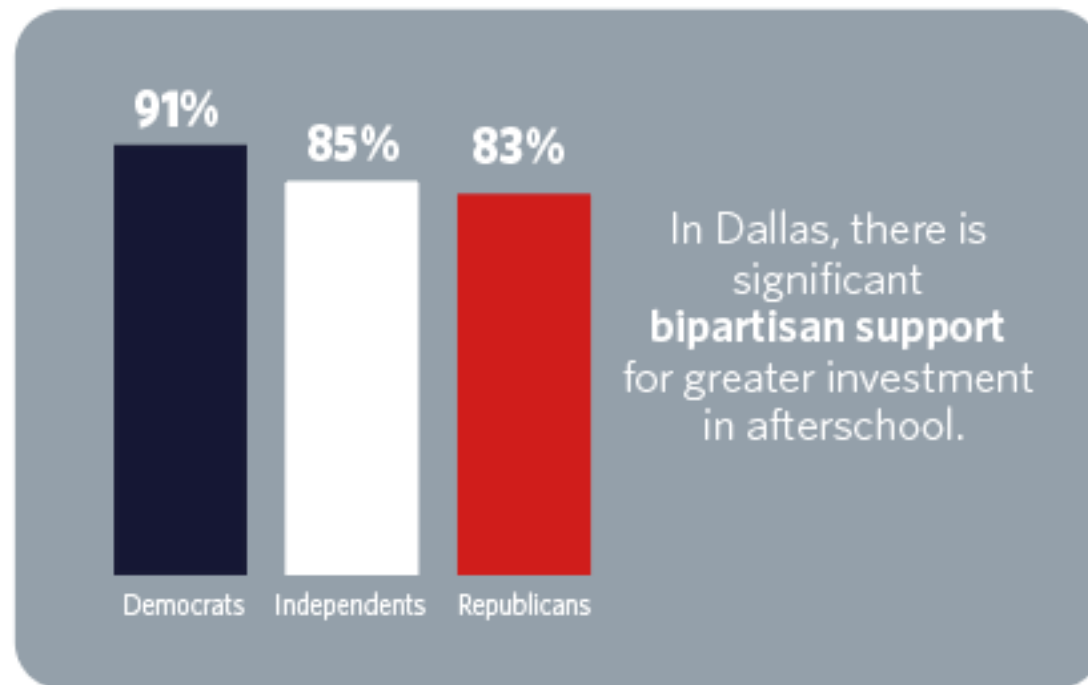
PARENTS' PERSPECTIVE: BENEFITS OF AFTERSCHOOL

Because of their participation in afterschool, parents report that their children experience the following benefits:

- 90% are more excited about learning
- 81% develop valuable life skills
- 88% are kept safe
- 91% receive strong reading and writing support



PARENTS SUPPORT PUBLIC FUNDING FOR AFTERSCHOOL



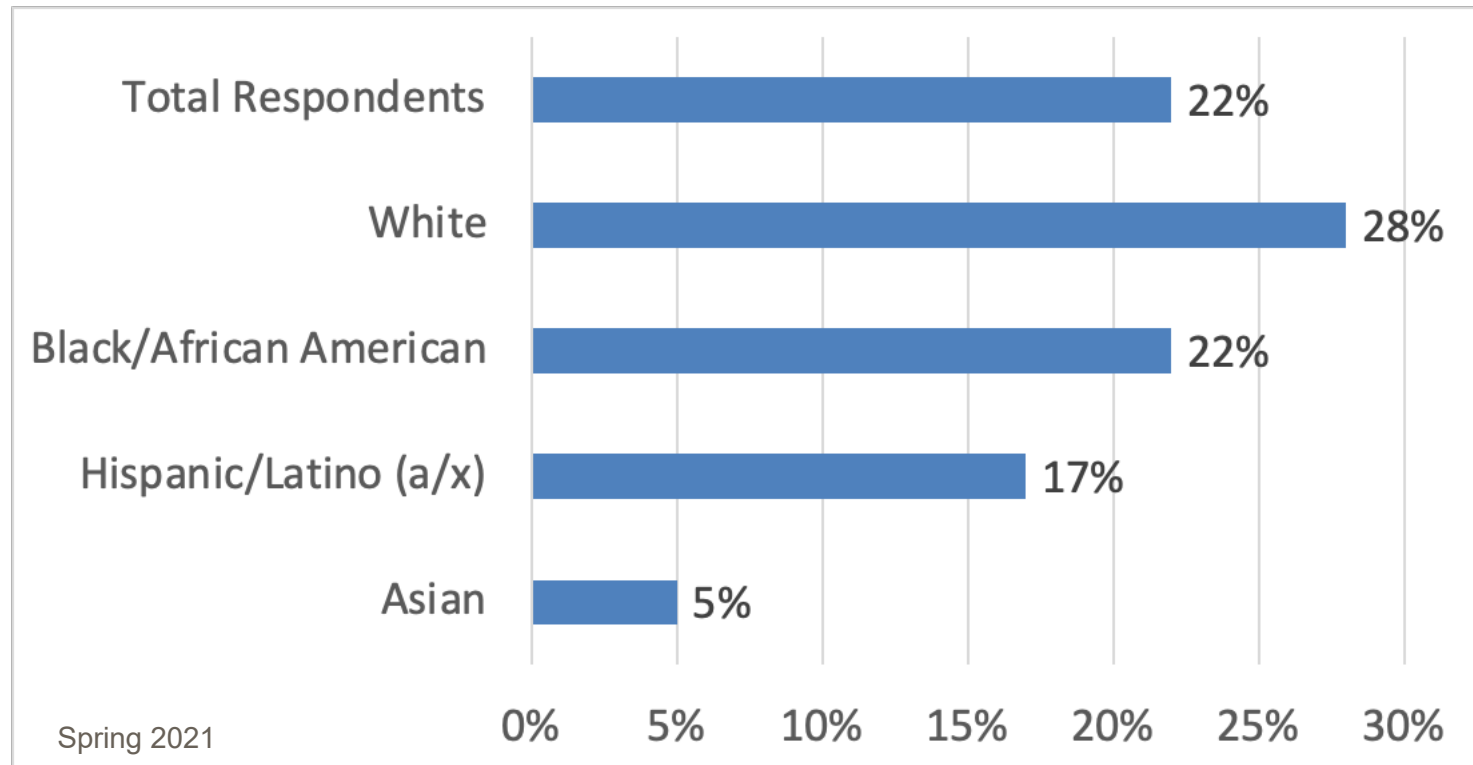
COVID-19 HAS THREATENED THE SYSTEM

- At the beginning of COVID, 30% of afterschool sites in Dallas have closed with a 45% loss in seats due to social distancing protocol
- Capacity is slowly coming back; about half of the lost capacity is now open
- This summer, over 40% of programs reported increased costs
- 20% see these costs rise more than \$400 per year per child



DALLAS FAMILIES IN AFTERSCHOOL BY RACE/ETHNICITY

- White families are most likely to have children in afterschool, and in Dallas, at a statistically significant higher rate than nationally
- Hispanic/Latino and Asian families have **significantly lower participation**, both locally and compared to national rates
- Black families' participation is between that of White and Hispanic/Latino families



BARRIERS FOR FAMILIES ARE REAL AND HARD TO OVERCOME

- Cost is the #1 barrier for 69% of parents
- The annual cost of afterschool in Dallas is \$4,300 – this does not include breaks or summer

Average Weekly Cost

Atlanta		\$98
Los Angeles		\$90
Dallas		\$120
Texas		\$82



COST OF AFTERSCHOOL WITHIN DEMOGRAPHIC GROUPS

- The average weekly cost of afterschool varies by demographics.
- Directionally, Black/African-American households are paying more per week than others



COVID HAS LINGERING IMPACTS

Concerns about students remain.

74% are concerned about **student learning loss** and a lack of opportunities for **social connection**.

84% are concerned about **students' mental and emotional health**.



Providers are concerned about their programs, too.

60% are **most concerned** with being able to **hire enough staff**.

53% are **still concerned** about **long term funding** and their program's future.



WHAT DO PROVIDERS NEED NOW?

- What resources would be most helpful?
 - Advice on [funding](#) streams
 - How to prevent [staff burnout](#) and keep them engaged
 - COVID-relevant updates
 - [Communication tools](#) to help families understand the benefits of Out-of-School time (OST)
- What Dallas Afterschool is providing:
 - Resources, supplies, training, curriculum, and lesson plans
 - Guidance on health, safety, and quality
 - Early Childhood Out-of-School Time (ECOST) Workforce Development Project with Early Matters Dallas - providing staffing, professional development and career coaching to build a pipeline of childcare/education professionals





DALLASAFTERSCHOOL.ORG

 [@DallasAfterschool](https://www.facebook.com/DallasAfterschool)

 [@Dallas_Afterschool](https://www.instagram.com/Dallas_Afterschool)

 [@DalAfterschool](https://twitter.com/DalAfterschool)



City of Dallas

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

Agenda Information Sheet

File #: 21-1740

Item #: C.

Upcoming Office of Community Care and Office of Procurement Services Council Agenda Items - ECOST (Early Childhood and Out of School Time) Programs, Drivers of Poverty Programs, and Re-Entry Services

[Kimberly Bizer Tolbert, Chief of Staff, City Manager's Office; Jessica Galleshaw, Director, Office of Community Care]

Memorandum



DATE September 10, 2021

CITY OF DALLAS

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

SUBJECT **Upcoming Office of Community Care and Office of Procurement Services
Agenda Items – September 22, 2021**

This memo serves as an overview of multiple agenda items related to the Office of Community Care (OCC) and Office of Procurement Services that will be considered by City Council on the September 22, 2021 Agenda. This memo provides a summary of the items and related programs focused on Early Childhood and Out of School Time, Drivers of Poverty, and Re-Entry Services.

CHILD CARE SERVICES – EARLY CHILDHOOD AND OUT OF SCHOOL TIME PROGRAMS

The following Office of Office of Community Care item will be considered by the City Council on the September 22, 2021 Agenda:

Item Number 21-1597: Authorize **(1)** contracts with fully-licensed childcare providers (**Exhibit A**), and with any other fully-licensed childcare providers, pursuant to the Early Childhood and Out-of-School Time Services Program (the “ECOSTS Program”), selected by eligible parents who meet the requirements of the program, **(2)** approve program statement for the ECOSTS Provider Assistance Program (**Attachment A**), to provide financial support to City of Dallas Early Childhood and Out of School Time Services Providers who have been adversely impacted by the COVID-19 pandemic, and **(3)** execute all documents and agreements necessary to implement the ECOSTS Provider Assistance Program for the period of October 1, 2021 through September 30, 2022 - Not to exceed \$625,000.00 - Financing: 2021-22 Community Development Block Grant Fund - \$550,000.00 and 2020 CARES Act Relief CDBG #3 - \$75,000.00

Background

The Early Childhood and Out-of-School Time Services (ECOSTS) Program, administered by the Office of Community Care in accordance with the City of Dallas’ ECOSTS Program Policies and Procedures for Parents, promotes stability for low-income working parents and teen parents who are full-time high school students by reducing the cost of childcare to enable them to strive for self-sufficiency. Approximately 268 children will be served for a one-year period. The program is funded through Community Development Block Grant funding. There are multiple components to the ECOST Program, including the 1) Subsidy Program, 2) Provider Assistance Program, and 3) Special Populations.

ECOST Subsidy Program (\$550,000.00)

The ECOSTS Program pays a subsidy amount (see amount below) per week per child directly to contracted childcare providers for childcare services for low-income working

DATE September 10, 2021
SUBJECT **Upcoming Office of Community Care and Office of Procurement
Services Agenda Items – September 22, 2021**

parents based on CDBG criteria. The amounts below are informed by the market rates for childcare services within the State of Texas, according to the Texas Workforce Commission.

ECOST Subsidy Amounts

1. Infants (0-17 months) - \$150.00
2. Toddlers (18-35 months) - \$125.00
3. Pre-Schoolers (36-71 months) - \$100.00
4. School-Age Children (72 months – 12 years old) - \$75.00

The following chart illustrates the income range which is 30-80% of Area Median Income (AMI). As of April 1, 2021

<u>Family Size</u>	<u>Extremely Low</u> (30%)	<u>Low Income</u> (50%)	<u>Moderate Income</u> (80%)
1	\$18,700.00	\$31,150.00	\$49,850.00
2	\$21,400.00	\$35,600.00	\$57,000.00
3	\$24,050.00	\$40,050.00	\$64,100.00
4	\$26,700.00	\$44,500.00	\$71,200.00
5	\$31,040.00	\$48,100.00	\$76,900.00
6	\$35,580.00	\$51,650.00	\$82,600.00
7	\$40,120.00	\$55,200.00	\$88,300.00
8	\$44,600.00	\$58,750.00	\$94,000.00

The ECOSTS Program pays 100% of the cost for childcare for teen parents who are enrolled in high school full time.

ECOSTS Provider Assistance Program (\$75,000.00)

This program will specifically support Providers involved in the City's ECOSTS program, to provide funding for costs incurred due to the pandemic and pandemic response activities as well as to offset the financial impacts.

The program will provide support to providers that participate in the City's ECOSTS Child Care subsidy program and Providers who have contracted with the City to provide childcare services for targeted populations through the City's Community Development Block Grant funds, including CV-COVID-19 funding and Consolidated Plan appropriations. Support will be provided in accordance with the attached Program Statement (Attachment A).

Providers may request assistance when under the following conditions, with assistance provided based on availability. Two types of assistance are available.

- Type 1: Providers may request assistance to cover direct costs incurred for cleaning, personal protective equipment, furniture and protective barriers, or

other items needed to support a safe environment and support social distancing in an amount of up to \$5,000 per year

- Provider may request assistance during the 2020 calendar year, dating to March 2020, and additional assistance during the 2021 calendar year
- Providers must be current ECOSTS subsidy program vendors at the time of their request, defined as providing service to one or more ECOSTS child and receiving payment for that child by the City in accordance with ECOSTS protocols
- Provider must provide a written statement outlining why the cost was necessary and responsive to the COVID-19 pandemic
- Providers may request this form only for expenses incurred during the time period in which they were participating in the ECOSTS program
- Provider must provide documentation of incurred costs, including receipts and/or invoices as well as general ledger and/or cashed checks
- Type 2: Providers may request assistance one time during the 2021 calendar year for a small grant to support staffing costs. Requests will be accepted via an application process administered by the City and awards will be provided based upon available funding in an amount of up to \$5,000 per facility. This funding can be used to support any costs related to staffing, such as salaries and benefits, temporary staffing to increase capacity or offset staffing losses, hazard pay, or other staffing needs. The program expects to serve 15 Childcare Providers.

Child Care Services for Special Populations (\$100,000.00)

Another component of the ECOST program, not included within the agenda item highlighted in this memo, is the childcare services for special populations. The City administers contracts with providers that provide services to children with special needs, that are experiencing homelessness and/or impacted by HIV/AIDS, in alignment with CDBG priorities. The City has agreements with two providers for these services.

Vogel Alcove, through their Early Education & Child Development Program, serves the homeless population in Dallas by providing free childcare for up to 135 young children daily, ages six weeks to five years old, living with their parents in local shelters. Each weekday, in a warm, nurturing environment, Vogel Alcove welcomes families without regard to race, ethnicity or religion. Licensed by the State of Texas and accredited by the National Association of Education for Young Children, Vogel Alcove operates year-round with 13 classrooms, a kitchen for daily meal preparation, a children's library, an outdoor all-natural playground, gymnasium (for preschool children), and an indoor infant/toddler multipurpose area. Services include:

- Early childhood education using developmentally appropriate, research-based curriculum and assessment tools
- Qualified teaching staff
- Low staff-to-child ratio
- Screening to detect developmental delays or disorders

DATE September 10, 2021
SUBJECT **Upcoming Office of Community Care and Office of Procurement
Services Agenda Items – September 22, 2021**

- Onsite speech, occupational, and physical therapy for children diagnosed with delays
- Enrichment classes and community field trips.

Open Arms, Inc. dba Bryan's House through their Early Childhood Education (ECE) program (a year-round program) provides children ages 0-5 with special needs, and their siblings, the experience of an active learning environment tailored to accommodate individual needs and educational goals.

As an important extension of direct care services, Bryan's House provides respite care from 9:00 a.m. – 3:00 p.m. (10 Saturdays throughout the year), school-break care for ages 6-13, and an 11-week summer program. As a result of the COVID-19 Pandemic, Bryan's House is not currently providing respite care. As of April 2021, they have resumed providing school break and summer programming.

The childcare program removes a barrier to financial stability by giving parents the opportunity to maintain full-time employment without leaving work 3-5 times per week to take their child to vital therapies. Bryan's House has an onsite registered nurse to ensure that children receive necessary medications, wellness assistance, and treatments throughout the day. Children can also receive occupational, physical, and speech therapies on-site.

Both programs also include a robust family support program with access to basic needs services, benefits, health care resources, and other critical services.

DRIVERS OF POVERTY PROGRAMS

The following Office of Procurement Services item will be considered by the City Council on the September 22, 2021 Agenda:

Item Number #21-1727: Authorize a one-year service contract for Drivers of Poverty programs for the Office of Community Care – International Rescue Committee in the amount of \$227,426, Dallas Leadership Foundation in the amount of \$449,787, Harmony Community Development Corporation in the amount of \$225,000, CitySquare in the amount of \$375,587, and After-School All-Stars in the amount of \$155,00, most advantageous proposers of sixteen – Total not to exceed \$1,432,800 – Financing: General Fund (subject to annual appropriations)

Background

On September 23, 2020, City Council authorized the Fiscal Year 2020-21 General Fund budget, including a funding enhancement to increase available general funds for Drivers of Poverty Programs. The Drivers of Poverty program funds are intended to support programming that is responsive to the needs of populations identified by the Mayor's Task Force on Poverty in 2017 and be responsive to the factors, or "drivers", identified that contribute to the City's high rates of poverty. On January 11, 2021, the Office of

DATE September 10, 2021
SUBJECT **Upcoming Office of Community Care and Office of Procurement
Services Agenda Items – September 22, 2021**

Community Care briefed the Workforce, Education and Equity Committee on a planned procurement to administer the funds.

The prior year solicitation had been developed to be responsive to the emerging needs from the COVID-19 pandemic and emphasized provision of direct client assistance services. For the new solicitation, the focus shifted to programming that continue some of the services previously administered through Coronavirus Relief Funds and includes a carve out specifically to support programming serving Dallas youth and children.

Procurement

The City of Dallas Office of Community Care (OCC) sought proposals via a Request for Proposals (RFP) from entities to deliver the services outlined below to one or more target populations. The solicitation required that programs target service delivery in locations that are accessible to or within communities in which poverty is concentrated and/or communities in which there are concentrations of populations as identified in the Mayor's Task Force on Poverty report. In order to ensure support of programming targeting youth and children, the solicitation defined target populations for each service as outlined in the table below

Category	Services	Target Population(s)
1	Making Food Accessible projects (Food)	Drivers of Poverty populations
2	Positive Youth Development programming (PYD)	Youth
3	Community Mental Health Programming (CMH)	Drivers of Poverty populations; Youth
4	Responsive Client Assistance	Drivers of Poverty populations; Youth
5	Client assistance, such as rental and utility assistance and/or eviction assistance and legal representation, for populations unable to be served via other funding sources	Clients ineligible for assistance due to funding source

The Evaluation Committee individually scored each service category as provided below. Awards are based on scoring rank within a service category by target population. Allocations were made in order of rank, however proposals with scores below 70 points were not awarded funding. The City received no applications for Category 5 services. The table below provides a summary of the rank scores in each service category as follows:

DATE September 10, 2021

SUBJECT **Upcoming Office of Community Care and Office of Procurement
Services Agenda Items – September 22, 2021**

Making Food Accessible					
Agency		Rank by Score	Amount Requested	Amount Awarded	% Request Awarded
International Rescue Committee		1	\$155,623.00	\$155,623.00	100%
Dallas Leadership Foundation		2	\$248,481.00	\$225,000.00	91%
CitySquare		3	\$225,000.00	\$101,250.00	45%
Citizens Development Center dba Achieve		4		\$0	0%

Positive Youth Development					
Agency		Rank by Score	Amount Requested	Amount Awarded	% Request Awarded
Dallas Leadership Foundation		1	\$224,787.00	\$224,787.00	100%
Afterschool All Stars		2	\$155,000.00	\$155,000.00	100%
Rainbow Days, Inc.		3		\$0	0%
Boys and Girls Clubs of Greater Dallas		4		\$0	0%
Viola's House		5		\$0	0%
Youth Guidance		6		\$0	0%
Communities in Schools Dallas Region		7		\$0	0%

Community Mental Health						
Agency	Target Population	Rank by Score	Amount Requested	Amount Awarded	% Request Awarded	
Harmony Community Development Corporation	Drivers of Poverty, Youth	1	\$275,653.00	\$225,000.00	100%	
CitySquare	Drivers of Poverty	2	\$224,337.00	\$224,337.00	100%	
International Rescue Committee	Drivers of Poverty	3	\$159,563.00	\$71,803.00	45%	
First Presbyterian Church dba The Stewpot	Drivers of Poverty	4		\$0	0%	
AVANCE – North Texas	Drivers of Poverty	5		\$0	0%	
Helen’s Project	Drivers of Poverty	6		\$0	0%	

DATE September 10, 2021

SUBJECT **Upcoming Office of Community Care and Office of Procurement
Services Agenda Items – September 22, 2021**

Responsive Client Assistance					
Agency	Target Population	Rank by Score	Amount Requested	Amount Awarded	% Request Awarded
CitySquare	Drivers of Poverty	1	\$50,000.00	\$50,000.00	100%
United Way of Metropolitan Dallas	Drivers of Poverty	2		\$0	0%
Big Thought	Drivers of Poverty	3		\$0	0%

As noted in the timeline below, the RFP was advertised on March 25, 2021 and April 1, 2021. A pre-conference was held on March 29, 2021 and submissions were due on April 22, 2021. Proposals were scored by a panel of 4.

- City Manager's Office - 1
- Office of Community Care - 1
- Office of Economic Development - 1
- Office of Homeless Solutions - 1

Date	Actions
March 25, 2021	RFP posted via Bonfire
March/April 2021	Outreach – 1,799 invitations sent
April 22, 2021	RFP closed and submissions due
May 3, 2021	Application scoring completed
July 17, 2021	Notification of funding awards
August 2021	Contract Negotiations
September 22, 2021	Council authorization of contracts

Each organization will begin implementation of programming and services once contract negotiations have been finalized.

RE-ENTRY SERVICES

The following Office of Procurement Services item will be considered by the City Council on the September 22, 2021 Agenda:

Item Number #21-1728: Authorize a two-year service contract for re-entry services, including social services and job skills training and workforce support for the Office of Community Care and Office of Economic Development – Dallas Leadership Foundation in the amount of \$500,000 and Metroplex Economic Development Corporation in the amount of \$500,000, most advantageous proposers of three - Total not to exceed

DATE September 10, 2021
SUBJECT **Upcoming Office of Community Care and Office of Procurement
Services Agenda Items – September 22, 2021**

\$1,000,000.00 - Financing: General Fund and MGT and OCC (subject to annual appropriations)

Background

As part of the FY21 budget cycle, a total of \$1,000,000.00 in General Fund funding was provided to offices of Community Care (OCC) and Economic Development (ECO) to support re-entry services. A joint RFCSP was issued in April 2021 to obtain third party vendors for these services under two separate categories: social services/wrap around services and job training services. The overall purpose of the Re-Entry Service program is to provide assistance, job training, and advocacy to enable previously incarcerated individuals to successfully obtain and maintain employment. Individuals served through this program are low- and moderate-income individuals who live in the City of Dallas. The Office of Community Care will oversee the service contract for social services which includes wraparound support and the new Small Business Center will administer the service contract related to job skills training and workforce for social justice impacted individuals;

Procurement

The City of Dallas Office of Community Care (OCC) and Office of Economic Development (ECO) sought proposals via a joint Request for Competitive Sealed Proposals (RFCSP) from entities to provide Re-entry Service Programs: Re-entry Social Services and Wraparound Support and Job Skills Training and Workforce Support for social justice-impacted individuals. The re-entry social service and wraparound support program is intended to support individuals who have recently been released from social justice impacted individuals to access various services to support them in obtaining housing and stabilization.

The emphasis of this program is to assist previously social justice impacted individuals overcome barriers limiting successful reentry into society and to facilitate finding stability and self-sufficiency. Funding for the Program will be by General Fund and will provide for the following services:

- Case management
- Pre-release program components or connections - connections with Texas Department of Criminal Justice and/or other criminal justice agencies
- Income Supports – Benefits screening and application/enrollment support, temporary financial assistance, housing assistance, food assistance, tax preparation services, and other such services.
- Emergency Assistance – Food assistance, utility assistance, health care services referrals, etc.
- Housing Supports
- Wraparound Services – Access to transportation, childcare, or other services to alleviate barriers to program completion and employment.

DATE September 10, 2021

SUBJECT **Upcoming Office of Community Care and Office of Procurement
Services Agenda Items – September 22, 2021**

The following organizations submitted a proposal, their ranking and score is listed below.

Agency	Ranking	Amount Requested	Amount Awarded	% of Request Awarded
Metroplex Economic Development Corporation (DBA T.O.R.I.)	1	\$500,000.00	\$500,000.00	100%
D.F.W Economic Solutions	2		\$0	0%

The job skills training and workforce support for justice-impacted individuals' program is intended to support those previously incarcerated individuals with job training, as well as obtaining and maintaining employment. The emphasis of this program will be to ensure previously incarcerated individuals find stabilization while overcoming some of the barriers they face in trying to find employment. Funding for the Program is included in the General Fund for the following services: Soft skills training—goal setting, interview skills and interpersonal communication

- Education or job skills/vocational training
- Job placement support
- Employer partnerships and workforce support; participants will have access to emergency financial assistance, housing placement support, mental health services

The following organizations submitted a proposal, their ranking and score is listed below.

Agency	Ranking	Amount Requested	Amount Awarded	% of Request Awarded
Dallas Leadership Foundation	1	\$500,000.00	\$500,000.00	100%

As noted in the timeline below, the RFCSP was advertised on April 29 and May 6, 2021. A Pre-Proposal Conference was held on May 4, 2021 and submissions were due on May 27, 2021.

Date	Actions
April 29, 2021	RFCSP posted via Bonfire
May 2021	Outreach – 1,840 invitations sent
May 27, 2021	RFCSP closed and submissions due
June 11, 2021	Application scoring completed
August 6, 2021	Notification of funding award

DATE September 10, 2021
SUBJECT **Upcoming Office of Community Care and Office of Procurement
Services Agenda Items – September 22, 2021**

September 22, 2021	Council authorization of contracts
---------------------------	------------------------------------

The program services will begin once the contracts have been executed.

SUMMARY

This memo provides an overview of multiple programs and items that will be considered by City Council on September 22, 2021. If approved by the City Council, we will provide program updates through the Workforce, Education, and Equity Committee.

Please feel free to contact me or Jessica Galleshaw if you have any questions or should you require additional information at this time.



Kimberly Bizer Tolbert
Chief of Staff to the Manager

c:	T.C. Broadnax, City Manager Chris Caso, City Attorney Mark Swann, City Auditor Billieae Johnson, City Secretary Preston Robinson, Administrative Judge Majed A. Al-Ghafry, Assistant City Manager	Jon Fortune, Assistant City Manager Joey Zapata, Assistant City Manager Dr. Eric A. Johnson, Chief of Economic Development and Neighborhood Services M. Elizabeth Reich, Chief Financial Officer M. Elizabeth (Liz) Cedillo-Pereira, Chief of Equity and Inclusion Directors and Assistant Directors
----	--	---

Attachment A
Program Statement
ECOSTS Provider Assistance Program

Program Purpose: To provide financial support to City of Dallas (the “City”) Early Childhood and Out of School Time Services Providers (“ECOSTS”; “Providers”) who have been adversely impacted by the COVID-19 pandemic. This program will specifically support Providers involved in the City’s ECOSTS program to provide funding for costs incurred specifically because of the pandemic and pandemic response activities as well as to offset the financial impacts due to increased cost or expense due to the pandemic.

Eligible Participants: Providers that participate in the City’s ECOSTS Child Care subsidy program and Providers who have contracted with the City to provide childcare services for targeted populations through the City’s Community Development Block Grant funds, including CV-COVID-19 funding and Consolidated Plan appropriations. Participants must meet the following qualifications:

- Be officially registered with the State, physically located, and operating in the City of Dallas
- Provider must be currently providing childcare and/or out-of-school time services to children enrolled in the City’s ECOSTS program and a vendor with the City serving participants through the City’s ECOSTS program or must be under contract with the City to provide Child Care/ECOSTS services
- Must be current on their City taxes
- All providers meeting these definitions as of October 1, 2021 are eligible to participate in the program. The City may enroll additional providers as vendors participating in the ECOSTS program throughout the program term. Newly enrolled Providers (after October 1, 2021) will be eligible to participate in the ECOSTS Providers Support Program once they have been a registered vendor and ECOSTS Program partner for a minimum of six months.
- Cannot receive duplication of benefits (DOB). Definition of DOB: occurs when a person, household, business, government, or other entity receives financial assistance from multiple sources for the same purpose, and the total assistance received for that purpose is more than the total need for assistance.

Ineligible Participants: Childcare providers who have ceased operations or are closed , excluding short-term or temporary closures resulting from an exposure or need for facility cleaning due to COVID-19.

Assistance to be Provided: Providers may request assistance when under the following conditions, with assistance provided based on availability. Two types of assistance are available.

- Type 1: Providers may request assistance to cover direct costs incurred for cleaning, personal protective equipment, furniture and protective barriers, or other items needed to support a safe environment and support social distancing in an amount of up to \$5,000 per year
 - Provider may request assistance during the 2020 calendar year, dating to March 2020, and additional assistance during the 2021 calendar year
 - Providers must be current ECOSTS subsidy program vendors at the time of their request, defined as providing service to one or more ECOSTS child and receiving payment for that child by the City in accordance with ECOSTS protocols
 - Provider must provide a written statement outlining why the cost was necessary and responsive to the COVID-19 pandemic

Attachment A
Program Statement
ECOSTS Provider Assistance Program

- Providers may request this form only for expenses incurred during the time period in which they were participating in the ECOSTS program
- Provider must provide documentation of incurred costs, including receipts and/or invoices as well as general ledger and/or cashed checks
- Type 2: Providers may request assistance one time during the 2021 calendar year for a small grant to support staffing costs. Requests will be accepted via an application process administered by the City and awards will be provided based upon available funding in an amount of up to \$5,000 per facility. This funding can be used to support any costs related to staffing, such as salaries and benefits, temporary staffing to increase capacity or offset staffing losses, hazard pay, or other staffing needs.

Program Budget: \$75,000.00

Program Period: October 1, 2021 through September 30, 2022

Exhibit A
Early Childhood and Out-Of-School Times Services Program
Childcare Provider Master List - 2021-2022

TL Ward Inc., dba Heavenly Christian Academy VS0000013797	Tia Ward	11421 Shiloh Rd. Dallas, TX 75228	OCC-2021-00000017291
T. L. Ward Inc, dba Heavenly Learning Center VS0000013797	Kamile Adams	9625 Plano Rd. #1700 Dallas, TX 75238	OCC-2021-00000017291
Kaleidoscope Child Development Center, Inc. 513152	Diana Mizell	19310 Midway Road Dallas, Texas 75287	OCC-2021-00000017291
Peari's Preparatory Academy VC21918	Kirby McGee	330 S.R.L. Thornton Frwy. Ste. 100 Dallas, Texas 75203	OCC-2021-00000017291
Dallas Kiddie Korner Private School, Inc. 248963	Linda Peters	328 W. 12 th Street Dallas, TX 75208	OCC-2021-00000017291
Metro Christian Academies of Dallas, Inc., dba Metropolitan Christian Academy 518139	Joey Allen	3430 S. Polk Street Dallas, TX 75224	OCC-2021-00000017291
Union Christian Academy VS000016546	Sylvia Martin	3312 S. Polk Street Dallas, Texas 75224	OCC-2021-00000017291
N'Goyala Community Learning Center, Inc., dba American Care Academy VS0000056574	Patricia Williams	530 S.R.L. Thornton Frwy. Dallas, TX 75203	OCC-2021-00000017291
Tiny Academy, LLC Db: Little Scholars Academy VS96545	Michael Sun	14045 Waterfall Way Dallas, Texas 75240	OCC-2021-00000017291
Golden Eagle Program, L.L.C. VS96364	Andrea Bollin	6901 S. Westmoreland Rd. Dallas, Texas 75237	OCC-2021-00000017291
Good Street Learning Center, Incorporated 169527	Gwendolyn Sneed	3126 Elsie Faye Heggins Dallas, Texas 75215	OCC-2021-00000017291
Youth Conversion, Inc. VS0000076574	LaKerria Owens	747 Penguin Drive Dallas, Texas 75241	OCC-2021-00000017291



City of Dallas

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

Agenda Information Sheet

File #: 21-1741

Item #: D.

Office of Equity and Inclusion Racial Equity Plan Update

[Liz Cedillo-Pereira, Chief of Equity and Inclusion, City Manager's Office; Dr. Lindsey Wilson, Equity Officer, Office of Equity and Inclusion]

Memorandum



CITY OF DALLAS

DATE September 10, 2021

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

SUBJECT **Office of Equity and Inclusion Racial Equity Plan Update**

On March 24, 2021, the City Council's approval of the Racial Equity Resolution directed the City Manager to work with external stakeholders to develop a racial equity plan. This memo provides an update on the progress for the racial equity plan:

Purpose

The Office of Equity and Inclusion (OEI) – Equity Division, in an effort to institutionalize and advance equity in city government, will lead the development of a Racial Equity Plan (REP) that will collaborate with City departments. The plan will be shaped by an analysis of relevant historical and contemporary data, such as that contained in the 2019 Equity Indicators Report and the 2021 update, the Resilient Dallas Strategy, as well as other sources and guidance gathered through extensive and inclusive community engagement.

Upon completion of external and internal engagement, OEI staff will work alongside departments and consultants to establish a comprehensive plan to capture short-, mid-, and long-term goals to advance racial equity so that a person's race or ethnicity no longer determines outcomes in Dallas. By design, the Racial Equity Plan will be a dynamic document intended to serve as a comprehensive accountability measure for departments' equity measures.

Procurement

The Office of Equity and Inclusion will retain CoSpero Consulting, LLC to support in the development of the comprehensive citywide Racial Equity Plan.

CoSpero Consulting, LLC is a social impact firm that exists to see communities flourish by supporting mission-minded organizations to sustain and advance social impact. CoSpero helps organizations achieve strategic clarity rooted in community context, while giving teams the capacity to accomplish more with less.

CoSpero Consulting, LLC works at the intersection of community engagement and organizational strategy. CoSpero has worked with mission-minded institutions such as the United Way Metropolitan Dallas, Urban Teachers DFW, and various independent school districts throughout the state, to define opportunities, co-design solutions, and strengthen capacity to create lasting change for communities. Services include, but are not limited to, conducting landscape analysis, synthesizing community feedback, hosting

DATE September 10, 2021
SUBJECT **Office of Equity and Inclusion Racial Equity Plan Update**

visioning sessions, leading coalitions, facilitating task forces, and supporting project management.

Timeline/ Next Steps

The initial pre-community engagement with stakeholders has begun. CoSpero Consulting, LLC is set to begin the robust external and internal community engagement in the early fall. The feedback from the community engagement efforts will inform the equity performance goals that will be integrated into the Racial Equity Plan.

The Office of Equity and Inclusion will provide quarterly updates to the Workforce, Education, and Equity committee.

Please do not hesitate to reach out to me at liz.cedillopereira@dallascityhall.com or Dr. Lindsey Wilson, Equity Officer, Office of Equity and Inclusion, at lindsey.wilson@dallascityhall.com if you have any questions about these efforts.



Liz Cedillo-Pereira
Chief of Equity and Inclusion

c: T.C. Broadnax, City Manager
Chris Caso, City Attorney
Mark Swann, City Auditor
Biliera Johnson, City Secretary
Preston Robinson, Administrative Judge
Kimberly Bizer Tolbert, Chief of Staff to the City Manager
Majed A. Al-Ghafry, Assistant City Manager

Jon Fortune, Assistant City Manager
Joey Zapata, Assistant City Manager
Dr. Eric A. Johnson, Chief of Economic Development and Neighborhood Services
M. Elizabeth Reich, Chief Financial Officer
Directors and Assistant Directors



City of Dallas

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

Agenda Information Sheet

File #: 21-1746

Item #: E.

Review Workforce, Education, and Equity Committee Priorities
[Jaynie Schultz, Chair, Workforce, Education, and Equity Committee]

Workforce, Education, and Equity Committee: FY 2021 - 2022 Priorities

#	Policy Area	Councilmember Priority	Briefing Topic/Description	Stakeholders	Timeline	Equity Indicators Alignment
1	Workforce	Understanding of the City's role in the United Way Workforce Equity Blueprint				1: Business Establishments 2: Business Ownership 3: Long-Term Business Vacancies 4: Labor Force Non-Participation 5: Unemployment 6: High-Growth, High-Paying Employment
2	Workforce	Integration of recommendations from the Mayor's Taskforce of Workforce Development into the Committee's work				1: Business Establishments 2: Business Ownership 3: Long-Term Business Vacancies 4: Labor Force Non-Participation 5: Unemployment 6: High-Growth, High-Paying Employment
3	Workforce	Determine how to provide childcare services for City employees				13: Early Education Enrollment by Race 14: Early Education Enrollment by Income 15: Kindergarten Readiness
4	Education	Partner with educational entities on specific initiatives such as utilizing City facilities for pre-K services in underserved areas				13: Early Education Enrollment by Race 14: Early Education Enrollment by Income 15: Kindergarten Readiness
5	Education	Determine how to allocate community development block grant (CDBG) funds for early childhood initiatives				13: Early Education Enrollment by Race 14: Early Education Enrollment by Income 15: Kindergarten Readiness
6	Equity	Review progress of City digital equity efforts				29: Internet Access
7	Equity	Review progress of City Racial Equity Plan				
8	Equity	Recommendation for approval of an Updated Welcoming Strategy				37: Sense of Community 38: Representation in Government 39: Government Service Satisfaction
9	Equity	Review Equitable Investment Framework for ARPA funds				

10	Equity	Measurements for implementing the ADA Transition Plan				32: Street Quality
11	Equity	Full integration of Resilience Strategies through an equity impact lens throughout Council Committees' work				
12	Equity	Address and improve transportation and micro-mobility issues to meet quality of life, economic development, and mental health goals				32: Street Quality 33: Access to Parks 36: Transit Frequency 37: Sense of Community
13	Equity	Develop actions around creating more diverse neighborhoods in Dallas				25: Homeownership 28: Housing Cost Burden 31: Long-Term Residential Vacancies
14	Other	Develop a dashboard for the Committee to track the progress of its work				39: Government Service Satisfaction