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CITY SECRETARY DALLAS. TEXAS

City of Dallas

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

Public Notice 2 4 0 9 4 1

POSTED CITY SECRETARY DALLAS, TX



Workforce, Education, and Equity Committee

October 15, 2024 9:00 AM 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. The public may also listen to the meeting as an attendee at the following video conference

https://dallascityhall.webex.com/dallascityhall/i.php?MTID=m661b86530b8bb9f449a7619ca1b1983b

Call to Order

MINUTES

1. 24-3220 Approval of the September 9, 2024, Workforce, Education, and Equity Committee Meeting Minutes

Attachments: Minutes

BRIEFING ITEMS

A. <u>24-3216</u> Closing Disparities: Department Progress Measures Update - Vibrant Portfolio

[Dr. Lindsey Wilson, Director, Office of Equity and Inclusion; **Jessica** Galleshaw, Director, Office of Community Care and Empowerment, Martine Elyse Philippe, Director, Office of Arts and Culture; Heather Lowe, Interim Director. Dallas Public Library; John D. Jenkins. Director. Parks and Recreation: Carlos Evans, Director, Environmental Quality and Sustainability]

<u>Attachments:</u> Presentation

B. 24-3217 October 2024 Upskilling Pilot Program Update and Next Steps

[Nina Arias, Director, Human Resources; Sonya Batts, Senior Human Resources Manager, Human Resources; Heather Wood, Training and Development Manager, Human Resources; Laura Dizien, Sr. Training Specialist, Human Resources]

Attachments: Presentation

BRIEFING MEMOS

C. 24-3219

2024 Dallas Youth Survey and Dallas Youth Collaborative Update [Liz Cedillo-Pereira, Assistant City Manager, City of Dallas; Jeesica Galleshaw, Director, Office of Community Care and Empowerment; Holly Holt, Assistant Director, Office of Community Care and Empowerment; Taylor Moody, Partnership and Engagement Coordinator, Office of Community Care and Empowerment]

<u>Attachments:</u> <u>Memorandum</u>

D. 24-3218

Martin Luther King Jr. Parade Week Update
[Liz Cedillo-Pereira, Assistant City Manager, City of Dallas; Jessica Galleshaw,

Director, Office of Community Care and Empowerment; Holly Holt, Assistant

Director, Office of Community Care and Empowerment]

<u>Attachments:</u> Memorandum

E. 24-3222

Human Rights Taskforce Workshop Update

[Liz Cedillo-Pereira, Assistant City Manager, City of Dallas; Dr. Lindsey Wilson, Director, Office of Equity and Inclusion, Christopher Graves, Human Rights Officer, Office of Equity and Inclusion]

<u>Attachments:</u> <u>Memorandum</u>

FORECAST

F. 24-3221 Workforce, Education, and Equity Committee Forecast

<u>Attachments:</u> <u>Forecast</u>

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]
- 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 #: 24-3220 Item #: 1.

Approval of the September 9, 2024, Workforce, Education, and Equity Committee Meeting Minutes

MINUTES OF THE CITY COUNCIL COMMITTEE MONDAY, SEPTEMBER 9, 2024

24-0019

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

PRESENT:	[7]	Arnold, Schultz, Resendez, *Bazaldua (**9:01 a.m.), Blackmon (**9:01 a.m.), Willis (**9:01 a.m.), Ridley				
ABSENT:	[0]					
The meeting w	as calle	ed to order at 9:00 a.m. with a quorum of the committee present.				
The meeting a Government C		posted in accordance with Chapter 551. OPEN MEETINGS." of the Texas as presented.				
After all busing adjourned at 10	-	operly brought before the committee had been considered, the meeting in.				
ATTEST:	•	Chair				
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 m	naterials	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, SEPTEMBER 9, 2024

EXHIBIT A

RECEIVED

2024 SEP -6 AH 8: 55

CITY SECRETARY DALLAS, TEXAS

City of Dallas

1500 Marilla Street, Council Chambers, 6th Floor Dallas, Texas 75201 Puf, fic Notice
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POSTED CITY SECRETARY
DALLAS, TX



Workforce, Education, and Equity Committee

September 9, 2024 9:00 AM

2023 CITY COUNCIL APPOINTMENTS

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

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

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

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

Rules of Courtesy

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

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

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

Información General

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

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

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

Reglas de Cortesía

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

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

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

Handgun Prohibition Notice for Meetings of Governmental Entities

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

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

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

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

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

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

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. The public may also listen to the meeting as an attendee at the following video conference

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Call to Order

MINUTES

A. 24-2870 Approval of the August 8, 2024 Workforce, Education, and Equity

Committee Meeting Minutes

Attachments: Minutes

BRIEFING ITEMS

B. 24-2862 Reintroduction of the Workforce, Education, and Equity Committee Goals,

Scope, and Action Plans and Next Steps

[Dr. Lindsey Wilson, Director, Office of Equity and Inclusion; Jessica Galleshaw, Director, Office of Community Care; Nina Arias, Director,

Department of Human Resources]

Attachments: Presentation

C. 24-2868 Upskilling Pilot Program September 2024 Update and Next Steps

[Nina Arias, Director, Department of Human Resources; Sonya Batts, Manager, Department of Human Resources; Heather Wood, Training Manager, Department of Human Resources; Laura Dizien, Senior Training

Specialist, Department of Human Resources]

Attachments: Presentation

BRIEFING MEMOS

D. 24-2863 Office of Equity and Inclusion - Update on Workshop for Possible Creation

of Human Rights Task Force

[Christopher Graves, Human Rights Officer, Office of Equity and Inclusion]

Attachments: Memorandum

E. 24-2864 Dallas Youth Commission Update on Youth Civic Awareness Week, August

2024

[Jessica Galleshaw, Director, Office of Community Care; Holly Holt,

Assistant Director, Office of Community Care]

Attachments: Memorandum

F. 24-2875 Upcoming Office of Community Care Agenda Items for Early Childhood and

Out of School Time Services Program Contracts

[Jessica Galleshaw, Director, Office of Community Care; Holly Holt,

Assistant Director, Office of Community Care]

<u>Attachments:</u> Memorandum

G. 24-2878 Update on the Procurement for American Rescue Plan Act Redevelopment

Funds Garden Box Kits

[Jessica Galleshaw, Director, Office of Community Care; Holly Holt,

Assistant Director, Office of Community Care]

Attachments: Memorandum

<u>ADJOURNMENT</u>

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- deliberating security assessments or deployments relating to information resources technology, network security information, or the deployment or specific occasions for implementations of security personnel, critical infrastructure, or security devices. [Tex Govt. Code §551.089]

MINUTES OF THE CITY COUNCIL COMMITTEE MONDAY, SEPTEMBER 9, 2024

EXHIBIT B

SEPTEMBER 9, 2024

Item A: Approval of the August 8, 2024 Workforce, Education, and Equity Committee Meeting Minutes

Councilmember Ridley moved to adopt the minutes as presented.

Motion seconded by Councilmember Resendez and unanimously adopted.

SEPTEMBER 9, 2024

BRIEFING ITEMS

Item B: Reintroduction of the Workforce, Education, and Equity Committee Goals, Scope, and Action Plans and Next Steps

The following individuals briefed the committee on the item:

- Liz Cedillo-Pereira, Assistant City Manager, City Manager's Office;
- Dr. Lindsey Wilson, Director, Office of Equity and Inclusion;
- Jessica Galleshaw, Director, Office of Community Care;
- Nina Arias, Director, Department of Human Resources; and
- Danielle Thompson, Director, Office of Procurement Services

SEPTEMBER 9, 2024

BRIEFING ITEMS

Item C: Upskilling Pilot Program September 2024 Update and Next Steps

The following individuals briefed the committee on the item:

- Nina Arias, Director, Department of Human Resources;
- Sonya Batts, Manager, Department of Human Resources;
- Heather Wood, Training Manager, Department of Human Resources; and
- Laura Dizien, Senior Training Specialist, Department of Human Resources

SEPTEMBER 9, 2024

BRIEFING MEMOS

Item D: Office of Equity and Inclusion - Update on Workshop for Possible Creation of

Human Rights Task Force

Item E: Dallas Youth Commission Update on Youth Civic Awareness Week, August 2024

Item F: Upcoming Office of Community Care Agenda Items for Early Childhood and Out

of School Time Services Program Contracts

Item G: Update on the Procurement for American Rescue Plan Act Redevelopment Funds

Garden Box Kits

The committee discussed the items.

MINUTES OF THE CITY COUNCIL COMMITTEE MONDAY, SEPTEMBER 9, 2024

EXHIBIT C



City of Dallas

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

Agenda Information Sheet

File #: 24-3216 Item #: A.

Closing Disparities: Department Progress Measures Update - Vibrant Portfolio [Dr. Lindsey Wilson, Director, Office of Equity and Inclusion; Jessica Galleshaw, Director, Office of Community Care and Empowerment, Martine Elyse Philippe, Director, Office of Arts and Culture; Heather Lowe, Interim Director, Dallas Public Library; John D. Jenkins, Director, Parks and Recreation; Carlos Evans, Director, Environmental Quality and Sustainability]



Closing Disparities:



Department
Progress Measures
Update
Vibrant Portfolio

Workforce, Education and Equity Committee October 15, 2024

Dr. Lindsey Wilson, Director, Office of Equity and Inclusion
Jessica Galleshaw, Director, Office of Community Care and Empowerment
Glenn Ayars, Assistant Director, Office of Arts and Culture
Heather Lowe, Interim Director, Dallas Public Library
John D. Jenkins, Director, Parks and Recreation
Carlos Evans, Director, Environmental Quality and Sustainability

Overview



Leveraging Data, Engagement and Collaboration

Vibrant Portfolio

- Departments in the Vibrant Portfolio
- Mapping REP Funding

Department Updates

- REP Department Progress Measures
- Outcomes and Impact
- Advancing the Work

Next Steps

Engagement





ANALYTICAL RIGOR & DATA-DRIVEN



How the REP Leverages Data for Decision-Making, Accountability, and Community Engagement



Data-Driven Accountability: The Racial Equity Plan uses the Equity Indicators Report to **track disparities** across systems like justice, health, and economics, holding departments accountable for progress through concrete Department Progress Measures (DPMs).



Community Engagement through Data: Interactive tools like the Equity Atlas visualize data by geography (e.g., Council Districts, census tracts), allowing community members to engage with the city's strategic planning efforts and understand how equity priorities are shaped

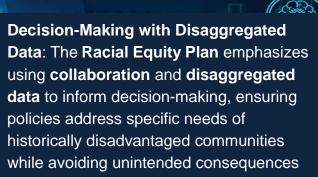














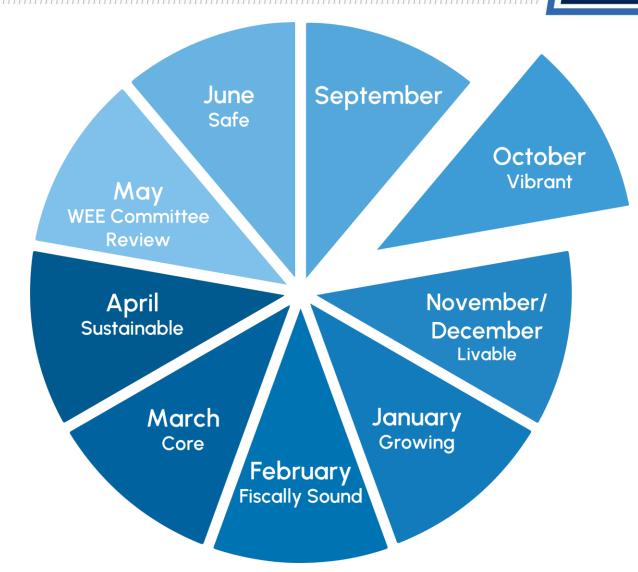
The Racial Equity Plan incorporates community feedback from public events such as the **Equity Indicators Symposium**, surveys, and focus groups to ensure that the data being collected and analyzed reflects the lived experiences of residents.



Vibrant Portfolio



- Office of Equity and Inclusion
- Office of Community Care and Empowerment
- Office of Arts and Culture
- Dallas Public Library
- Parks and Recreation
- Office of Environmental Quality and Sustainability





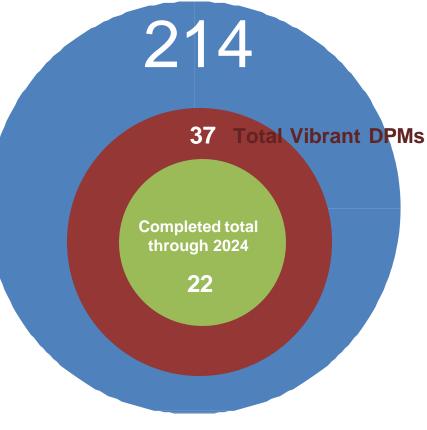
Service First, Now!



Empathy, Ethics, Excellence, Engagement, and Equity

COLLABORATE Collaborate efforts from all City Departments to embed equity in policies, procedures, and **COMMUNICATE** processes. Leverage partnerships to expand reach and impact. CONNECT **Connect** with historically disadvantaged communities. Connect resources with Equity **Priority Areas** to incrementally close disparity gaps.

Total DPMs in the REP





Communicate progress with

residents through relevant,

impactful, and tangible

transparency and

accountability.

Build trust with

results.

Infrastructure Investments - Vibrant Portfolio



REP (FY 22-23) Infrastructure Investments – Vibrant Portfolio depts only



ADA Compliance Efforts



Brownfields Program



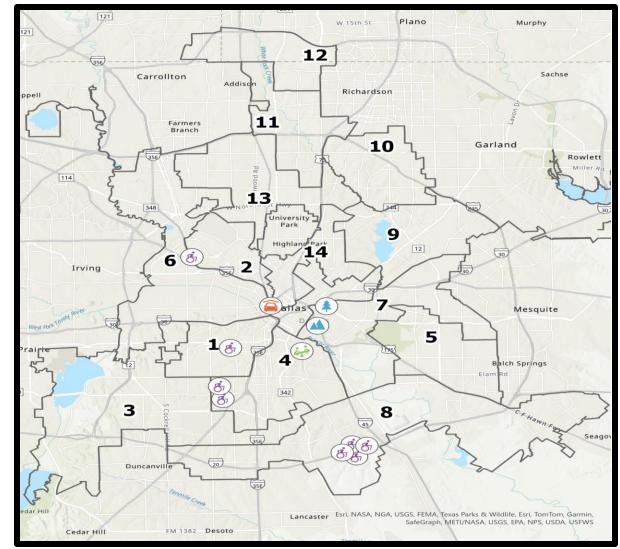
Cadillac Heights Park and Facility Infrastructure



Jeffries-Meyers Environmental Assessment



Martyrs Park Parking and Accessibility





Office of Equity and Inclusion







ADA Anniversary Celebration







Office of Equity and Inclusion

Equity Indicator 39: Government Service Satisfaction

Public perceptions are reflective of and can inform improvements in the quality of government services. Racial/ethnic disparities in perceptions of government services may be indicative of different problems facing different communities.

By December 2023, all City of Dallas departments will adopt	Completed	Implemented 3 different services, collaborated with HR to update AD
language access protocols to ensure a process for residents	December	3-37, Provided language access trainings to 1689 Dallas employees.
to effectively communicate with city staff and receive	2023	
information in their preferred language [All Depts]. [Ei 39]		
Increase the percent of ADA service requests in Historically		
Disadvantaged Communities (HDC) completed within Service	Completed	Achieved 98% progress on our measure, surpassing the 85% Service
Level Agreement to 85% by October 2024. [Ei 39]	October 2024	Level Agreement goal. HDC's were identified with EIA scores of 3, 4 or

Level Agreement goal. HDC's were identified with EIA scores of 3, 4 or October 2024 5s.

Annually, increase the percent of progress reporting on REP implementation across departments to WEE Committee and

Completed 2023-2024

Progress reporting on REP implementation to WEE Committee and the Equity Indicators Symposium increased by 13.3% in 2023 and 8%

Office of Equity and Inclusion Impact





Improving the Lives of Residents

Operationalizing Equity

- 507 hours of oral interpretation
- First-ever all-Spanish Bond Town Hall at City Hall
- Equipped residents with additional city resources such as Legal Aid, Texas Tenants Union, and eviction education
- Implementation of the REP helped departments prioritize, actualize and operationalize equity.

Improving Access

- Resolved fair housing issues swiftly and amicably before issues escalate to formal complaints
- Reduced non-jurisdictional complaints
- Improved resident access by addressing ADA-related concerns and increasing equitable access.

Economic Impact for the City

- Welcoming Interactive brought ~\$1.3M to Dallas' economy
- 1685 employees receive language skill assignment pay program
- REP provides a foundation for external funding opportunities for the City of Dallas, enhancing eligibility for additional grants



Office of Community Care and Empowerment





Anita Martinez Ballet Folklorico @ MLK Hispanic Heritage Festival- 2023



Farmer's Market at Spring Valley WIC Location (District 13)



Fruitdale WIC Location Opening (District 4)- June 2023



Neighbors' Community Garden at WDMC



Office of Community Care and Empowerment,



Equity Indicators:

9: Median Household Income | 10: Child Poverty | 58: Child Food Insecurity

Department Progress Measures	Status/ Completion Date	Outcome
The Financial Empowerment Center will serve a minimum of 400 residents through professional financial coaching and financial capability clinics in equity priority areas by September 2023. [Ei 9]	PARTIALLY COMPLETED	Between launch and September 2023, 137 clients were served in the target areas. The official program launch was several months later than expected at the time this goal was established.
Host four (1 per quarter) food service community engagement events in historically disadvantaged communities to provide 400 nutritional meal packages specifically targeting Single female-headed households, with children under 18 by October 2023. [Ei 10, 58]	COMPLETED	OCCE was able to meet and exceed the projected the number of single female-headed households served in south and west Dallas with nutritional meal packages.
Increase the monthly number of WIC clients receiving nutrition services by 25% in equity priority areas by July 2024 [Ei 10, 58]	COMPLETED	There has been a 61% increase from June 2022 to January 2024, from 2,966 clients served in the baseline month to 4,783 clients served in the comparison month from those same zip codes.
Support local providers in early childhood and out of school time programs with grants to increase the numbers of available quality	COMPLETED	A total of 17 grants were awarded through our ARPA-funded ECOSTS provider support program, 13 of which were for facilities/programs located in
childcare slots in equity priority areas by Goal: 20 facilities served [Ei 13] Through the Early Childhood/Out of School Tome (ECOST) Program, increase the number of children served residing in equity priority areas from 94 to 125 by July 2024 [Ei 13, 51]	PARTIALLY COMPLETED	equity priority areas for the measure. This represents completion of the measure as the goal of 20 was an estimate and funds have been disbursed. Though the program did add the intended 33 participants within the priority areas during FY23, changes to program operations limited our ability to create

maintained growth and thus to maintain and grow clients w32in specific areas.

Office of Community Care and Empowerment



Leveraging

- WIC Grant Recipient \$345,036, to increase participation in 4 EPAs (NW Hwy, MLK, Highland Hills and Fruitdale)
- Selected for the Financial Empowerment City cohort by Cities for Financial Empowerment, Inc.
- Named to CFE Coalition
- Secured additional \$500k from TDCJ to expand re-entry services programming

Engagement

- 36+ community events hosted by Community Centers
- 60+ regular Center partners
- 2,301 clients received digital navigation support

Economic Impact for the City

- \$10M+ in income tax refunds for lowincome clients
- \$4M savings in tax preparation fees through Dallas Community Tax Centers
- \$238,982 increase in personal savings for FEC clients
- \$278,968 reduction in non-mortgage debt for FEC clients
- Over \$52M estimated value of WIC food benefits for client use at local food retailers (does not include value of formula benefits due to lack of available data)



Office of Environmental Quality & Sustainability



Dallas Community Air Management Program (DCAMP) Air



Emma Carter Park



Joppa Momma's Farms



Arcadia Park Recreation Center



Office of Environmental Quality & Sustainability



Equity Indicator 52: Chronic Disease

Chronic diseases (cardiovascular disease, cancer, stroke, and COPD) place a tremendous burden on a person's long-term physical, emotional, and financial well-being

Department Progress Measures	Status/ Completion Date	Outcome
Increase the amount of neighborhood level air quality monitors in equity priority areas by end of fiscal year 2025 [Baseline to be developed]. [\$] [Ei 52]		(1) In FY24, successfully added 19 additional neighborhood level air quality monitors, totaling 24 air sensors (majority in Priority Areas). (2) Four additional sensors were deployed in 75211 & 75212 as part of the EPA State Environmental Justice Grant. (3) Up to 10 sensors may be installed for a G2G EPA Grant project in the Forest District in 2025.
Provide access to community solar opportunities for qualified households with the greatest need by December 2025. [Ei 30]	IN PROGRESS	(1) April 2024, EPA awarded a \$249.7 million grant to Texas Solar for All Coalition. The grant will help close the solar equity gap for energy-burdened low-income and disadvantaged communities by providing access to residential solar power. (2) In FY24,completed a Solar Siting Study to evaluate City properties for potential building-serving or community-serving solar developments. The project team recommended nine building-serving sites and one community-serving site.



Office of Environmental Quality & Sustainability



Engagement

- Completed air monitoring and environmental site assessments in Jeffries-Meyers.
- Continued engagement in September to notify property owners of environmental assessment opportunity.
- Worked with District 7's office to share updates.

Neighborhood Impact

- Successfully added 19 additional neighborhood level air quality monitors, totaling 24 air sensors (majority located in equity priority areas)
- Successfully completed the Green Warriors 2024 Pilot project in partnership with Southern Dallas Progress Community Development Corporation and UTA. The project addressed key barriers to weatherization in equity priority zip codes 75210 and 75215

Economic Impact for the City

- The Brownfields Redevelopment Program was established in early 2023 and has received funding from the REP as well as additional grant awards from US. EPA.
- The City of Dallas was awarded two Brownfields grant awards for site assessment, CWA (Community- Wide Assessment) Grant, and Site cleanup ,RLF(revolving Loan Fund) Grant totaling \$1.5 M
- An additional \$250K in RLF Supplemental Grant funding will be awarded in FY24-25.
- As of 9/16/24, three site assessments have been completed and additional sites in EJ zones are under consideration.



Office of Arts and Culture



Racial Equity Plan Progress Measures



1st Annual AAPI Dragon and Boat Festival Location: Bath House Cultural Center



Shadow Lines by RE:site Studio Location: Martyrs Park



2024 State of the Arts Location: Moody Performance Hall



Office of Arts and Culture



Equity Indicator 37: Sense of Community

A strong sense of community can improve well-being, feelings of safety, and participation in community and civic responsibilities.

Department Progress Measures	Status/ Completion Date	Outcome
Increase percentage of cultural services funding to historically disadvantaged artists and organizations from 25% to 35% by FY 2023-24. [\$] [Ei 2]	Complete September 2024	OAC increased the City's support dollars for historically disadvantaged communities in FY 2023-24 to ~38% of all dollars spent through the OAC's cultural funding programs and artistic services contracts.
Celebrate the many international cultures and people that make Dallas thrive by increasing the City's support dollars for historically disadvantaged community programming by 2023. [\$] [Ei 37]	Complete September 2024	Hosted the 1st Annual AAPI Heritage and Dragon Boat Festival at the Bath House Cultural Center, increase in cultural center art exhibitions, participated and collaborated in over 20+ events for FY2024.
Increase the number of historically disadvantaged community equity-specific works of art that confront historic racism, commissioned for or donated to the Public Art Collection from 18 to 23 (of –300 pieces total) by 2024. [Ei 2, 37]	Complete 2024 ✓	Increased number of works that confront historic racism, commissioned for or donated to the Public Art Collection from 18 to 25.



Office of Arts & Culture



Representation

- Large portion of funding serves historically disadvantaged communities
- ALAANA artists funding and representation
- Expansion of programmatic reach (parks, cultural centers, neighborhoods, events).

Engagement

- Increase partnerships, engagement, & outreach
- 30+ Information sessions to share about funding programs
- Programming at venues and cultural centers across the city

Economic Impact for the City

- Increased per-service artist fees by an average of 16% through the Community Artists Program (CAP)
- OAC has allocated \$8M+ for arts and cultural programs.
- Large portion of Public Arts Program collection is housed at various parks



Dallas Public Library



GED Preparation Classes



Online Spanish Language classes



In-person classes and graduations



Dallas Public Library



Equity Indicators:

5: Unemployment | 22: Adults with No High School Diploma | 29: Internet Access

Department Progress Measure	Status/Completion	Outcome
Increase enrollment in High School Equivalency programs from 66 to 120 in libraries serving equity priority areas by September 30, 2024. [Ei 22]		The Library has enrolled 224 individuals in the GED programs from the targeted zip codes.
Increase workforce development programs from 100 to 200 offered at libraries serving equity priority areas by September 30, 2024 [Ei 5]	Completed 2024	The Library held 1,241 programs and sessions focused on increasing Career Launchpad as well as partner services.
Increase the percentage of residents from historically disadvantaged communities who report visiting the library from 35.6% to 45.6% by September 30, 2026. [Ei 39]	Completed 2024	45.8% of residents in a historically disadvantaged community report visiting the Library.



Dallas Public Library



Engagement

- Community Visioning sessions and graphics-based responses
- Community survey translated into top 6 non-English languages spoken
- Increased Spanish language and bilingual programs offered

Access

- More historically disadvantaged communities are taking advantage of GED programming
- Point of need models for workforce assistance increases efficacy of programs
- GED programming is available in English & Spanish

Economic Impact for the City

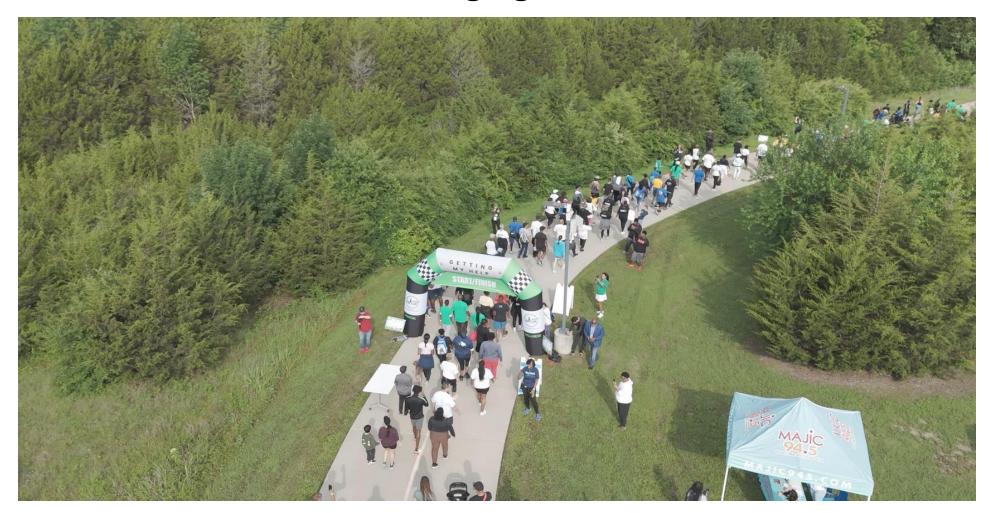
- Having a GED increases the likelihood of residents securing employment
- One-on-one computer and job skills assistance offered at every branch
- Learning English improves opportunities for job advancement



Park and Recreation



Mental Wellness Walk – Singing Hills Recreation Center





Park and Recreation DPMs



Equity Indicators

33: Access to Parks | 59: Physical Activity

Department Progress Measures	Status/	Outcome
	Completion Date	
Recommend amendments to governing policy and PKR guidelines to allow for the permitting of mobile food units to include pushcarts and Palateros on park property by Fall 2023. [Ei 2] Increase out of school programming enrollment in historically disadvantaged communities by 10% by May	Completed August 2023 Completed May 2024	Department initiated a pilot permitting program, however, responsibility for permitting push carts and Paleteros has since been transferred to Dallas County per state law changes. Enrollments in out of school programming increased 50% year over year in 2024.
2024. [Ei 10, 39, 59] Increase the percentage of residents enrolled in Park & Recreation active/fitness programming in historically disadvantaged communities by 10% of baseline by May 2024. [Ei 59]	Completed May 2024	Enrollments in active/fitness programming increased 35% year over year in 2024. This initiative increased fitness programming, promoted community wellness, social engagement, and equitable access to recreation resources. This was accomplished

through collaborative efforts and the

Park and Recreation



Access

- Reopened 10 Send-A-Kid to Camp sites.
- Opened 3 Elementary sites in EPA, resulting in 181 additional enrolled students
- Free WiFi in all of parks and recreational facilities

Engagement

- Youth have access to a healthy meal, programming, and social-emotional development
- 9 Pop up wellness events in HDCs
- Added 3 new sites to Health Cities Initiatives
- Partnerships with 20 new DISD Campuses

Economic Impact for the City

- Free WiFi provides an avenue for residents to conduct job searches and enhance skills
- Major events held at park facilities
- \$15 Million investment from the bond program for Forest/Audelia Multipurpose Center



STRATEGIC IMPACT LOOK-AHEAD (1/2)



How Upcoming Initiatives Will Bring Desired Outcomes and Impact Communities

Dallas Public Library

- The Library's initiative to increase workforce development programs will reduce the wealth gap through workforce and economic inclusion, equipping residents with job skills and resources.
- Lifelong Learning and Literacy promotes cultural and educational engagement, integrating disadvantaged communities into civic life.
- Early childhood literacy programs and S.M.A.R.T Summer Reading Challenge support neighborhood revitalization, promotes community wellness by engaging children in literacy, reducing negative social outcomes such as juvenile delinquency.



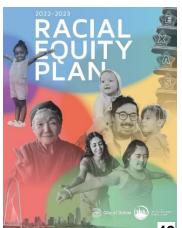
Office of Arts & Culture

- Increasing funding for disadvantaged artists supports economic stability and growth in underrepresented communities.
- Equity-specific art commissions confront historical racism, enhancing public awareness and cultural representation.
- · Increasing diversity on arts boards ensures broader representation and inclusion in decision-making.
- Expanding City-led civil rights projects builds historical awareness and fosters community understanding and unity.

Office of Equity & Inclusion

- Increasing outreach programs will boost Fair Housing participation among Historically Disadvantaged Communities.
- Completing 85% of ADA service requests in disadvantaged communities will **improve accessibility**.
- · Department specific language access procedures.
- Collaborate with community partners to roll-out the Economic Case for Equity.
- Placed -based focus







STRATEGIC IMPACT LOOK-AHEAD (2/2)



How Upcoming Initiatives Will Bring Desired Outcomes and Impact Communities

Office of Community Care & Empowerment

- The Early Childhood/Out of School Time Program will serve more children, enhancing access to quality care in disadvantaged areas.
- Increasing WIC clients by 25% will improve nutrition and health outcomes for families in equity priority areas.

Office of Environmental Quality & Sustainability

- Increasing air quality monitors will improve health outcomes in equity priority areas by 2025.
- Community solar access will provide clean energy to households with the greatest need by 2025.
- Expanding neighborhood growing sites will boost local food production in disadvantaged communities by 2027.
- Translating environmental outreach materials will enhance communication and engagement with diverse communities by 2027.

Park & Recreation

- Increasing **out-of-school programming** by 10% will provide more educational and recreational opportunities in equity priority areas.
- Expanding active/fitness programming by 10% will improve health and fitness for residents in equity priority areas.
- Increasing park access to 78% within a 10-minute walk will impact over 46,000 residents in equity priority areas by May 2027.







BIG AUDACIOUS GOALS (BAGs)

How the Vibrant Team Drives Key Big Audacious Goals

Economic, Workforce, Community Development

Integrate **Economic Development** Policy equity efforts across departments.

Support banking transactions in historically disadvantaged communities.

Provide **re-entry** resources for justice-impacted individuals.

Implement future of work initiatives and Workforce Dallas efforts in equity priority areas

Ensure capacity for developers to invest south of I-30

Engage residents via arts & cultural programs that fully integrate neighborhoods in HDCs

Environmental Justice

Quantify environmental impacts in disadvantaged communities.

Implement environmental justice training and integrate screening tools.

Improve air and water quality & tree canopy in equity priority areas.

Implement a new **Brownfield** Program.

Collaborate to ensure communities have access to healthy food

Housing

Address properties with **environmental rehabilitation** challenges.

Integrate **solar panels**, **electric vehicle** infrastructure, and **energy** efficiency in housing.

Public Safety and Wellness

Uphold **community wellness** in a wholistic manner with public safety Address **food insecurity** and **predatory lending** in marginalized communities.

Promote community wellness through access to food and hygiene items.

Pilot **meal** opportunities for families in need.

Invest in community gardens and urban agriculture.

Support local urban agriculture ecosystems.

Provide **mental health** assistance to juveniles from disadvantaged communities.

Infrastructure

Support alternative retail like farmers' markets and co-ops.

Improve **engagement** with historically disadvantaged communities in city decisions.

Increase **access to parks within a ten-minute walks** in equity priority areas.

The Cadillac Heights Park and Facility Infrastructure project will improve an economic corridor in an equity priority area.























City of Dallas

Closing Disparities:



Department Progress Measures Update Vibrant Portfolio

Workforce, Education and Equity Committee October 15, 2024

Dr. Lindsey Wilson, Director, Office of Equity and Inclusion
Jessica Galleshaw, Director, Office of Community Care and Empowerment
Glenn Ayars, Assistant Director, Office of Arts and Culture
Heather Lowe, Interim Director, Dallas Public Library
John D. Jenkins, Director, Parks and Recreation
Carlos Evans, Director, Environmental Quality and Sustainability

Appendix: Department Progress Measures



Department	Department Progress Measures	Status/ Completion Date	Outcome
Office of Equity and Inclusion	Increase the number of outreach programs targeted to increase historically disadvantaged residents' attendance and participation in the Fair Housing education and outreach programs from 10% to 25% by June 2024. [Ei 26]	Completed June 2024	Compared to 2021-2022, outreach has increased by over 25% as of June 2024, following a strategic mapping of complaint areas to enhance effectiveness.
Office of Equity and Inclusion	Increase number of Fair Housing education and outreach programs from 5% to 20% by May 2024 (Outreach presented to various housing providers to address the issue of housing discrimination and the housing providers role to eliminate the problem and ancillary issues). [Ei 26]	Completed May 2024	By May 2024, OEI achieved a 26% increase in combined outreach and training effectiveness compared to 2021- 2022 levels.
Office of Equity and Inclusion	Increase the number of immigrant leaders on WCIA Taskforce from 25% to 40% by December 2023. [Ei 38]	Completed 2023	Currently 55% of active Welcoming Taskforce members identify as immigrant and/or have a parent that is an immigrant.
Library	Increase workforce development programs from 100 to 200 offered at libraries serving equity priority areas by September 30, 2024 [Ei 5]	Completed 2024	The Library held 1,241 programs and sessions focused on increasing Career Launchpad as well as partner services.



Appendix: Department Progress Measures



Department	Department Progress Measures	Status/ Completion Date	Outcome
Library	Increase early childhood literacy initiatives, i.e., Storytime, kindergarten readiness programs, early literacy outreach, from 12 to 48 at libraries serving equity priority areas by September 30, 2024 [Ei 15]	Completed 2024	The Library provided 212 early literacy programs in targeted zip codes.
Library	Increase enrollment in the S.M.A.R.T Summer Reading Challenge from 394 to 1,102 at libraries serving equity priority areas by September 30, 2024. [Ei 16]	Completed 2023	Library further extended enrollments in Summer 2024 and registered 3,809 children in the targeted zip codes.
Office of Arts & Culture	In collaboration with Dallas Water Utilities, construct the Memorial for Victims of Racial Violence public art project at Martyr's Park contributing a total of \$812,000 for this public art space by December 2023. [\$] [DWU] [Ei 38]	Complete Fall 2023	This public art project addresses the history of racial violence in Dallas, educating visitors of the site, and serving as a place of reflection and remembrance.
Office of Arts & Culture	Increase historically disadvantaged community representation on arts boards from an average of 34% to 39% diversity by 2025. [\$] [Ei 2]	Complete 2024	As reported by COP organizations in their applications submitted in May 2024 and who will receive funding for FY 2024-25, the historically disadvantaged community representation on arts boards is 43%



Appendix: Department Progress Measures



		01-1/			
Department	Department Progress Measures	Status/ Completion Date	Outcome		
Office of Arts & Culture	Empowerment	In collaboration with the Dallas Municipal Archives (City Secretary's Office), continue Cityled efforts to build and share histories related to civil rights and equity, in addition to the Juanita J. Craft Civil Rights House, the Rising documentary	art depicting Adelfa Callejo and Santos Rodriguez by 2024. [Ei 37] Through the Early Childhood/Out of School Time (ECOST) Program, increase the number of children served residing in equity priority areas from 94 to 125 by July 2024 [Ei 13, 51]		
Office of Community Care & Empowerment			led efforts to build and share histories related to civil rights and equity, in addition to the	led efforts to build and share histories related to civil rights and equity, in addition to the led efforts to build and share histories Vital statistics will maintain a staffing ratio of at le of full-time staff being bilingual (English plus anot language) to ensure service accessibility by Sept	Vital statistics will maintain a staffing ratio of at least 50% of full-time staff being bilingual (English plus another language) to ensure service accessibility by September 2023 [Ei 13]
Office of Community Care & Empowerment	additional wraparound supports by July 2024, as		Serve 500 families with cash transfers of \$250/mo. for one year, including case management as needed and		
Office of Community Care &		about the 1936 Hall of Negro Life, and public			

In-Progress

Completion:

Rising documentary completed and aired in March 2022,

available for streaming on KERA. Adelfa Callejo statue

Expected unveiled in fall 2022, Santos Rodriguez statue

unveiled February 2022 adding to the City's Public Art

December 2024 Collection.

PARTIALLY COMPLETED 2024

33 participants were added within the priority area, yet changes to program operations limited our ability to create maintained growth and thus to maintain and grow clients within specific areas. Specifically, the change from 18 to 12-months service cap led to more clients rolling off, as did an increased focus on supporting clients in enrolling or waitlisting with the Workforce Solutions program. Thus, we did not technically achieve a target of 127 from the communities enrolled at one time with some clients transitioning off earlier than planned.

COMPLETED 2024

Vital Statistics maintained a 70% full-time bilingual staff ratio.

REPURPOSED 2022

Planned funding was reallocated to a different project.



City of Dallas

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

Agenda Information Sheet

File #: 24-3217 Item #: B.

October 2024 Upskilling Pilot Program Update and Next Steps [Nina Arias, Director, Human Resources; Sonya Batts, Senior Human Resources Manager, Human Resources; Heather Wood, Training and Development Manager, Human Resources; Laura Dizien, Sr. Training Specialist, Human Resources]





Upskilling Pilot Program Update and Next Steps

Workforce, Education and Equity committee
October 15, 2024

Liz-Cedillo-Pereira, Assistant City Manager Nina Arias, HR Director Sonya Batts, Sr. HR Manager Heather Wood, Training Manager Laura Dizien, Sr. Training Specialist Human Resources City of Dallas₅₄

Presentation Overview

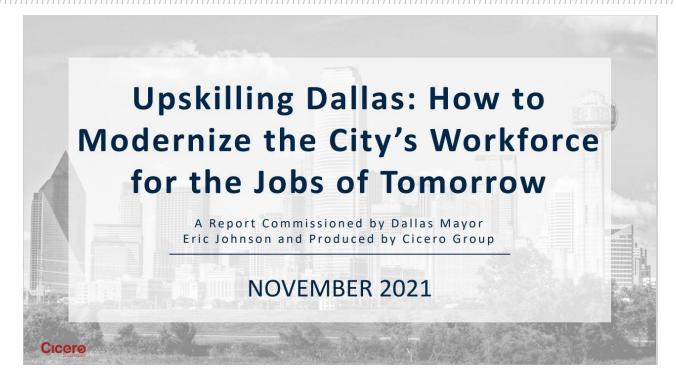


- Program Background
- Program Objectives
- Upskilling Pilot Program Updates
- Next Steps and Upcoming Resources
- Bloomberg Harvard Managing Talent in City Government: Recruiting, Retaining and Supporting Employees



Program Background





The Upskilling Pilot program was modeled after Mayor Johnson's November 2021 Upskilling Dallas report.

This report acknowledged the increasing skills gaps between the workforce and employers and the dangerous impact this gap poses on the City's growth and development.

WEE Committee Meetings – Upskilling Updates

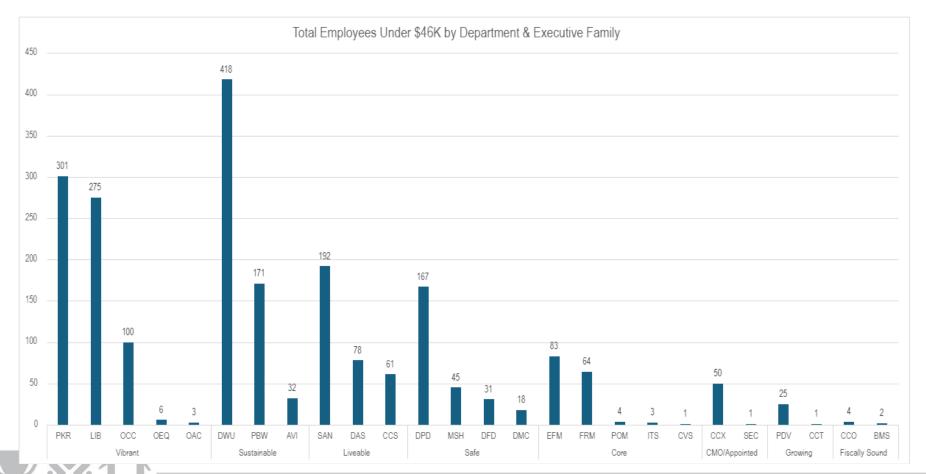
May 13, 2024 August 12, 2024 September 9, 2024



Program Background



To ensure the success of the City of Dallas Upskilling Pilot Program, it was crucial to establish partnerships with departments based on the number of employees making below the \$46,000 wage threshold. The graph below shows the number of employees making below the \$46,000 wage threshold by department and Executive Family.



Total Employees under \$46,000 wage threshold-2,136 (*October 9, 2024*)

Program Objectives



- To empower employees at the City of Dallas with the knowledge and skills needed to unlock career growth.
- To cultivate a highly qualified and versatile workforce to meet future demand.
- To bridge the skills gap and enhance the employability and career opportunities of City of Dallas employees.
- To promote public service as an innovative and gratifying career with opportunities for advancement.





Upskilling Pilot Program Updates



Marshal's Office Stepladder Pilot



The Dallas Marshal's Office career pathway recruits qualified applicants to explore a career in law enforcement with the Dallas Marshal's Office. The career pathway program creates a career path for entry level positions to prepare the individual for promotion through the department to armed security and licensed Deputy Marshals. The designed career path is as follows:

DRAFT Proposed Steps

Step 1: Detention Officer

Step 2: Detention Officer II

Step 3: Security Officer

Step 4: Senior Security Officer

Step 5: Deputy City Marshal

Note: Proposal is a DRAFT and under review for approval.



Upskilling Candidate Pathways to Success



Project Manager



Dara has a long-term goal of becoming a project manager. In the short-term she has improved her interview skills and focused on identifying her transferable skills. She has moved crossdepartmentally to a Compensation Assistant position in Human Resources. She will increase her salary by approximately 43% or \$20,000.



Upskilling Candidate Pathways to Success



Crew Leader



Steven has been with the City of Dallas for 5 years. He has a long-term goal of becoming a crew-leader, but needs a CDL A license to be eligible to apply for a promotion. Steven received a scholarship to the South Dallas Driving Academy to attend CDL A training. He will complete his training in November 2024.



Department of Labor Apprenticeship



- Collaborated with the Sanitation team and the Department of Labor to create an Automotive Technician Specialist apprenticeship at the City of Dallas.
- The apprenticeship will last approximately 2 years. At the end of the program the City of Dallas apprentice will have journey level mechanic experience.
- The apprentice can continue to progress in their career by moving through an established career series ending with a Senior Heavy Equipment Mechanic (pay grade 13) or Certified Technician- Mechanic (pay grade 14).
- The Automotive Technician Specialist apprenticeship is awaiting approval from the Department of Labor with estimated approval date of mid-November 2024.



Business Office Professional Certification



- The Business Office Professional Continuing Education Certification through Work Ready U and Dallas College will provide entry level employees with computer and Microsoft 365 skills.
 - Courses include Introduction to Keyboarding, Computer Applications I, and Microsoft 365.
 - Courses are free to City of Dallas employees who qualify.
 - Courses will be held 2 nights a week from January 2025- April 2025. The Microsoft 365 course will take place online.
 - Courses will take place at the West Dallas Center, 3330 N. Hampton Road, Dallas, TX 75212.
 - Learners will receive a Business Office Professional Continuing Education
 Certification through Dallas College and will earn approximately 192 Continuing
 Education hours.



Next Steps and Upcoming Resources



- Implement Pending Resources:
 - Alithya- Microsoft Product Support
 - LinkedIn Learning- Integrates with Workday Learning
 - Percipio- Enterprise-wide Training Content Provider
- Skills Database to allow City of Dallas employees to search for position listings based on skills, pay grade, education-level, etc.
- Focus on supervisor development and engagement including training and a staff development toolkit





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



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







Managing Talent in City Government September 23 – 27, 2024



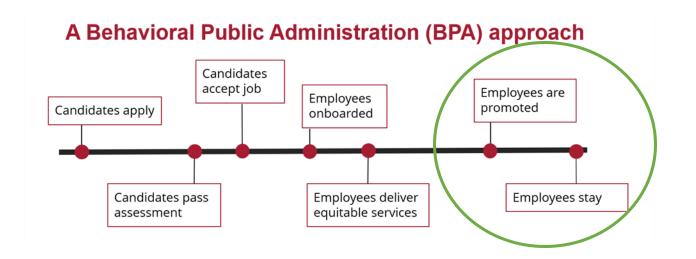
Problem Statement & Self-assessment



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?

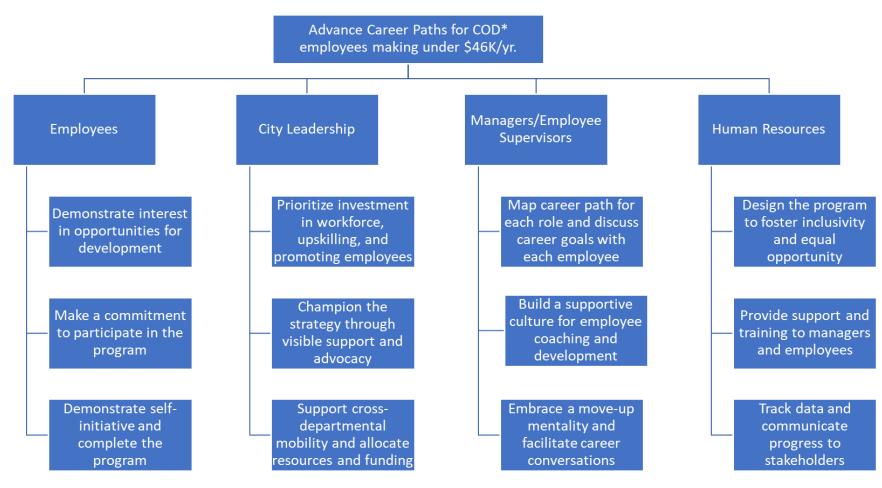




Behavioral Mapping Exercise



Who are the actors who need to be engaged and what actions do they need to engage in?



Key Outcomes



What data do you have related to your problem?

- Employee Dashboard with Employee Demographics, Department, and Compensation and Benefits
- City Departments with Low Mobility Rates
- Employee Survey Findings Identifying Interests
- City Department Harder to Fill Positions
- Department Vacancy, Promotions vs External Hires, and Turnover Rates
- Performance Evaluations and career pathways data (advancement from lower wage to higher wage)

What data are you missing?

- Vacancy Rates by Position
- Mobility Indicator showing how/why employee are moving into different positions
- Employee Education Data
- Focus Groups Input
- Skills Assessments
- Participation rates on existing training and upskilling programs

How would you know if you have correctly identified the problem?

- Employees and manager feedback on an ongoing basis
- Employees Moving Up in the Organization results in higher retention and salary increases
- Cross Departmental Participation creating unity

How Does Solving this Issue Contribute to Improving the DEIB in the city?

- Eligibility Criteria targets Historically Disadvantaged Communities and lower socio-economic earners
- Communities of Color, Women are overly represented in lower wage positions



Potential Interventions



What ideas do you think could be impactful and feasible?

- Listening session with employees to gather information to develop personalized programs that connect and engage with their needs
- Coordinating lunch and learn sessions with managers better understand how we can support them support their teams
- Identifying leadership champions pitch to city leaders to gain support
- Creating a career ladder system to add clarity and visibility to growth opportunities within the organization
- Coordinating job rotation and cross-departmental learning opportunities
- Bringing in role models to mentor participants
- Collecting data on existing programs, certifications, and support mechanisms

How would you adjust which interventions you focus on with a DEIB lens in mind?

- These interventions support a program that is designed with a DEIB lens in mind.
- Role models and program coordinators will reflect diverse backgrounds.
- Include COD Employee Resource Groups in program design and networking.
- Consider barriers for participation and offer support services (e.g., childcare, language)



Action Plan



What are you planning to do as a team when you get back? What are your immediate next steps?

- 1. Refresh current data
- 2. Identify additional resources to support the initiative
- 3. Develop program with input from employees, managers, and affinity groups
- 4. Prepare and present pitch to senior city leadership
- 5. Recruit executive champion
- 6. Identify our first cohort







Upskilling Pilot Program Update and Next Steps

Workforce, Education and Equity committee
October 15, 2024

Liz-Cedillo-Pereira, Assistant City Manager Nina Arias, HR Director Sonya Batts, Sr. HR Manager Heather Wood, Training Manager Laura Dizien, Sr. Training Specialist Human Resources

City of Dallas



WEE Committee Meeting Updates

On September 9, 2024, the City Council Workforce, Education, and Equity Committee was updated on the progress of the City of Dallas Upskilling Pilot Program.

The following slides provides responses to questions asked by Council Members during that meeting.





Councilmember Ridley

- Q. What kind of support is needed from the council in the budget to advance the goals of the upskilling program?
- **A.** Human Resources Director Nina Arias responded in the meeting that we are well resourced for this year. We will require Council support in future years. Future needs could include budget approval for additional staff and resources to manage the program.



Councilmember Willis

Q. How are soft skills being incorporated into the training for employees moving up through the ranks?

A. When the Upskilling Team meets with the candidates, we identify all their development needs which include soft skills. We have created a library of development resources that include both technical and soft skills. Click here to visit the Upskilling SharePoint site. The HR Training & Development team is currently developing new curriculum for a restructured leadership development program with a strong emphasis on interpersonal and people manager skills with an application focus. The restructured program will roll out early 2025.





Councilmember Willis

- Q. Have there been any conversations with DPD regarding the interest of security officers in transitioning to DPD?
- **A.** The Upskilling Team connected with the Dallas Police Department on September 17, 2024. Dallas Police Department expressed interest in the stepladder opportunity but asked that we delay a continuation of the conversation after the closing of the State Fair of Texas on October 20, 2024. The Upskilling Team will reach out to the Dallas Police Department the week of October 28, 2024, to schedule the follow-up meeting.





Chairwoman Arnold

Q. What is the status of merit pay for employees in the identified departments?

A. During each annual budget review, City Council determines/approves funding for merit increases for City of Dallas employees. In recent years, Council has approved a budget that allows an average of a 3 percent increase for each City department/office to utilize for merits. The Office of Budget allocates the approved budgeted amount to each department/office. The FY2024 year-end performance evaluation process for all employees begins in October 2024 and based on performance ratings, the appropriate merit percentages will be awarded in January 2025.





Chairwoman Arnold

Q. How are we addressing the public safety component, particularly for security staff at City Hall who have been in low-paying positions for extended periods?

A. The Upskilling Team met with the Marshal's Office and the HR Compensation team on September 28, 2024, to discuss a comprehensive pathway for individuals, starting from entry-level positions with minimal experience to advanced roles within the security field. This will include a stepladder of both horizontal and vertical opportunities within Security, Marshal's Office and the Dallas Police Department. The series includes Detention Officers, Security Officers, Marshals and Dallas Police Officers. The stepladder is currently in development with the HR Compensation team. Also, we want to emphasize that both the security officers and the Marshals are paid within the appropriate range based on record compensation study.



Contact Information



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 Heather Wood, Training & Development Manager, heather.wood@dallas.gov

- Sonya Batts, Sr. HR Manager, sonya.batts@dallas.gov
- Nina Arias, Director of Human Resources, <u>nina.arias@dallas.gov</u>







Upskilling Pilot Program Update and Next Steps

Workforce, Education and Equity committee
October 15, 2024

Liz-Cedillo-Pereira, Assistant City Manager
Nina Arias, HR Director
Sonya Batts, Sr. HR Manager
Heather Wood, Training Manager
Laura Dizien, Sr. Training Specialist
Human Resources
City of Dallas81



City of Dallas

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

Agenda Information Sheet

File #: 24-3219 Item #: C.

2024 Dallas Youth Survey and Dallas Youth Collaborative Update

[Liz Cedillo-Pereira, Assistant City Manager, City of Dallas; Jeesica Galleshaw, Director, Office of Community Care and Empowerment; Holly Holt, Assistant Director, Office of Community Care and Empowerment; Taylor Moody, Partnership and Engagement Coordinator, Office of Community Care and Empowerment]

Memorandum



DATE October 11, 2024

CITY OF DALLAS

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

SUBJECT Update on 2024 Dallas Youth Survey and Dallas Youth Collaborative

The Office of Community Care and Empowerment (OCCE) is excited to provide an update on the 2024 Dallas Youth Survey, which launched on October 1, 2024, and will run until November 30, 2024. The City strategically engages youth through the Youth Commission and College Advisory Council and offers enrichment services targeting higher-risk youth populations, including opportunity youth, through youth development and intervention programs, administered through the Office of Community Care and Empowerment (OCCE). The Dallas Youth Survey is an initiative of the Dallas Youth Commission and the National Civic League (NCL). The College Advisory Commission also supports the development of the survey and is leading the distribution plan for students over the age of 18 years. The goal of the survey is to collect responses from over 5,000 students between the ages of 13 and 24 across Dallas, with a focus on gathering critical data regarding their perspectives on key areas such as education, safety, mental health, workforce readiness, and civic engagement.

The survey will provide a robust and representative dataset that will help us better understand the needs, challenges, and opportunities for Dallas youth. These insights will directly inform our future program development, recommendations, and priorities in areas like workforce development, education reform, and youth violence prevention. We are working in close partnership with Dallas ISD, Carrollton-Farmers Branch ISD, Harmony ISD, Highland Park ISD, Richardson ISD, charter schools, local colleges, community centers, and youth-serving organizations, to ensure diverse participation, including outreach to underserved populations and opportunity youth.

Additionally, this survey serves as a pilot to assess the feasibility of future expansions. While this survey is administered only in English at this time, there are plans for future surveys to incorporate multiple languages, based on feedback, and reflective of the evolving demographics of the youth population in Dallas.

A comprehensive analysis of the results of the survey will be shared with the WEE Committee in FY25. The findings will support the City's planning around youth-related programs, ensuring they are evidence-based and reflective of the identified needs of our young people.

Dallas Youth Collaborative Launch Luncheon Recap

On October 3, 2024, OCCE convened the Dallas Youth Collaborative at City Hall. The event brought together over 25 educational institutions and community organizations committed to focus on fostering collaboration on youth-focused initiatives. During the

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luncheon, several organizations signed pledges of support, signifying a citywide commitment to working together on programs that empower and uplift young people. Attendees had the opportunity to discuss strategic priorities for the Dallas Youth Collaborative, including leadership development, safety, educational attainment, and youth engagement.

This event marked an important milestone in unifying efforts across the city, and we are confident that the Youth Collaborative will enhance opportunities for youth in Dallas through sustained partnerships and collective action.

We look forward to sharing further updates on both the survey and the Dallas Youth Collaborative's initiatives in the coming months. Please contact myself or Jessica Galleshaw, Director of Office of Community Care and Empowerment, at 214-670-5113 or jessica.galleshaw@dallas.gov.

Sincerely,

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

Kimberly Bizor Tolbert, City Manager (I)
Tammy Palomino, City Attorney
Mark Swann, City Auditor
Bilierae Johnson, City Secretary
Preston Robinson, Administrative Judge
Dominique Artis, Chief of Public Safety (I)
Dev Rastogi, Assistant City Manager

Alina Ciocan, Assistant City Manager
Donzell Gipson, Assistant City Manager (I)
Robin Bentley, Assistant City Manager (I)
Jack Ireland, Chief Financial Officer
Elizabeth Saab, Chief of Strategy, Engagement, and Alignment (I)
Directors and Assistant Directors



City of Dallas

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

Agenda Information Sheet

File #: 24-3218 Item #: D.

Martin Luther King Jr. Parade Week Update

[Liz Cedillo-Pereira, Assistant City Manager, City of Dallas; Jessica Galleshaw, Director, Office of Community Care and Empowerment; Holly Holt, Assistant Director, Office of Community Care and Empowerment]

Memorandum



DATE October 11, 2024

CITY OF DALLAS

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

SUBJECT Update on Dr. Martin Luther King, Jr. Celebration Week Planning

The purpose of this memo is to provide an update on planning for the 2025 Dr. Martin Luther King, Jr. Celebration Week, including events and awards gala.

This year's events commemorate the 43rd annual celebration of Dr. King's legacy. The theme of this year's celebration week, as selected by the Dr. Martin Luther King, Jr. Community Center Advisory Board, is "The Unfinished Agenda of Dr. Martin Luther King, Jr.: Where do we go now?". This theme will advise all planning, speaker topics, and the scholarship prompt.

Planning for the week's events is currently underway, with a tentative schedule of events included below. Due to the fact that Inauguration Day is scheduled for January 20, 2025, which is Martin Luther King, Jr. Day, staff and the Advisory Board together have decided to hold the traditional parade on Saturday, January 18th, rather than on Monday, January 20th, as in years past. Additionally, the Gala and several other events will be held the weekend prior, due to capacity considerations for all involved.

Celebration Week Schedule of Events:

Friday 1/10/2025 Candle Lighting Ceremony

Saturday 1/11/2025 MLK Fest + MLK Gala

Tuesday 1/14/2025 Day of Reflection

Wednesday 1/15/2025 Job Fair Thursday 1/16/2025 Youth Event

Friday 1/17/2025 Equity Symposium

Saturday 1/18/2025 Parade

As planning continues, staff will provide additional updates. If you have any questions, please contact myself or Office of Community Care and Empowerment Director Jessica Galleshaw @ 214-670-5113 or Jessica.Galleshaw@dallas.gov.

October 11, 2024

SUBJECT Update on Dr. Martin Luther King, Jr. Celebration Week Planning

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Sincerely,

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

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



City of Dallas

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

Agenda Information Sheet

File #: 24-3222 Item #: E.

Human Rights Taskforce Workshop Update

[Liz Cedillo-Pereira, Assistant City Manager, City of Dallas; Dr. Lindsey Wilson, Director, Office of Equity and Inclusion, Christopher Graves, Human Rights Officer, Office of Equity and Inclusion]

Memorandum



DATE October 11, 2024

CITY OF DALLAS

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

SUBJECT Office of Equity and Inclusion – Human Rights Workshop Update

Background

This memo reports on the progress by the Office of Equity and Inclusion (OEI) in leading a human rights workshop, which will inform the development of a human rights task force. OEI has confirmed October 31, 2024 to host a workshop in collaboration with key human rights stakeholders and partners. In February 2024 OEI briefed the WEE Committee on originally exploring a formalized Human Rights Commission. Based on the results of engagement and research across 18 other U.S. cities, OEI led a full presentation to the WEE Committee in June 2024, and WEE called for OEI to host a human rights workshop to continue engaging additional stakeholders and to identify potential human rights issues residents may face in their daily lives with the goal of addressing through municipal strategies.

Human Rights Workshop Two-Part Focus

OEI received guidance from the WEE Committee during the last memo update in September 2024 to maintain a focus on advancing human rights at the City Dallas independently from what is called for by North Texas hosting the World Cup in 2026. While separate, OEI saw a need to complement efforts because of intersections between stakeholders to engage, the timing for this planned engagement, and overlap in some of the human rights issue areas that need to be assessed. Teams proposed hosting a full-day workshop with two independent components. Following a morning session with a focus on the World Cup led by the North Texas FIFA World Cup Organizing Committee, OEI in the afternoon will then take the lead for the City of Dallas in engaging area stakeholders across the following human rights areas informed by WEE priority areas: (1) Inclusion and Safeguarding (Vulnerable Populations), (2) Re-Entry, (3) Veterans, (4) Migrants, (5) Worker's Rights, (6) Housing and Homelessness, and (7) Safety and Security/Policing.

These seven focus areas allow the City of Dallas to stand apart by not only taking the opportunity to examine the human rights intersections across existing City services and daily activities, but also be strategic in gathering insight on the front-end to inform potential efforts.

Designing the City of Dallas Portion of the Human Rights Workshop

October 11, 2024

SUBJECT Office of Equity and Inclusion – Human Rights Workshop Update

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OEI has engaged a consultant to inform the overall design of the Human Rights Workshop, and efforts led by OEI include the following components:

- Stakeholder and Landscape Assessment Templates for City Colleagues –
 OEI sent templates across key City departments beginning in September 2024
 requesting the contact information of stakeholders OEI should engage. OEI further
 collected information on departments' existing programs, services, activities, and
 additional issues with the goal of ensuring strategies proposed are not duplicative.
- Pre-Activity for Stakeholders For each human rights area, stakeholders will
 complete a pre-activity to prioritize the impact of specific human rights issues
 across different activities, identify the groups impacted, and describe the adverse
 impact. Additional space is provided for stakeholders to identify issues not already
 included.
- Workshop Axes Exercise with Facilitators OEI will have seven issue area facilitators who lead each group of stakeholders through an axes exercise that allows stakeholders to come together to prioritize previously-identified issues and those submitted by stakeholders in the pre-activity.

Based on issues prioritized by stakeholders during the workshop, OEI will develop strategies to address taking into consideration already existing efforts at the City of Dallas. Before finalization, OEI looks forward to briefing the WEE Committee by December 2024 on the results of the workshop and plans for an ongoing Human Rights Task Force as an implementation partner.

Next Steps – Invitation to WEE Members

OEI included key staff from all Mayor and City Council Offices on the Save the Date sent out on September 30, 2024, and OEI looks forward to WEE's engagement not only during the City of Dallas portion of workshop, but also in later supporting implementation of strategies developed. If you have any questions, please contact myself or Dr. Lindsey Wilson, Director of Equity and Inclusion at lindsey.wilson@dallas.gov or Christoper Graves, Human Rights Officer at christopher.graves@dallas.gov

Sincerely,

M. Elizabeth (Liz) Cedillo-Pereira, J.D.

October 11, 2024

SUBJECT Office of Equity and Inclusion – Human Rights Workshop Update

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Assistant City Manager

Tammy Palomino, City Attorney Mark Swann, City Auditor Bilierae Johnson, City Secretary Preston Robinson, Administrative Judge Dominique Artis, Chief of Public Safety (I) Dev Rastogi, Assistant City Manager Alina Ciocan, Assistant City Manager Donzell Gipson, Assistant City Manager (I) Robin Bentley, Assistant City Manager (I) Jack Ireland, Chief Financial Officer

Elizabeth Saab, Chief of Strategy, Engagement, and Alignment (I)

Directors and Assistant Directors



City of Dallas

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

Agenda Information Sheet

File #: 24-3221 **Item #:** F.

Workforce, Education, and Equity Committee Forecast

Workforce, Education, and Equity **COMMITTEE 2 MONTH FORECAST** TITLE **DEPARTMENT** Tuesday, November 5, 2024, 9:00 A.M. Closing Disparities: Department Code Compliance, Sanitation Services, Office of Progress Measures Update – Livable Homeless Solution, Dallas Animal Services Portfolio BRIEFING ITEMS Racial Equity Update Office of Equity and Inclusion Office of Economic Development Eco-Development Opportunities **BRIEFINGS BY MEMORANDUM** WEE 2 Month Committee Forecast City Manager's Office Monday, December 9, 2024, 9:00 A.M. Various Dallas Chambers of Office of Procurement Services Commerce - Equity Emphasis Closing Disparities: Department Code Compliance, Sanitation Services, Office of Progress Measures Update – Livable Homeless Solution, Dallas Animal Services **BRIEFING ITEMS** Portfolio Texas State Technical Institute (TSTC) City Manager Office **BRIEFINGS BY MEMORANDUM**

City Manager's Office

WEE 2 Month Committee Forecast