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**CITY SECRETARY  
DALLAS, TEXAS**

**City of Dallas**

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

*Pub[k* Notice

250384

**POSTED** CITY SECRETARY  
DALLAS, TX



**Workforce, Education, and Equity Committee**

**April 14, 2025**

**9:00 AM**

## 2023 CITY COUNCIL APPOINTMENTS

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

(C) – Chair, (VC) – Vice Chair

\* Updated:6/28/24

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

## General Information

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

"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."

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

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<https://dallascityhall.webex.com/dallascityhall/j.php?MTID=m21888ef2623e0c3818ce6faa2b0900dc>

## Call to Order

## MINUTES

1. [25-1254A](#) Approval of the March 4, 2025, Workforce, Education, and Equity (WEE) Committee Meeting Minutes

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

## BRIEFING ITEMS

- A. [25-1249A](#) Food Insecurity in Dallas County - Current Status and Efforts  
[Dr. Philip Huang, Director/Health Authority, Dallas County Health and Human Services Department]

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

- B. [25-1251A](#) Closing Disparities: Department Progress Measures Update Core Portfolio  
[Hai Tran, Interim Director, Office of Equity and Inclusion; John Johnson, Director, Facilities and Real Estate Management; Vincent Olsen, Interim Director, Equipment and Fleet Management; Tanisha Dorsey, Interim Director, Information and Technology Services; Juanita Ortiz, Interim Director, Procurement Services; Jarred Davis, Director, Civil Service]

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

## BRIEFING MEMOS

- C. [25-1253A](#) Updates on Community Development Block Grant (CDBG) Childcare Program  
[Jessica Galleshaw, Director, Office of Community Care and Empowerment; Holly Holt, Assistant Director, Office of Community Care and Empowerment]

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

- D. [25-1252A](#) Upcoming Agenda Item for Office of Community Care and Empowerment - Lease Extension for Lake June Women, Infant, and Children (WIC) Clinic [Jessica Galleshaw, Director, Office of Community Care and Empowerment; Holly Holt, Assistant Director, Office of Community Care and Empowerment]

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

#### **FORECAST**

- E. [25-1255A](#) Workforce, Education, and Equity Committee Forecast

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

#### **ADJOURNMENT**

**EXECUTIVE SESSION NOTICE**

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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]
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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

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**File #:** 25-1254A

**Item #:** 1.

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Approval of the March 4, 2025, Workforce, Education, and Equity (WEE) Committee Meeting Minutes

MINUTES OF THE CITY COUNCIL COMMITTEE  
TUESDAY, MARCH 4, 2025

25-0019

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

PRESENT: [6] Arnold, Schultz, \*Resendez, \*Blackmon, Willis (\*\*9:11 a.m.), \*Ridley

ABSENT: [1] Bazaldua

The meeting was called to order at 9:07 a.m. with a quorum of the committee present.

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

After all business properly brought before the committee had been considered, the meeting adjourned at 10:28 a.m. due to lack of quorum.

Chair

ATTEST:

City Secretary Staff

Date Approved

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

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

The briefing materials for this meeting are filed with the City Secretary's Office as EXHIBIT C.

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

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

MINUTES OF THE CITY COUNCIL COMMITTEE  
TUESDAY, MARCH 4, 2025

EXHIBIT A

**RECEIVED**

2025 FEB 28 PM 4:27

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DALLAS, TEXAS**

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POSTED CITY SECRETARY  
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**Workforce, Education, and Equity Committee**

**March 4, 2025**

**9:00 AM**

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## Call to Order

### **MINUTES**

1. 25-831A Approval of the February 10, 2025, Workforce, Education, and Equity (WEE) Committee Meeting Minutes

**Attachments:** Minutes

### **BRIEFING ITEMS**

- A. 25-830A Upskilling Pilot Program: Security Officer Career Ladder Updates  
[Nina Arias, Director, Department of Human Resources; Rae Weston, Senior Manager of Compensation and Workforce Planning, Department of Human Resources; Laura Dizien, Senior Training Specialist, Department of Human Resources]

**Attachments:** Presentation

- B. 25-829A Closing Disparities: Department Progress Measures Updates Growing Portfolio  
[Christina Da Silva, Assistant Director, Office of Equity and Inclusion; Tamara Leak, Interim Assistant Director, Office of Economic Development; Rosa Fleming, Director Convention and Event Services; Emily Liu, Director, Planning and Development Department; Cynthia Rogers-Ellickson, Director, Housing & Community Development]

**Attachments:** Presentation

- C. 25-828A Office of Communications and Customer Service Experience/311 (CCX/311) Reaching Our Diverse Communities  
[Daisy Fast, Director, Office of Communications and Customer Experience/311; Richard Ericson, Deputy Director, Office of Communications and Customer Experience/311]

**Attachments:** Presentation

### **BRIEFING MEMOS**

**FORECAST**

D. 25-832A Workforce, Education, and Equity Committee Forecast

**Attachments:** Forecast

**ADJOURNMENT**

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MINUTES OF THE CITY COUNCIL COMMITTEE  
TUESDAY, MARCH 4, 2025

EXHIBIT B

OFFICIAL ACTION OF THE CITY COUNCIL COMMITTEE

MARCH 4, 2025

Item 1:           Approval of the February 10, 2025, Workforce, Education, and Equity (WEE)  
                  Committee Meeting Minutes

Councilmember Schultz moved to adopt the minutes as presented.

Motion seconded by Councilmember Resendez and unanimously adopted. (Bazaldua absent)

## OFFICIAL ACTION OF THE CITY COUNCIL COMMITTEE

MARCH 4, 2025

### BRIEFING ITEMS

Item A: Upskilling Pilot Program: Security Officer Career Ladder Updates

The following individuals briefed the committee on the item:

- Liz Cedillo-Pereira, Assistant City Manager, City Manager's Office;
- Nina Arias, Director, Department of Human Resources;
- Rae Weston, Senior Manager of Compensation and Workforce Planning, Department of Human Resources;
- Laura Dizien, Senior Training Specialist, Department of Human Resources;
- David Pughes, Chief – City Marshall, City Marshal's Office;
- Joseph Childs, Chief – Security Administrator, City Marshal's Office; and
- Crystal Herrera, Captain – Manager – Security, City Marshal's Office

## OFFICIAL ACTION OF THE CITY COUNCIL COMMITTEE

MARCH 4, 2025

### BRIEFING ITEMS

Item B: Closing Disparities: Department Progress Measures Updates Growing Portfolio

The following individuals briefed the committee on the item:

- Christina Da Silva, Assistant Director, Office of Equity and Inclusion;
- Tamara Leak, Interim Assistant Director, Office of Economic Development; and
- Liz Cedillo-Pereira, Assistant City Manager, City Manager's Office

## OFFICIAL ACTION OF THE CITY COUNCIL COMMITTEE

MARCH 4, 2025

### BRIEFING ITEMS

Item C: Office of Communications and Customer Service Experience/311 (CCX/311)  
Reaching Our Diverse Communities

The following individuals briefed the committee on the item:

- Daisy Fast, Director, Office of Communications and Customer Experience/311;
- Richard Ericson, Deputy Director, Office of Communications and Customer Experience/311;
- Christina Da Silva, Assistant Director, Office of Equity and Inclusion; and
- Liz Cedillo-Pereira, Assistant City Manager, City Manager's Office



OFFICIAL ACTION OF THE CITY COUNCIL COMMITTEE

MARCH 4, 2025

FORECAST

Item D: Workforce, Education, and Equity Committee Forecast

The committee did not discuss the item.

MINUTES OF THE CITY COUNCIL COMMITTEE  
TUESDAY, MARCH 4, 2025

EXHIBIT C



# City of Dallas

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

## Agenda Information Sheet

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**File #:** 25-1249A

**Item #:** A.

---

Food Insecurity in Dallas County - Current Status and Efforts

[Dr. Philip Huang, Director/Health Authority, Dallas County Health and Human Services Department]



Philip Huang, MD, MPH  
Director/Health Authority  
Dallas County Health and Human Services

# Food Insecurity in the Dallas County

Current Status and Efforts



**DCHHS**  
Dallas County Health and Human Services  
Healthy People Healthy Communities  
Health and Social Equity







# Dallas County Health and Human Services

- Dallas County is the second-largest county in Texas
- Home to more than 2.6 million people
- Encompasses over 30 municipalities
- DCHHS has jurisdiction over public health in the county
- DCHHS is a nationally accredited Public Health Department

## Mission of DCHHS

The mission of DCHHS is to optimize and protect the health and well-being of all Dallas County residents and support the achievement of better health outcomes for all



### Food Insecurity:

- The inability to afford nutritionally adequate and safe foods
- Limited or uncertain access to adequate food

### Food Access:

- Limited access to supermarkets, grocery stores, or other sources of healthy and affordable food makes it difficult for some people to maintain a healthy diet. Measures of food access typically consider factors like distance to food stores, family income, transportation, and neighborhood resources.

### Unhealthy or Poor Diet:

- A diet lacking in essential nutrients

### Food Desert:

- An area with limited access to affordable and nutritious food, particularly fresh produce

### Food Environment Index:

- An index ranging from 0 (worst) to 10 (best) that equally weighs two indicators of the food environment: limited access to healthy foods and food insecurity.

# Definitions

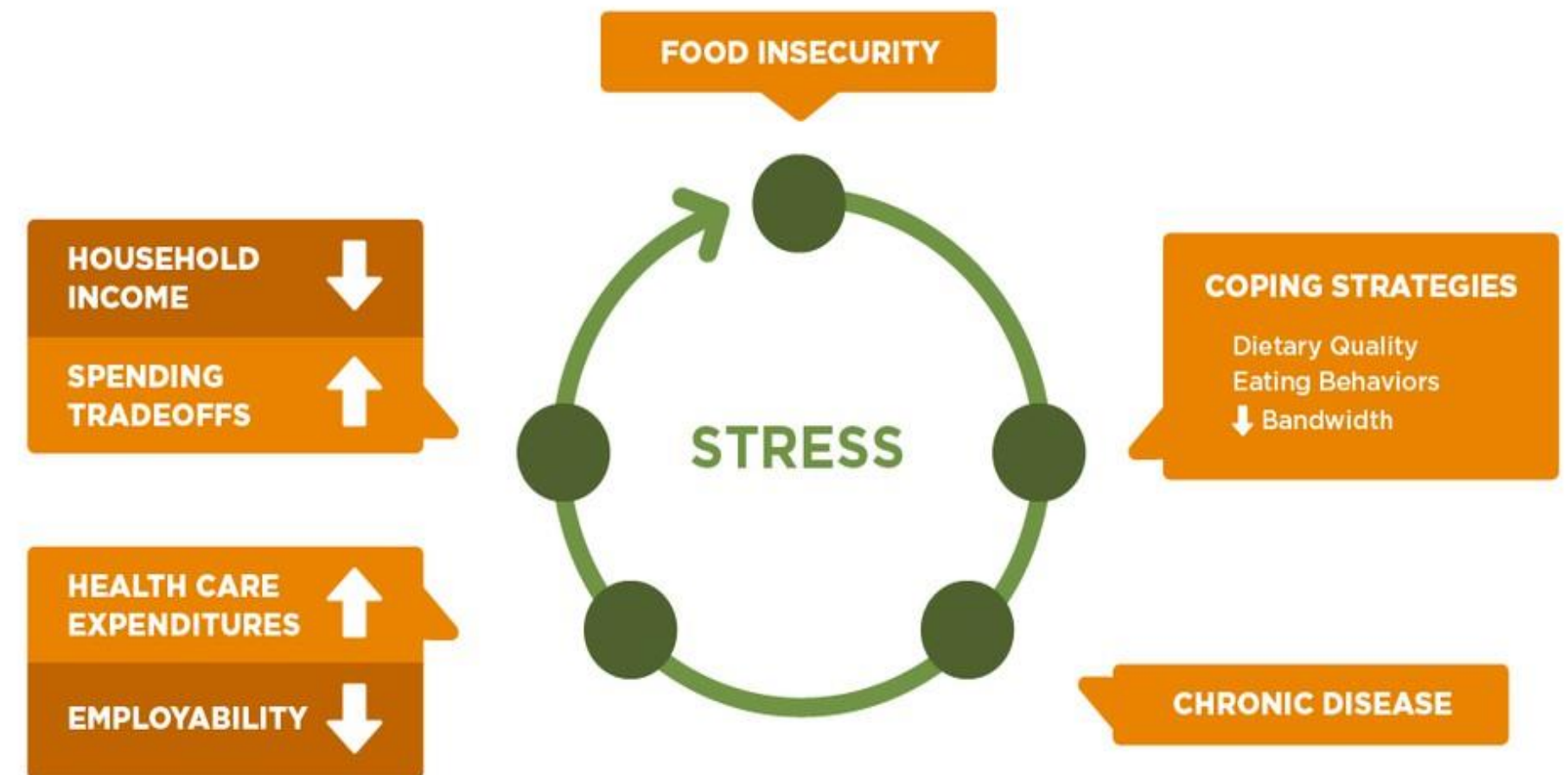




# Food Insecurity & Health

- Food insecurity is a social determinant of health.
- Food insecurity is associated with poor health outcomes.
- Food insecurity is associated with chronic and acute health problems and health care needs in children.
- Food-insecure adults are at a higher risk of developing several chronic conditions, including coronary heart disease, diabetes, obesity, and cancer.

## A Conceptual Framework: Cycle of Food Insecurity & Chronic Disease



Adapted: Seligman HK, Schillinger D. N Engl J Med. 2010;363:6-9.



# Causes of Food Insecurity

---

Most food insecurity problems are related to social determinants of health (SDOH).



**LOW INCOME OR  
UNEMPLOYMENT**



**LACK OF ACCESS**

(LOCATION AND/OR AFFORDABILITY TO  
HEALTHY FOODS)

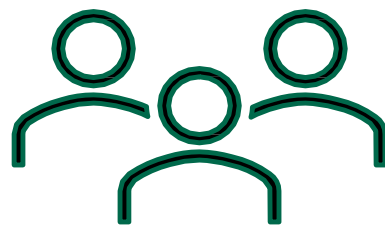


**LACK OF AFFORDABLE  
HOUSING**



# Food Insecurity in the US

NATIONAL  
DATA



**47 million people  
in the United  
States are food  
insecure**



**14 million  
children in the  
United States are  
food insecure**



**>50 million  
people turned to  
food programs in  
2023**



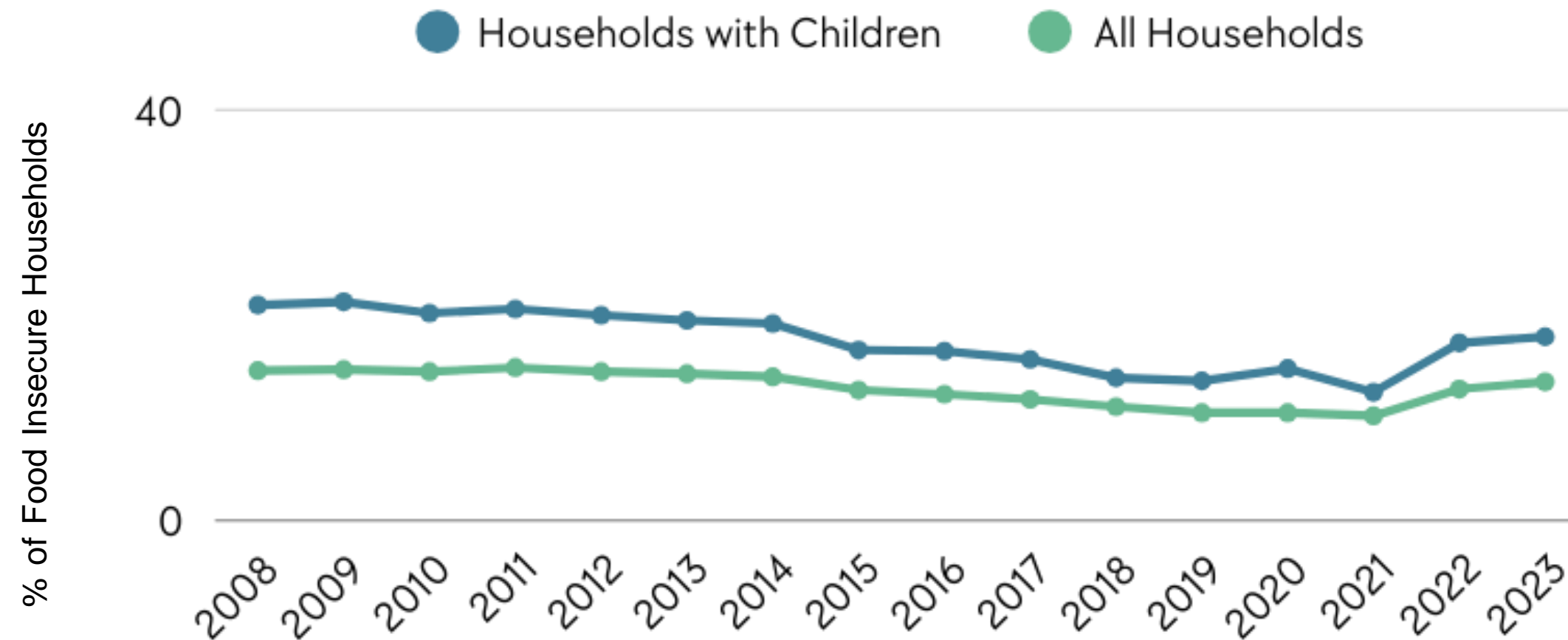
**100% of U.S.  
counties have  
food insecurity**



# Food Insecurity Trend

2008 - 2023

NATIONAL  
DATA



Data Source: USDA, Economic Research Service using data from U.S. Department of Commerce, Bureau of the Census, Current Population Survey Food Security Supplements, Feeding America Map the Meal Gap

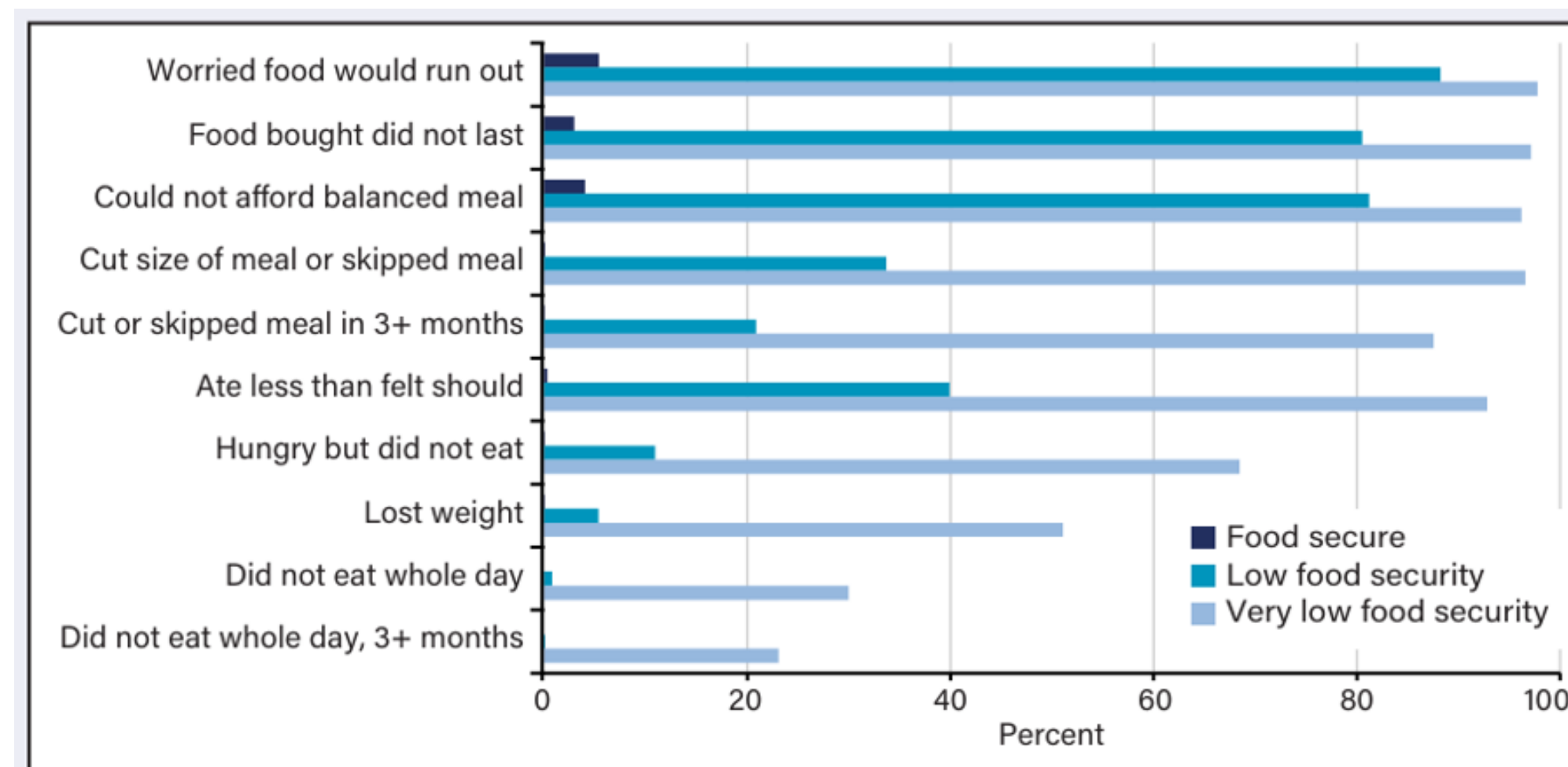


# Indicators of Food Insecurity

2023

NATIONAL  
DATA

Percentage of U.S. households reporting each indicator of food insecurity, by food security status, 2023



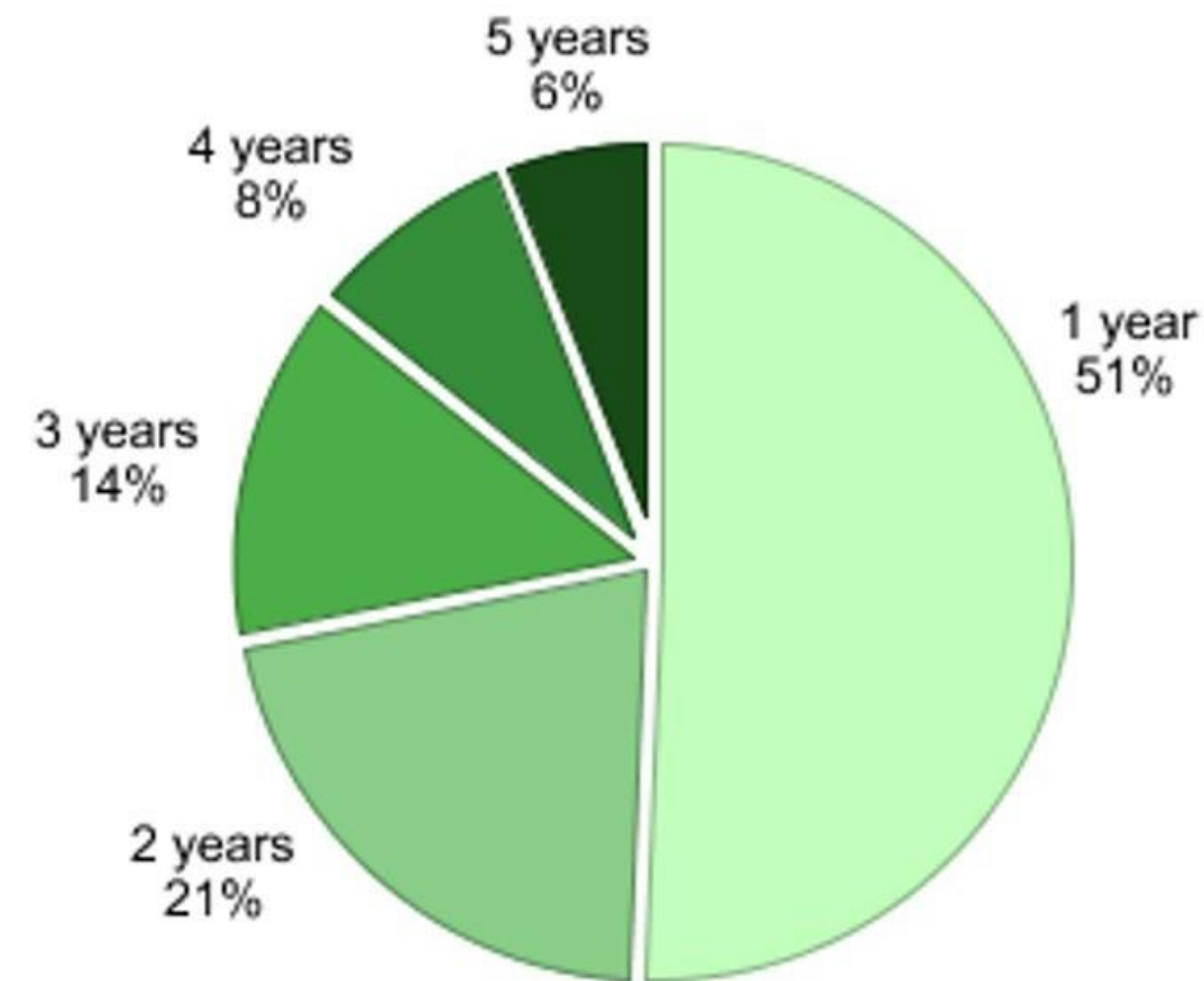
Data Source: USDA, Economic Research Service using data from U.S. Department of Commerce, Bureau of the Census, 20223  
Current Population Survey Food Security Supplemental Data



# Frequency of Food Insecurity During a 5-year Period

NATIONAL  
DATA

Household that were food insecure at least once during a 5-year period, by number of years of food insecurity



Data Source: USDA, Economic Research Service Summary of findings from a study by Park E. Wilde et al. published in the Journal of Hunger and Environmental Nutrition.

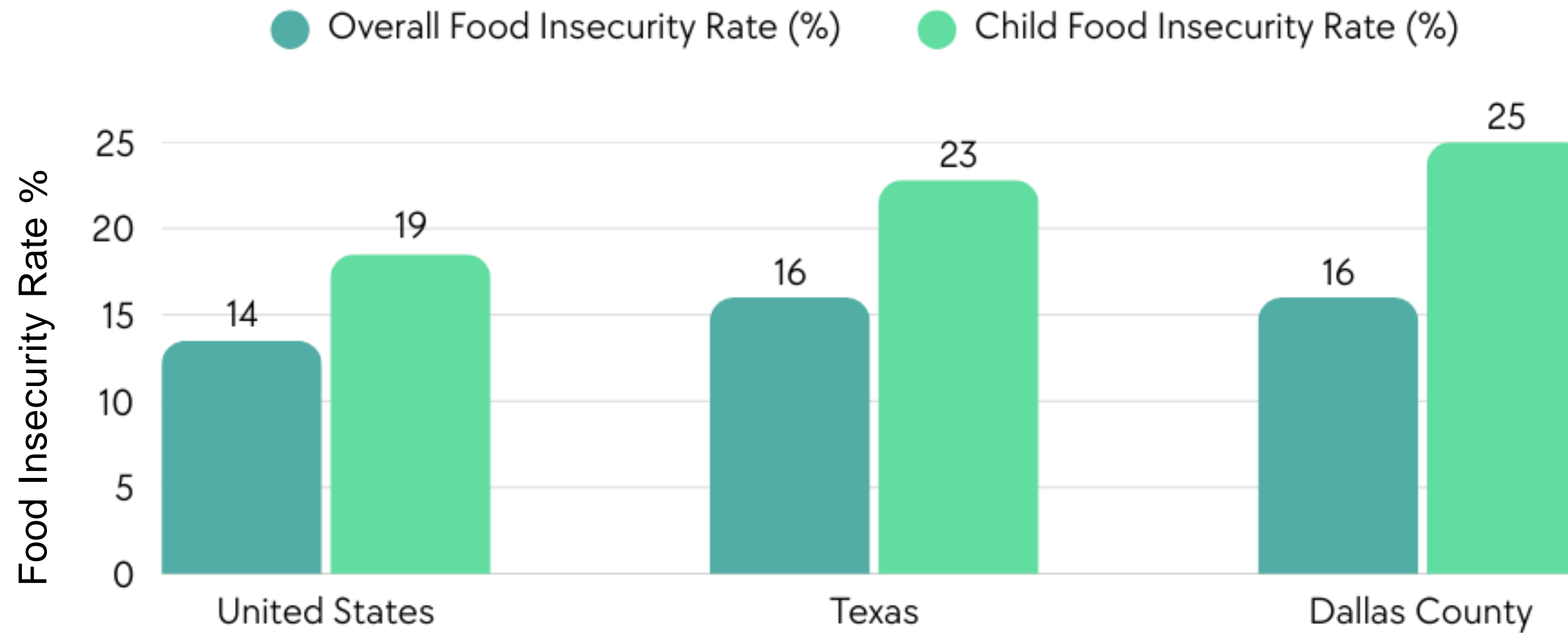


# Food Insecurity

PERCENTAGE OF POPULATION  
WHO LACK ADEQUATE ACCESS  
TO FOOD

2022

NATIONAL, STATE &  
LOCAL DATA



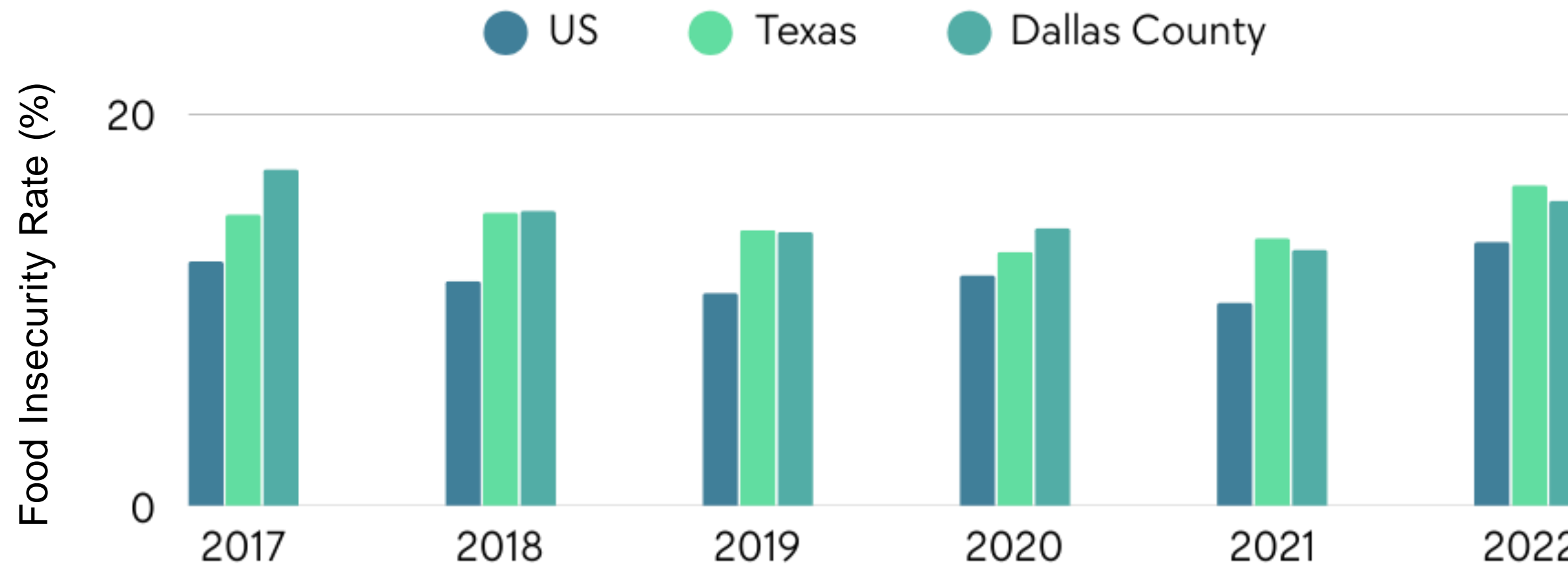
Source: Feeding America Map the Meal Gap



# Food Insecurity by Year

2019 - 2022

NATIONAL STATE &  
LOCAL DATA



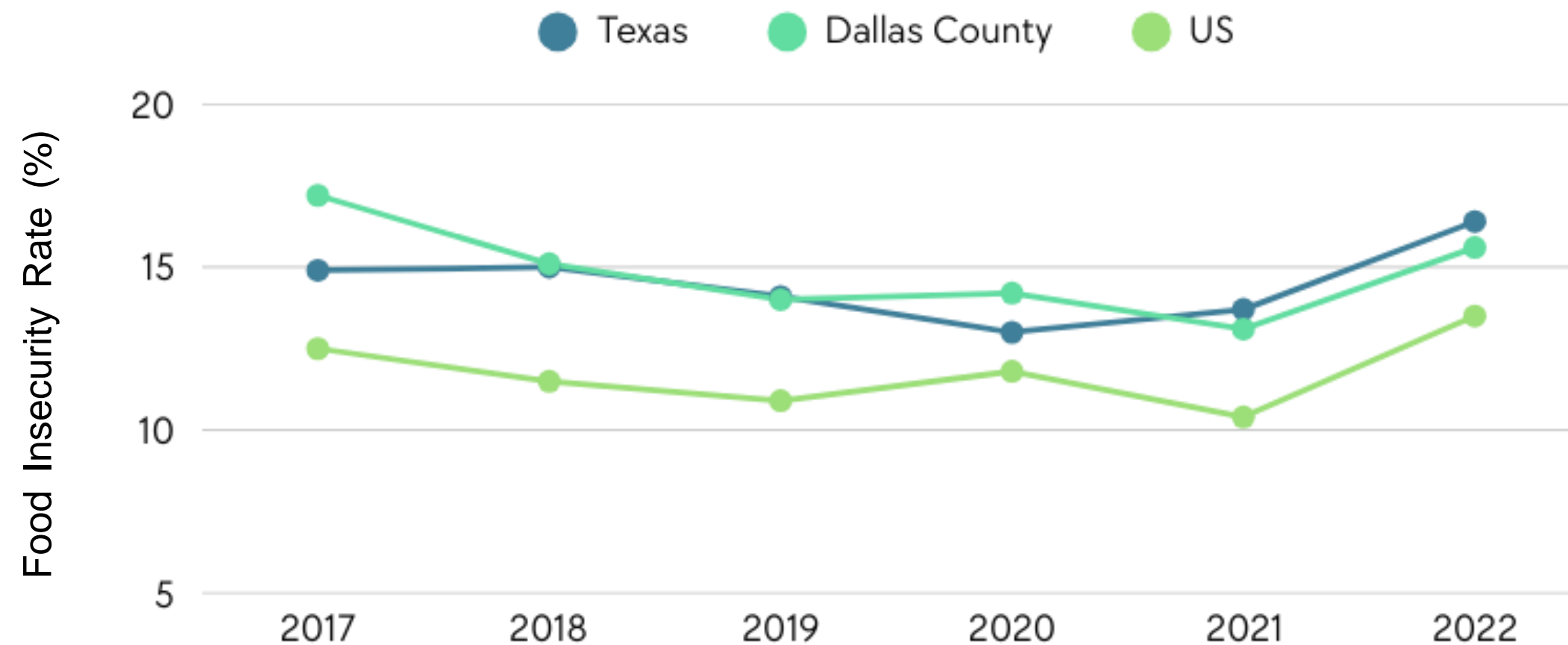
Data Source: Feeding America Map the Meal Gap



# Food Insecurity Trends

2019-2022

NATIONAL, STATE &  
LOCAL DATA



Data Source: Feeding America Map the Meal Gap



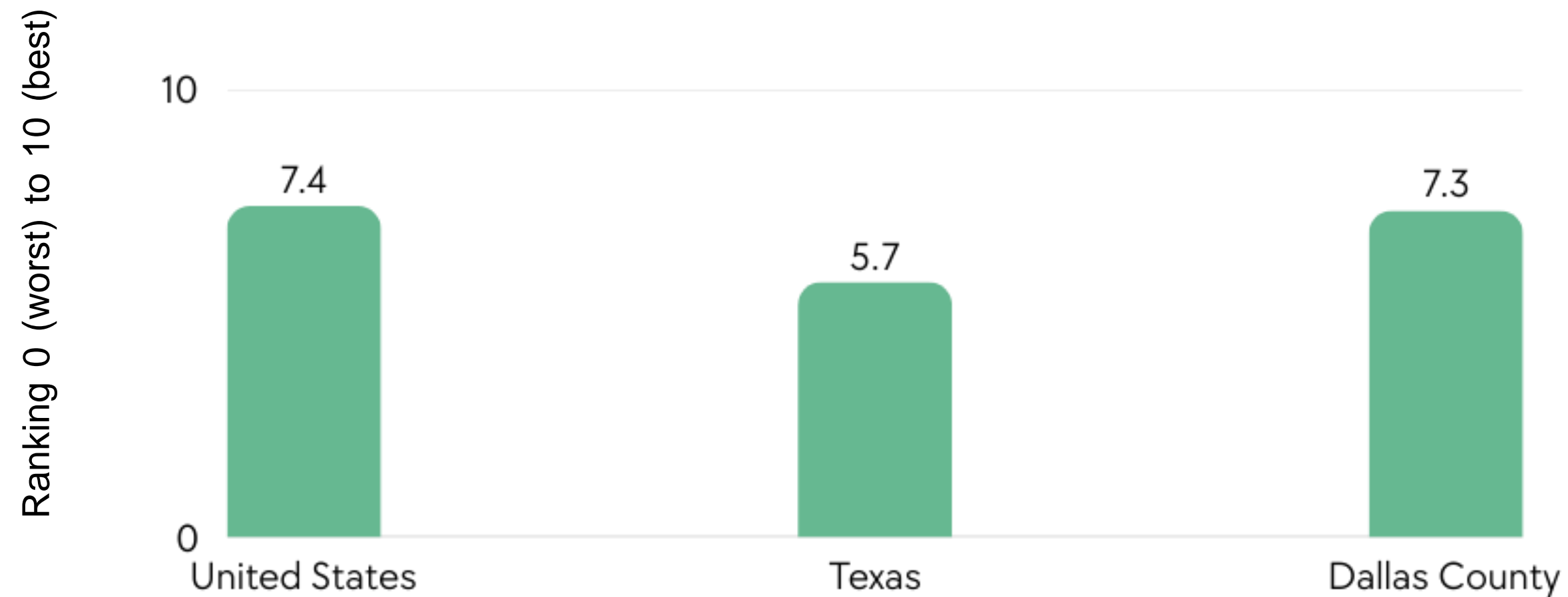


# Food Environment Index

2019 & 2022

INDEX OF FACTORS THAT CONTRIBUTE TO A  
HEALTHY FOOD ENVIRONMENT INCLUDING  
ACCESS TO HEALTHY FOODS AND FOOD  
INSECURITY

LOCAL, STATE, AND  
NATIONAL LEVEL DATA



Data Source: Community Health Rankings and Roadmaps (USDA Food

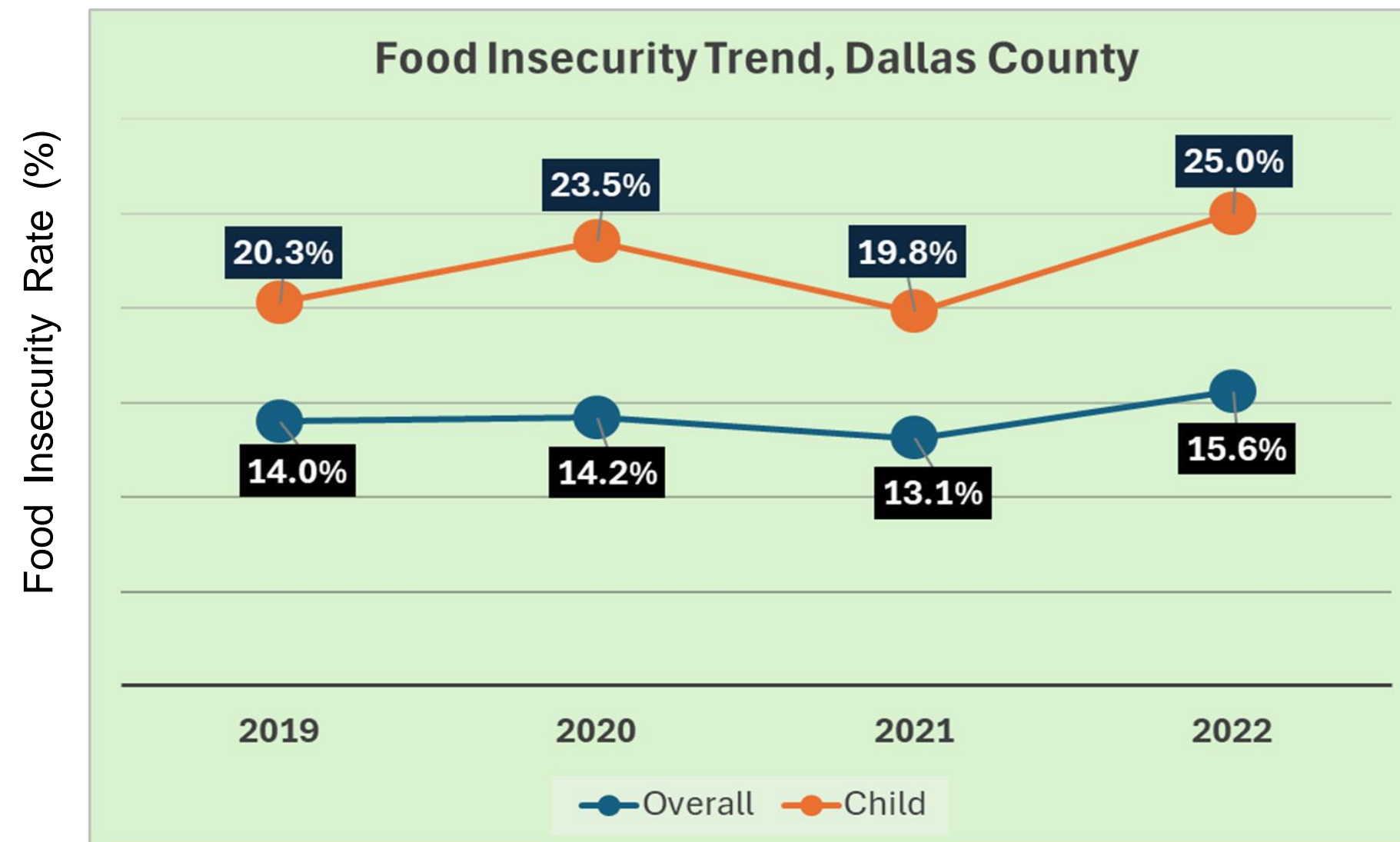




# Food Insecurity Trend Dallas County

2019-2022

LOCAL DATA





Data Source: Feeding America

# Food Insecurity

2024

RACIAL AND ETHNIC DATA  
& COMPARISONS

LOCAL, STATE, AND  
NATIONAL LEVEL DATA

## National

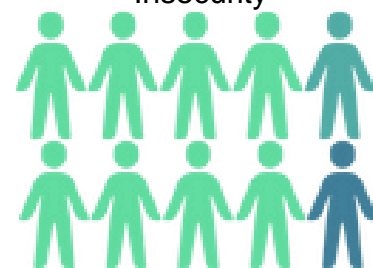
1 in 4  
Black Individuals  
Experience Food Insecurity



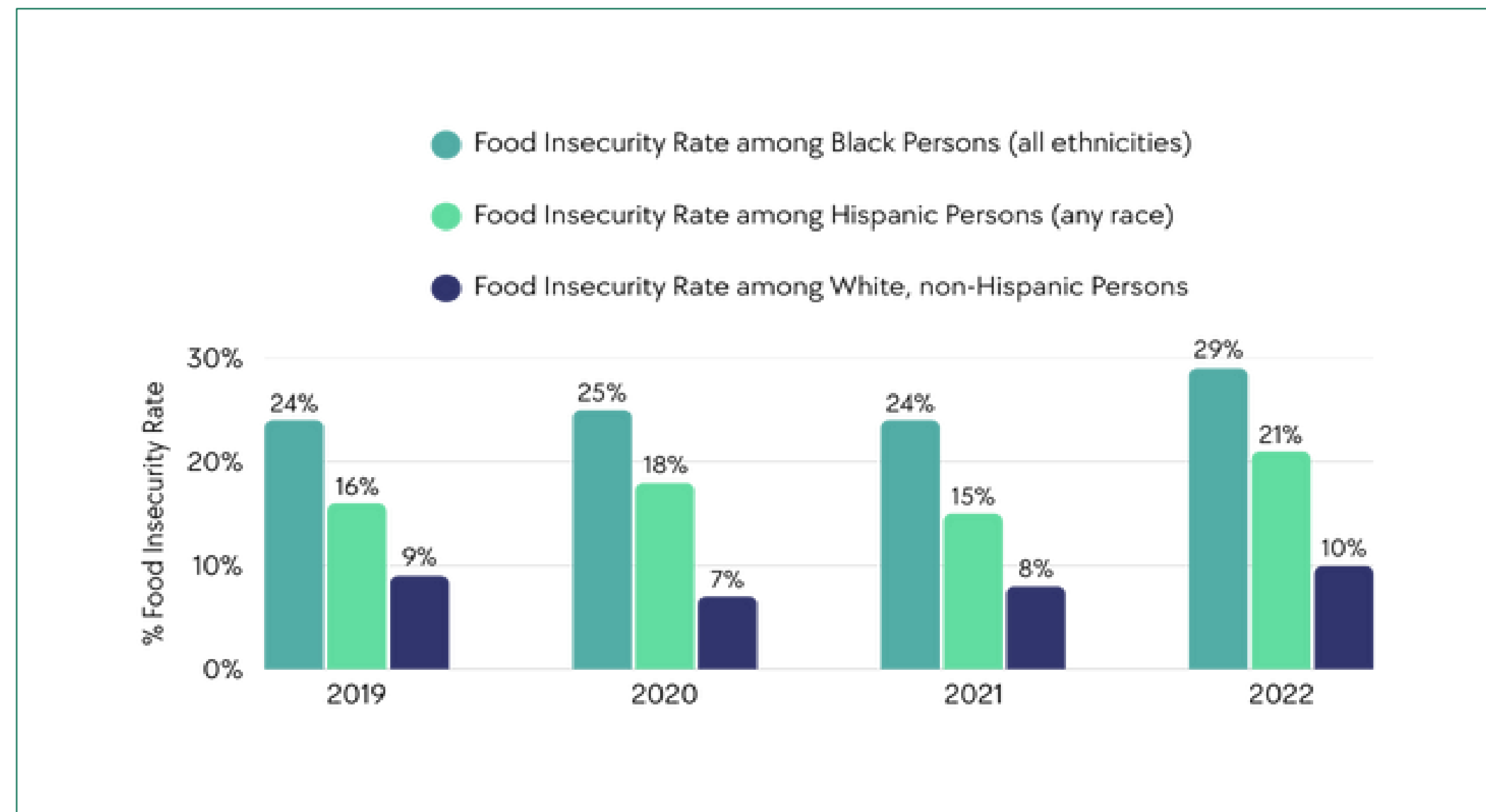
1 in 5  
Latino Individuals  
Experience Food  
Insecurity



1 in 10  
White Individuals  
Experience Food  
Insecurity



## Dallas County



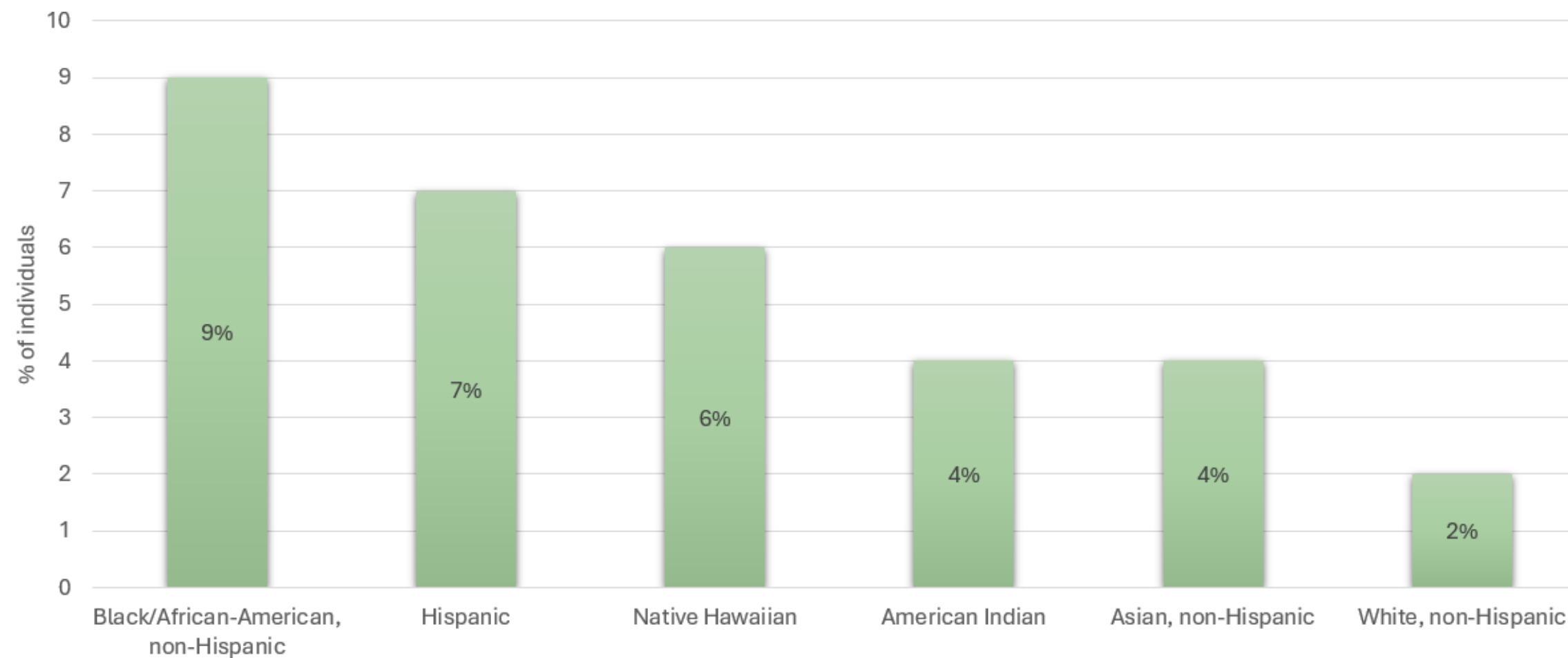
Data Source: USDA Economic Research Service

# Food Access

2022

LOCAL DATA

Percent of DCHHS Contact V2 Survey Respondents that Stated They Did Not Have Access to Food  
by Race, Dallas County, June 2020-2022



Data Source: CHNA 2022 DCHHS Contact Tracing V2 Survey

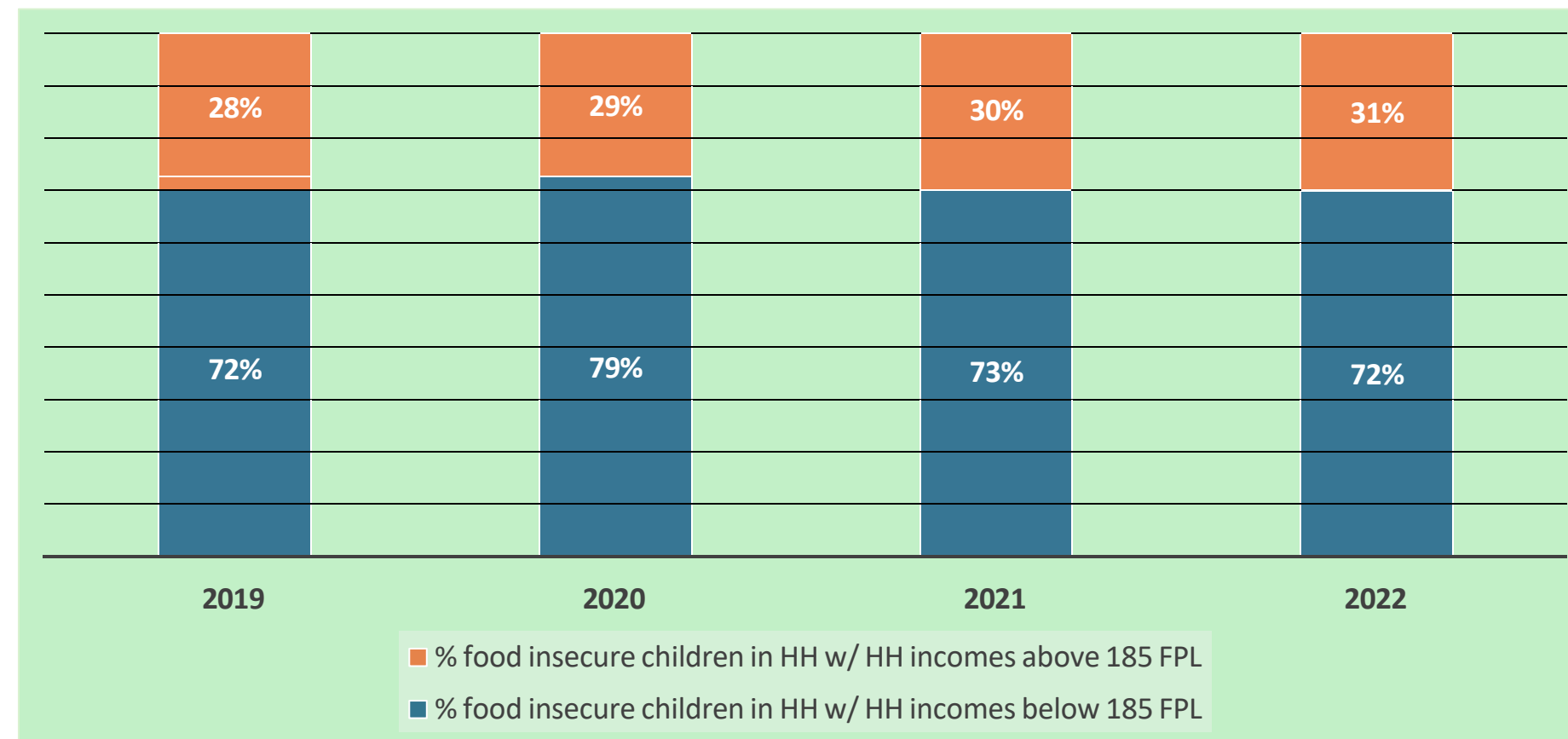


# Impact of Income on Food Security

2019-2022

LOCAL DATA

Impact of Income on Food Security, Dallas County, 2019-2022



Data Source: Feeding America

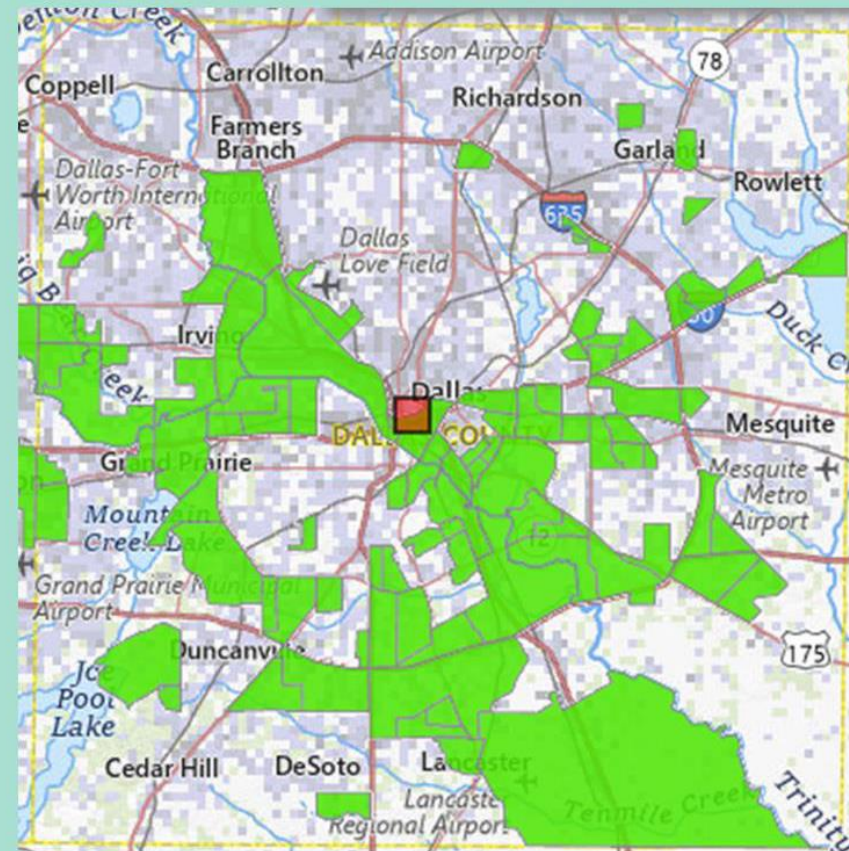




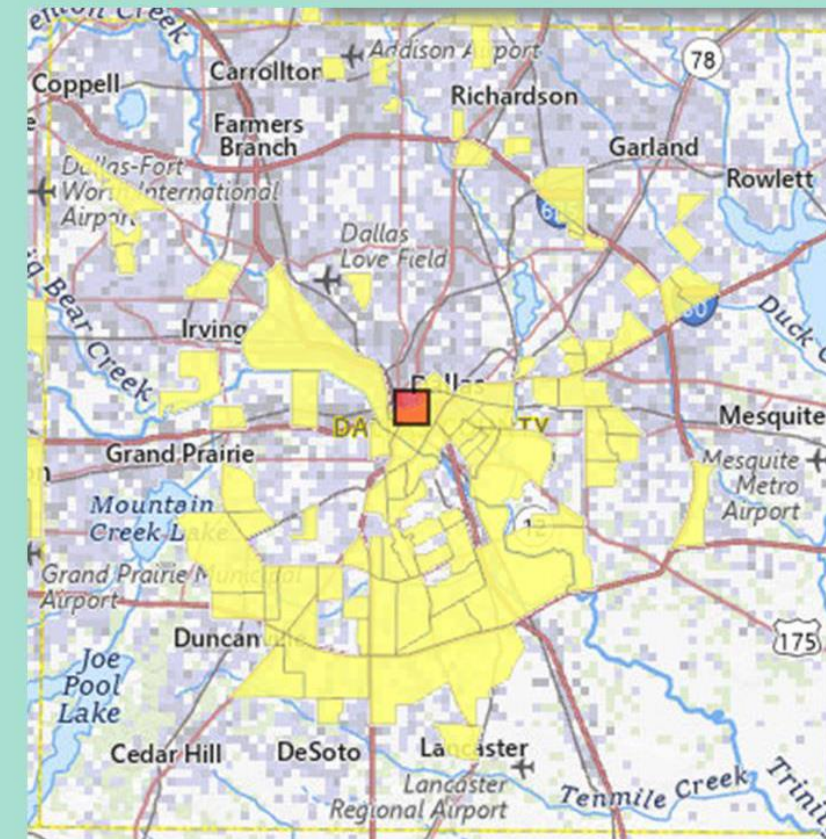
# Food Deserts in Dallas County

2019

LOCAL DATA



Low-income census tracts where a significant number or share of residents is more than 1 Mile..



Low-income census tract where more than 100 housing units do not have a vehicle and are more than 1 mile from the nearest supermarket...

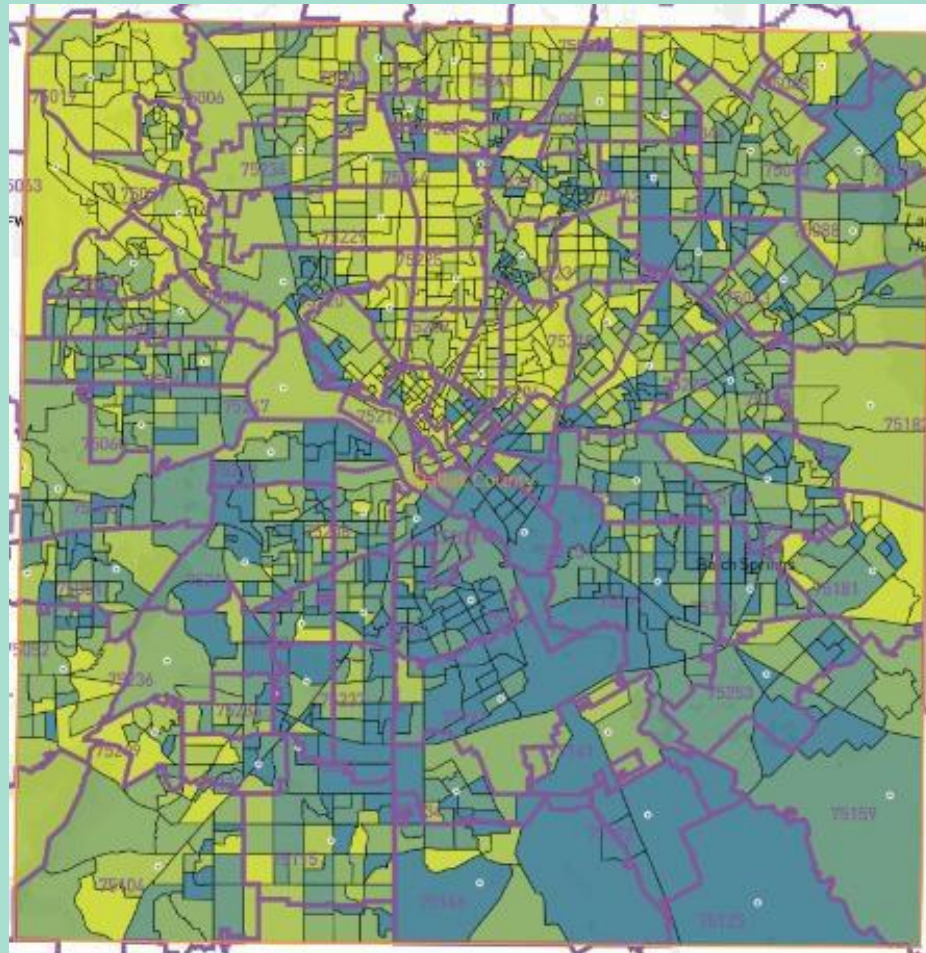


Source: USDA, <https://www.ers.usda.gov/data-products/food-access-research-atlas/go-to-the-atlas>

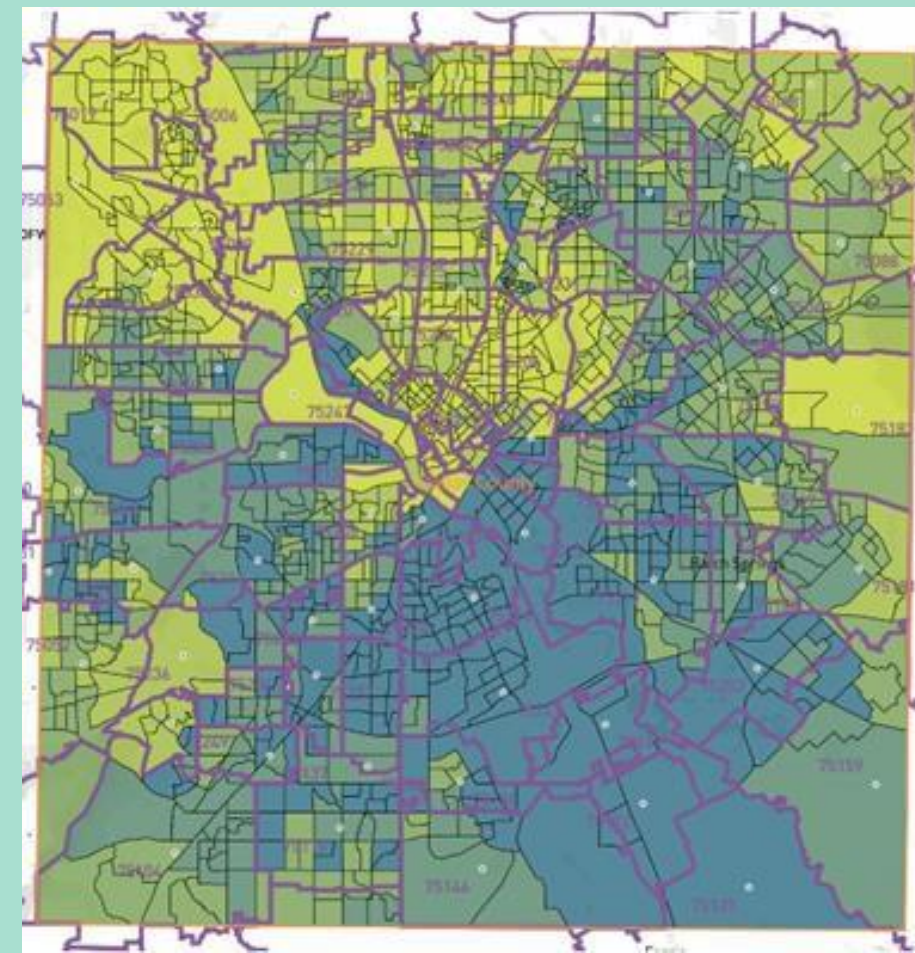


# Overlap between Food Insecurity & Chronic Disease Vulnerabilities in Dallas County

## Food Insecurity



## Chronic Disease Burden



Source: PCCI, Community Vulnerability Compass, <https://eds.pccinnovation.org/>

# Healthy People 2030 Objectives

## NWS-01

Reduce household food  
insecurity and hunger



## NWS-02

Eliminate very low food  
security in children



## NWS-06

Increase fruit  
consumption by people  
aged 2 years and over



## NWS-07

Increase vegetable  
consumption by people  
aged 2 years and older



**Low food security:** “Reports of reduced quality, variety, or desirability of diet. Little or no indication of reduced food intake.”

**Very low food security:** “Reports of multiple indications of disrupted eating patterns and reduced food intake.”



# DCHHS Efforts & Program Impact

- ❖ To reduce food insecurity
- ❖ To meet objectives of Healthy People 2030

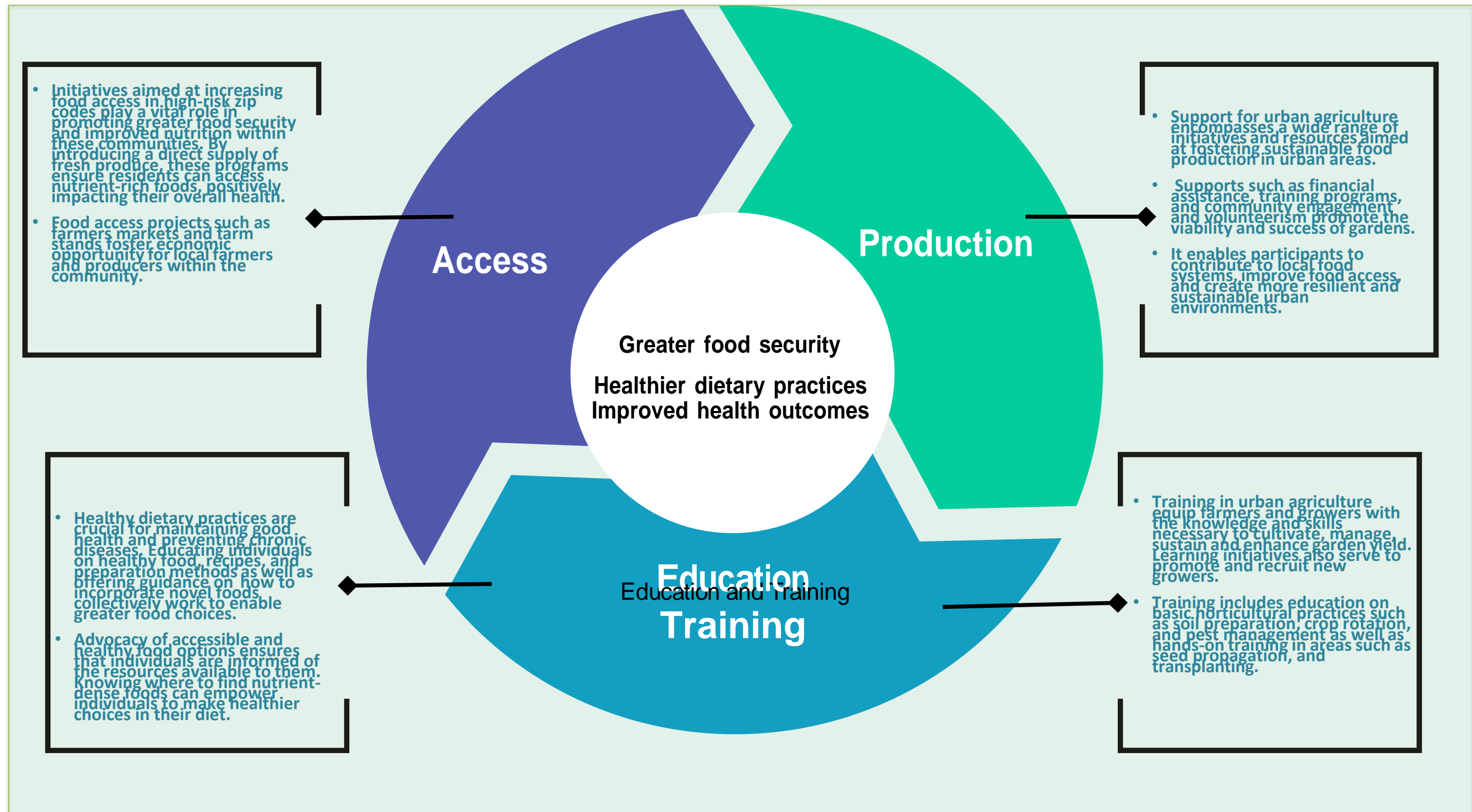


**DCHHS**  
Dallas County Health and Human Services  
Healthy People Healthy Communities  
Health and Social Equity



# DCHHS Strategic Approach

Improving Food Security and Building Healthier Communities by *Advancing Local Food Production, Access, and Knowledge*





# DCHHS Efforts

- **DCHHS' strategy to promote healthy food access and consumption has three components described as the AAA-strategy (Availability-Access-Awareness)**

## Availability

Increase availability of healthy food by increasing local production of fruits and vegetables.

- Community garden grant program
- Urban mini-orchards project
- Farm to School program
- Urban Agriculture Infrastructure Support Pilot Program (UAISP)

## Access

Improve physical access and affordability of healthy food especially for low-income communities

- Farmers Market Project
- Wellness on Wheels Mobile Market
- SNAP Enrollment and Promotion

## Awareness

- A. Train new and establish gardeners and growers in effective urban agriculture operations
- B. Provide food and nutrition education to the public

- Edible gardening training & Master gardener sponsorship
- Growers Education and Workforce Development (GEWD)
- Nutrition Education





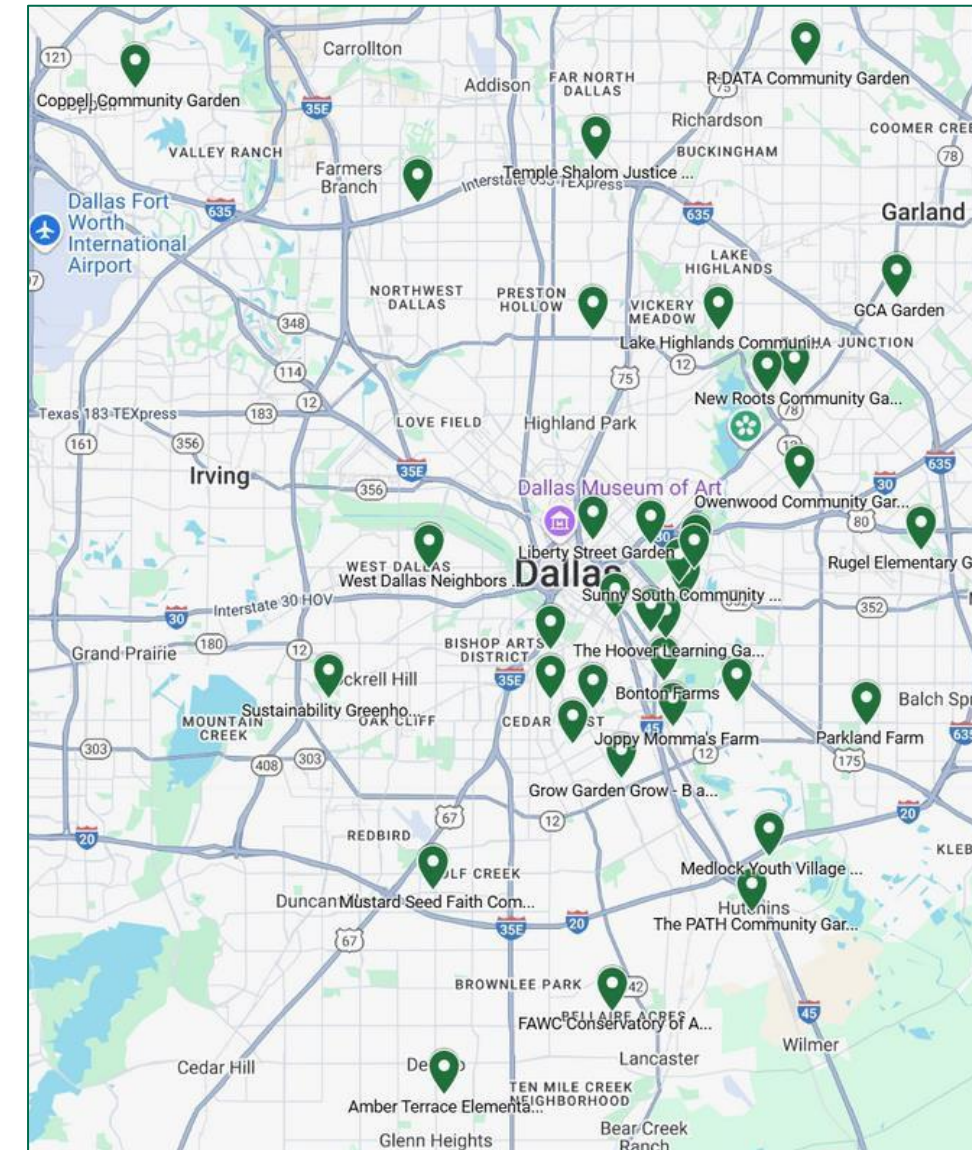
# DCHHS Community Garden Grant

01.

Provide financial and technical assistance to established and new gardens in target zip codes. Connects community gardens to local resources such as Master gardener volunteers. To date, in 4 rounds, the program made available more than \$150,000 dollars. DCHHS also helped 1 local garden to become USDA designated “People’s Garden” receiving 75k in funding through DCHHS.

02.

More than 38 existing and new community gardens were supported to-date. Accordingly, production at each of these gardens increased from 30% - 100%. More than 34 gardens were provided access to master gardener volunteer resources through DCHHS collaboration with Texas A&M Agrilife



Grant supported community gardens



People's Garden Dedication Ceremony

People's Garden





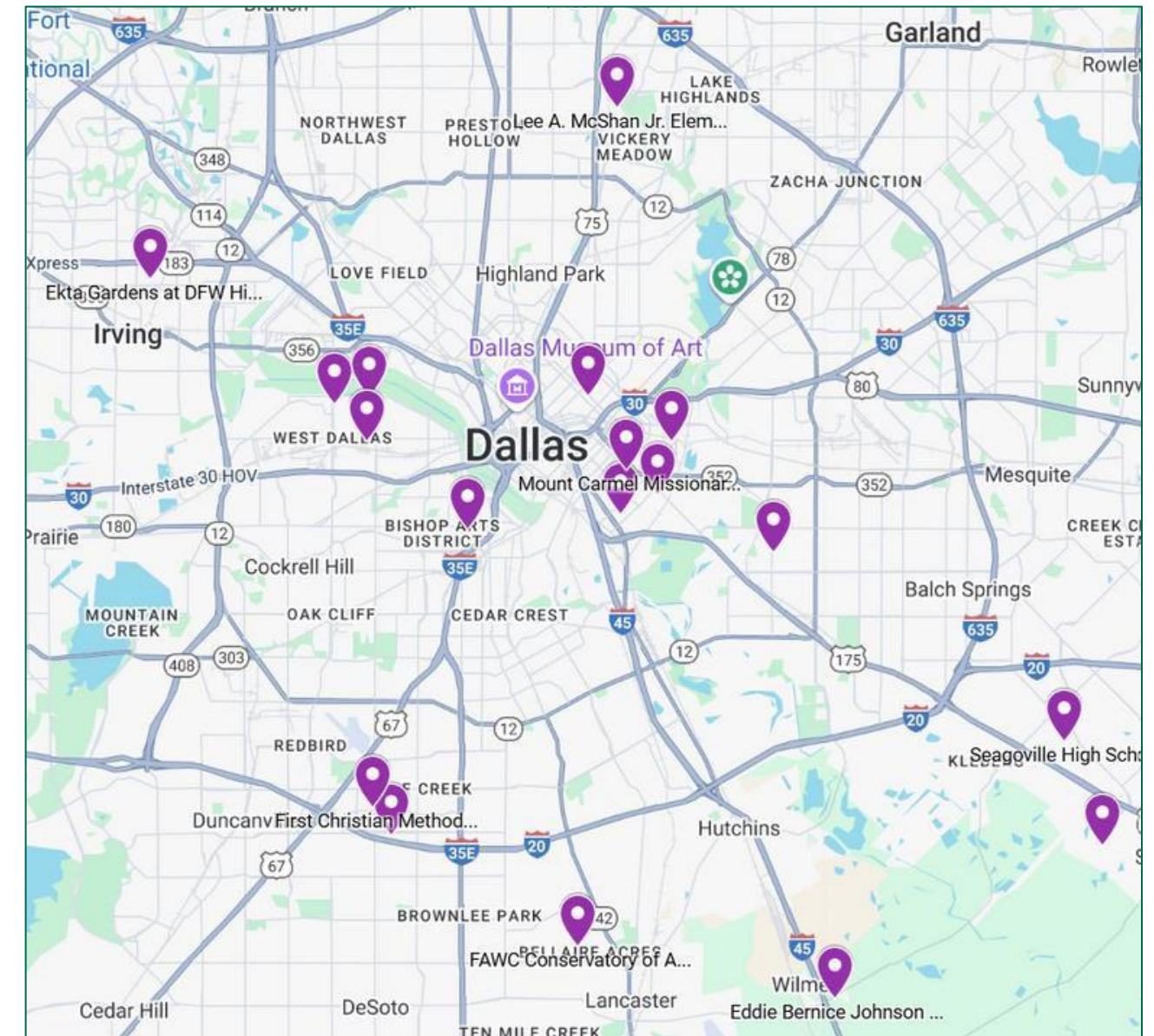
# DCHHS Urban Mini-Orchards Project

01.

A collaborative project with Grow Garden Grow, a local non-profit. The project aims to identify suitable sites for establishing mini-orchards by planting fruit trees and bushes that thrive in North Texas climate.

02.

To date, the project has established mini-orchards at 18 sites and has planted more than 139 various fruit trees and more than 34 blackberry brambles





Established mini-orchards



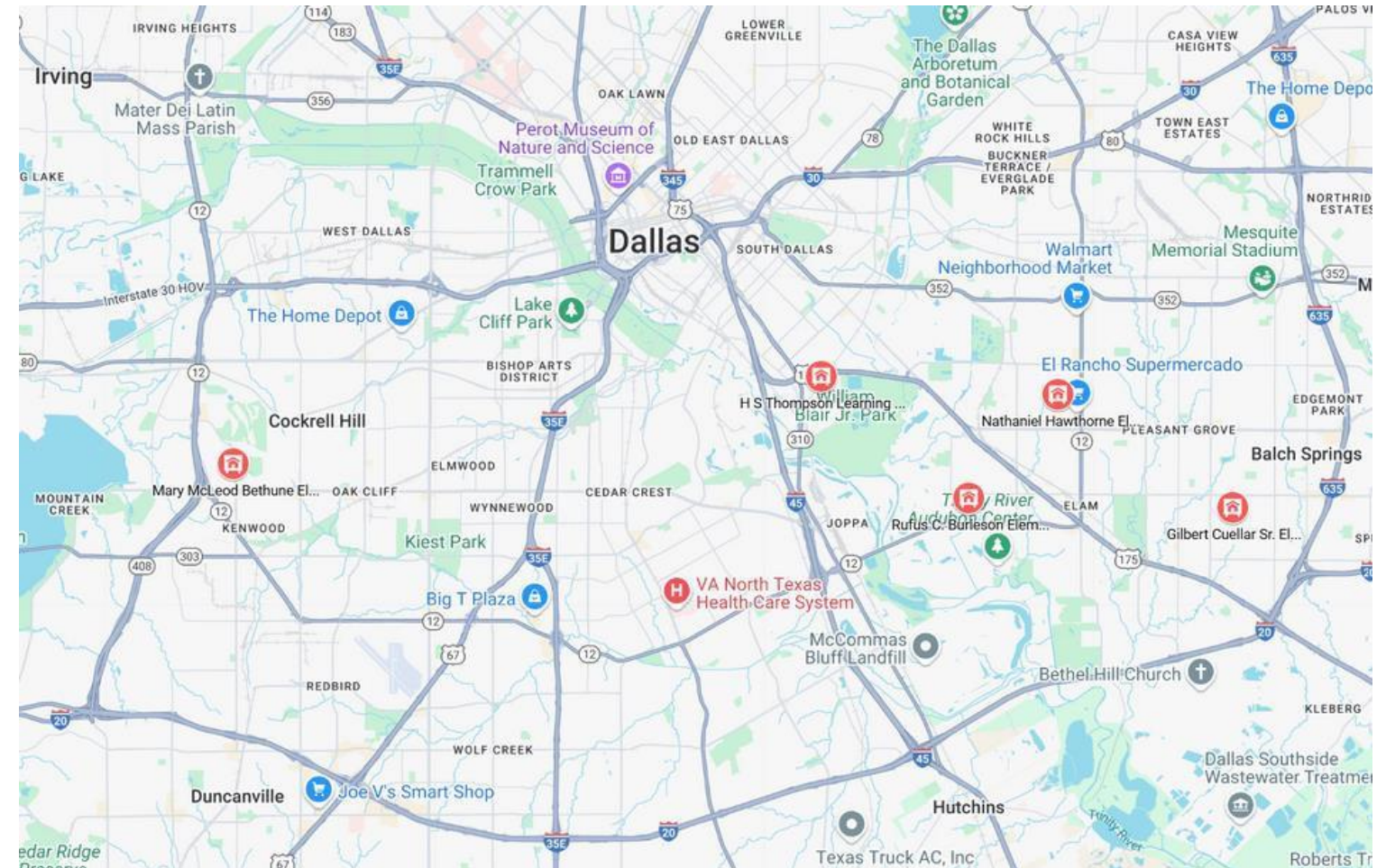
# DCHHS Farm to School Program

01.

This is a program established using a USDA grant. It aims to establish or improve school gardens located in low-income communities. The project also aims to help each school incorporate gardening and nutrition education in their lesson plans.

02

The program started in July 2024. So far, the program has identified five schools for implementation of the program. These are: Nathaniel Hawthorne Elementary, Rufus C. Burleson Elementary School, Mary McLeod Bethune Elementary, Gilbert Cuellar Sr. Elementary School, and H S Thompson Learning Center



DCHHS Farm to School Project Schools





# DCHHS-City of Dallas UAISP

01.

This is a collaborative project funded by the City of Dallas to support urban agriculture infrastructure there by improving local food production capacity. The project has made available \$99,600 dollars for the first round with a possibility of another round in 2025

02.

The selection of grant recipients has been completed. Accordingly, 14 local growers and urban agriculture operators will be receiving fundings for their infrastructure improvement projects.



**DCHHS**  
Dallas County Health and Human Services  
Healthy People Healthy Communities  
Health and Social Equity



**City of Dallas**  
Environmental  
Quality & Sustainability

**Urban Agriculture Infrastructure Support Pilot Program**  
Dallas County Health and Human Services & The City of Dallas

Grant Summary

**Objective**  
The main goal of UAISP is to strengthen the capacities of urban growers and farmers in the city of Dallas, thereby advancing food security, fostering healthier communities, and mitigating disparities within the local food system. More specifically, the grant aims to assist farmers and food growers in the planning, design, and installation of eligible infrastructures, while also streamlining the permitting process.

**Funding**  
The available amount for this pilot program grant is \$99,600 with maximum of \$10,000 per applicant.

**Eligibility**  
To be eligible for funding, individuals or establishments must fulfill the following criteria:

- a) Engage in edible farming and gardening, and/or participate in agricultural food products.
- b) Contribute to the local food system by either engaging in food production or distribution, or providing access to healthy and safe foods.
- c) Clearly demonstrate a need for funding to improve food-related infrastructure.

**Allowable Expenditures**  
Permissible costs mainly encompass expenditures associated with the planning, design, and implementation of power or water infrastructure to support the production and processing of food. Projects involved in activities falling within this scope will be considered during the application evaluation and selection process. The following are some costs that the program will reimburse:

- a) Project/infrastructure plans or designs.
- b) Urban agriculture infrastructure counseling and professional services.
- c) Utility connections to on or off-grid water systems, including drip irrigation.
- d) Utility connections for off-grid energy supporting urban agriculture.
- e) Contracted labor/installations.
- f) Greenhouses/hoop houses.
- g) Versatile high tunnels (multi-season).
- h) Cold storage/temperature control equipment.
- i) Grow light systems.
- j) Bee hives.
- k) Other expenses deemed allowable by DCHHS & the City of Dallas.



**URBAN AGRICULTURE INFRASTRUCTURE SUPPORT PILOT PROGRAM**



APPLY HERE

**GRANT OPPORTUNITY!**  
Max Reimbursement Amount:  
up to \$10,000 per applicant

**HOW TO APPLY:**  
Online or Email  
Deadline: September 2, 2024  
12 PM

**WHO IS ELIGIBLE?**  
Individual or Establishment who...

- ✓ Engages in urban agriculture in Dallas.
- ✓ Contributes to the local food system.
- ✓ Needs funds to enhance food-related infrastructure.

*Enhance food security and support healthier, equitable communities in Dallas!*

 214-819-5115  [chronic.disease@dallascounty.org](mailto:chronic.disease@dallascounty.org)





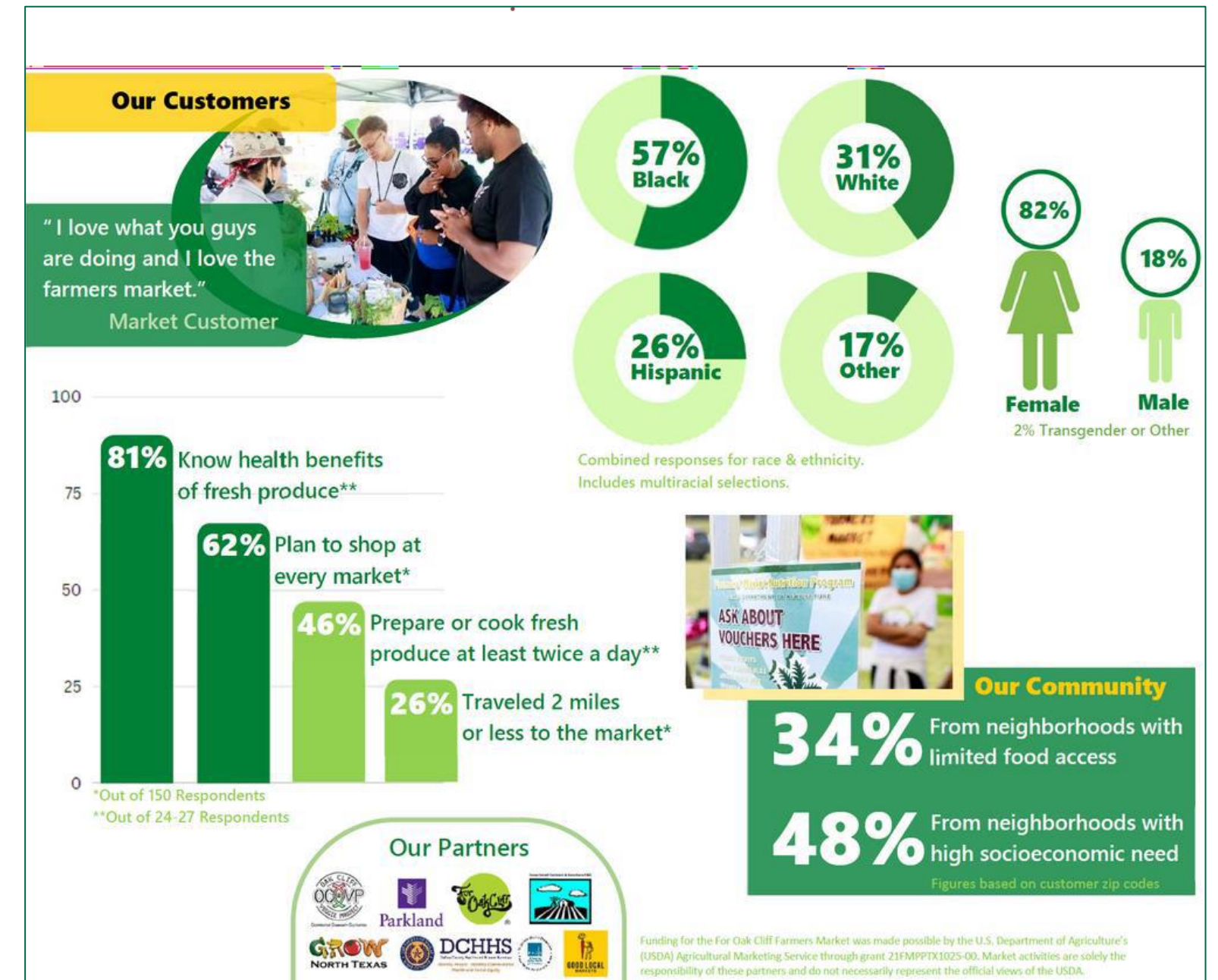
# DCHHS Farmers Market Project

01.

The program aims to establish farmers market (and farm stands in underserved areas of the County to improve access to affordable healthy food. Accordingly, through a USDA grant, DCHHS was able to establish the For Oak Cliff Farmers Market at 07 E. Ledbetter Dr. Dallas, TX 75216.

02.

As of 2024, a grand total of 4,780 customers attended the market, an average of 154 customers per market over the 31 market days offered. A total of 22 vendors participated. In addition, DCHHS partner Parkland provided over 1,100 free health screenings, including glucose, blood pressure, breast health, and STI screenings, as well as referrals for financial and social services.



For Oak Cliff Farmers Market Survey

# DCHHS Wellness on Wheels Program

01.

The program aims to establish a mobile market that offers fresh produce at affordable price to underserved communities. It also supports local gardens and growers by sourcing the produce locally. The program has been working with at least 5 local growers.

02.

Since its launch in October 2024, the DCHHS mobile market has offered a variety of locally sourced seasonal produce items through the program, making available over 500 pounds of produce to 93 Dallas County residents.



DCHHS Wellness on Wheels Mobile Market





# SNAP Enrollment & Promotion

01.

DCHHS provides SNAP eligibility check up and enrollment services. In addition, DCHHS is planning to implement Double up Food Bucks program through its Wellness on Wheels program.

02.

DCHHS, through its Welfare division, enrolls on average about 400 eligible residents to the SNAP program annually.



Food demo & SNAP Enrollment by DCHHS staff at the For Oak Cliff Farmers Market



# Edible Gardening Training Program

01.

This is a collaborative program with Texas A&M Agrilife Dallas County Extension Office. It aims to educate residents of Dallas County in essentials of urban gardening. Topics covered through a series of classes and hands on training include Soil & irrigation, Veggie 101, Fruits 101, IPM, and Harvesting and Marketing.

02.

Since the program started in 2022, DCHHS has trained more than a 100 residents. In addition, DCHHS, in collaboration with Agrilife, provided scholarships to 5 residents from underserved communities to become Master Gardeners.



DCHHS Edible Gardening Training



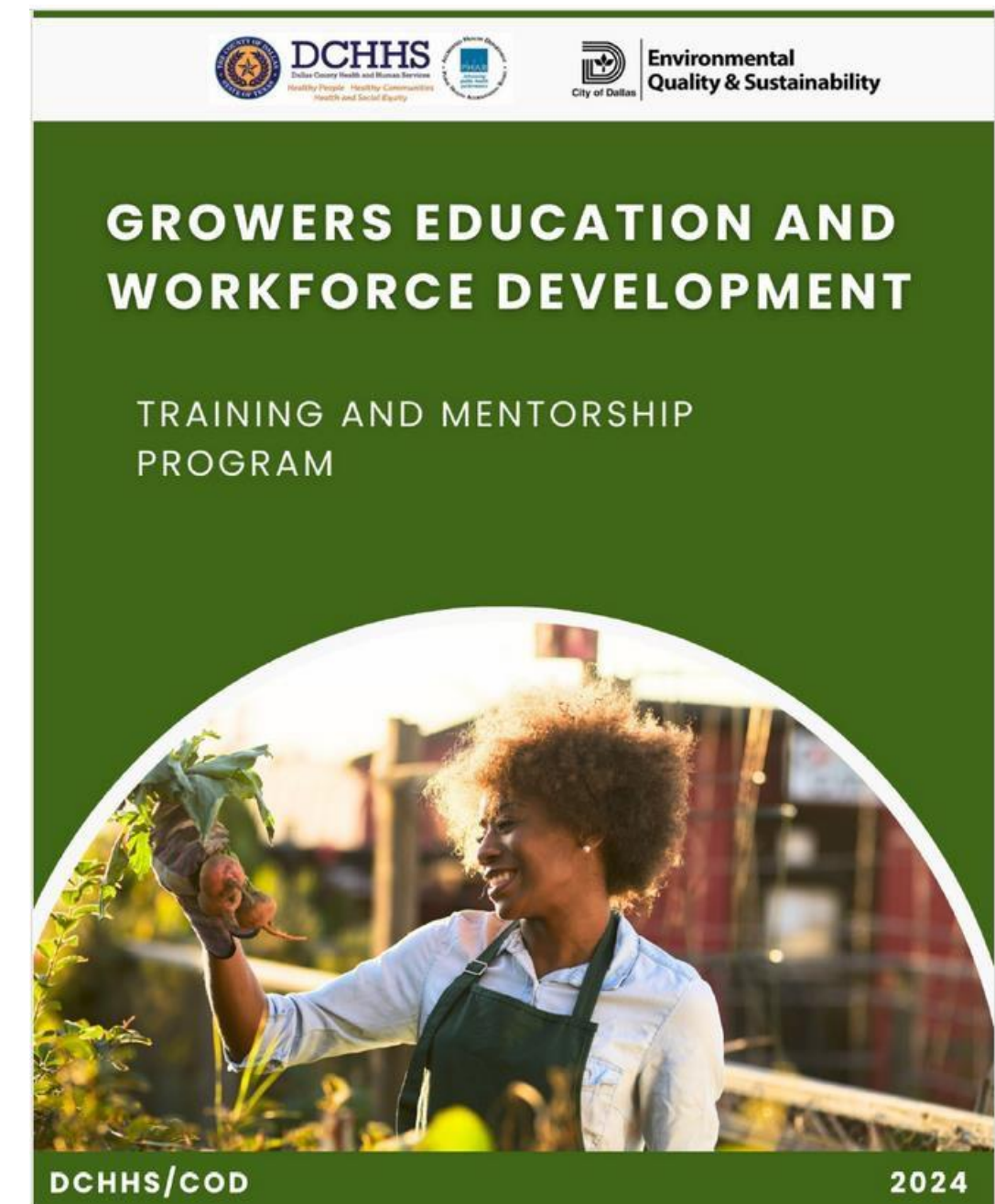
# DCHHS GEWD Program

01.

GEWD is a collaborative program with the City of Dallas. The program aims to bolster the urban agriculture workforce in the Dallas area by providing hands-on training in various aspects, including efficient gardening techniques, food safety protocols, agribusiness models, conservation of natural resources, and understanding consumer food markets.

02.

The program grant in the amount of \$49,800 was provided by the City of Dallas. The DCHHS has currently completed 5 local urban Agriculture Operation sites to serve as an internship location for at least 12 residents to receive a 12-week hands on training.







# Food & Nutrition Education

01.

DCHHS has implemented more than 11 evidence-based SNAP-ED programs including: ① Eat Smart, Live Strong ② Just Say Yes to Fruits and Vegetables ③ Cooking Matters at Home ④ Cooking Matters at the Store ⑤ Healthy For Life ⑥ Heart Smarts ⑦ 10 Tips for Adults ⑧ Coordinated Approaches to Child Health (CATCH) Go for Health ⑨ Do Well, Be Well with Diabetes ⑩ Do Well, Be Well with Hypertension ⑪ Cooking Well With Diabetes

02.

The DCHHS Food and Nutrition Program provided more than 474 nutrition classes since 2021. More than 9,400 residents participated in this classes. To date, the DCHHS Chronic Disease Division has distributed 4,307 Simply Delicious healthy& affordable recipe cookbooks. The division also conducted more than 100 cooking demonstrations in 2024 and 2025.



Nutrition classes & Cooking demo

# Program Delivery and Impacts Summary

## EFFORTS



- Increase Availability/Production:
  - Community garden grant program
  - Urban mini-orchards project
  - Farm to School program
  - Urban Agriculture Infrastructure Support Pilot Program (UAISP)
  - People's Garden Initiative
- Increase Access:
  - Farmers Market Project
  - Farm Stands
  - Wellness on Wheels Mobile Market
  - SNAP Enrollment and Promotion
- Education and Training
  - Nutrition Classes
  - Cooking Demonstrations
  - Nutrition Counseling
  - Nutrition Outreach Events
  - Menu Modification Program and Toolkit
  - Healthy recipe cookbook
  - Growers Education and Workforce Development Program



## IMPACTS

- 41 Gardens assisted with over 150k in funding provided
- 18 Mini-orchards, 139 fruit trees, 34 blackberry brambles
- 5 School garden to be established or improved
- 14 Growers/Gardens will improve infrastructure, \$99,800k in grants
- 1 Farmers Market and 1 Mobile Market established
- More than 400 SNAP enrollments
- SNAP Double up Food Bucks program to be established
- 474 Nutrition classes conducted
- 9,400 program participants
- >100 cooking demonstrations (2024-2025)
- Menu revisions for 4 Early Childhood Centers
- Menu modification Toolkit developed 18 distributed
- 4,307 Healthy recipe cookbooks distributed
- >100 residents training in gardening
- 5 Master Gardeners





# Thank you very much!

(214) 819-2000

<https://www.dallascounty.org/departments/dchhs/>







# City of Dallas

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

## Agenda Information Sheet

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**File #:** 25-1251A

**Item #:** B.

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Closing Disparities: Department Progress Measures Update Core Portfolio

[Hai Tran, Interim Director, Office of Equity and Inclusion; John Johnson, Director, Facilities and Real Estate Management; Vincent Olsen, Interim Director, Equipment and Fleet Management; Tanisha Dorsey, Interim Director, Information and Technology Services; Juanita Ortiz, Interim Director, Procurement Services; Jarred Davis, Director, Civil Service]



# **Closing Disparities: Department Progress Measures Update - CORE**

**Workforce, Education and  
Equity Committee  
April 14, 2025**

The logo of the City of Dallas, featuring a stylized 'D' with a three-leaf plant inside, set against a dark blue background with a subtle diagonal line pattern.

**City of Dallas**

Hai Tran, Director (I), Office of Equity and Inclusion  
Brian Thompson, Assistant Director, Facilities and Real Estate Management  
Vincent Olsen, Director, Equipment & Fleet Management  
Tanishia Dorsey (I), CIO, Information & Technology Services  
Juanita Ortiz, Director, Procurement Services  
Jarred Davis, Director, Civil Service

# Overview



## Leveraging Data, Engagement and Collaboration

### Core Portfolio

- Departments in the Core Portfolio
- Mapping REP Funding

### Department Updates

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

### Next Steps

- Engagement





# Analytical Rigor & Data Driven Execution



## 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)**.



**Decision-Making with Disaggregated Data:** The Racial Equity Plan emphasizes using **collaboration** and **disaggregated data** to inform decision-making, ensuring policies address specific needs of historically disadvantaged communities while avoiding unintended consequences



**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**.

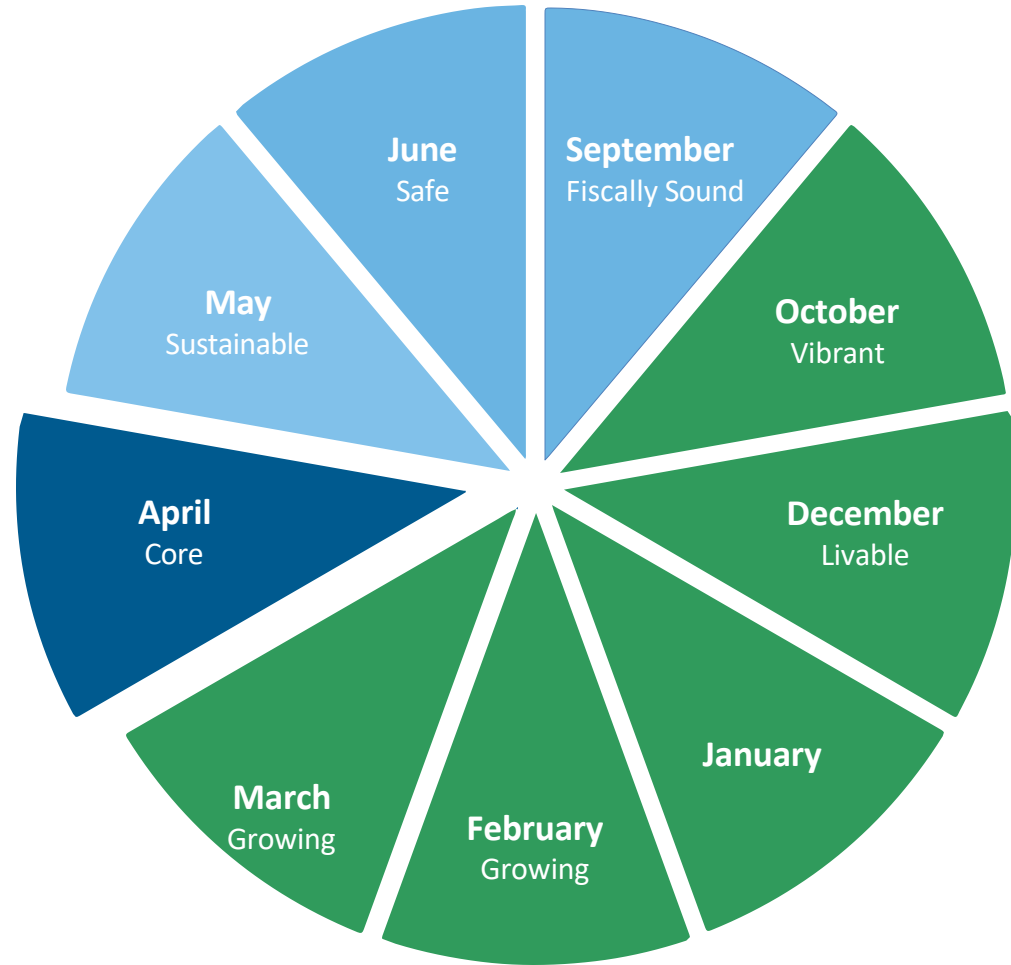




# Core Portfolio



- Facilities and Real Estate Management
- Equipment & Fleet Management
- Information & Technology Services
- Procurement Services
- Civil Service



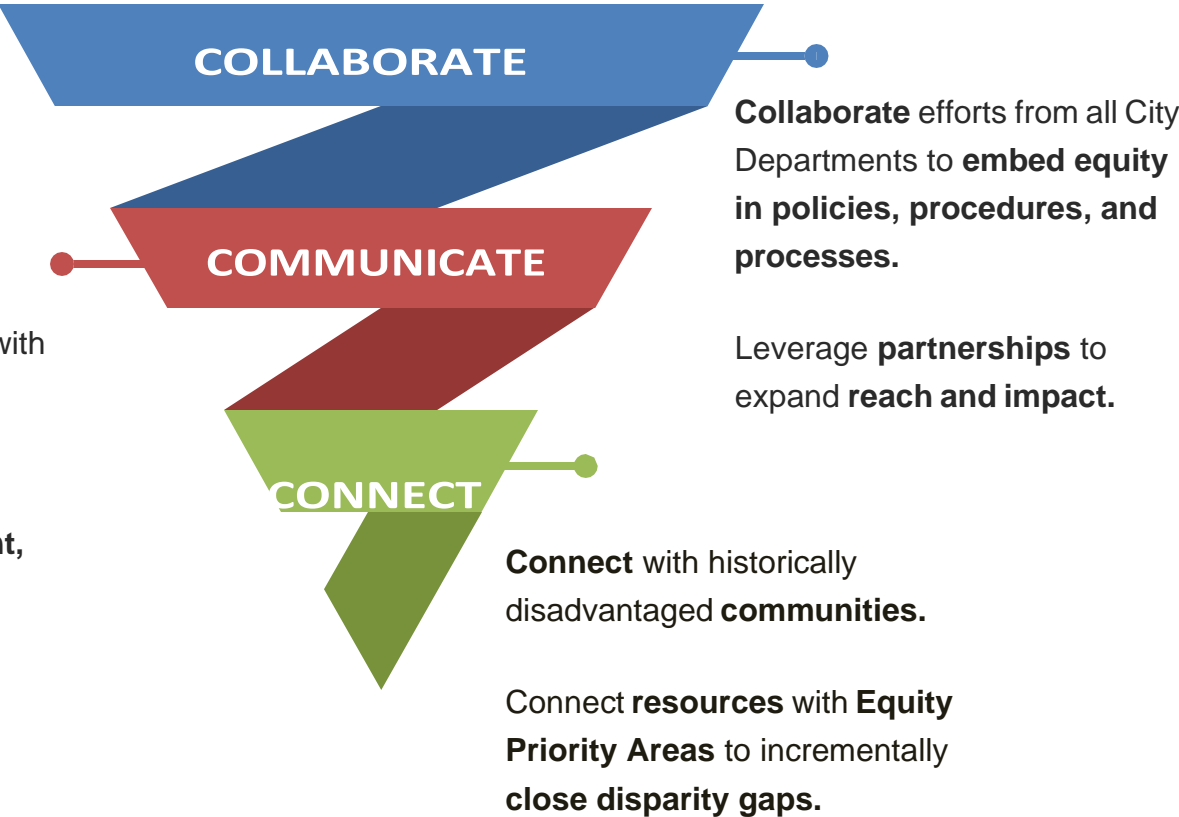




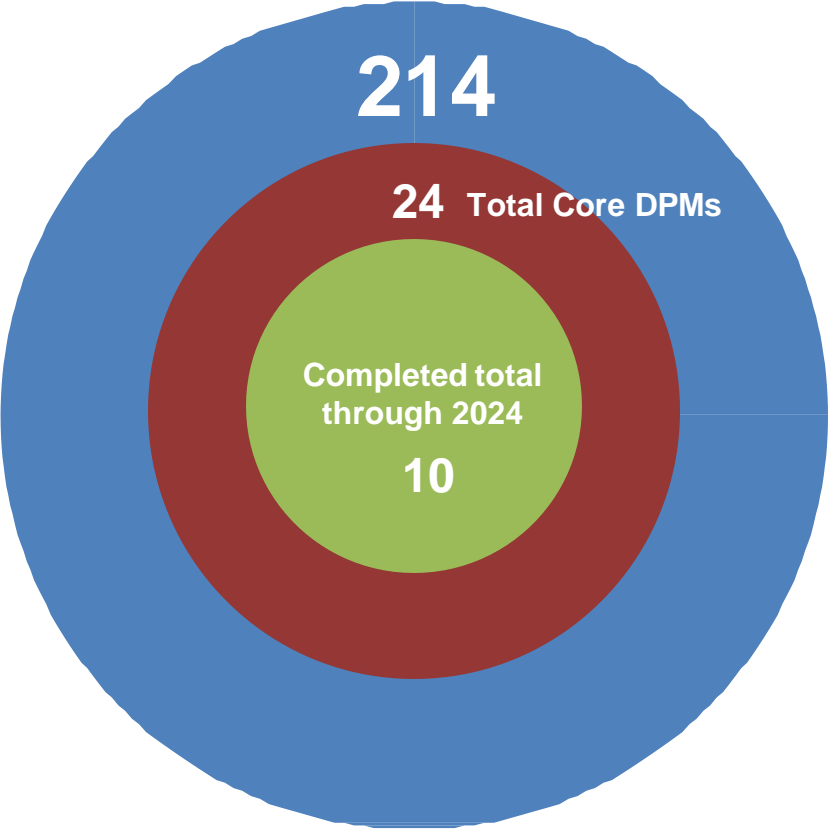
# Service First, Now!



## Empathy, Ethics, Excellence, Engagement, and Equity



Total DPMs in the REP





# Facilities and Real Estate Management



**Aeramax Air Purifier  
Installations**



**Upgraded HVAC System  
Filtration (MERV 11 or  
higher)**



**UNT Work Force Career  
Fair**





# Facilities and Real Estate Management



## 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
*Improve the indoor air quality at City buildings in equity priority areas with high asthma rates by updating HVAC systems and/or related air distribution components in an additional 30 buildings by October 2026.[Ei 52]	Completed September 30, 2024 	In fiscal years 2023 and 2024, Facilities & Real Estate Management (previously Building Services Department) completed air quality upgrades in 35 buildings by upgrading HVAC system air filtration from low MERV standards (8) to higher MERV 11 or higher air filters or through the installation of ultraviolet (UV) air filtration in replacement HVAC systems. Project cost: \$449,136
Improve indoor air quality at City buildings in equity priority areas by installing air purification systems in 15 buildings by 2024. [\$] [Ei 52]	Completed September 30, 2024 	As of September 30, 2024, Facilities & Real Estate Management (FRM) has installed 135 air purification units in city-owned, public facing facilities located within REP identified zip codes: 23 Buildings (135 air purification units - \$759,240) Additionally, FRM has installed these units in additional city-owned facilities, totaling 321 units in 106 city facilities. Project cost: \$1,689,000
*FRM will provide a living wage and on-the-job training opportunities to individuals from historically disadvantaged groups by increasing the number of FRM employees hired through the City's FreshStart program to 10 employees by 2026. [Ei 5]	In Progress	As of March 30, 2025, FRM has hired 7 of 10 FreshStart employees, with 5 of 7 still employed (71% retention). 3 of the 5 remaining employees will reach their 3rd anniversary with the City of Dallas in 2025.  FRM continues to actively recruit candidates through the City's FreshStart program, participating in workforce hiring events when available.



\* Modified measures

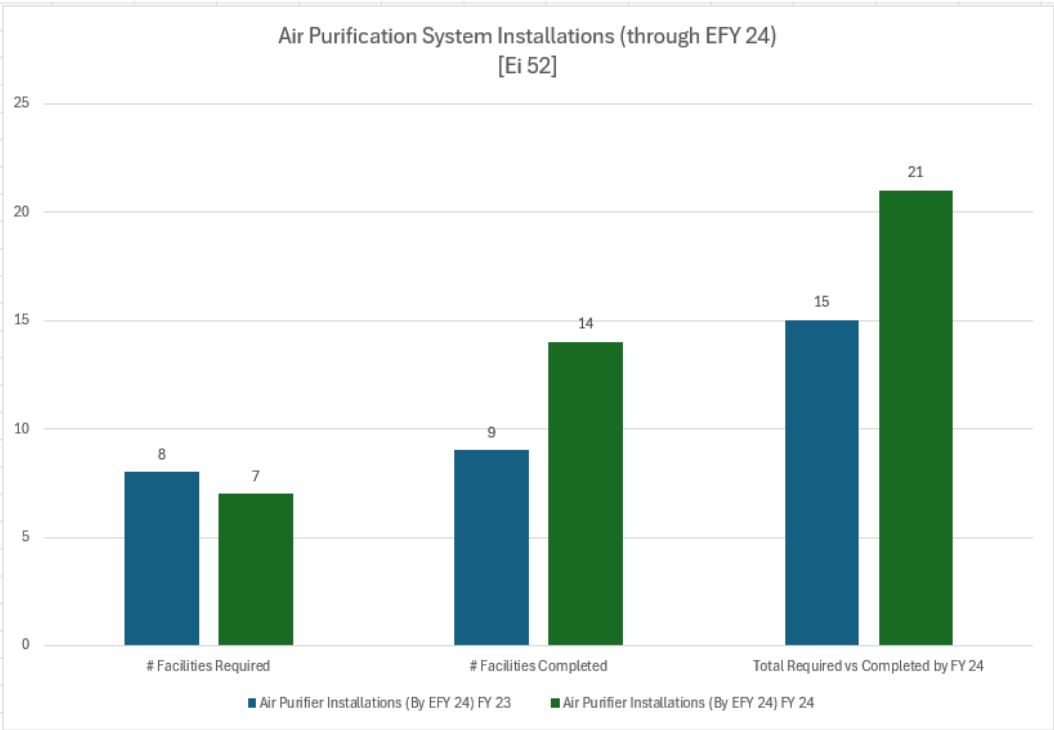
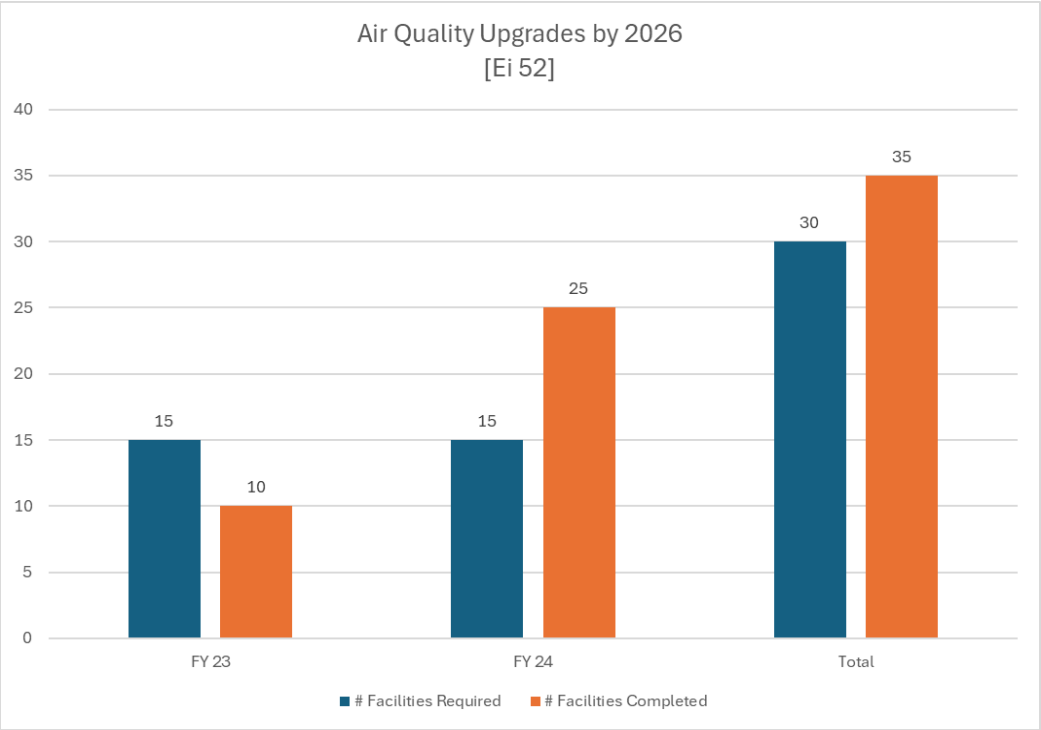


# Facilities and Real Estate Management



## 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.



\* Modified measures



# What's Next: Facilities and Real Estate Management



## Department Progress Measures

- **Community Engagement:** Racial Equity Plan
- **Data:** Equity Indicators Report, Equity Impact Assessment Tool, etc.
- **Actionable Next Step:** Perform continuous monitoring of installed systems to ensure reliability and performance.

## Beyond Department Progress Measures

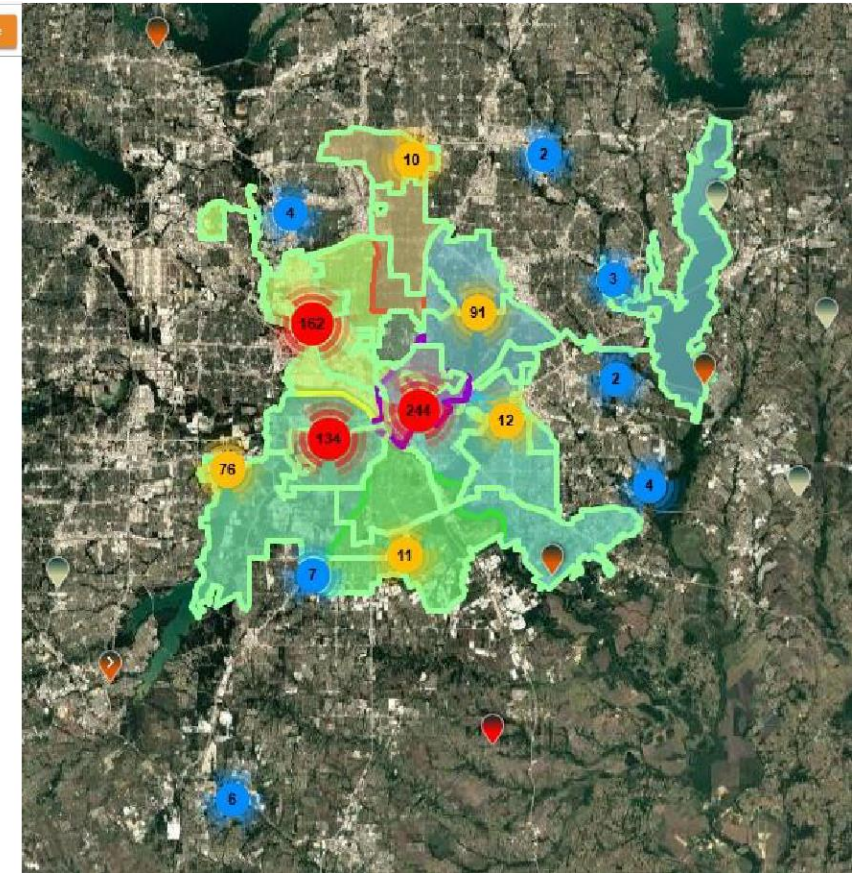
- As FRM has completed the performance measures developed for the period required by the Racial Equity Plan, FRM has no measures beyond the accomplishments noted.



# Equipment & Fleet Management



**Recruit, Train and Retain**



**Ensure Equitable Resource Availability**










# Equipment and Fleet Management



## Equity Indicator 9: Median Household Income

Department Progress Measures	Status/ Completion Date	Outcome
Promote no greater than 15% difference for on-time preventative maintenance by service area.	Completed 10/01/2024 	This metric increases the likelihood of unit availability around the city so departments can meet the needs of the citizens.
Use EFM's positions on various Advisory Boards of Automotive and Diesel Technology vocational schools (UTI, TSTC, Dallas College, Lincoln Tech) to enhance the diversity of recruiting students from historically disadvantaged communities.	Completed 10/01/2025 	Currently Gordon Rogers (Manager) sits on advisory board for Cedar Valley College, Eastfield College and Lincoln Tech College. Vincent Olsen (Director) sits on Fleet Advisory board for American Public Works Association as well as Cedar Valley College.
Develop credible supplier/vendor list comprised of businesses from historically disadvantaged communities that provide services to fleet management organizations with the purpose to share this database with the Office of Procurement Services to enhance outreach and entrepreneurial opportunity in equity priority areas.	Completed 10/01/2024 	At least 2 Historically Underutilized Businesses (HUBs) must be contacted for contracts (informal solicitations) with a proposed expenditure of more than \$3,000 but less than \$50,000. HUBs must be contacted on a rotating basis as a part of the three informal price quotations to be solicited. Disadvantaged businesses shall be taken from the list supplied by the State Comptroller's Office. The EFM Procurement Team handles all informal requisitions for the department and adheres to the HUB requirement for each purchase. Master Agreement contracts do not apply to the HUB requirement.



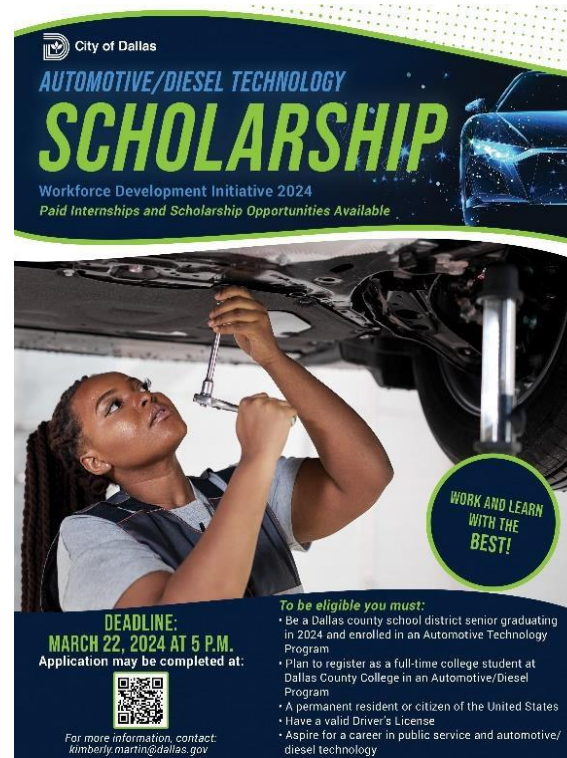
# Equipment and Fleet Management



## Diversity at work!



Deanna Carrizales, Central Service Center



EFM's Workforce Development Initiative



Careers on Wheels (Stemmons Elementary School)



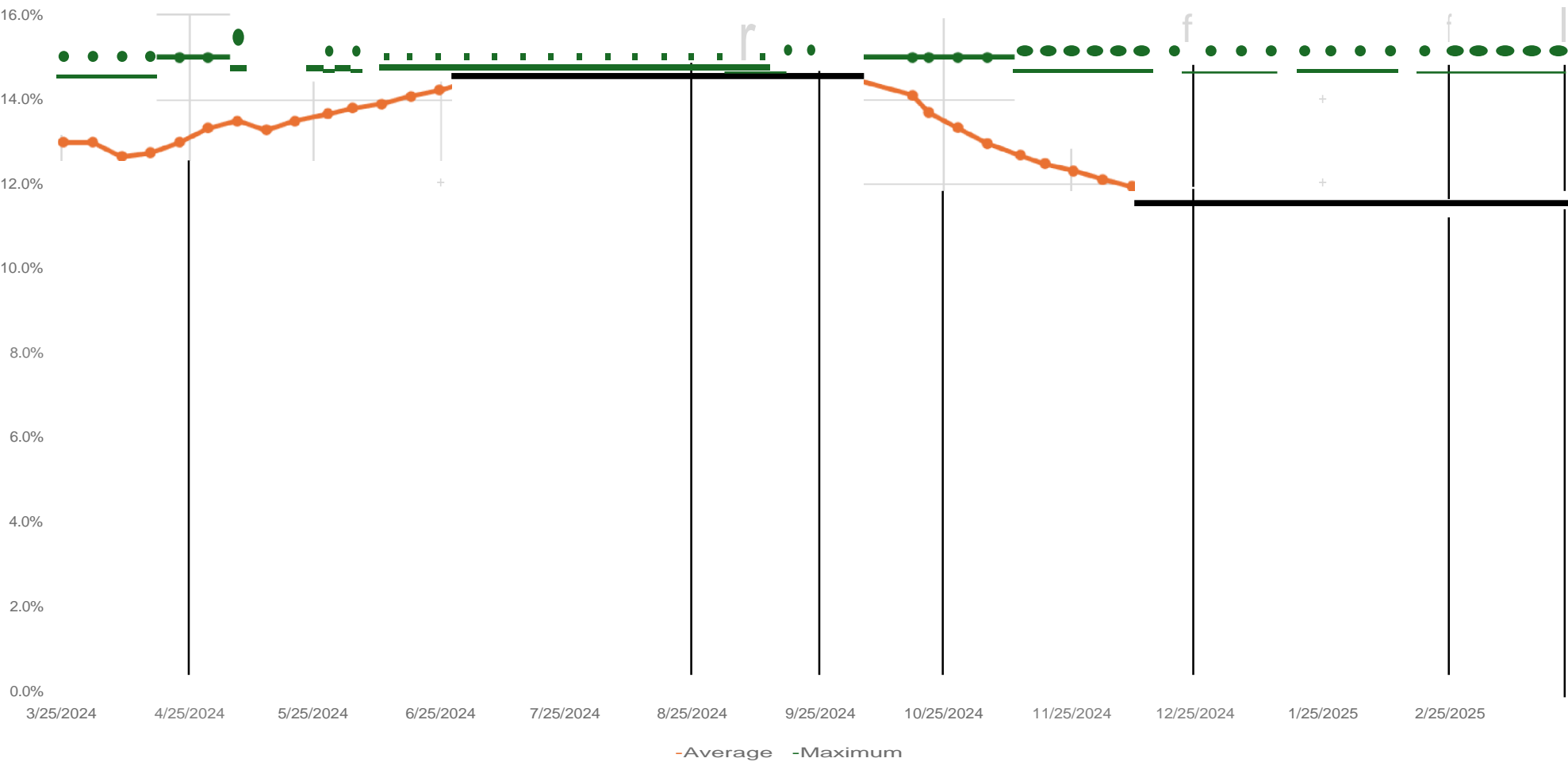
S. Garland High School P-TECH Career Fair



# Equipment and Fleet Management



Variance in PM Compliance by Service Center (Long Run Average)





# What's Next: Equipment & Fleet Management



## Department Progress Measures

- **Community Engagement:** Ensuring equitable asset availability through preventative maintenance and department support for equity of service
- **Data:** Monitor and ensure PM Compliance variance is no more than 15% between service centers
- **Actionable Next Step:** Continue to monitor and adjust as needed.

## Beyond Department Progress Measures

- **PM Compliance Variance:** Ensuring that service centers provide support to departments in an equitable manner increases the odds that citizens receive support services.

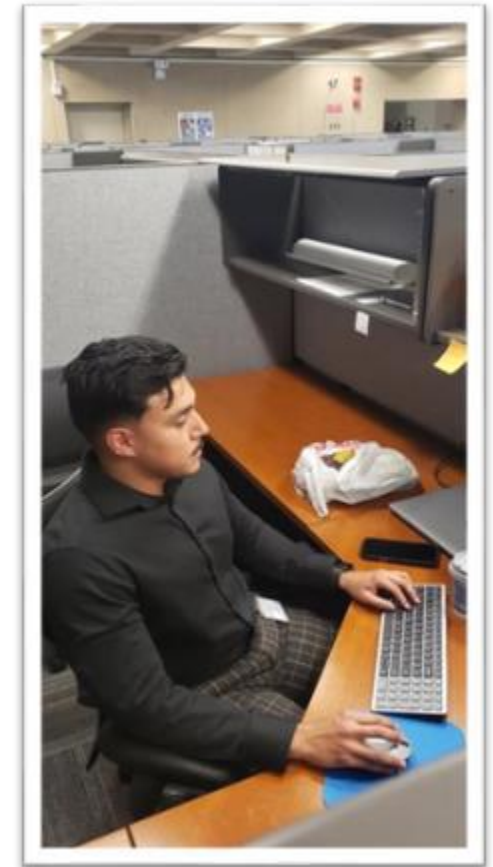
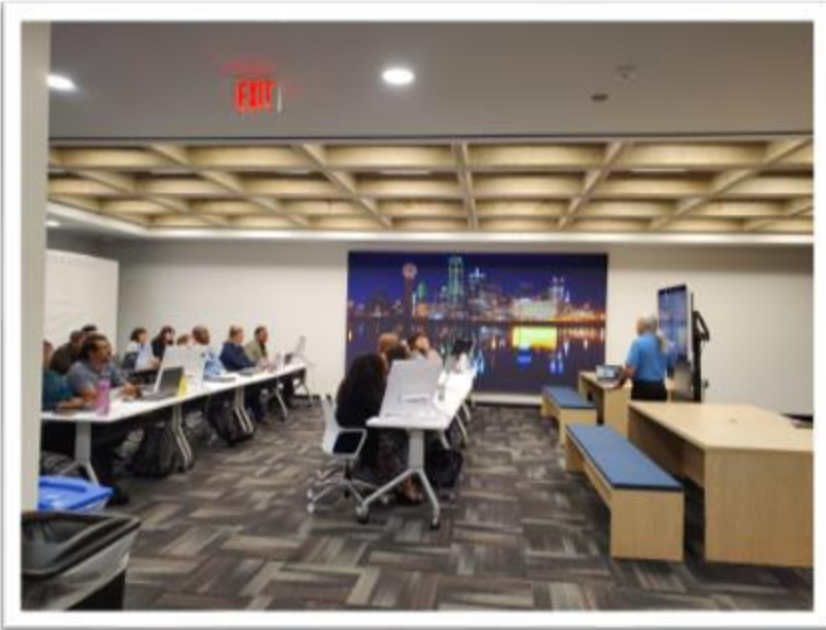


# Information & Technology Services

**Design Sessions in Innovation Lab**

**PTECH Industry Partner**

**Cybersecurity  
Internship**




# Information & Technology Services



## 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

Department Progress Measures	Status/ Completion Date	Outcome
By December 2023, upgrade the City's existing financial system to support all departments which manage invoices and payments to vendors. The upgrade will automate the accounts payable process improving accuracy and efficiency. [\$] [BMS, CCO] [Ei 2,39]	Completed October 13, 2024 	Financial system upgrade completed in October 2024 which increased transparency into the Accounts Payable payment flow. Additional enhancements are planned to include electronic invoicing to speed intake, processing, and payments to vendors.
Redesign the City's website by December 2023 to include enhancements to the style guide for more user-friendly designs and site-wide accessibility and language access improvements to ensure equitable access to resources and information. A comprehensive website audit is underway to analyze content, components, and features. [\$] [Ei 39]	In Progress April 30, 2026	60% of web pages on City Internet domain complies with Americans with Disabilities (ADA) web accessibility guidelines. Sites are standardized and monitored for ongoing compliance. City websites offer multiple language translations.



# What's Next: Information & Technology Services



## Department Progress Measures

- **Community Engagement:** Continued collaboration with the P-TECH program and colleges/universities, providing students with hands-on learning opportunities and mentorship.
- **Data:** Increased student participation in ITS initiatives and expanded internship opportunities, with 20% more students engaged.
- **Actionable Next Step:** Enhance internship structures to provide year-round engagement, formalize mentorship components, and develop metrics to track long-term student success within the department.

## Beyond Department Progress Measures

Developing a **Tech Career Exploration Program** to introduce K-12 students to technology career opportunities within the City of Dallas.

This initiative will provide interactive sessions where students can explore various ITS roles. City staff will engage directly with students, sharing insights into their careers and guiding them through real-world tech applications.

By fostering early exposure to IT careers in City service, this program aims to build a future pipeline of tech talent while strengthening community engagement in STEM fields.





# Procurement Services



Outreach Events

Dallas Accelerator Program

Community Engagement








# Procurement Services



## Equity Indicator 2: Business Ownership

Business ownership provides opportunities for residents to overcome barriers to the traditional labor force and increase their earnings. Personal wealth, access to capital, entrepreneurial skills, and educational attainment may be factors that limit success in this indicator.

Department Progress Measures	Status/ Completion Date	Outcome
*Increase the amount or percentage of large contracts broken down to smaller contracts targeting M/WBE from 0 to 15 by 2023 [Baseline data to be established]. [Ei 2, 12]	Completed April 2025 	While this goal was originally established by the Small Business Center (SBC) prior to its transition to the Business Enterprise Hub (BEH) within the Office of Procurement Services (OPS), OPS continues to employ several strategies to support it. OPS publishes a Quarterly Procurement Plan that outlines upcoming solicitations and subcontracting opportunities. When feasible, OPS also structures awards by group to break larger contracts into smaller, more accessible opportunities.
Increase procurement educational training in equity priority areas from 0 to 4 annually by May 2024 (0-2 annually by May 2022 and 2 to 4 annually by May 2023). [\$] [Ei 1, 2, 39]	Completed October 2024 	In FY 2024, OPS conducted five procurement education trainings focused on equity priority areas. Through partnerships with local chambers of commerce and contractor associations, OPS staff delivered sessions including <i>Meet the Purchasers</i> , <i>DBE Forum</i> , <i>Delegation</i> , the <i>Business University Program</i> , and <i>Building Capacity</i> .
*Annually track how many MWBE subcontractors transition to become Primes in the City of Dallas on an annual basis. [Ei 2,6,7]	Completed May 2023 	This goal was originally established by the SBC prior to its transition to BEH. The Dallas Accelerator Program (DAP) contains performance metrics to track the number of M/WBE subcontractors that transition to prime contractors.

\*Previously Small Business Center







## Equity Indicator 2: Business Ownership

Business ownership provides opportunities for residents to overcome barriers to the traditional labor force and increase their earnings. Personal wealth, access to capital, entrepreneurial skills, and educational attainment may be factors that limit success in this indicator.

Department Progress Measures	Status/ Completion Date	Outcome
*By 2024, breakdown and publish the percentages within the City's M/WBE Categories. [Ei 1,6,7]	Completed December 2023 	While this measure was originally established by the SBC—now the BEH within OPS—OPS currently publishes the M/WBE Participation Memo for each City Council agenda. This memo identifies the number of agenda items that received an M/WBE review and details the M/WBE participation for each item by category.
*Increase the number of M/WBE businesses engaged in the Mentor/Protege program from 10 to 20 by December 2024. [Ei 4,5,6,7]	Completed July 2024 	The 2024 Mentor Protégé Program (MPP) was launched to foster partnerships between local M/WBEs and Prime Contractors. Established by the SBC, the program successfully matched 21 M/WBEs with mentors in 2024, offering one-on-one mentoring relationships and targeted training. Following the realignment of the SBC under OPS, the MPP will now be integrated into the Dallas Accelerator Program.

\*Previously Small Business Center



# What's Next: Procurement Services



## Department Progress Measures

- **Community Engagement:** Support the Dallas Accelerator Program (DAP). DAP is designed to provide businesses with access to comprehensive support, including business development, capacity building, marketing, sales, financial resources, and leadership training.
- **Data:** 26 DAP graduates in 2024; graduates saw a 29% average increase in revenue
- **Actionable Next Step:** Solicitation underway for new service provider(s)

## Beyond Department Progress Measures

- The newly formed Business Enterprise Hub will continue to provide support to minority and women business enterprises and explore new ways to support other underrepresented groups.





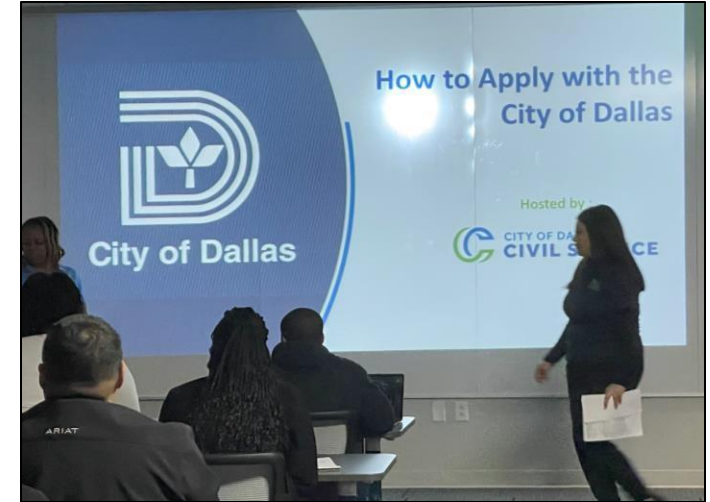
# Civil Service



Dallas Police Department Promotional Exam



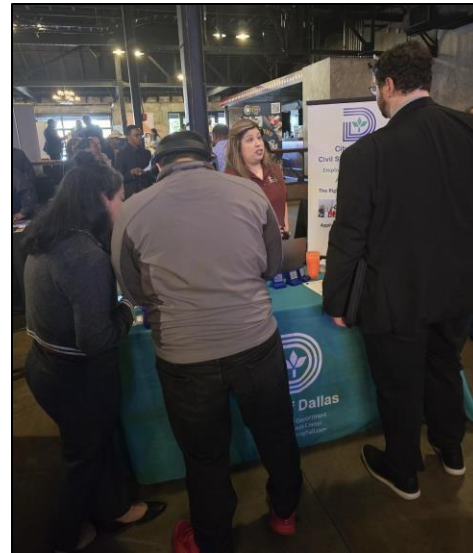
Hiring Red, White & You Veterans Job Fair



Job Applicant Training and Outreach Session



DISD Dr. Emmett J. Conrad Career Day



Dallas County Job Fair





## Equity Indicator 5: Unemployment

Employment allows individuals to participate in the economy and reduces the likelihood of living in poverty. The unemployment rate captures adults who are looking for work but not working.

Department Progress Measures	Status/ Completion Date	Outcome
By July 2023, complete a clear and expansive recruitment and promotion review process that identifies the top 5 employment and promotional opportunity barriers within uniform positions in the City of Dallas. [DPD, DFR] [Ei 9]	In progress	The implementation of our new Human Resources Information System (Workday) has greatly enhanced the Department's ability to begin gathering and reviewing hiring and promotional data. This data will be assistive in identifying opportunity barriers within uniform positions.
By July 2023, complete a clear and expansive recruitment and promotion review process that identifies the top 5 employment and promotional opportunity barriers within civil service positions in the City of Dallas. [All Depts] [Ei 6, 9]	In progress	The implementation of our new Human Resources Information System (Workday) has greatly enhanced the Department's ability to begin gathering and reviewing hiring and promotional data. This data will be assistive in identifying opportunity barriers within civilian positions.





## Equity Indicator 5: Unemployment

Employment allows individuals to participate in the economy and reduces the likelihood of living in poverty. The unemployment rate captures adults who are looking for work but not working.

Department Progress Measures	Status/ Completion Date	Outcome
By December 2023, establish an Equity Recruitment Exchange to increase the number of cross-departmental meetings to streamline and bolster marketing and outreach efforts to historically disadvantaged communities from 0 to 4 annually. [\$] [All Depts] [Ei 9]	In progress	This progress measure has not been formally launched However, over the last two years the Civil Service Department, in conjunction with Human Resources and Marketing has been collaborating to identify marketing and outreach needs for all hiring and recruitment need at the City of Dallas. I anticipate this exchange taking full form following the roll out of our recruitment marketing and outreach strategy.
By FY23-24, recommend an equitable and inclusive hiring and recruitment policy that includes learnings and feedback from staff equity surveys and employment barriers assessment, in compliance with applicable employment laws. [✓ ] [All Depts] [Ei 5]	Not Started	This progress measure has not been formally launched yet.



# What's Next: Civil Service



## Department Progress Measures

- **Community Engagement:** Racial Equity Plan
- **Data:** Equity Indicators Report, HRIS Hiring and Promotional Data, Peer Agency Hiring and Qualifications Benchmarks.
- **Actionable Next Step:** Perform continuous monitoring of programs, initiatives, and policies.

## Beyond Department Progress Measures

- **To further advance departmental measures the Civil Service team will:**
  - Continue gathering and analyzing internal current employee, hiring and promotional data.
  - Collaborate with key departments to identify critical positions and hiring targets.
  - Establish our "Recruitment Exchange" to share best practices and strategies for diversity, efficient hiring practices.





# BIG AUDACIOUS GOALS (BAGs)



## How the Core Team Drives Key Big Audacious Goals



### Economic, Workforce, Community Development

Increase **procurement accessibility** by building a pipeline of diverse contractors, vendors, and suppliers.  
Provide **re-entry** resources for justice-impacted individuals.  
Implement **future of work** initiatives and Workforce Dallas efforts in equity priority areas.



### Infrastructure

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



### Environmental Justice

Quantify **environmental impacts** in disadvantaged communities.  
Improve **air and water quality** in equity priority areas.



### Housing

Address properties with **environmental rehabilitation** challenges.  
Integrate **solar panels**, **electric vehicle** infrastructure, and **energy** efficiency in housing.





# **Closing Disparities: Department Progress Measures Update - CORE**



**City of Dallas**

## **Workforce, Education and Equity Committee April 14, 2025**

Hai Tran, Director (I), Office of Equity and Inclusion  
Brian Thompson, Assistant Director, Facilities and Real Estate Management  
Vincent Olsen, Director, Equipment & Fleet Management  
Tanishia Dorsey (I), CIO, Information & Technology Services  
Juanita Ortiz, Director, Procurement Services  
Jarred Davis, Director, Civil Service

# Appendix: Department Progress Measures



Department	Department Progress Measures	Status/ Completion Date	Outcome
Equipment and Fleet Management	Seek female diversity by increasing inclusive pool of candidates for technicians hired by the Equipment and Fleet Department by 5% annually thru December 2025 by enhancing the recruitment via the temp-to-hire program. [CVS, HR] [Ei 9]	Anticipated target met or exceed 4//2026	According to US Department of Labor Statistics ( <i>Bus and truck mechanics and diesel engine specialists</i> ) there are a total of 334,000 employed in the U.S. of which females account for 2.8% of the workforce. Currently Equipment and Fleet Management employs 1.6% of its mechanical staff as female and has additional candidates in the hiring process which would bring our percentage to 2.4% closing in on the national average. Ongoing recruitment events at colleges and trade schools as well temporary employment services will help us achieve our goals.
Information and Technology Services	Host or participate in 5 events targeting students from historically disadvantaged communities through IT initiatives, P-TECH and Innovation Lab. [Ei 39]	Anticipated target exceeded May 2025	Initiatives through P-TECH program: <ul style="list-style-type: none"> <li>• Participated in Career Day in Nov 2024</li> <li>• Facilitated monthly mentoring sessions</li> <li>• Hosted mock interviews each semester</li> <li>• Attended quarterly steering committee meetings</li> <li>• Met with Texas Education Agency on industry partner relationships and IT curriculum</li> </ul>



# Appendix: Department Progress Measures



Department	Department Progress Measures	Status/ Completion Date	Outcome
Information and Technology Services	Boost and extend free public Wi-Fi at all Park and Recreation facilities. Complete expansion of free public Wi-Fi at 11 facilities located in equity priority areas where 6 of the top 10 zip codes with the highest percentage of households without internet. [\$] [PKR] [Ei 29]	In Progress May 2025	75 sites completed with 200 wireless access points deployed. 1 remaining site in progress.
Procurement Services	Increase the opportunity for M/WBE firms to submit a proposal or bid where the City's M/WBE program does not apply by October 2027. (Except construction contracts, not handled by OPS) [Ei 2]	In Progress October 2027	OPS publishes a Procurement Forecast on a quarterly basis, providing advance notice of upcoming contracting opportunities, allowing all vendors—including M/WBE firms not covered under the City's formal M/WBE program—to better prepare and participate in the bidding process.
Small Business Center	Increase spending by 25% with M/WBE subcontractors in accordance with the city's Business and Inclusion Development plan. [Ei 2,6,7]	In Progress	In FY 2024 the Percentage of dollars spent with local M/WBE businesses exceeded the 70.0% target at 78.0%. In August 2024, M/WBE compliance was realigned to OPS, in the newly formed Business Enterprise Hub, with the goal of increasing compliance and building capacity.
Civil Service	Expand recruiting efforts to increase the diversity of candidates for city employment. (historically disadvantaged communities). [HR] [Ei 9]	In progress	To support this measure, the Department has successfully participated in 10 target recruitment and outreach events designed to expand the diversity of candidate pools.
Civil Service	Seek diversity by increasing inclusive pool of candidates by December 2027. [Baseline to be established] [All Depts] [Ei 9]	Not Started	This progress measure has not been formally launched yet.





# City of Dallas

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

## Agenda Information Sheet

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**File #:** 25-1253A

**Item #:** C.

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Updates on Community Development Block Grant (CDBG) Childcare Program  
[Jessica Galleshaw, Director, Office of Community Care and Empowerment; Holly Holt, Assistant Director, Office of Community Care and Empowerment]



# Memorandum



CITY OF DALLAS

DATE April 11, 2025

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

SUBJECT **Update on Community Development Block Grant (CDBG) Childcare Program**

This memo provides an update on Community Development Block Grant (CDBG) Childcare Programming administered by the Office of Community Care and Empowerment (OCCE) and will highlight recent progress and current activities. OCCE is administering childcare programming through CDBG under 3 programmatic areas: (1) ECOSTS Subsidy; (2) ECOSTS Homeless and Special Needs Children; and (3) Drivers of Poverty Childcare Program.

## **ECOSTS – Subsidy and Special Needs**

The Early Childhood and Out-of-School Time Services (ECOSTS) Program assist low-to-moderate-income families by providing financial assistance by way of subsidies payment to their childcare provider and contracting with two nonprofit agencies to provide childcare assistance to children who are experiencing homelessness and children with special needs. This program promotes stability to low-to-moderate-income families who falls within these two components:

1. ECOSTS Subsidy
2. ECOSTS Homeless/Special Needs

For the ECOSTS Subsidy Program, parents must be working or attending school, living in the City of Dallas, and fall within the HUD Average Family Median Income (AFMI) Guidelines.

The ECOSTS Subsidy Program is presently serving 64 families/83 children. Currently there are 12 fully licensed childcare providers in the program, located in within the City of Dallas.

The requirements for the ECOSTS Homeless/Special Needs Program are follows:

### **Housing Insecure Families**

- Families must provide a verification letter showing the family is currently living in a homeless shelter in the City of Dallas.

### **Families with Children with Special Needs**

- Parents must be working or attending school
- Living in the City of Dallas
- Fall within the HUD AFMI Guidelines

- Have a child with special needs

We are currently serving 46 families/58 children through the ECOSTS Homeless/Special Needs Program.

### **Drivers Of Poverty Childcare**

For fiscal year 2025, the Community Development Commission recommended the allocation of CDBG Drivers of Poverty program funding to support childcare services. The Drivers of Poverty Program (Childcare), targets resident of the City of Dallas who are low-to-moderate-income needing childcare assistance, who meet two of the nine Drivers of Poverty, as outlined in the 2014 Mayor's Task Force on Poverty. The two drivers chosen for this childcare program are:

- High Poverty Rates for Single Women Heads of Households with Children
- Neighborhoods of Concentrated Poverty

OCCE employs dedicated personnel to support this program, funded through CDBG. As of April 2025, we are actively enrolling providers and families into the program.

Sincerely,



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

Kimberly Bizzor Tolbert, City Manager  
Tammy Palomino, City Attorney  
Mark Swann, City Auditor  
Biliera Johnson, City Secretary  
Preston Robinson, Administrative Judge  
Dominique Artis, Chief of Public Safety  
Dev Rastogi, Assistant City Manager

Alina Ciocan, Assistant City Manager  
Donzell Gipson, Assistant City Manager  
Robin Bentley, Assistant City Manager  
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

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**File #:** 25-1252A

**Item #:** D.

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Upcoming Agenda Item for Office of Community Care and Empowerment - Lease Extension for Lake June Women, Infant, and Children (WIC) Clinic

[Jessica Galleshaw, Director, Office of Community Care and Empowerment; Holly Holt, Assistant Director, Office of Community Care and Empowerment]



# Memorandum



CITY OF DALLAS

DATE April 11, 2025

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

SUBJECT **Upcoming Agenda Item for Office of Community Care and Empowerment - Lease Extension for Lake June Women, Infant, and Children (WIC) Clinic**

On April 23, 2025, City Council will consider Real Estate agenda item for the Office of Community Care and Empowerment authorizing a lease extension for an existing program site.

**Item 25-1181:** Authorize an amendment to an existing lease agreement with Marcer Investments, LLC to extend the lease agreement for an additional five years for approximately 7,400 square feet of office space located at 6925 Lake June Road, to be used as a Women, Infants and Children Clinic for the period August 1, 2025 through July 31, 2030 – Not to exceed \$757,122.96 - Financing: Health and Human Services Commission Grant Funds (subject to annual appropriations)

## **Background**

### *WIC at the Lake June Clinic*

The Special Supplemental Nutrition Program for Women, Infants and Children (WIC) provides nutrition counseling, breastfeeding support, and nutrition benefits to low income families at clinic locations across the community, including the Lake June WIC Clinic. This agenda item authorizes, on behalf of the Office of Community Care and Empowerment, an amendment to an existing lease agreement with Marcer Investments, LLC to extend a lease agreement for an additional five years for approximately 7,400 square feet of office space located at 6925 Lake June Road.

The Lake June WIC Clinic has been opened since August of 2008. The clinic currently serves on average 8,600 participants a month and is the 3<sup>rd</sup> largest clinic that serves the community in the City of Dallas WIC program. From 2020 to 2024, the participation grew 31%.

Fiscal Year	2020	2021	2022	2023	2024
Participation	7094	7598	8094	9783	9317

This clinic serves the southeast Dallas population around the Pleasant Grove area with the highest number of participants coming from the zip codes 75217, 75253, and 75180. The Lake June WIC Clinic is among the City's largest WIC clinics in terms of participation and offers unique services on site such as serving as a test kitchen for WIC food demonstrations using WIC recipes and hosting events like Diaper Days, Farmer's

DATE April 11, 2025  
SUBJECT **Upcoming Agenda Item for Office of Community Care and Empowerment -  
Lease Extension for Lake June Women, Infant, and Children (WIC) Clinic**  
PAGE **2 of 2**

Market, and SNAP ED (Supplemental Nutrition Assistance Program – Education) projects. This location was also selected in 2019 as a pilot clinic for the agency’s client-centered facility innovations, a partnership with Child Poverty Action Lab. In 2020, the clinic was updated to improve the participant experience with new flooring and paint, and new furniture was added in 2023.

The WIC program provides avenues to improve the health of low-income women, infants, and children up to age five (5) who are at nutritional risk by providing nutritious foods to supplement diets, information on healthy eating, breastfeeding support, and referrals to healthcare and other community programs. Research data reflects how WIC improves infant feeding practices, reduction of healthcare costs, decreases infant death rates, improves school readiness, and increases high school graduation rates; and this contract authorizes the City of Dallas to serve as the local agency for the WIC program, continuing a role it has held since 1974 and provides funding for operation of the program. The WIC program is fully funded through a contract with Texas Health and Human Services Commission that establishes the City of Dallas as the local agency to delivery WIC services in Dallas County.

Should you have any questions or need any additional information, please contact myself or Jessica Gallesshaw, Director of Office of Community Care, at 214-670-5113 or [Jessica.Gallesshaw@dallas.gov](mailto:Jessica.Gallesshaw@dallas.gov).

Sincerely,



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

c: Kimberly Bizzor Tolbert, City Manager  
Tammy Palomino, City Attorney  
Mark Swann, City Auditor  
Billerae Johnson, City Secretary  
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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

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**File #:** 25-1255A

**Item #:** E.

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Workforce, Education, and Equity Committee Forecast





<b>Workforce, Education, and Equity</b> <b>COMMITTEE 2 MONTH FORECAST</b>		
	<b>TITLE</b>	<b>DEPARTMENT</b>
<b>Monday, May 12, 2025, 9:00 A.M.</b>		
<b>BRIEFING ITEMS</b>	Closing Disparities: Department Progress Measures Update	Sustainable Portfolio: Aviation, Dallas Water Utilities, Transportation and Public Works, Office of Bond & Construction Management
	Mayors Summer Intern Program - Update from All Stars Project, Inc.	All Stars Project, Inc.
<b>BRIEFINGS BY MEMORANDUM</b>		
	WEE 2 Month Committee Forecast	City Manager's Office
	<b>TITLE</b>	<b>DEPARTMENT</b>
<b>Tuesday, June 3, 2025, 9:00 A.M.</b>		
<b>BRIEFING ITEMS</b>	Closing Disparities: Department Progress Measures Update	SAFE Portfolio: Dallas Municipal Court, Dallas Fire-Rescue, Dallas Police, Marshal's Office, Office of Emergency Mangement & Crisis Response
<b>BRIEFINGS BY MEMORANDUM</b>		
	WEE 2 Month Committee Forecast	City Manager's Office