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**CITY SECRETARY
DALLAS, TEXAS**

City of Dallas

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

Public Notice

210849

POSTED CITY SECRETARY
DALLAS, TX



Workforce, Education, and Equity Committee

October 12, 2021

9:00 AM

2021 CITY COUNCIL APPOINTMENTS

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

(C) – Chair, (VC) – Vice Chair

Handgun Prohibition Notice for Meetings of Governmental Entities

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

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

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

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

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

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

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

The Workforce, Education, and Equity Committee will be held by videoconference and in the City Hall Council Chambers (6th Floor). Members of the public are encouraged to attend the meeting virtually. However, City Hall is available for those wishing to attend the meeting in person following all current pandemic-related public health protocols.

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

The public may also listen to the meeting as an attendee at the following videoconference link: <https://dallascityhall.webex.com/dallascityhall/onstage/g.php?MTID=eaccc881c5ba8998f61b94c8d0e02a30f>

Call to Order

MINUTES

1. [21-1938](#) Approval of the September 13, 2021 Workforce, Education, and Equity Committee Meeting Minutes

Attachments: [Minutes](#)

BRIEFING ITEMS

2. [21-1942](#) Workforce, Education, and Equity Committee Priorities
[Jaynie Schultz, Chair, Workforce, Education, and Equity Committee]

Attachments: [Memorandum](#)

3. [21-1966](#) Equity (Internal): Consider an Amendment to the Dallas City Code to Create a Commission on Disabilities

Attachments: [Presentation](#)
[Draft Ordinance](#)

BRIEFING MEMOS

4. [21-1941](#) Equity (External): Recommend Approval of an Upcoming Office of Procurement Services Agenda Item: Coronavirus Aid, Relief, and Economic Security (CARES) Act CDBG Driver of Poverty - Childcare Program
[Kimberly Bizer Tolbert, Chief of Staff, City Manager's Office; Jessica Galleshaw, Director, Office of Community Care]

Attachments: [Memorandum](#)

BRIEFING ITEMS

- A. [21-1939](#) Education/Workforce (External): Overview of Childcare Services in Dallas
[Christina Hanger, CEO, Dallas Afterschool]

Attachments: [Presentation](#)

- B. [21-1940](#) Equity (External): American Rescue Plan Act (ARPA) Equitable Investment Framework
[Liz Cedillo-Pereira, Chief of Equity and Inclusion, City Manager's Office;
Genesis D. Gavino, Resilience Officer, Office of Equity and Inclusion; Dr.
Lindsey Wilson, Equity Officer, Office of Equity and Inclusion]

Attachments: [Presentation](#)

ADJOURNMENT

EXECUTIVE SESSION NOTICE

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

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



City of Dallas

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

Agenda Information Sheet

File #: 21-1938

Item #: 1.

Approval of the September 13, 2021 Workforce, Education, and Equity Committee Meeting Minutes

Workforce, Education, and Equity Committee Meeting Record

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

Meeting Date: September 13, 2021

Convened: 9:05 a.m.

Adjourned: 11:05 a.m.

Committee Members Present:

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

Committee Members Absent:

Other Council Members Present:

N/A

AGENDA

Call to Order (9:05 a.m.)

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

Action Taken/Committee Recommendation(s): A motion was made to approve the minutes for the August 9, 2021 Workforce, Education and Equity Committee meeting minutes. The motion passed.

Motion made by: CM Paula Blackmon

Motion seconded by: DMPT Jaime Resendez

BRIEFING ITEMS

A. Eviction Assistance and Mitigation Efforts

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

Action Taken/Committee Recommendation(s): City of Dallas staff and community partners provided information on the impact of evictions on the community, eviction regulations, the City's Eviction Assistance Initiative, outreach and education efforts, eviction data, the Eviction Prevention Taskforce led by United Way of Metropolitan Dallas, and the next steps the City will take to mitigate the impact of COVID-19-related evictions, including through the development of a tenant protection ordinance.

Committee members asked questions about the universe of available evictions assistance, the City of Dallas's COVID notice of possible eviction ordinance, eligibility criteria for the Eviction Assistance Initiative, what factors contribute to being at-risk for eviction, the role of navigators in this work, the current balance in the City's rental assistance program, the Dallas County Justice of the Peace Courts, if outreach is specifically targeted to African American communities, and the plan for next year, particularly as a rise in evictions is anticipated. Vice Chair Thomas requested a link to the North Texas Eviction Project Taskforce dashboard. Chair Schultz requested information on the long-term impact of evictions on poverty and homelessness. She also requested that staff brief the Committee on any new developments related to this topic and that staff provide regular district-level reports with data on evictions. Informational only.

B. Overview of Childcare Services in Dallas

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

Action Taken/Committee Recommendation(s): Ms. Mannes's presentation covered information on disparities impacting early education and childcare, early interventions, available childcare services in Dallas County, and more. Ms. Rubin's presentation covered the impact of childcare services on the workforce, the impact of COVID-19 on childcare services, data related to childcare services in North Texas, the childcare supply, and the early childhood workforce. Chair Schultz commented that district-level information related to childcare services would be helpful and that the Committee should make childcare services a priority. Ms. Hanger's presentation was postponed to the next Workforce, Education, and Equity Committee meeting. Informational only.

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

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

Action Taken/Committee Recommendation(s): Director Galleshaw provided a summary of three upcoming City Council agenda items related to ECOST (Early Childhood and Out of School Time) programs, Drivers of Poverty programs, and re-entry services. Vice Chair Thomas asked about the parameters of the Drivers of Poverty program funding. A motion was made to recommend each item to the City Council for approval. The motion passed.

Motion made by: CM Jessie Moreno

Motion seconded by: Vice Chair Casey Thomas

D. Office of Equity and Inclusion Racial Equity Plan Update

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

Action Taken/Committee Recommendation(s): Vice Chair Thomas asked when Councilmembers can begin meeting with the consultant that is developing the Racial Equity Plan with staff. Chief Cedillo-Pereira stated that the consultant will begin reaching out to Councilmembers as soon as their contract with the City is executed. Informational only.

BRIEFING ITEMS**E. Review Workforce, Education, and Equity Committee Priorities**

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

Action Taken/Committee Recommendation(s): This item was postponed to the next Workforce, Education, and Equity Committee meeting.

Adjourn (11:05 a.m.)

APPROVED BY:

ATTESTED BY:

Jaynie Schultz, Chair
Workforce, Education, and Equity Committee

Sommer Iqbal, Coordinator
Workforce, Education, and Equity Committee



City of Dallas

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

Agenda Information Sheet

File #: 21-1942

Item #: 2.

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

Memorandum



CITY OF DALLAS

DATE October 8, 2021

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

SUBJECT **Workforce, Education, and Equity Committee Priorities for Fiscal Year 2021 – 2022**

Thank you for providing your top priorities for the Workforce, Education, and Equity (WEE) Committee at the August 9, 2021 meeting. Your insights have been integrated into the attached draft WEE Committee FY21-22 Work Plan matrix. The work plan is intended to provide structure to the WEE Committee by:

1. Developing internal and external actionable goals for each policy area of workforce, education, and equity; and
2. Aligning the WEE Committee members' priorities to the City Manager's strategic goals, the City's policies, programs, and initiatives, and the [Dallas Equity Indicators Report](#).

If you would like to provide additional input, this item will be discussed at the next WEE Committee meeting on October 12, 2021.



Liz Cedillo-Pereira
Chief of Equity and Inclusion

[Attachment]

c: T.C. Broadnax, City Manager Chris Caso, City Attorney Mark Swann, City Auditor Billieae Johnson, City Secretary Preston Robinson, Administrative Judge Kimberly Bizer Tolbert, Chief of Staff to the City Manager Majed A. Al-Ghafry, Assistant City Manager	Jon Fortune, Assistant City Manager Joey Zapata, Assistant City Manager Dr. Eric A. Johnson, Chief of Economic Development and Neighborhood Services M. Elizabeth Reich, Chief Financial Officer Directors and Assistant Directors
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Workforce, Education, and Equity Committee: FY 2021 - 2022 Priorities

Mayoral Priorities: In addition to its regular business, this Workforce, Education, and Equity committee will advance the mayoral priorities of a) ensuring that the City of Dallas has a “future-proof” workforce, particularly in those areas of our city where rates of unemployment and underemployment are highest; b) overseeing coordination with Dallas ISD to ensure city programming and Social and Emotional Learning programs, as recommended by the Mayor’s Task Force on Safe Communities, are leveraged for the greatest impact; c) working with school district partners to ensure students have the infrastructure available for virtual learning; and d) reviewing the city’s fines and fee structures to ensure they are equitable.

Policy Area	Committee Goals	Councilmember Priority	Equity Indicators	City Policies, Programs, Initiatives
EQUITY	Internal: Integrate equity into the City's policies, programs, and initiatives through the Racial Equity Plan	Review progress of City Racial Equity Plan		Racial Equity Plan (forthcoming) Welcoming Dallas Strategic Plan Resilient Dallas Strategy
		Review Equitable Investment Framework for ARPA funds		Comprehensive Fair Housing Plan (forthcoming) ADA Transition Plan
		Review implementation the ADA Transition Plan	32: Street Quality	Cities for Fine and Fee Justice Reform Broadband and Digital Equity Strategic Plan
		Full integration of Resilience Strategies through an equity impact lens throughout Council Committee's work		Forward Dallas Evictions Assistance Initiative Municipal ID Dallas City-wide Language Access Policy
		Address and improve transportation and micro-mobility issues to meet quality of life, economic development, and mental health goals	32: Street Quality 33: Access to Parks 36: Transit Frequency 37: Sense of Community	
		Monitor progress of increasing language access and language diversity in the workplace	39: Government Service Satisfaction	
		Develop a dashboard to track the progress of the WEE Committee's work		
	External: Collaborate with anchor institutions and partners to close disparities	Review progress of the City's Broadband and Digital Equity Strategic Plan	29: Internet Access	
		Recommend approval of an Updated Welcoming Strategy	37: Sense of Community 38: Representation in Government 39: Government Service Satisfaction	
		Review progress of the City's fine and fee justice reform efforts	40: Fines and Fees	
		Consider elements and programming for Period Poverty Program in coordination with DISD and other stakeholders	10: Child Poverty	
		Monitor accomplishments and metrics for pilot Financial Empowerment Centers	5: Unemployment 12: Working Poverty	
		Recommend approval of a Tenant Protection Ordinance	26: Evictions	
		Monitor progress of the Evictions Assistance Initiative	26: Evictions	
		Consider implementing a City ID	37: Sense of Community 39: Government Service Satisfaction	
		Monitor food access programs	58: Child Food Insecurity	

WORKFORCE		Monitor programming for children and families (family violence)	48: Domestic Violence	Small Business Center Business and workforce inclusion initiatives Skilled Immigration Integration Program Fresh Start Employee Resource Groups
		Develop actions around creating more diverse neighborhoods in Dallas	25: Homeownership 28: Housing Cost Burden 31: Long-Term Residential Vacancies	
	Internal: Make the City of Dallas the premier public service employer	Determine how to provide childcare services for City employees	13: Early Education Enrollment by Race 14: Early Education Enrollment by Income 15: Kindergarten Readiness	
		Opine on national best practices for Best to Place Work designation and related actionable activities		
		Review City of Dallas HR policies and identifying ways local government can be an example of hiring and retaining internationally trained candidates	4: Labor Force Non-Participation 5: Unemployment 6: High-Growth, High-Paying Employment	
		Monitor progress of accomplishments of the Parental Leave program – phase one		
		Review progress of HR initiatives, including Fresh Start	4: Labor Force Non-Participation 5: Unemployment 6: High-Growth, High-Paying Employment	
	External: Ensure middle-skilled jobs in Dallas are filled to create a future-proof workforce	Integration of recommendations from the Mayor's Taskforce of Workforce Development into the Committee's work	1: Business Establishments 2: Business Ownership 3: Long-Term Business Vacancies 4: Labor Force Non-Participation 5: Unemployment 6: High-Growth, High-Paying Employment	
		Understand the City's role in implementing recommendations of the United Way Workforce Equity Blueprint	1: Business Establishments 2: Business Ownership 3: Long-Term Business Vacancies 4: Labor Force Non-Participation 5: Unemployment 6: High-Growth, High-Paying Employment	
		Monitor accomplishments with new workforce development job training services funded through CDBG Funding	5: Unemployment 6: High-Growth, High-Paying Employment	

		Monitor local workforce development systems to ensure resettled refugee populations are getting connected with living wage and high growth job opportunities	5: Unemployment 6: High-Growth, High-Paying Employment	
		Discuss options and policy framework for proposed Day Labor program in alignment with Fresh Start eligibility criteria	5: Unemployment	
		Consider elements and programming for proposed Pre Entry Program for justice impacted residents	5: Unemployment	
		Monitor development and implementation of the Small Business Center Strategic Plan	2: Business Ownership 5: Unemployment 6: High-Growth, High-Paying Employment	
		Monitor accomplishments and progress with community navigation services to support opportunity youth goals	10: Child Poverty	
EDUCATION	External/Internal: Work in partnerships to prepare a diverse workforce for credentialing or training needed to fill middle-skilled jobs	Determine how to allocate community development block grant (CDBG) funds for early childhood initiatives	13: Early Education Enrollment by Race 14: Early Education Enrollment by Income 15: Kindergarten Readiness	Early Childhood and Out of School Time Program Financial Empowerment Centers Broadband and Digital Equity Strategic Plan Small Business Center Youth Commission - Youth Navigation Mobile App, Youth District Leaders Program, Youth Career & College Readiness Lecture Series Mayor's Summer Internship Program Skilled Immigrant Integration Program
		Identify levers in higher education system to support skilled immigrant immigrants in professional and academic pathways	5: Unemployment 6: High-Growth, High-Paying Employment	
		Partner with organizations like YearUp, Employability, Workforce Solutions Greater Dallas, and other job training organizations to develop potential pathways to city employment	5: Unemployment 6: High-Growth, High-Paying Employment	



City of Dallas

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

Agenda Information Sheet

File #: 21-1966

Item #: 3.

Equity (Internal): Consider an Amendment to the Dallas City Code to Create a Commission on Disabilities



City of Dallas

Commission on Disabilities

**Workforce, Education, and Equity
Committee
October 12, 2021**

Liz Cedillo-Pereira
Chief of Equity and Inclusion
City Manager's Office

Kanesia Mitchell
Sr. Assistant City Attorney
City Attorney's Office

Function, Terms, Meetings



- Advisory body
- 15 members
- Each city council member appoints one member, with the mayor appointing the chair, subject to confirmation by the city council, and the city council appointing the vice-chair
- Two-year terms
- Meet at least six times a year and hold additional meetings at the call of the chair



Function, Terms, Meetings



- 12 members will be city residents and people with disabilities
- 3 members must reside in Dallas metropolitan area and represent persons with disabilities or have an interest in the rights of persons with disabilities and are known in the community as advocates for persons with disabilities
- Members must be broadly representative of the disabled community at large, without dominance by any single disability group



Duties and Responsibilities



- Advise and make recommendations to the mayor, city council, city manager, department directors, and the individual designated by the mayor to head the mayor's initiative on disabilities on issues pertaining to the full spectrum of needs, rights, and privileges of people with disabilities
- Develop programs to provide employment opportunities for people with disabilities
- Develop programs to address accessibility issues
- Develop community-based programs to enhance the quality of life for Dallas residents who have disabilities



Duties and Responsibilities



- Develop programs to address the issues pertaining to alcoholism and drug abuse
- Develop programs to take full advantage of all federal, state, and local funding opportunities
- Develop programs to ensure adequate housing for people with disabilities
- Develop programs to ensure accessible communications for people with disabilities





Questions?





City of Dallas

Commission on Disabilities

**Workforce, Education, and Equity
Committee
October 12, 2021**

Liz Cedillo-Pereira
Chief of Equity and Inclusion
City Manager's Office

Kanesia Mitchell
Sr. Assistant City Attorney
City Attorney's Office

ORDINANCE NO. _____

An ordinance amending Chapter 2, “Administration,” of the Dallas City Code by amending Article XXI-a; creating a commission on disabilities; providing functions, terms, and meetings of the commission on disabilities; providing definitions; providing duties and responsibilities of the commission on disabilities; providing a saving clause; providing a severability clause; and providing an effective date.

BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF DALLAS:

SECTION 1. That Article XII-a, “Reserved,” of Chapter 2, “Administration,” of the Dallas City Code is amended to read as follows:

**“ARTICLE XXI-a.
COMMISSION ON DISABILITIES [RESERVED].**

SEC[§]. 2-152.1. COMMISSION ON DISABILITIES - CREATED; FUNCTION; TERMS; MEETINGS.

(a) There is hereby created a commission on disabilities, which shall be an advisory body of 15 members. Each city council member shall have one appointment to the commission on disabilities. The mayor shall appoint the chair from among the members, subject to confirmation by the city council, and the full city council shall appoint the vice-chair.

(b) All members shall be appointed for an initial term to expire on _____. Thereafter, nominations shall begin in _____ and each subsequent odd-numbered year, and members shall serve a two-year term beginning on October 1.

(c) Twelve of the regular members of the commission on disabilities shall be residents of the city and persons with disabilities. The three remaining members must reside in the Dallas metropolitan area and represent persons with disabilities or have an interest in the rights of persons with disabilities and are known in the community as advocates for persons with disabilities.

(d) Members shall be broadly representative of the disabled community at large, without dominance by any single disability group.

(e) The membership shall have an interest in the community of disabled persons and shall share a commitment to the goals of the commission.

(f) The commission on disabilities shall meet at least six times a year and may hold additional meetings at the call of the chair.

SEC. [THRU] 2-152.2. DEFINITIONS.

In this article,

(a) DISABILITY means the same as the term is defined in the defined in the Americans With Disabilities Act of 1990, as amended.

(b) PHYSICAL OR MENTAL IMPAIRMENT means

(1) any physiological disorder or condition, cosmetic disfigurement, or anatomical loss affecting one or more of the following body systems: neurological, musculoskeletal, special sense organs, respiratory (including speech organs), cardiovascular, reproductive, digestive, genitourinary, hemic and lymphatic, skin, or endocrine; or

(2) any mental or psychological disorder such as mental retardation, organic brain syndrome, emotional or mental illness, or specific learning disabilities.

(3) the term includes, but is not limited to, such contagious and noncontagious diseases and conditions as orthopedic, visual, speech and hearing impairments, cerebral palsy, epilepsy, muscular dystrophy, multiple sclerosis, cancer, heart disease, diabetes, mental retardation, emotional illness, specific learning disabilities, HIV disease (whether symptomatic or asymptomatic) and tuberculosis. Noncurrent drug addiction and alcoholism are included only to the extent that they are protected by the Americans with Disabilities Act of 1990, as amended. The term does not include homosexuality or bisexuality.

(c) MAJOR LIFE ACTIVITIES means the same as the term is defined in the Americans With Disabilities Act of 1990, as amended.

(d) REGARDED AS HAVING SUCH AN IMPAIRMENT means the same as the term is defined in the Americans With Disabilities Act of 1990, as amended.

SEC. 2-152.3. DUTIES AND RESPONSIBILITIES.

(a) The commission on disabilities shall be responsible for advising and making recommendations to the mayor, city council, city manager, department directors, and the individual designated by the mayor to head the mayor's initiative on disabilities on issues pertaining to the full spectrum of needs, rights, and privileges of people with disabilities.

(b) The subjects to be addressed by the commission on disabilities include, but are not be limited to:

- (1) Developing programs to provide employment opportunities for people with disabilities.
- (2) Developing programs to address accessibility issues.
- (3) Developing community-based programs to enhance the quality of life for Dallas residents who have disabilities.
- (4) Developing programs to address the issues pertaining to alcoholism and drug abuse.
- (5) Developing programs to take full advantage of all federal, state and local funding opportunities.
- (6) Developing programs to insure adequate housing for people with disabilities.
- (7) Developing programs to insure accessible communications for people with disabilities.”

SECTION 2. That Chapter 2 of the Dallas City Code shall remain in full force and effect, save, and except as amended by this ordinance.

SECTION 3. That any act done or right vested or accrued, or any proceeding, suit, or prosecution had or commenced in any action before the amendment or repeal of any ordinance, or part thereof, shall not be affected or impaired by amendment or repeal of any ordinance, or part thereof, and shall be treated as still remaining in full force and effect for all intents and purposes as if the amended or repealed ordinance, or part thereof, had remained in force.

SECTION 4. That the terms and provisions of this ordinance are severable and are governed by Section 1-4 of Chapter 1 of the Dallas City Code, as amended.

SECTION 5. That this ordinance shall take effect immediately from and after its passage and publication in accordance with the provisions of the Charter of the City of Dallas, and it is accordingly so ordained.

APPROVED AS TO FORM:

CHRISTOPHER J. CASO, City Attorney

By _____
Assistant City Attorney

Passed _____



City of Dallas

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

Agenda Information Sheet

File #: 21-1941

Item #: 4.

Equity (External): Recommend Approval of an Upcoming Office of Procurement Services Agenda Item: Coronavirus Aid, Relief, and Economic Security (CARES) Act CDBG Driver of Poverty - Childcare Program

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

Memorandum



DATE October 8, 2021

CITY OF DALLAS

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

SUBJECT **Upcoming Office of Community Care and Office of Procurement Services
Agenda Item – October 27, 2021**

The following Office of Community Care (OCC) and Office of Procurement Services items will be considered by City Council on the October 27, 2021 Agenda:

File ID: 21-1917: Authorize a twelve-month service contract for childcare services to enable parents to participate in workforce training programs within the City of Dallas – United Way of Metropolitan Dallas, most advantageous proposer of two – Not to exceed \$375,000 – Financing: 2020 CARES Act Relief CDBG #3.

Background

In 2020, the City of Dallas received a third allocation of CDBG funding from the CARES act to be used for services responding to the COVID 19 pandemic. A total of \$1,950,000 was allocated for a variety of client services programming, titled the “CDBG Driver of Poverty”, within which \$375,000 was allocated specifically to support childcare services. The City of Dallas Office of Community Care (OCC) sought subrecipients through a request for proposal process, to provide childcare services to families to enable parents to participate in job skills training and educational opportunities to pursue employment and/or to seek and maintain employment. In keeping with the CARES Act requirements for COVID-9 response, services will be provided for individuals who have experienced job loss, reduced hours, unemployment or underemployment as a result of the COVID-19 pandemic, public health protocols implemented because of the pandemic, and economic contractions resulting from the pandemic. Services provided will include full payment of childcare assistance for a period up to six months per family.

A total of 45 children will be served through the United Way of Metropolitan Dallas’s Southern Dallas Thrives Childcare Assistance Program, which will enable their mothers to participate in their workforce training program. Assistance is embedded within the Women’s Workforce component of the Southern Dallas Thrives, which provides training in high-growth, in-demand sectors, such as the Manufacturing, Construction, and Hospitality, and career navigation services to equip unemployed/underemployed women in southern Dallas with the skills and supports they need to secure living wage jobs for their families. All women participating in the Childcare Assistance Program will be City of Dallas residents who have been financially impacted by COVID-19 and who are classified as low-income. This collaboration leverages the capacity and expertise of high-performing, community-based workforce development providers and the place-based initiative team of Southern Dallas Thrives to ensure that funding is being directed to those women in most need of the supplemental resource to continue their training.

DATE October 8, 2021
SUBJECT **Upcoming Office of Community Care and Office of Procurement
Services Agenda Item – October 27, 2021**

Procurement

The City of Dallas Office of Community Care (OCC) sought proposals via a Request for Proposals (RFP) from non-profit agencies to serve as sub-recipients during the period March 2020 through July 31, 2022 for the purpose of administering the CV-COVID-19 (CARES funding) Drivers of Poverty-Childcare Program within Dallas city limits to residents who have been economically impacted because of the COVID-19 pandemic, and who are at or below 80% Area Median Income (AMI) under a subrecipient agreement. The solicitation required that programs target service delivery in locations that are accessible to or within communities in which poverty is concentrated and/or communities in which there are concentrations of populations as identified in the Mayor's Task Force on Poverty report.

The following organizations submitted a proposal, their ranking and score is listed in the table below:

Agency	Ranking	Amount Requested	Amount Awarded	% of Request Awarded
United Way of Metropolitan Dallas	1	\$375,000.00	\$375,000.00	100%
Harmony Community Development Corporation	2	\$375,000.00	\$0	0%

As noted in the timeline below, the RFP was advertised on May 20 and May 27, 2021. A Pre-Proposal Conference was held on June 8, 2021 and submissions were due on July 8, 2021.

Date	Actions
May 20, 2021	RFP posted via Bonfire
May 27, 2021	Outreach – 289 invitations sent
July 8, 2021	RFP closed and submissions due
July 23, 2021	Application scoring completed
September 20, 2021	Notification of funding award
October 27, 2021	Council authorization of contract

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

SUMMARY

This memo provides an overview of the Drivers of Poverty-Childcare item that will be considered by City Council on October 27, 2021. If approved by the City Council, we will provide program updates through the Workforce, Education, and Equity Committee. Please feel free to contact me or Jessica Galleshaw if you have any questions or should you require additional information at this time.

DATE October 8, 2021

SUBJECT **Upcoming Office of Community Care and Office of Procurement
Services Agenda Item – October 27, 2021**



Kimberly Bizor Tolbert
Chief of Staff to the Manager

c: T.C. Broadnax, City Manager
Chris Caso, City Attorney
Mark Swann, City Auditor
Billieae Johnson, City Secretary
Preston Robinson, Administrative Judge
Majed A. Al-Ghafry, Assistant City Manager

Jon Fortune, Assistant City Manager
Joey Zapata, Assistant City Manager
Dr. Eric A. Johnson, Chief of Economic Development and Neighborhood Services
M. Elizabeth Reich, Chief Financial Officer
M. Elizabeth (Liz) Cedillo-Pereira, Chief of Equity and Inclusion
Directors and Assistant Directors



City of Dallas

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

Agenda Information Sheet

File #: 21-1939

Item #: A.

Education/Workforce (External): Overview of Childcare Services in Dallas
[Christina Hanger, CEO, Dallas Afterschool]



Christina Hanger
CEO, Dallas Afterschool

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

UNMET DEMAND IS AT AN ALL-TIME HIGH



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

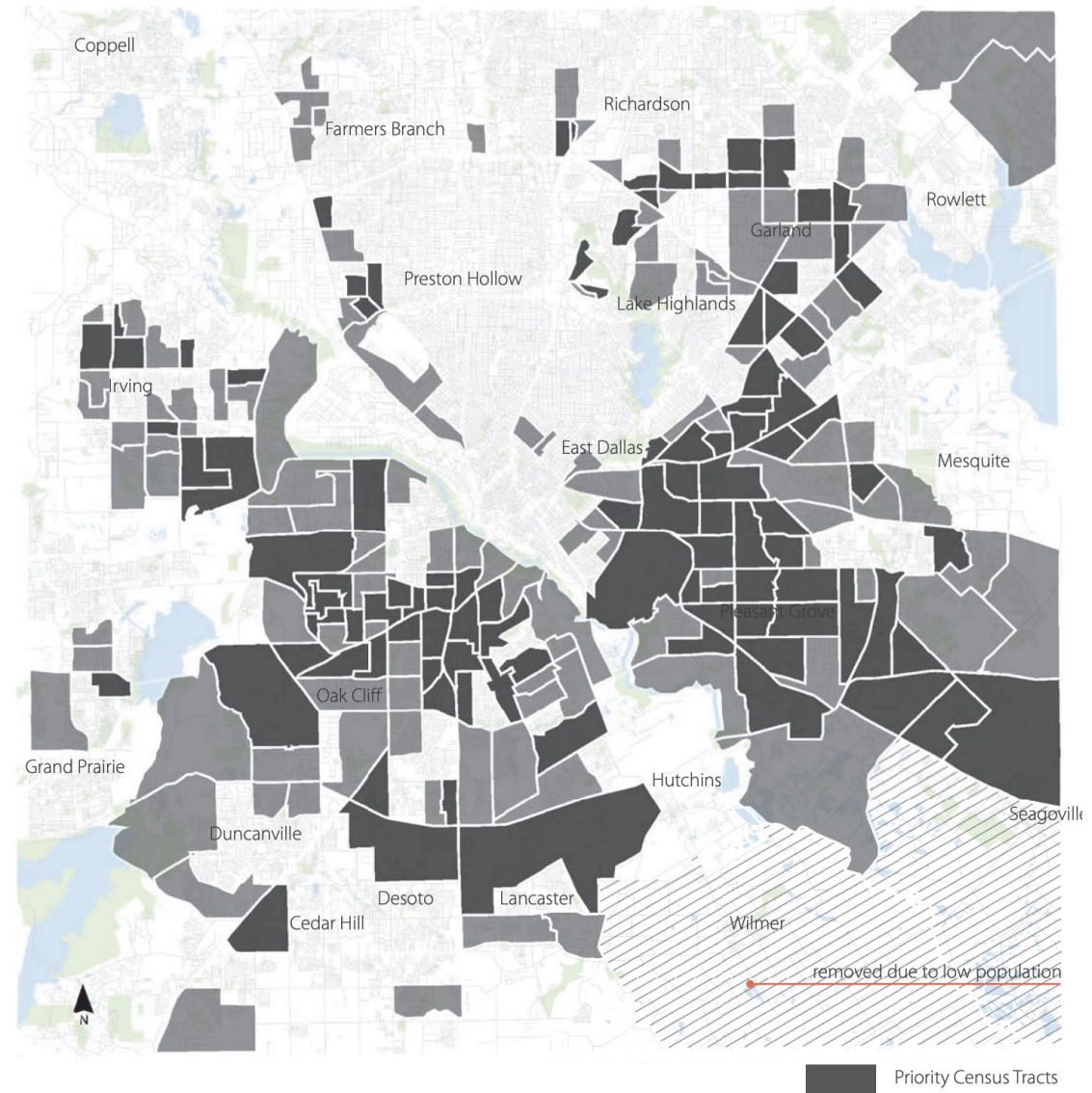
This leaves over 100,000 children in Dallas without the programming they want



AFTERSCHOOL ACCESS MAP PRE-COVID

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

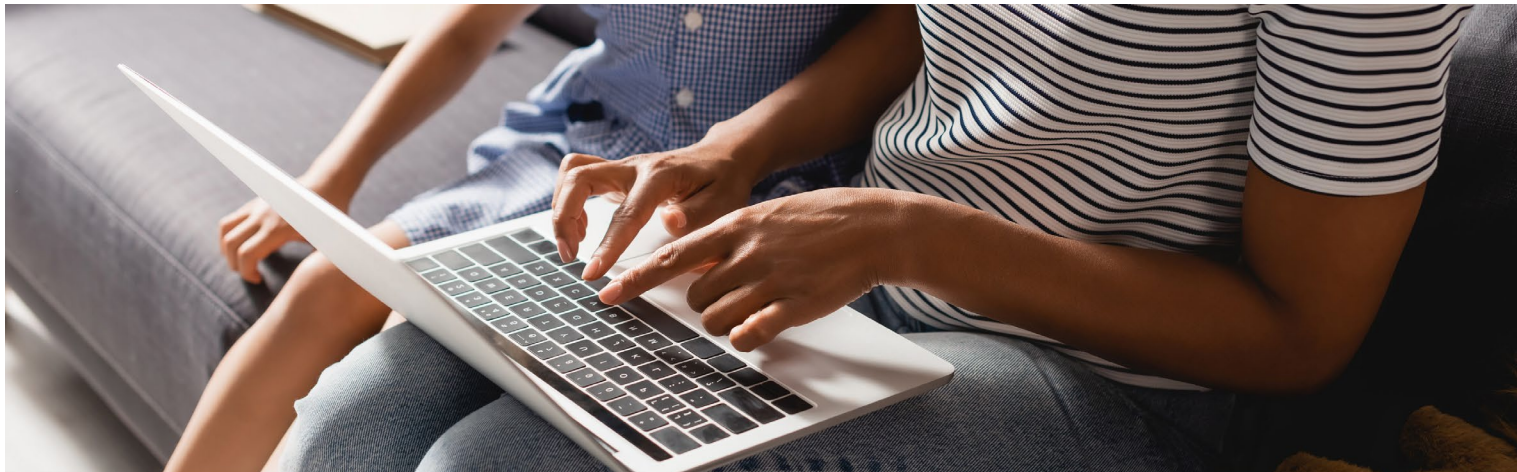
priority areas



AFTERSCHOOL IS A **LIFELINE** FOR WORKING FAMILIES

For parents with children in afterschool programs in Dallas:

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



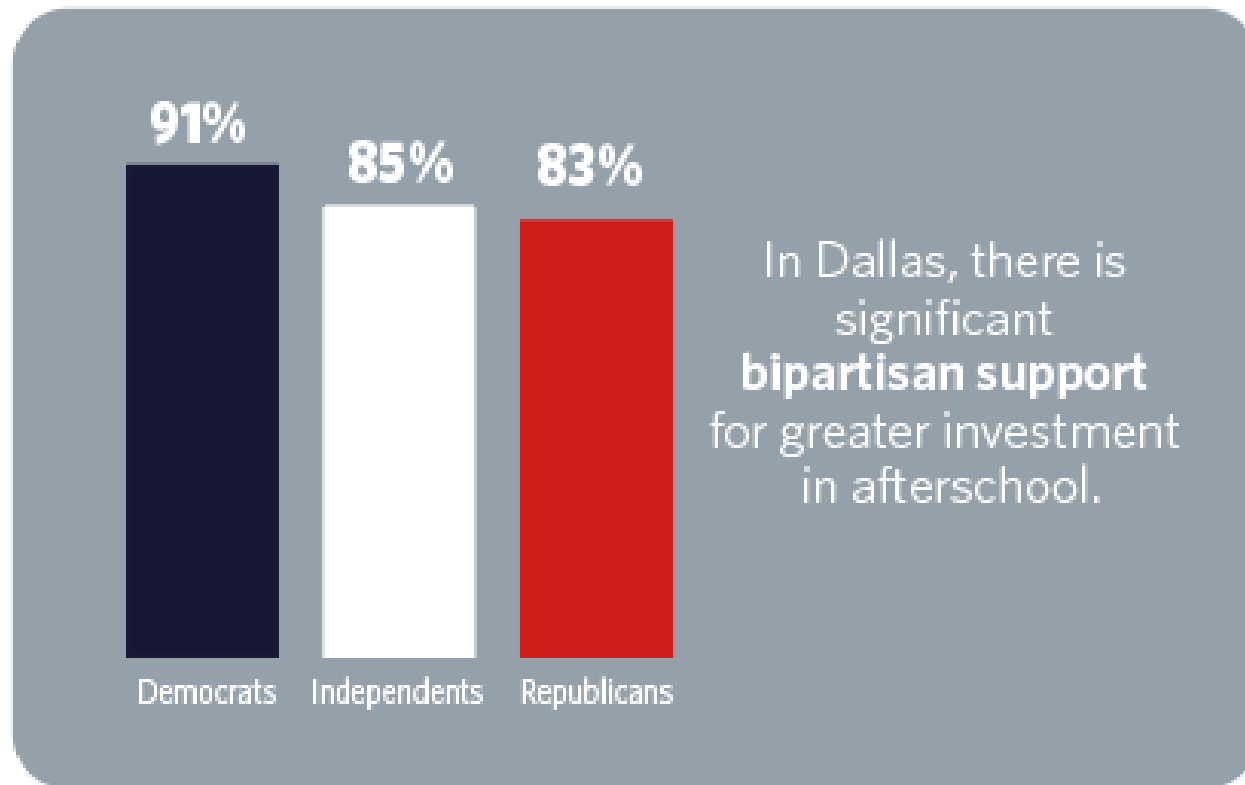
PARENTS' PERSPECTIVE: BENEFITS OF AFTERSCHOOL

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

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



PARENTS SUPPORT PUBLIC FUNDING FOR AFTERSCHOOL



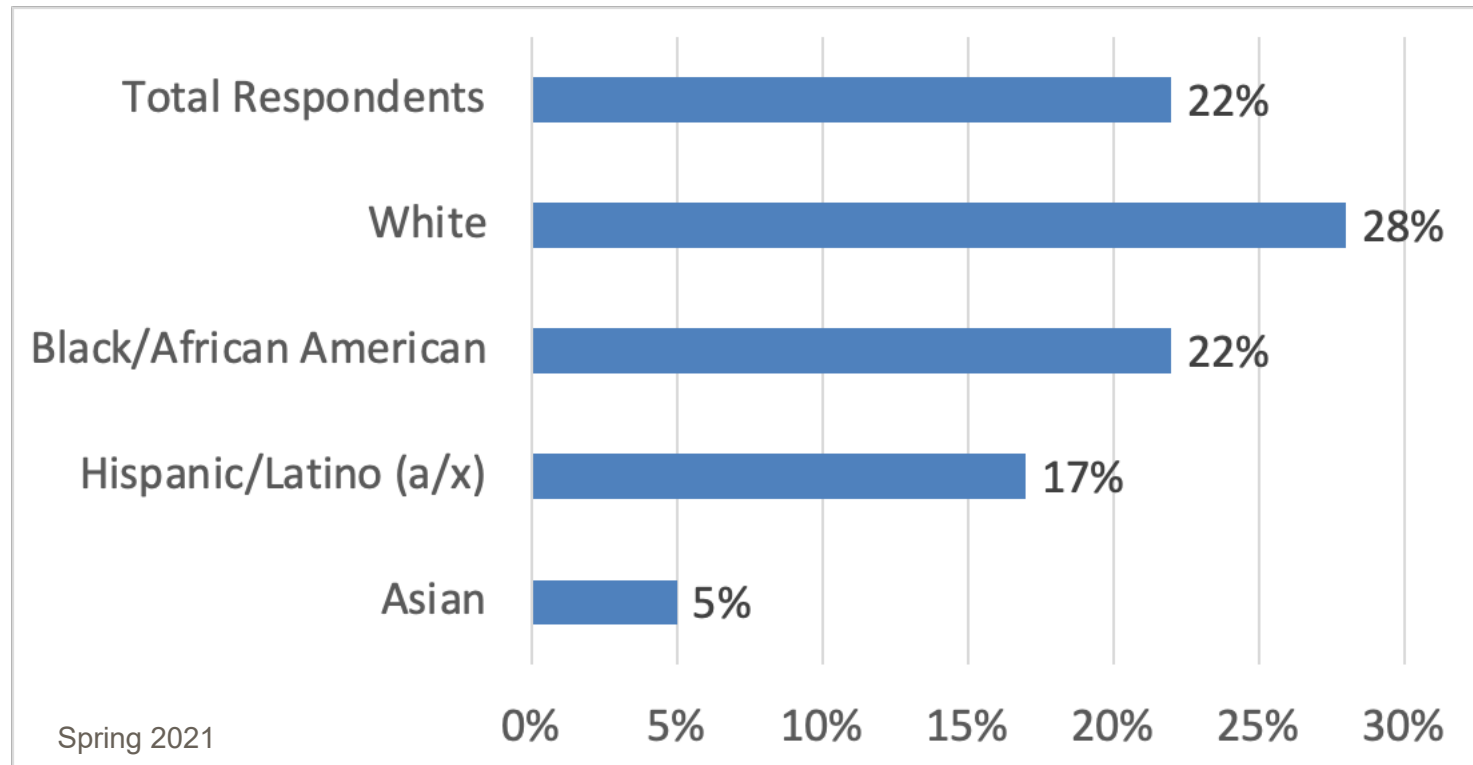
COVID-19 HAS THREATENED THE SYSTEM

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



DALLAS FAMILIES IN AFTERSCHOOL BY RACE/ETHNICITY

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



BARRIERS FOR FAMILIES ARE REAL AND HARD TO OVERCOME

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

Average Weekly Cost

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



COST OF AFTERSCHOOL WITHIN DEMOGRAPHIC GROUPS

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



IF THEY AREN'T IN AFTERSCHOOL, WHERE ARE THEY?

- 15% of are in the care of a sibling
- 18% on their own
- This means over 225,000 children have no adult supervision in Dallas every afternoon
- 79% of families whose kids aren't in afterschool would have their children attend if there was one available/affordable



COVID HAS LINGERING IMPACTS

Concerns about students remain.

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

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



Providers are concerned about their programs, too.

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

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



WHAT DO PROVIDERS NEED NOW?

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





DALLASAFTERSCHOOL.ORG

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

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

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



City of Dallas

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

Agenda Information Sheet

File #: 21-1940

Item #: B.

Equity (External): American Rescue Plan Act (ARPA) Equitable Investment Framework
[Liz Cedillo-Pereira, Chief of Equity and Inclusion, City Manager's Office; Genesis D. Gavino, Resilience Officer, Office of Equity and Inclusion; Dr. Lindsey Wilson, Equity Officer, Office of Equity and Inclusion]



City of Dallas

ARPA Equitable Investment Framework

**Workforce, Education, and
Equity Committee
October 12, 2021**

Genesis D. Gavino, Resilience Officer
Dr. Lindsey Wilson, Equity Officer
Office of Equity and Inclusion

Presentation Overview



- Introduction
- ARPA Overview
- Equitable Investment Framework
 - Benefits and Burdens
 - Data Analysis
 - Community Engagement
 - Transparency and Accountability
 - Alignment
 - Amplification
- Applying the Framework: Eviction Assistance Initiative
- Next Steps



Equity Goal



Embed equity principles, practices, and measurements into City policies, programs, and plans to achieve a situation where all residents thrive, and neither race nor ethnicity statistically predict social outcomes.



American Rescue Plan Act Overview



- Supports urgent COVID-19 response efforts to continue to decrease spread of the virus and bring the pandemic under control
- Replaces lost revenue for eligible state, local, territorial, and Tribal governments to strengthen support for vital public services and help retain jobs
- Supports immediate economic stabilization for households and businesses
- Addresses systemic public health and economic challenges that have contributed to the unequal impact of the pandemic



Department of Treasury - State and Local Fiscal Recovery Funds



• Part 2.C.3 – Promoting Equitable Outcomes

- **Goals:** Are there particular historically underserved, marginalized or adversely affected groups that you intend to serve within your jurisdiction?
- **Awareness:** How equal and practical is the ability for residents or businesses to become aware of the services funded by the SLFRF?
- **Access and Distribution:** Are there differences in levels of access to benefits and services across groups? Are there administrative requirements that result in disparities in ability to complete applications or meet eligibility criteria?
- **Outcomes:** Are intended outcomes focused on closing gaps, reaching universal levels of service, or disaggregating progress by race, ethnicity, and other equity dimensions where relevant to the policy objective?

Source: <https://home.treasury.gov/policy-issues/coronavirus/assistance-for-state-local-and-tribal-governments/state-and-local-fiscal-recovery-funds/recipient-compliance-and-reporting-responsibilities>



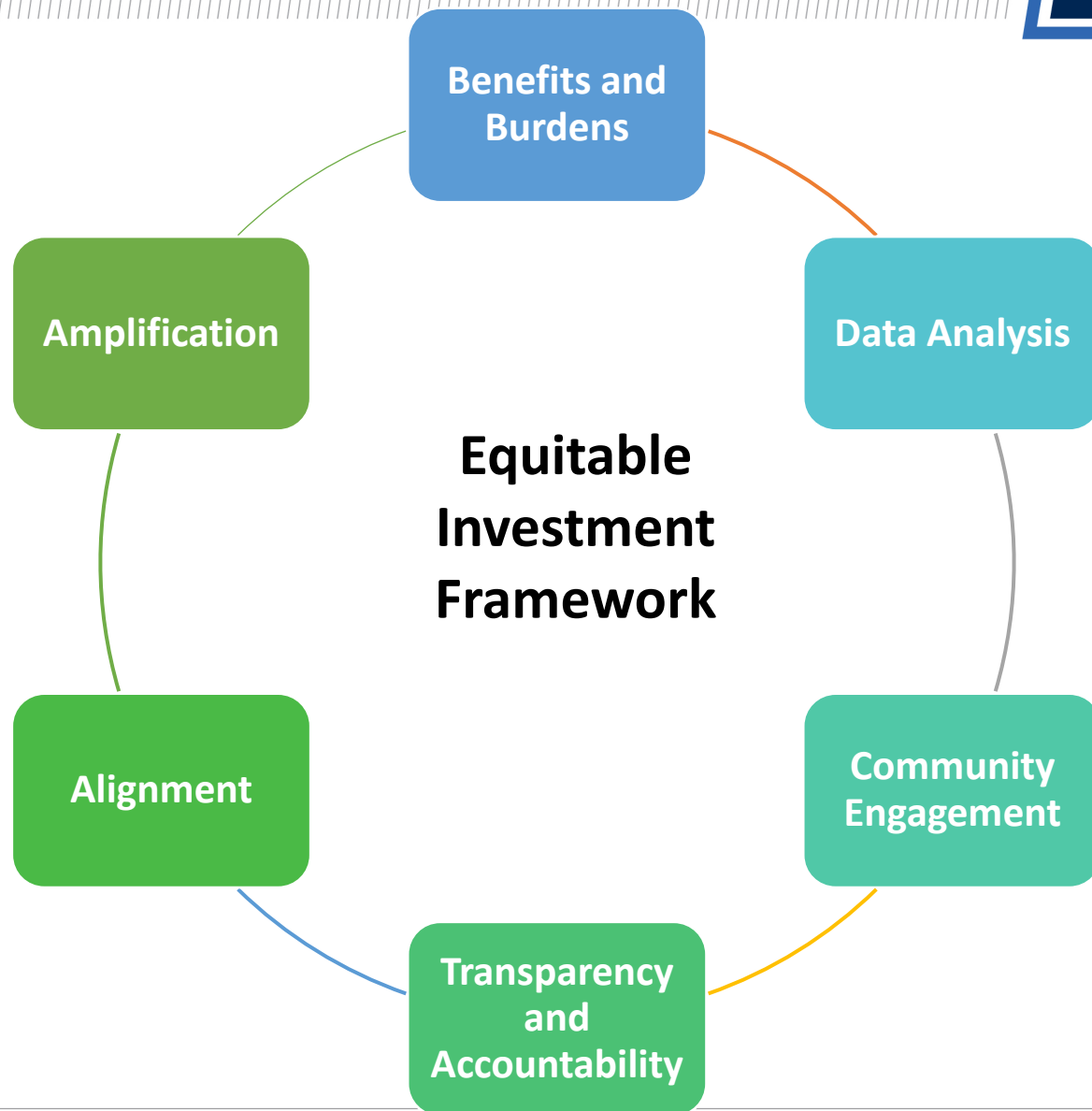
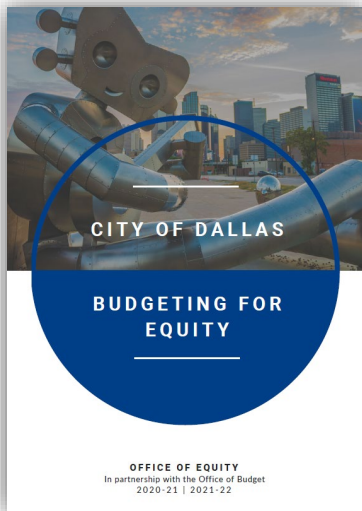
City of Dallas Equitable Investment Framework



- Embeds equity principles into the allocation of federal and local ARPA funds to address the impact of COVID-19, historical inequities, while building community resilience.
- Equity Analysis
 - Address historic inequities
 - Analyze and disaggregate data
 - Engage the community
 - Build transparency and accountability
 - Align existing plans and strategies
 - Amplify achievements and successes of equity efforts



Equitable Investment Framework



Equitable Investment Framework



- **Benefits and Burdens**

- Understand that an investment may benefit or burden populations because of existing disparities or inequities

- **Data Analysis**

- Disaggregate qualitative and quantitative data to highlight and understand the unique circumstances and experiences of various populations, and particularly communities of color and historically marginalized people



Equitable Investment Framework



- **Community Engagement and Outreach**
 - Design methods of engagement that heal and repair community-government relations
 - Informing, consulting, collaborating, and making shared decisions
- **Transparency and Accountability**
 - Evaluate, assess, and track any unintended racial or socioeconomic consequences, as well as benefits and burdens



Equitable Investment Framework



- **Alignment**

- Identify existing plans and strategies to coordinate resources and maximize the benefit to the community in addressing multiple issues

- **Amplification**

- Share stories of success and serving as a “best practice” model for other entities
- Communicate availability of programs and funding



Applicable ARPA Funded Programs



• Tier 1: Immediate Relief

- Support people in crisis by providing targeted and equitable workforce development, mental health care, food/essentials assistance, etc.
- Provide City Council district funding for relief to small businesses, nonprofits, or impacted industries based on established criteria

• Tier 4: Regional Partnership

- Bridging the digital divide with focused digital equity initiatives and long-term infrastructure
- Partnerships to address homelessness through Rapid Rehousing Program



Applying the ELF Framework:



Benefits and Burdens



Impact of Evictions

Princeton's Eviction Lab Highlights

Impact of Evictions:

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

Most at Risk:

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

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

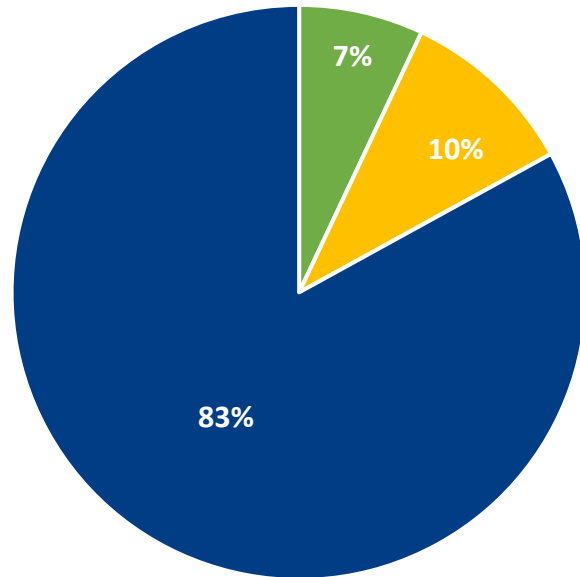


Data Analysis



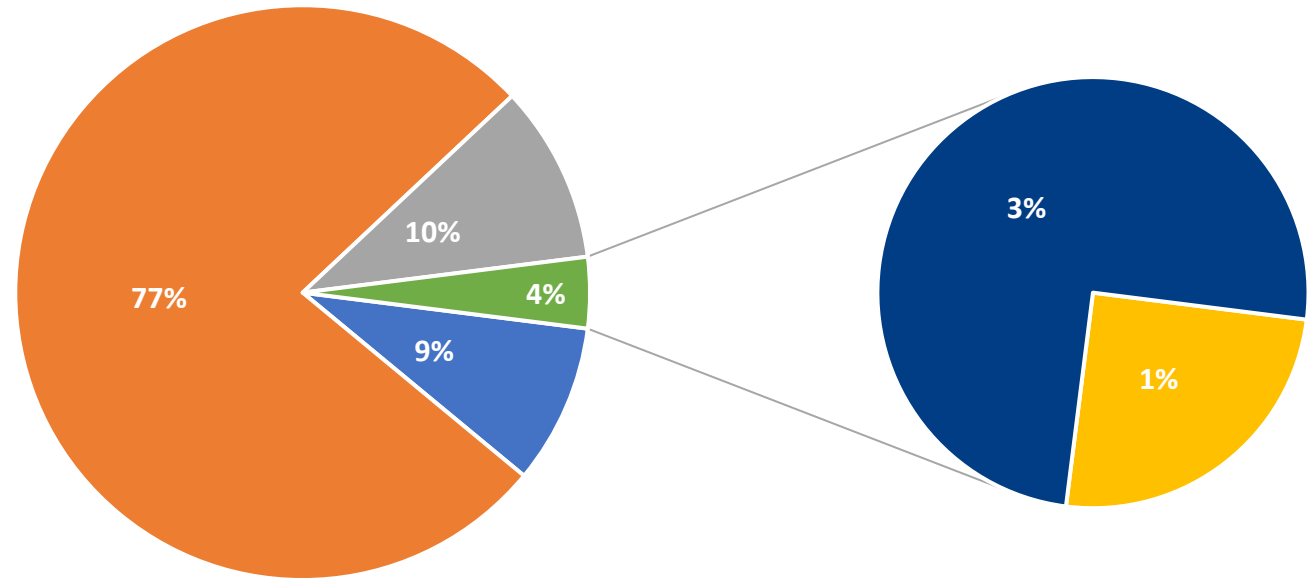
2021 Results: Legal Services

Household Income
January 2021 - July 2021



■ Low Income ■ Very Low Income ■ Extremely Low Income

Household Race & Ethnicity
January 2021 - July 2021



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

*Asian & Pacific Islander 0%



Community Engagement & Outreach



Outreach to JP Courts

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

Outreach with Legal Aid & The Concilio

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

**DALLAS EVICTION ASSISTANCE INITIATIVE**
OUTREACH & COMMUNITY EDUCATION • LEGAL REPRESENTATION

SERVICES	TO APPLY	ELIGIBILITY
<ul style="list-style-type: none">• Community Outreach and Education• Legal Representation 	<ul style="list-style-type: none">• Call 1-888-529-5277• Visit www.lanwt.org 	<ul style="list-style-type: none">• Must live in Dallas• Must be at or below 200% of federal poverty guidelines• Must be negatively impacted by COVID-19 

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

 Legal Aid of NorthWest Texas

**INICIATIVA DE ASISTENCIA PARA EL DESALOJO**
ALDE LA CIUDAD DE DALLAS
DIVULGACIÓN Y EDUCACIÓN COMUNITARIA • REPRESENTACIÓN LEGAL

SERVICIOS	PARA APLICAR	ELEGIBILIDAD
<ul style="list-style-type: none">• Divulgación y educación comunitaria• Representación legal 	<ul style="list-style-type: none">• Llame 1-888-529-5277• Visite www.lanwt.org 	<ul style="list-style-type: none">• Debe vivir en Dallas• Debe de estar en o por debajo del 200% de los Estándares Federales de Nivel de Pobreza• Debe haber sido afectado negativamente por COVID-19 

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

 Legal Aid of NorthWest Texas

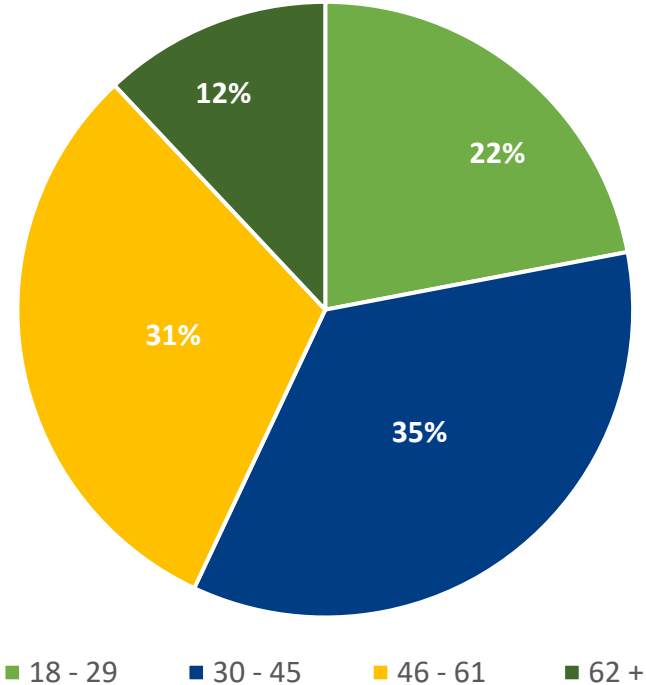


Transparency & Accountability

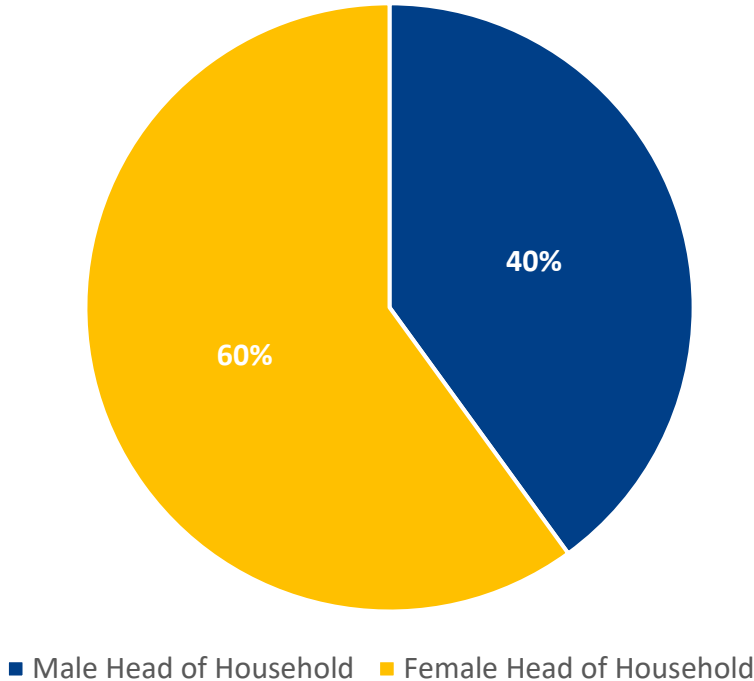


2021 Results: Legal Services

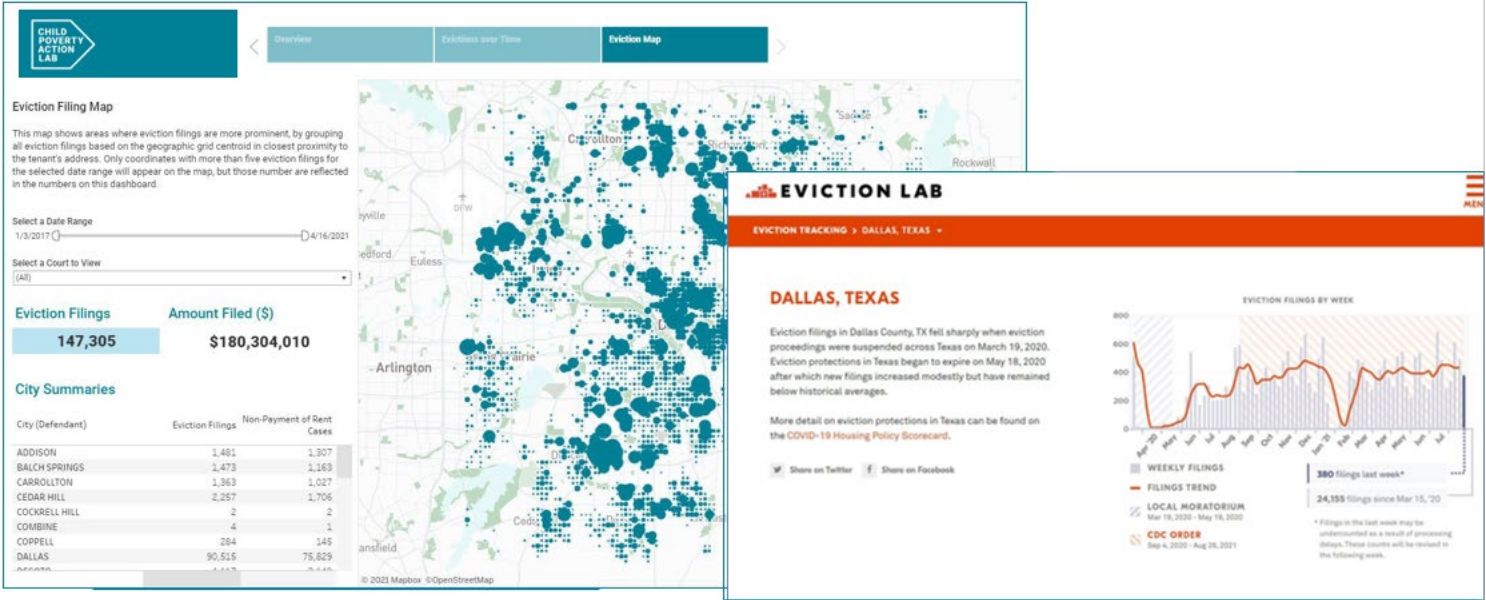
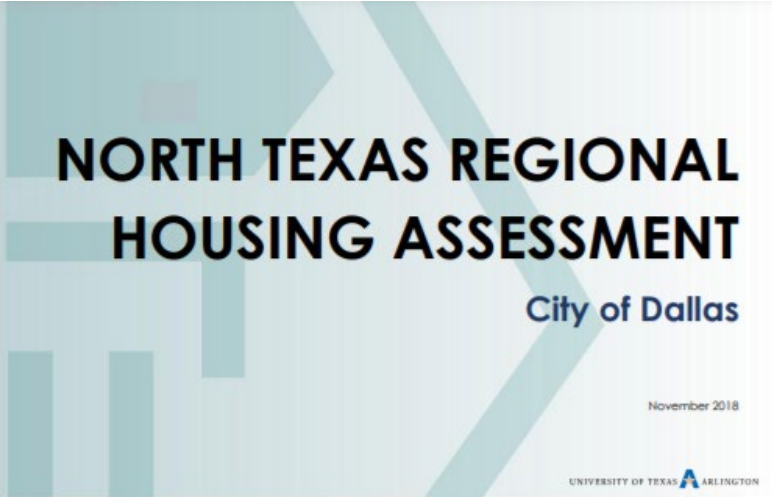
Applicant Age Range
January 2021 - July 2021



Heads of Household
January 2021 - July 2021




Alignment



Amplification




**City of Dallas**

HOME | PRESS | WATCH LIVE | RESOURCES | TRANSPARENCY

HOME > PRESS ROOM ARCHIVE > OFFICE OF EQUITY AND INCLUSION PARTNERS WITH LEGAL AID OF NORTHWEST TEXAS TO PROVIDE EVICTION ASSISTANCE

CITY NEWS | FAIR HOUSING | FEATURED



10 MONTHS AGO

Office of Equity and Inclusion partners with Legal Aid of NorthWest Texas to provide eviction assistance

**City of Dallas**
@CityOfDallas

Need eviction assistance? We've teamed up with @lanwt to offer education, training and legal representation to eligible Dallas residents financially impacted by COVID-19.

Learn more about the program and how to apply at the link below.



Office of Equity and Inclusion partners with Legal Ai...
The City of Dallas Office of Equity and Inclusion in partnership with Legal Aid of NorthWest Texas is ...
[dallascitynews.net](#)

1:08 PM · Dec 14, 2020

**AAGD**
APARTMENT ASSOCIATION
GREATER DALLAS

**City of Dallas:
Eviction Assistance
Initiative & Rental
Assistance
Programs**

Tuesday, March 23, 2021
10:00 AM - 11:30 AM (CDT)

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

EMERGENCY RENTAL ASSISTANCE EVENT

IF YOU NEED AID, PLEASE BRING:

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

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

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

 **PAUL LAURENCE DUNBAR
LANCASTER-KEIST BRANCH LIBRARY**
2008 E. KIST BLVD.
DALLAS, TX 75216

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



Next Steps



- Identify City programs under Tier 1 and Tier 4 that are focused on delivering service directly to residents
- Identify and train cross-departmental staff to assess program-specific responses
- Quarterly reporting
 - City Council Committees
 - Department of Treasury





City of Dallas

ARPA Equitable Investment Framework

**Workforce, Education, and
Equity Committee
October 12, 2021**

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