

RECEIVED

Public Notice

2022 JAN -7 AM8:37

CITY SECRETARY  
DALLAS, TEXAS

## City of Dallas

2 2 0019

POSTED CITY SECRETARY  
DALLAS, TX

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



### Workforce, Education, and Equity Committee

January 10, 2022

9:00 AM

## 2021 CITY COUNCIL APPOINTMENTS

COUNCIL COMMITTEE	
<b>ECONOMIC DEVELOPMENT</b> Atkins (C), Arnold (VC), McGough, Narvaez, Resendez, West, Willis	<b>ENVIRONMENT AND SUSTAINABILITY</b> Blackmon(C), Ridley (VC), Arnold, Bazaldua, Resendez, Schultz, West
<b>GOVERNMENT PERFORMANCE AND FINANCIAL MANAGEMENT</b> Mendelsohn (C), Willis (VC), Atkins, Bazaldua, McGough, Ridley, West	<b>HOUSING AND HOMELESSNESS SOLUTIONS</b> Thomas (C), Moreno (VC), Arnold, Blackmon, Mendelsohn, Ridley, Schultz
<b>PUBLIC SAFETY</b> McGough (C), Mendelsohn (VC), Atkins, Moreno, Resendez, Thomas, Willis	<b>QUALITY OF LIFE, ARTS, AND CULTURE</b> Bazaldua (C), West (VC), Arnold, Blackmon, Narvaez, Ridley, Thomas
<b>TRANSPORTATION AND INFRASTRUCTURE</b> Narvaez (C), Atkins (VC), Bazaldua, Mendelsohn, Moreno, Schultz, Willis	<b>WORKFORCE, EDUCATION, AND EQUITY</b> Schultz (C), Thomas (VC), Blackmon, McGough, Moreno, Narvaez, Resendez
<b>AD HOC JUDICIAL NOMINATING COMMITTEE</b> Resendez (C), Arnold, Bazaldua, Ridley, Thomas, West, Willis	<b>AD HOC LEGISLATIVE AFFAIRS</b> Atkins (C), McGough, Mendelsohn, Narvaez, Willis
<b>AD HOC COMMITTEE ON COVID-19 RECOVERY AND ASSISTANCE</b> Thomas (C), Atkins, Mendelsohn, Moreno, Ridley	<b>AD HOC COMMITTEE ON GENERAL INVESTIGATING &amp; ETHICS</b> 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=e8542602d96275fba32c6dadb4ded1e51>

### Call to Order

### **MINUTES**

1. [22-301](#) Approval of the December 13, 2021 Workforce, Education, and Equity Committee Meeting Minutes

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

### **BRIEFING ITEMS WITHOUT ACTION**

- A. [22-319](#) Review Mayor Eric Johnson's Updated 2022 Workforce, Education, and Equity Committee Priorities  
[Jaynie Schultz, Chair, Workforce, Education, and Equity Committee]

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

### **BRIEFING MEMORANDUM WITH ACTION**

2. [22-307](#) Equity (External): Recommend Approval of an Upcoming Office of Procurement Services and Office of Community Care Agenda Item - CARES CDBG Drivers of Poverty Programs  
[Kimberly Bizer Tolbert, Chief of Staff, City Manager's Office; Jessica Galleshaw, Director, Office of Community Care]

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

### **BRIEFING ITEMS WITHOUT ACTION**

- B. [22-302](#) Education (External): Dallas Independent School District Enrollment, Recruitment, and Instruction  
[Sherry Christian, Deputy Chief of Staff; Derek G. Little, Deputy Chief Academic Officer - Programs; Angie Gaylord, Deputy Chief of Transformation and Innovation, Dallas Independent School District]

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

- C. [22-303](#) Equity (External): Gender Equity and Period Access Dallas  
[Dena L. Jackson, PhD, Chief Operating Officer, Texas Women's Foundation; Jessica Galleshaw, Director, Office of Community Care; Victoria Moe, Assistant to the City Manager & Chief of Staff, City Manager's Office]

**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 #:** 22-301

**Item #:** 1.

---

Approval of the December 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](http://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:** December 13, 2021

**Convened:** 9:05 a.m.

**Adjourned:** 11:00 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 Jesse Moreno

**Committee Members Absent:**

N/A

**Other Council Members Present:**

N/A

## **AGENDA**

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

**1. Approval of the November 8, 2021 Workforce, Education and Equity Committee Meeting Minutes**

**Action Taken/Committee Recommendation(s):** A motion was made to approve the minutes for the November 8, 2021 Workforce, Education and Equity Committee meeting minutes. The motion passed.

Motion made by: Vice Chair Casey Thomas

Motion seconded by: CM Paula Blackmon

## **BRIEFING ITEMS WITHOUT ACTION**

**A. Workforce (External/Internal): “Upskilling Dallas: How to Modernize the City’s Workforce for the Jobs of Tomorrow” Report Overview**

**Presenters:** Tyler Hardy, Principal, Cicero Group; Kerri Briggs, Ph.D., Partner, Cicero Group

**Action Taken/Committee Recommendation(s):** Mr. Hardy and Dr. Briggs provided an overview of the “Upskilling Dallas: How to Modernize the City’s Workforce for the Jobs of Tomorrow” commissioned by Mayor Eric Johnson and produced by Cicero Group. The presentation covered the objective of the report, racial disparity data related to education attainment, earnings, and poverty, and four recommendations for eliminating barriers for Black and Hispanic adults to access better paying jobs in Dallas. Committee members discussed and asked questions about what recommendations the City Council members can play a role in advancing the recommendations, leveraging community workforce navigators and partnerships with anchor institutions, and aligning the report with City work, including the newly established Small Business Center. Informational only.

**B. Education/Workforce (Internal): Educational and Training Opportunities for City of Dallas Employees**

**Presenters:** Nina Arias, Director, Human Resources

**Action Taken/Committee Recommendation(s):** Director Arias provided an overview of education and training programs available for City of Dallas employees, key educational partnerships, the tuition reimbursement program for City employees, the executive leadership development strategy, and the trainings the City of Dallas provides to the public. Committee members discussed and asked questions about the relationship between the Human Resources Department (HR) and Civil Services, the percentage of City employees participating in continuing education or training programs other than mandatory trainings, if HR has enough funding to advance training and educational opportunities, what HR would do with additional funding, how City employees are made aware of training and educational opportunities, sharing tuition reimbursement information through the City

Manager's weekly emails to City employees, and establishing clear metrics and goals for the organization's training and educational attainment. Informational only.

**C. Equity (Internal): Racial Equity Plan Quarterly Update**

**Presenters:** Liz Cedillo-Pereira, Chief of Equity and Inclusion, City Manager's Office; Dr. Lindsey Wilson, Equity Officer, Office of Equity and Inclusion; Harold Hogue, Managing Partner, CoSpero Consulting LLC

**Action Taken/Committee Recommendation(s):** Dr. Wilson and Mr. Hogue provided an overview of the racial equity plan, including the purpose of the plan, the plan development process, assessment criteria to measure the depth of commitment across departments to advancing equity, and community engagement efforts thus far. Committee members discussed and asked questions about the most surprising information gained from the community engagement efforts thus far, what will be done to institutionalize the racial equity plan at the administrative level, appreciation for the historical context of the city taken into consideration in the development of the plan, how the City is helping people build diversity in neighborhood leaders, how communities of color are impacted by the City's budget and policies, and equity training for City executives. Informational only.

Adjourn (11:00 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 #:** 22-319

**Item #:** A.

---

Review Mayor Eric Johnson's Updated 2022 Workforce, Education, and Equity Committee Priorities  
[Jaynie Schultz, Chair, Workforce, Education, and Equity Committee]

# Memorandum



CITY OF DALLAS

DATE December 16, 2021

TO Members of the Dallas City Council

SUBJECT Dallas City Council Committee priorities for 2022

Dear Colleagues:

As promised during my annual State of the City Address, I am hereby submitting to you all the attached list of my top policy priorities for the year ahead for each standing committee of the Dallas City Council.

If we focus on these committee priorities, which were developed with feedback from committee chairs, we will make our city stronger, safer, healthier, more vibrant, and more equitable.

It is certainly my hope and expectation that we will achieve all 48 of these priorities — each committee has been given six directives — during the year ahead. Our committee chairs should lead on these issues, partner with the mayor's office to ensure progress, and conduct appropriate oversight as necessary.

However, this list is also not meant to be all-inclusive or totally restrictive. It is important to me that our committee chairs — whom I selected because of their experience and leadership capabilities — remain nimble when it comes to the needs of our residents and that they work with me on the most effective ways to address other issues as they arise.

In addition, I request that our chairs work with my office to sort out any disputes over committees' jurisdictions. We must ensure we have the most efficient processes possible for considering and vetting policy ideas.

Let's work together to ensure our dynamic and growing city reaches its full potential by getting back to basics at City Hall and laying the groundwork to build for our future.

Thank you for your attention to these issues and for your hard work in our first six months together. I hope you all have a Merry Christmas and a Happy New Year, and that you stay safe.

Sincerely,



Eric Johnson  
Mayor

Cc: T.C. Broadnax, City Manager  
Chris Caso, City Attorney  
Biliera Johnson, City Secretary  
Mark Swann, City Auditor

# **Dallas City Council Committee Priorities for 2022**

## **Economic Development Committee**

**Chair:** Tennell Atkins

1. Implementing the comprehensive economic development policy, especially the recommendations of the Mayor's Task Force on Innovation and Entrepreneurship, and ensuring the success of the Economic Development Corporation.
2. Reviewing data and feedback to make recommendations that will make Dallas the best city in the region with which to do business.
3. Working to enhance dense, mixed-use economic development efforts in the city's Central Business District, including by developing plans for the development of city-owned land around the Kay Bailey Hutchison Convention Center.
4. Overseeing the completion and implementation of the Hensley Field master plan.
5. Creating new strategies to attract businesses to Dallas and support the expansion of the city's existing businesses, thereby growing the city's property tax base and making the city more competitive economically.
6. Assessing the need for and viability of a responsible banking ordinance for the city of Dallas and encouraging practices that extend economic vitality to southern Dallas.

## **Environment & Sustainability Committee**

**Chair:** Paula Blackmon

1. Reviewing our city codes, policies, and procedures that allowed for environmental threats such as Lane Plating, "Shingle Mountain," and others to occur, and recommending to the Dallas City Council new codes, policies, and procedures — including zoning changes — to prevent such occurrences in the future.
2. Reforming the bulk-and-brush trash pickup program to ensure maximum efficiency and proper use.
3. Continuing to implement the Comprehensive Environmental and Climate Action Plan (CECAP) and effectuating resilience strategies contained therein, such as the creation of green roofs and a solar program.
4. Exploring new, equitable policies to address environmental concerns in neighborhoods, including restrictions on gas-powered leaf blowers and a notification process regarding plans to build concrete batch plants.
5. Ensuring that progress continues on the remediation of Hensley Field.
6. Developing a plan to dredge White Rock Lake.

## **Government Performance & Financial Management Committee**

**Chair:** Cara Mendelsohn

1. Developing and recommending a plan to meaningfully reduce the property tax rate to make Dallas more competitive with surrounding cities.
2. Monitoring and assessing progress on the city manager's plan to improve the city's permitting processes.
3. Creating a formal sunset review process of city departments, offices, and programs to help eliminate waste, redundancies, and inefficiencies in city government.
4. Recommending strategies to ensure the city's technology and data systems and processes are appropriately modernized, efficient, and secure.
5. Reviewing and making recommendations to improve the process for evaluating the performance of City Council-appointed officials that incorporates more objective criteria and performance metrics.
6. Reviewing our RFP, procurement, budgeting, data analysis, and contract monitoring processes to reflect best practices.

# **Dallas City Council Committee Priorities for 2022**

## **Housing & Homelessness Solutions Committee**

**Chair:** Casey Thomas

1. Advocating for Dallas County to help address the underlying health conditions of mental illness and drug addiction that contribute to homelessness, incarceration, and poverty.
2. Overseeing and monitoring the implementation of the Dallas Real-Time Rapid Rehousing Strategy, as well as identifying the causes of increased rates of homelessness in our city and proposing solutions to the Dallas City Council to reverse this trend.
3. Overseeing the implementation of policies emanating from the racial equity audit of the Comprehensive Housing Policy.
4. Overseeing the implementation of, and securing financing for, the City of Dallas' Comprehensive Housing Policy, with particular attention to ensuring that residents are not involuntarily displaced due to gentrification.
5. Recommending any changes to the Comprehensive Housing Policy to ensure the development of affordable housing in Dallas.
6. Assessing the findings of the SPARC report and recommend ways to combat the extreme racial disparities in homelessness.

## **Public Safety Committee**

**Chair:** Adam McGough

1. Supporting proper implementation and providing oversight of all public safety strategies, including the violent crime reduction plan, the RIGHT Care program, 911 staffing improvements, Dallas police officer hiring, the KPMG civilianization study, and the programs recommended by the Mayor's Task Force on Safe Communities.
2. Ensuring that the Dallas Police Department receives the best available training and overseeing the creation of a new police training academy in partnership with UNT-Dallas.
3. Encouraging programs and policies that improve community-police relations.
4. Monitoring accountability related to internal investigations conducted by Dallas Fire-Rescue and the Dallas Police Department.
5. Providing oversight of Dallas Fire-Rescue's efforts to modernize its operations and training amid a changing urban environment and an increased demand for emergency medical services.
6. Assessing and making recommendations as to the needs for facilities, updated technology, and equipment for the Dallas Police Department and Dallas Fire-Rescue.

## **Quality of Life, Arts, and Culture Committee**

**Chair:** Adam Bazaldua

1. Through the "Dallas Is For Families" initiative, reviewing city programs, park and recreation offerings, and amenities to ensure the city is catering its services for both families with children and seniors.
2. Developing sensible regulations for short-term rental properties in Dallas.
3. Actively assessing the cultural offerings of both peer and nearby cities to ensure our competitiveness in these regards.
4. Producing recommendations to promote and enhance the city's live music, hospitality, nightlife, art, and dining scenes.
5. Developing a plan to expand dining options and encourage and support safe mobile food options.
6. Providing recommendations and oversight to ensure the implementation of the Fair Park master plan.

# Dallas City Council Committee Priorities for 2022

## Transportation and Infrastructure Committee

**Chair:** Omar Narvaez

1. Overseeing and directing plans to improve the conditions of streets, traffic signals, sidewalks, bike lanes, and other infrastructure through the general fund, bond funds, and other revenue sources, such as federal infrastructure legislation.
2. Guiding and shaping the process to determine the future of the Kay Bailey Hutchison Convention Center and surrounding area as it pertains to transportation infrastructure.
3. Implementing and prioritizing the implementation of the Vision Zero plan and improving mobility and safety for users of all modes of transportation, including by examining possible street closures, developing a micro-mobility program, and implementing road diets and complete streets to improve walkability in the city.
4. Reviewing Dallas Area Rapid Transit's bus service within the City of Dallas to ensure it meets the city's current and future workforce and quality-of-life needs.
5. Monitoring and assessing the needs of the city's airports, water infrastructure, and flood control systems to ensure their viability and safety.
6. Overseeing public-private partnerships to expand digital infrastructure for residents throughout Dallas, ensuring every family has access to high-speed internet service.

## Workforce, Education, and Equity Committee

**Chair:** Jaynie Schultz

1. Working with the mayor's workforce czar to implement recommendations from *Upskilling Dallas: How to Modernize the City's Workforce for the Jobs of Tomorrow* and other upskilling efforts, including at the city's new Small Business Center.
2. 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.
3. Overseeing the development and implementation of the City of Dallas' Racial Equity Plan.
4. Working with early childhood education and childcare partners and providers to make sure families in Dallas have access to affordable, high-quality early childhood education and childcare options.
5. Reviewing the city's fine-and-fee structures to ensure residents are treated equitably by municipal courts.
6. Examining policies and procedures related to City of Dallas employees to ensure the city government is competitive as it relates to its culture and benefits and is in a position to attract the most talented and reliable workforce in the State of Texas.

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

**Mayor Johnson's 2022 WEE Committee Priorities:**

1. Working with the mayor's workforce czar to implement recommendations from Upskilling Dallas: How to Modernize the City's Workforce for the Jobs of Tomorrow and other upskilling efforts, including at the city's new Small Business Center.
2. 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.
3. Overseeing the development and implementation of the City of Dallas' Racial Equity Plan.
4. Working with early childhood education and childcare partners and providers to make sure families in Dallas have access to affordable, high-quality early childhood education and childcare options.
5. Reviewing the city's fine-and-fee structures to ensure residents are treated equitably by municipal courts.
6. Examining policies and procedures related to City of Dallas employees to ensure the city government is competitive as it relates to its culture and benefits and is in a position to attract the most talented and reliable workforce in the State of Texas.

Policy Area	Committee Goals	Councilmember Priority	Equity Indicators	Status	City Policies, Programs, Initiatives
EQUITY	Internal: Integrate equity into the City's policies, programs, and initiatives through the Racial Equity Plan	Overseeing the development and implementation of the City of Dallas' Racial Equity Plan. (Mayor's Priority)		3/24/21: City Council passes Racial Equity Resolution 12/13: REP Quarterly Update will be briefed to WEE Committee	Racial Equity Plan (forthcoming) Welcoming Dallas Strategic Plan Resilient Dallas Strategy Comprehensive Fair Housing Plan (forthcoming) ADA Transition Plan Cities for Fine and Fee Justice Reform
		Review Equitable Investment Framework for ARPA funds		10/12/21: Briefed to WEE Committee	Broadband and Digital Equity Strategic Plan Forward Dallas
		Review implementation the ADA Transition Plan	32: Street Quality		Evictions Assistance Initiative Municipal ID
		Full integration of Resilience Strategies through an equity impact lens throughout Council Committee's work			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	Reviewing the city's fine-and-fee structures to ensure residents are treated equitably by municipal courts. (Mayor's Priority)	40: Fines and Fees	6/7/21: Briefed to the WEE Committee	
		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 Broadband and Digital Equity Strategic Plan	29: Internet Access	8/4/21: Briefed to City Council	
		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	9/13/21: Briefed to the WEE Committee	
		Consider implementing a City ID	37: Sense of Community 39: Government Service Satisfaction		
		Monitor food access programs	58: Child Food Insecurity		
		Monitor programming for children and families (family violence)	48: Domestic Violence		
		Develop actions around creating more diverse neighborhoods in Dallas	25: Homeownership 28: Housing Cost Burden 31: Long-Term Residential Vacancies		

WORKFORCE	Internal: Make the City of Dallas the premier public service employer	Examining policies and procedures related to City of Dallas employees to ensure the city government is competitive as it relates to its culture and benefits and is in a position to attract the most talented and reliable workforce in the State of Texas. (Mayor's Priority)	4: Labor Force Non-Participation 5: Unemployment 6: High-Growth, High-Paying Employment		Small Business Center Business and workforce inclusion initiatives Skilled Immigration Integration Program Fresh Start Employee Resource Groups
		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	Working with the mayor's workforce czar to implement recommendations from Upskilling Dallas: How to Modernize the City's Workforce for the Jobs of Tomorrow and other upskilling efforts, including at the city's new Small Business Center. (Mayor's Priority)	1: Business Establishments 2: Business Ownership 3: Long-Term Business Vacancies 4: Labor Force Non-Participation 5: Unemployment 6: High-Growth, High-Paying Employment	12/13/21: Report briefed to the Committee Feb. 2022: SBC Plan will be briefed to the committee	
		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	3/2/21: Briefed to the WEE Committee	
		Monitor accomplishments with new workforce development job training services funded through CDBG Funding	5: Unemployment 6: High-Growth, High-Paying Employment	Oct. 21: Approved by City Council June 2022: Will be briefed to the committee	
		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	June 2022: Fresh Start status report to the Committee	
		Consider elements and programming for proposed Pre Entry Program for justice impacted residents	5: Unemployment	11/8/21: Fresh Start briefed to the WEE Committee April 2022: Pre-entry briefing with SBC and OCC (tent.)	

		Monitor development and implementation of the Small Business Center Strategic Plan	2: Business Ownership 5: Unemployment 6: High-Growth, High-Paying Employment	Feb. 2022: SBC Plan will be briefed to the committee, followed by quarterly updates	
		Monitor accomplishments and progress with community navigation services to support opportunity youth goals	10: Child Poverty	March 2022: Navigator ecosystem will be briefed to the committee	
EDUCATION	External/Internal: Work in partnerships to prepare a diverse workforce for credentialing or training needed to fill middle-skilled jobs	Working with early childhood education and childcare partners and providers to make sure families in Dallas have access to affordable, high-quality early childhood education and childcare options. (Mayor's Priority)	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
		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. (Mayor's Priority)	13: Early Education Enrollment by Race 14: Early Education Enrollment by Income 15: Kindergarten Readiness		
		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		
		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		
		Determine how to support whole family units through DISD's Accelerating Campus Excellence (ACE) program and other initiatives	13: Early Education Enrollment by Race 14: Early Education Enrollment by Income 15: Kindergarten Readiness		





# City of Dallas

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

## Agenda Information Sheet

---

**File #:** 22-307

**Item #:** 2.

---

Equity (External): Recommend Approval of an Upcoming Office of Procurement Services and Office of Community Care Agenda Item - CARES CDBG Drivers of Poverty Programs  
[Kimberly Bizer Tolbert, Chief of Staff, City Manager's Office; Jessica Galleshaw, Director, Office of Community Care]

# Memorandum



CITY OF DALLAS

DATE January 7, 2022

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 – January 12, 2022: Essential Services for Persons Impacted by  
COVID-19**

This memo is a follow-up to one briefed to the WEE Committee on November 8, 2021 regarding [CARES CDBG Drivers of Poverty programs](#).

On January 12, 2022, the following Office of Procurement Services item will be considered by City Council:

**Item No. 42:** Authorize a one-year subrecipient agreement to provide essential needs, and economic and financial stability support services to low-to-moderate income residents impacted by the COVID-19 pandemic for the Office of Community Care - CitySquare in the amount of \$715,363.80, Friendship West Baptist Church in the amount of \$458,250.00, Services of Hope Entities, Inc. in the amount of \$471,132.00, and The Chocolate MINT Foundation in the amount of \$100,000.00, most advantageous proposer of seven - Total not to exceed \$1,744,745.80 - Financing: 2020 CARES Act Relief CDBG #3 Fund (subject to annual appropriations)

## **Background**

The Office of Community Care (OCC) sought agencies through a request for proposal process to serve as subrecipients to administer the CV-COVID-19 Drivers of Poverty Program throughout Dallas city limits to residents economically impacted by the COVID-19 pandemic. The program targets low-income clients who are among the identified populations highlighted by the 2017 Mayor's Task Force on Poverty. OCC sought client assistance programs under the following categories: 1) food and other essentials, 2) transportation assistance, 3) health care financial assistance and services, 4) mental health financial assistance and services, and 5) overcoming barriers.

This item was previously scheduled for City Council action in late 2021, but staff removed it from the agenda due to ongoing negotiations with the awardees. In addition, staff identified two issues that required re-scoring the submissions. Those issues were remedied and impacted the rankings of the projects such that staff is now able to recommend an *additional* contract under the Food and Other Essentials category. Source of funds for the additional award is savings from lower-than-projected administrative costs from multiple CARES CDBG contracts.

Final overall scores are listed below. The asterisk denotes winning proposer.

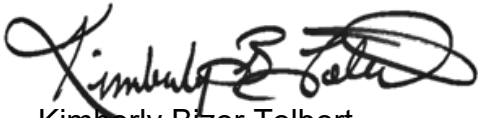
DATE January 7, 2022

SUBJECT **Upcoming Office of Community Care and Office of Procurement  
Services Agenda Item – January 12, 2022**

Proposer	Category Proposed	Score	Updated Score
*CitySquare	<ul style="list-style-type: none"><li>• Food and Other Essentials</li><li>• Transportation</li><li>• Healthcare—Access to Services</li></ul>	98	94.50
*Friendship West Baptist Church	<ul style="list-style-type: none"><li>• Healthcare – Community Mental Health Services</li></ul>	97.5	92.25
*Services of Hope Entities, Inc.	<ul style="list-style-type: none"><li>• Food and Other Essentials</li><li>• Overcoming Barriers</li></ul>	90	89.75
Consumer Credit Counseling Service of San Francisco dba BALANCE <i>(only submitted for the Overcoming Barriers category, for which Services of Hope scored higher)</i>	<ul style="list-style-type: none"><li>• Overcoming Barriers</li></ul>	86	84.50
*The Chocolate MINT Foundation	<ul style="list-style-type: none"><li>• Food and Other Essentials</li></ul>	94	81.50
Hope Supply Co.	<ul style="list-style-type: none"><li>• Food and Other Essentials</li></ul>	92.5	80.25
Goodr Foundation, Inc.	<ul style="list-style-type: none"><li>• Food and Other Essentials</li></ul>	77.5	69

Should you have any questions or need additional information about the programming and services, please contact myself, Jessica Galleshaw, Director of Office of Community Care, at 214-670-5113 or [Jessica.Galleshaw@dallascityhall.com](mailto:Jessica.Galleshaw@dallascityhall.com), or Chhunmy Chhean, Director of the Office of Procurement Services, at 214-670-3874 or [chhunmy.chhean@dallascityhall.com](mailto:chhunmy.chhean@dallascityhall.com).

DATE January 7, 2022  
SUBJECT **Upcoming Office of Community Care and Office of Procurement  
Services Agenda Item – January 12, 2022**



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 #:** 22-302

**Item #:** B.

---

Education (External): Dallas Independent School District Enrollment, Recruitment, and Instruction [Sherry Christian, Deputy Chief of Staff; Derek G. Little, Deputy Chief Academic Officer - Programs; Angie Gaylord, Deputy Chief of Transformation and Innovation, Dallas Independent School District]

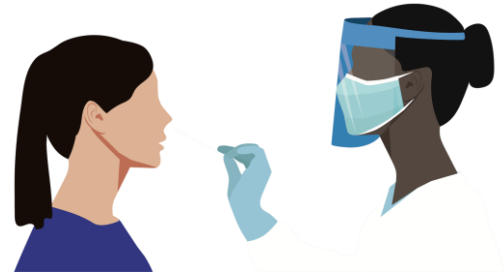


# Dallas ISD-Covid 19 Response



# Testing & Safety Protocols

- Mask Requirement
- Vaccination Incentives & Clinics
- Social Distancing
- Encouraged Handwashing and Sanitizing
- Enhanced Cleaning
- Frequent Testing
  - Central Testing Site @ Cotton Building
  - Staff & Student Testing @ All Campuses
  - County Testing Site @ Ellis Davis



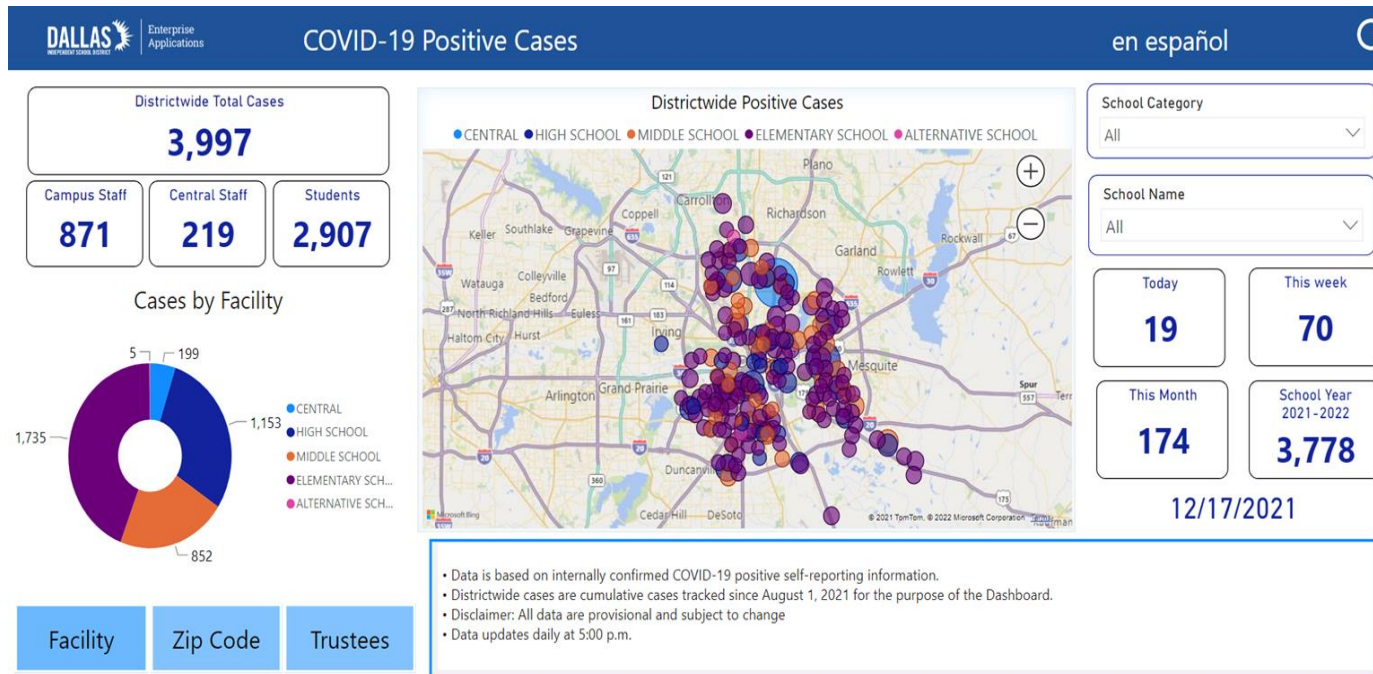
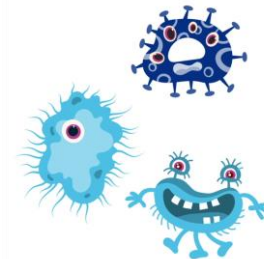


# Isolations & Quarantines

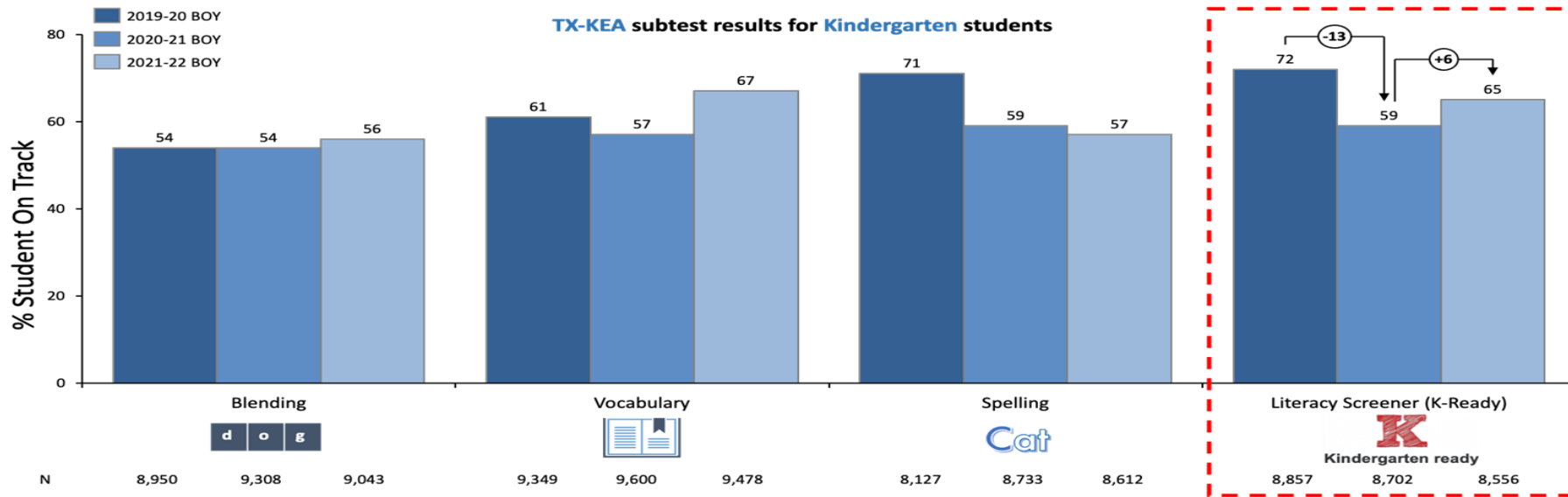
- Isolation of 5 days for positive COVID-19 cases (EPSL for 5 days of paid leave available)
- Quarantine not required for vaccinated close contacts
- Quarantine required for unvaccinated close contacts for at least 7 days with a negative test on day 5, 6, or 7 (Staff must use their PTO)
- Quarantine not required for student to student exposure with proper mask wearing



# Reporting-Dashboard

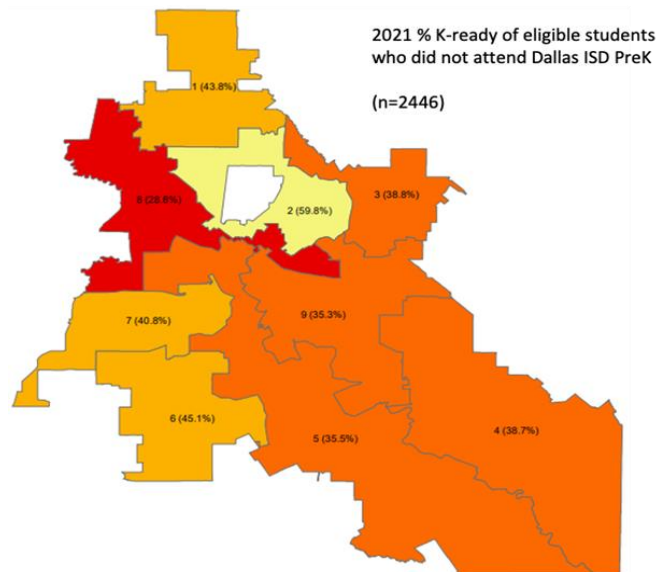


# K-Ready Earned Back Half of What Was Lost from the Pandemic

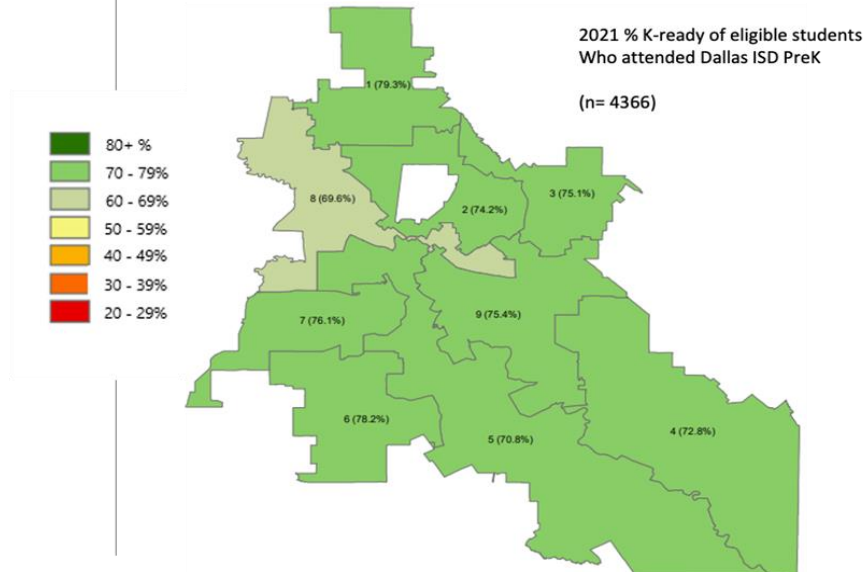


# Despite COVID, Impact of PreK Remains Significant

## **39% of eligible students that did not attend Dallas ISD PreK were K-ready**



## **74% of students that did attend Dallas ISD PreK were K-ready**



# Continue to Face Severe Academic Challenges

- ❖ **Fall 2021 STAAR results revealed Dallas ISD lost as much as four to five years of recent gains in academic achievement**
- ❖ **Equity gaps persist, with some widening during COVID**
- ❖ **Grades 6-8 Beginning-of-Year Reading:** There was a slight increase in the percent of students at the 50<sup>th</sup> percentile comparing Fall 2021 to Spring 2021.
  - However, results do not yet meet pre-pandemic expectations. Even with this increase, less than 40% of students are performing at the 50th percentile mark.
- ❖ **Currently giving middle-of-year MAP assessment. Will have next update on learning outcomes by mid-February.**



# How We Are Responding

**For All Students**

Accelerating Learning

Just-in-Time Acceleration

Individualized Acceleration

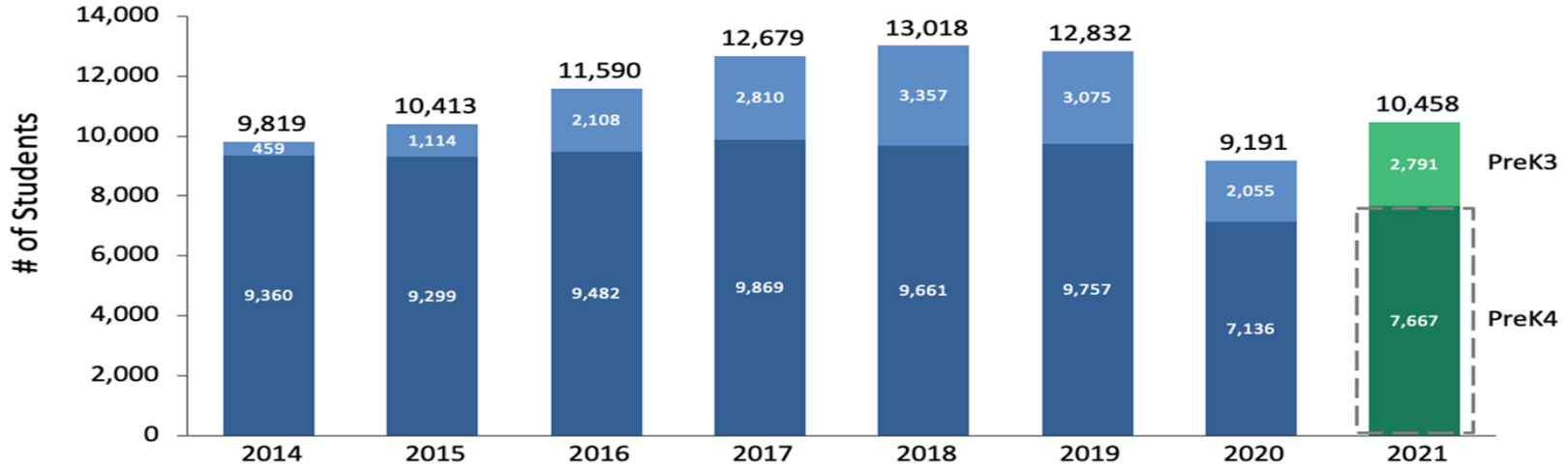
Intervention



**For Targeted Student Groups**



# PreK Enrollment Improving from Pandemic Losses





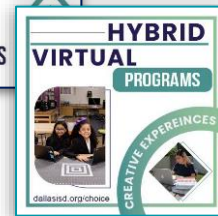
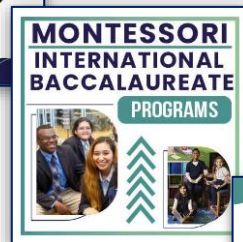
# Strategic Enrollment Update

## Dallas ISD Overall Enrollment

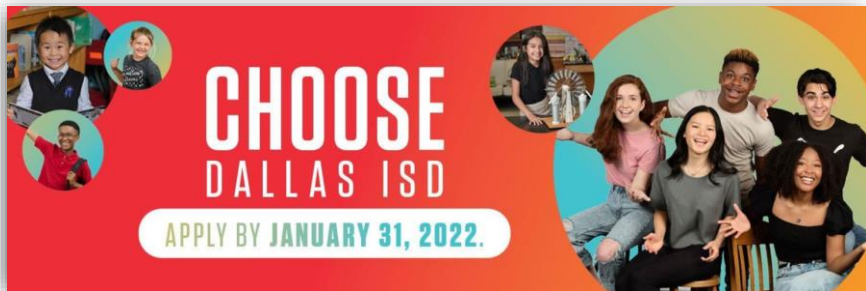


2020 Enrollment	2021 Enrollment
145,113	142,971

## Options to Retain and Recruit



# Addressing Enrollment Through School Choice



## Discover Dallas Timeline



Discover our more than 100+ choice schools and programs.



Apply by Jan. 31, 2022

<https://www.dallasisd.org/choosedallasisd>



## BOND 2020

Medical District PK-8  
Biomedical School



PK-8 West Dallas STEM:  
Domingo Garcia Community School



## Future Innovative School Models




Nolan Estes Plaza:  
Downtown Project



International District: K-12  
International STEAM Project



# Workforce & Postsecondary Updates

**SENIORS**

**FREE TSIA TESTING**

Did you know the TSIA is required to enroll into college?

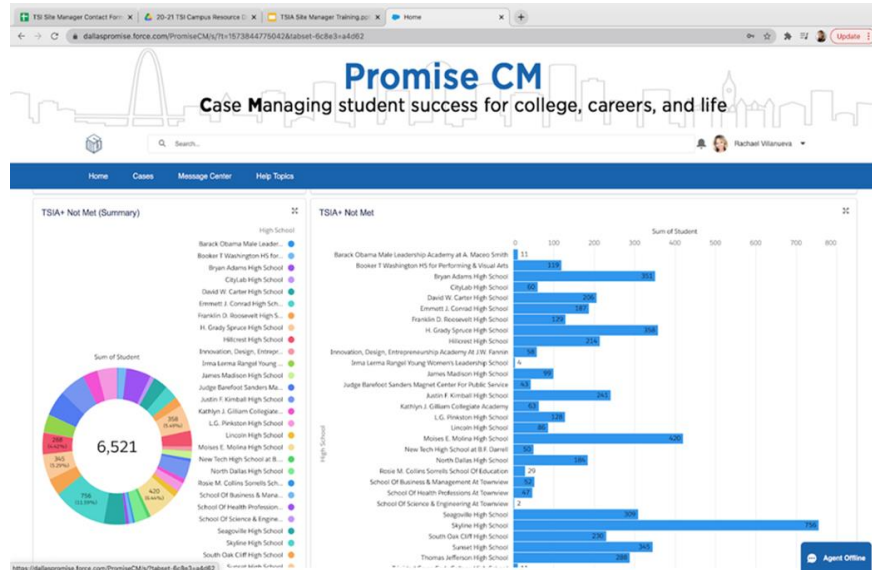
**WHAT IS THE TSIA?**

The purpose of the Texas Success Initiative (TSI) is to determine if you are ready for college-level work in the areas of reading, writing and math.

**HOW DO I SIGN UP?**

Speak with your campus to determine test date and registration process.

DALLAS | Postsecondary Partnerships and Programs





# Q & A

Thank You!



# City of Dallas

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

## Agenda Information Sheet

---

**File #:** 22-303

**Item #:** C.

---

Equity (External): Gender Equity and Period Access Dallas

[Dena L. Jackson, PhD, Chief Operating Officer, Texas Women's Foundation; Jessica Galleshaw, Director, Office of Community Care; Victoria Moe, Assistant to the City Manager & Chief of Staff, City Manager's Office]





Texas  
Women's  
Foundation

A photograph of a woman with long brown hair and a young girl with dark hair, both looking down at a small, clear plastic container held by the girl. The woman is wearing a yellow sweater, and the girl is wearing a black and white striped shirt. The background is softly blurred, suggesting an indoor setting. The image is framed by a white border with a subtle grid pattern, and there are orange and blue geometric shapes overlaid on the left and bottom edges.

# Dallas City Council Workforce, Education & Equity Committee

January 10, 2022

# Eco Issues Overview



Texas  
Women's  
Foundation

- Who are Texas Women?
- Women in the Workforce

## Pillars of Economic Security

- Education – The Pathway
- Child Care – A Work Support
- Health Insurance – Financial Shield
- Housing – An Anchor



# State of the Data



- American Community Survey not published in 2021 - would have been data from calendar 2020.
- Experimental ACS data not comparable.
- Household Pulse Survey for 2021 is available – COVID specific starting in April 2020.

# CHILD CARE

A Critical Support  
For Working Women



# Labor Force Participation

LABOR FORCE PARTICIPATION OF TEXAS MOMS	NUMBER	PERCENTAGE
Women (ages 16–64) in the workforce, with children	2.5 Million	63%
Children under 6 with all parents in workforce	1.3 Million	60%
Children ages 6–12 with all parents in workforce	1.8 Million	63%

National KIDS COUNT analysis of data from the U.S. Census Bureau, Population Reference Bureau, American Community Survey 2018. Children with all available parents in the labor force in Texas. <https://datacenter.kidscount.org/data#TX>



# Child Care and OST Gaps

- Affordability of care as families lose expanded child tax credit.
- Staffing crisis at all levels – early childhood and out of school time. Support substitute and bonus pools for city contractors.



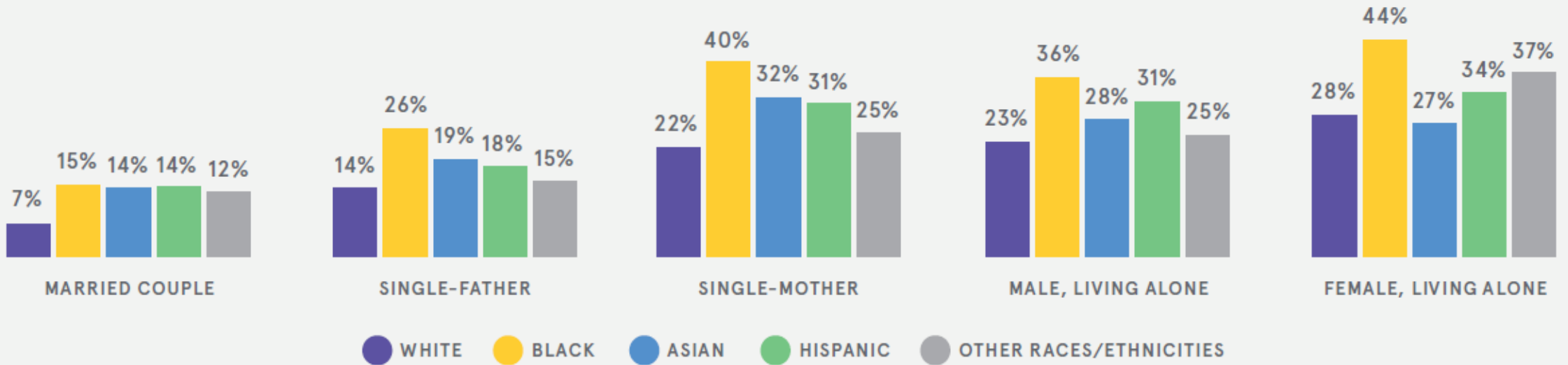
# HOUSING

An Anchor for  
Economic Security



# High Housing Costs

Women of Color, Especially Black Women, Experience Housing Cost Burden in Texas



***“If incarceration has come to define the lives of men from impoverished Black neighborhoods, eviction is shaping the lives of women. Poor Black men are locked up. Poor Black women are locked out.”***

*Mathew Desmond, Ph.D., Eviction Lab, Princeton*

*Evicted: Poverty and Profit in the American City, Pulitzer Prize 2017*

# Housing Gaps



- Legal assistance, especially in courthouse where cases are being heard.
- Tenant Bill of Rights – San Antonio is looking at options now.
- Funding to help nonprofits with operating costs related to dispensing rental assistance.





# ***QUESTIONS?***

***Dena L. Jackson, Ph.D.  
djackson@txwf.org***



## **CHECK OUT THE REPORT WEBSITE!**

Featuring stories, audio clips,  
and photos – you can hear  
directly from the Texas women  
highlighted in this report at:

**[txwfecoissues.org](http://txwfecoissues.org)**

# **Period Access Dallas (P.A.D.)**

**Workforce, Education,  
& Equity Briefing**

**January 10, 2021**



**City of Dallas**

Jessica Galleshaw, Director of Community Care  
Victoria Moe, Assistant to the City Manager & Chief of Staff

# Overview



- Gender Equity Alignment
- The Case for Additional Essential Necessities
- ARPA Funds to Address Period Poverty
- Period Poverty: Defining a Movement
- Period Access Dallas Two-Part Pilot Program
- Next Steps





# Gender Equity Alignment



- High child poverty rates spurred the creation of a Mayor's Task Force on Poverty in 2016 leading to the identification of “drivers of poverty”
- Women are more often caretakers; therefore, children and youth should be considered among gender equity issues (i.e. childcare)
- Single Female Headed Households is among the population identified as higher risk living in poverty



# The Case for Additional Essential Necessities



- During COVID, Office of Community Care, Mayor and Council Office and Office of Equity and Inclusion on Resident Necessities Assistance Program (Operation Pitter Patter)
- Operation Pitter Patter distributed approximately \$500k worth of essential supplies for women, families and seniors, including but not limited to diapers, formula, distilled water, toilet paper, hygiene products and more. COVID-19 has also led caregivers to make difficult choices, forcing greater numbers of women into “period poverty.” Operation Pitter Patter provided feminine and senior hygiene products
- During Operation Pitter Patter, 19 organizations requested period products; approximately 20k worth of sanitary pads and tampons distributed



# ARPA Funds to Address Gender Equity Issues



- City Council allocated ARPA funding that will help address gender equity Issues
- \$9.5M allocated in ARPA will help address gender equity issues and essential necessities:

Funding Area	Projects
\$1M for Essential Necessities	<ul style="list-style-type: none"><li>• Period Access Dallas (\$200K)</li><li>• Diaper Distribution</li><li>• Other essential items: senior nutrition, hygiene products, baby food, formula, bottles, toilet paper, etc.</li></ul>
\$7.5M for Children and Families	<ul style="list-style-type: none"><li>• Family Violence Prevention and Intervention</li><li>• Positive Youth Development and Academic Support</li><li>• Positive Youth Development – Navigators for Opportunity Youth</li><li>• Universal Home Visiting</li></ul>
\$1M for Child Care Providers Assistance	<ul style="list-style-type: none"><li>• Small grants to providers impacted by pandemic</li></ul>



# Period Poverty: Defining a Movement



- What is Period Poverty? Period Poverty is the lack of access to sanitary products, menstrual hygiene education, toilets, hand washing facilities, and/or, waste management
- Period Products are not covered under any assistance program (SNAP, WIC, etc)
- Women may be forced to reuse or overuse products, leading to unsanitary products
- Stigma attached to periods and menstruation makes the subject difficult to discuss



Image from [HUDA Beauty](#) Article

# Around the U.S.



- Ann Arbor, Michigan becomes first US City to require free menstrual products in public restrooms
- California, New Hampshire, West Virginia – schools
- New York City – prisons and schools (2016)
- Brookline, Massachusetts – first to put menstrual products in all bathrooms in government owned buildings (2019)





# Period Access Dallas

Two-Part Pilot



# Period Access Dallas (P.A.D.) - Pilot (Part 1)



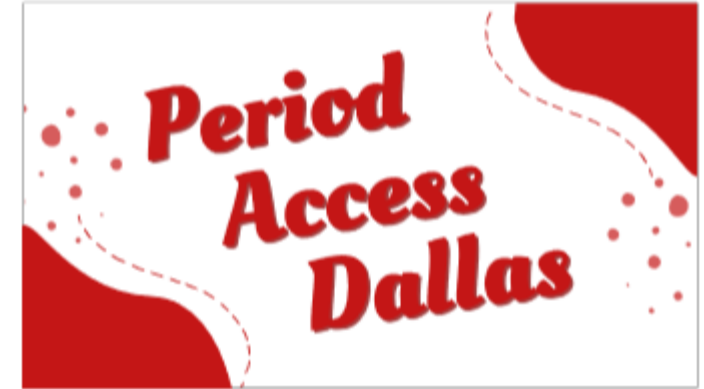
- Part 1 (February 2022 – July 2022)
  - Launching February 2022
  - Pilot funded using appropriated ARPA funding for essential necessities
  - Approximately \$200,000 worth of products to be distributed in Qualified Census Tracts (QCTs)
  - Distributed through public facilities, including libraries, recreation centers and community centers
  - Items distributed in multiples or packages to serve resident needs for multiple days
  - 25 sites targeted in initial launch
- Multi-departmental partnership (City Managers Office, Office of Community Care, Parks and Recreation, Libraries, Equity and Inclusion, Mayor and City Council Office) will make up the Period Access Dallas team
- Program will make available packages of menstruation management products (pads and tampons of varying sizes) as well as stock the restrooms with free products
- P.A.D. team members will train staff at all sites on the program to ensure all constituent requests are handled with sensitivity and that distribution documented according to regulatory requirements (for ARPA-funded components)



# How to Request Supplies



- The library, recreation and community centers will now have two options for supplies in all women's restrooms
- Cards will be provided next to the free supplies indicating a month's supply is available at the front desk
- Residents can request period supplies by simply presenting the card, indicating their need and with the following (optional) questions:
  - What zip code they reside in
  - Age range
  - Race/ethnicity
  - Have you ever missed work or school due to lack of access to period products?



Period products for those who need them

<b>Product preference:</b> <input type="checkbox"/> Regular tampons <input type="checkbox"/> Super tampons <input type="checkbox"/> Mini pads <input type="checkbox"/> Maxi pads	<b>What's your zip code?</b>
<b>Have you ever missed work due not having menstrual products?</b> Y or N	<b>What's your age?</b> <input type="checkbox"/> 11-17 <input type="checkbox"/> 18-25 <input type="checkbox"/> 26-35 <input type="checkbox"/> 36-50 <input type="checkbox"/> Over 50

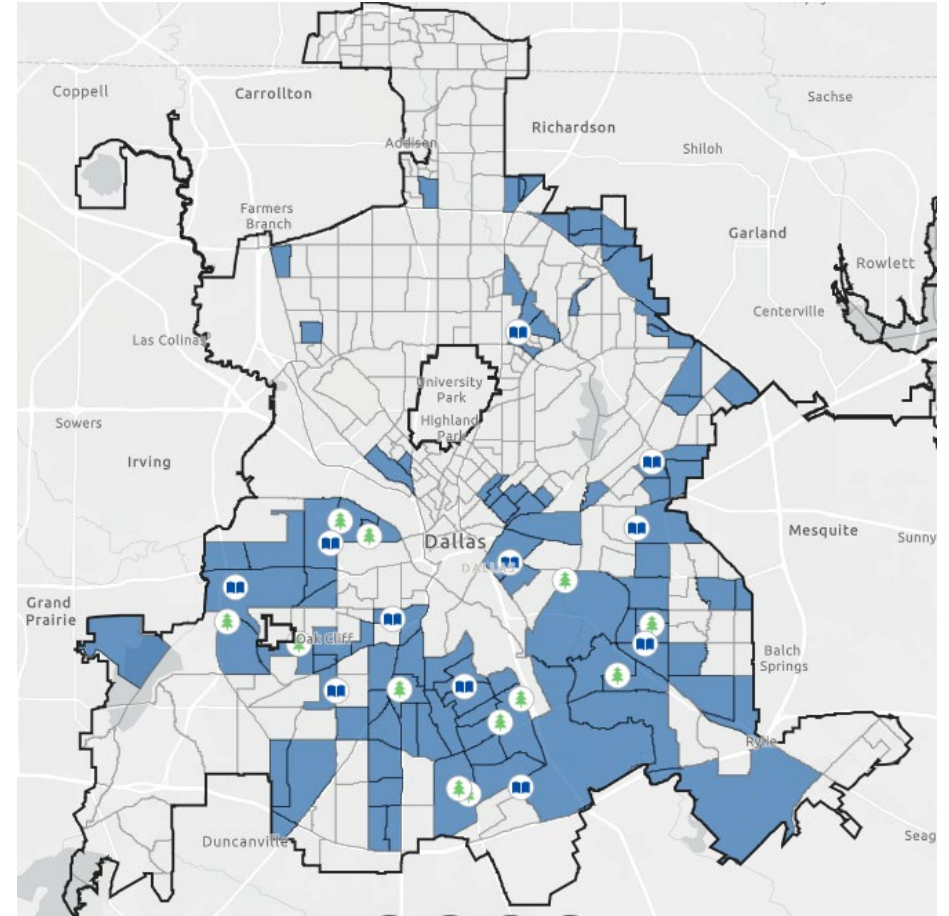




# Pilot Locations (Part 1)



- QCTs are tracts with a poverty rate of at least 25% or in which at least 50% of the households have incomes below 60% of AMI
- [Map](#)
- 25 locations in Part 1



# P.A.D. - Part 2 and Beyond



- Part 2 (March 2022 – July 2022)
  - Partnership with Junior League of Dallas to collect menstruation management products for distribution
  - Based on needs and quantity collected, supplement current site supply and/or add additional distribution sites
  - Pursue philanthropic investments to sustain program
  - Look for partner organizations to transition long-term project management
  - Look into eco and wallet friendly options
- Ongoing Programming (July 2022 and beyond)
  - Community partnerships sustain and manage program ongoing
  - Explore opportunities to partner with more local organizations and businesses to continue the donation collections
    - Collection sites in retailers, restaurants, and/or other local business
    - Partner for local “drives”
  - Partner with local Dallas-serving school districts to ensure product availability at their sites
  - Continue to pursue philanthropic investments to sustain program
  - Expand distribution sites City-wide using COVID Equity Tool as a guide, including WIC facilities



- Part 1 Data Collection
  - Recreation Centers – site supervisors
  - Libraries – branch staff
  - Community Centers - managers
  - Sensitivity training for all impacted staff developed by Period Access Dallas Team
  - Use data to adjust distribution levels and sites
- Part 2 Data Collection
  - Evaluate data from Part 1 and adjust distribution and outreach as needed
  - Share data with partners (UNT Dallas, DISD, RISD)
  - Expand distribution to include partners and into additional census tracts
  - Collect data from product collection programs and philanthropic partnerships

# Next Steps



- Part 1
  - Stand up pilot program, launching in February, will increase access to free pads and tampons in many low-income communities in Dallas
- Part 2
  - How do we make this sustainable?
    - Exploring philanthropic and governmental partnerships to maintain and expand access to free pads and tampons
    - Exploring additional opportunities for accessible distribution sites, such as WIC clinics or nonprofit partnerships
- Beyond
  - Pads and tampons provided through SNAP and/or WIC could ensure accessibility for the long term (federal)
  - Sisterhood partnerships
- Memos and briefings related to other ARPA projects will be shared via this committee throughout the year





# **Period Access Dallas (PAD)**

**Workforce, Education,  
& Equity Briefing**

**January 10, 2021**



**City of Dallas**

Jessica Galleshaw, Director of Community Care  
Victoria Moe, Assistant to the City Manager & Chief of Staff