

# Workforce, Education, and Equity Committee Meeting Record

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Note: This meeting was conducted via teleconference to comply with a social distancing mandate during a declared state of disaster.

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CITY SECRETARY  
DALLAS, TEXAS

**Meeting Date:** October 12, 2021

**Convened:** 9:04 a.m.

**Adjourned:** 10:57 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 (9:04 a.m.)

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

**Action Taken/Committee Recommendation(s):** A motion was made to approve the minutes for the September 13, 2021 Workforce, Education and Equity Committee meeting minutes. The motion passed.

Motion made by: CM Omar Narvaez

Motion seconded by: Vice Chair Casey Thomas

**BRIEFING ITEMS**

**A. Workforce, Education, and Equity Committee Priorities**

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

**Action Taken/Committee Recommendation(s):** Chair Schultz stated the purpose of the discussion was to seek input on the priorities matrix and to develop specific, measurable goals for the WEE Committee and the City as a whole to accomplish. Committee members provided the following feedback:

- Use the racial equity resolution and Office of Equity and Inclusion Dallas 365 performance measure (percentage of City departments participating in the Equity Indicators alignment process) as a starting point or overlay for the priorities;
- Determine how the City can support Dallas Independent School District's Accelerating Campus Excellence (ACE) program;
- Determine how the City can support the whole family unit through education and workforce development outside of the school; and
- Overlay the Mayor's Workforce Development Taskforce Report recommendations with the WEE Committee priorities.

Informational only.

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

**Presenters:** Liz Cedillo-Pereira, Chief of Equity and Inclusion, City Manager's Office

**Action Taken/Committee Recommendation(s):** Chief Cedillo-Pereira provided an overview of the provisions in the draft amendment. The Committee made the following recommendations:

- Consider a broader Commission on Human Rights that addresses issues in specific communities, including the disability and LGBTQ communities

- Establish a non-voting technical advisory body that mirrors the language in the draft amendment related to purpose, composition, duties, and responsibilities, with the addition of no more than six staff appointed members to serve on a non-voting technical advisory body
- Allow the Mayor to have one appointee on the non-voting technical advisory body
- When thinking about disability, encompass issues beyond mobility issues, such as HIV/AIDS

Chair Schultz stated she will issue a memorandum to seek further input from the Mayor, City Council, staff, and members of the public. This item will be brought back to the WEE Committee for consideration at the next scheduled meeting.

**C. Education/Workforce (External): Overview of Childcare Services in Dallas**

**Presenters:** Christina Hanger, CEO, Dallas Afterschool

**Action Taken/Committee Recommendation(s):** Ms. Hanger provided information and data on the benefits of afterschool programming, the impact of the COVID-19 pandemic on afterschool programming in Dallas, participation of Dallas families in afterschool programming by race/ethnicity, barriers to accessing afterschool programming in Dallas (including cost), and resources that providers need. Chair Schultz requested the total number of children in Dallas enrolled in childcare or afterschool programs and the costs for childcare services in whole (not just afterschool programs). Committee members discussed and asked questions about the correlation between location of jobs and location of afterschool services, transportation as a barrier to accessing afterschool services, the state of afterschool or childcares services for 3 and 4 year old children, afterschool programs for charter schools, what areas in the city have afterschool programs closed since the COVID-19 pandemic, what factors contribute to low participation rates at the middle-school level, what factors contribute to the low participation rates of African American and Latinx children in afterschool programs, if recreation center programming can be added to the afterschool program heat map, how the City can support Dallas Independent School District and other school districts, and the plan to address disparities among communities of color. Informational only.

**BRIEFING MEMOS**

**D. 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**

**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 upcoming City Council agenda items childcare programs. Committee members requested information about the procurement scoring process and the request for proposal. A motion was made to recommend the item to the City Council for approval. The motion passed with five in favor and two opposed.

Motion made by: CM Paula Blackmon

Motion seconded by: DMPT Jaime Resendez

**BRIEFING ITEMS**

**E. Equity (External): American Rescue Plan Act (ARPA) Equitable Investment Framework**

**Presenters:** 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; Dr. Priscylla Bento, Policy Manager, Office of Equity and Inclusion

**Action Taken/Committee Recommendation(s):** Staff provided an overview of the Equitable Investment Framework, which embeds equity principles into the allocation of federal and local ARPA funds to address the impact of the COVID-19 pandemic and historical inequities on disproportionately impacted communities in order to build community resilience. Chair Schultz asked whether the framework takes into consideration the work

being done by external partners and the overall scope of the problems or disparities in question. She also requested that in future briefings, staff provide a slide on the whole problem in question and the City's role in addressing the problem. Chief Liz requested the Committee members to reach out to staff for any specific feedback on the framework. Informational only.

Adjourn (10:57 a.m.)

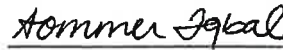
APPROVED BY:



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Jaynie Schultz, Chair  
Workforce, Education, and Equity Committee

ATTESTED BY:



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Sommer Iqbal, Coordinator  
Workforce, Education, and Equity Committee