

**AUGUST 3, 2022 CITY COUNCIL BRIEFING AGENDA**  
**CERTIFICATION**

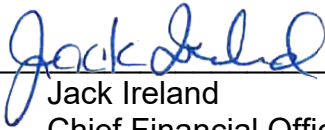
This certification is given pursuant to Chapter XI, Section 9 of the City Charter for the City Council Briefing Agenda dated August 3, 2022. We hereby certify, as to those contracts, agreements, or other obligations on this Agenda authorized by the City Council for which expenditures of money by the City are required, that all of the money required for those contracts, agreements, and other obligations is in the City treasury to the credit of the fund or funds from which the money is to be drawn, as required and permitted by the City Charter, and that the money is not appropriated for any other purpose.



\_\_\_\_\_  
F.C. Broadnax  
City Manager

\_\_\_\_\_  
July, 29, 2022

Date



\_\_\_\_\_  
Jack Ireland  
Chief Financial Officer

\_\_\_\_\_  
July 29, 2022

Date



**RECEIVED**

2022 JUL 29 PM 5:40

**CITY SECRETARY  
DALLAS, TEXAS**

**City of Dallas**

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

**Public Notice**

**220714**

**POSTED** **CITY SECRETARY  
DALLAS, TX**



**COUNCIL BRIEFING AGENDA**

**August 3, 2022**

**9:00 AM**

(For General Information and Rules of Courtesy, Please See Opposite Side.)

(La Información General Y Reglas De Cortesía Que Deben Observarse

Durante Las Asambleas Del Consejo Municipal Aparecen En El Lado Opuesto, Favor De Leerlas.)

## **General Information**

The Dallas City Council regularly meets on Wednesdays beginning at 9:00 a.m. in the Council Chambers, 6th floor, City Hall, 1500 Marilla. Council agenda meetings are broadcast live on WRR-FM radio (101.1 FM) and on Time Warner City Cable Channel 16. Briefing meetings are held the first and third Wednesdays of each month. Council agenda (voting) meetings are held on the second and fourth Wednesdays. Anyone wishing to speak at a meeting should sign up with the City Secretary's Office by calling (214) 670-3738 by 5:00 p.m. of the last regular business day preceding the meeting. Citizens can find out the name of their representative and their voting district by calling the City Secretary's Office.

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

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

## **Rules of Courtesy**

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

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

"Citizens and other visitors attending City Council meetings shall observe the same rules of propriety, decorum and good conduct applicable to members of the City Council. Any person making personal, impertinent, profane or slanderous remarks or who becomes boisterous while addressing the City Council or while

## **Información General**

El Ayuntamiento de la Ciudad de Dallas se reúne regularmente los miércoles en la Cámara del Ayuntamiento en el sexto piso de la Alcaldía, 1500 Marilla, a las 9 de la mañana. Las reuniones informativas se llevan a cabo el primer y tercer miércoles del mes. Estas audiencias se transmiten en vivo por la estación de radio WRR-FM 101.1 y por cablevisión en la estación *Time Warner City Cable* Canal 16. El Ayuntamiento Municipal se reúne en el segundo y cuarto miércoles del mes para tratar asuntos presentados de manera oficial en la agenda para su aprobación. Toda persona que desee hablar durante la asamblea del Ayuntamiento, debe inscribirse llamando a la Secretaría Municipal al teléfono (214) 670-3738, antes de las 5:00 pm del último día hábil anterior a la reunión. Para enterarse del nombre de su representante en el Ayuntamiento Municipal y el distrito donde usted puede votar, favor de llamar a la Secretaría Municipal.

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

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

## **Reglas de Cortesía**

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

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

"Los ciudadanos y visitantes presentes durante las

attending the City Council meeting shall be removed from the room if the sergeant-at-arms is so directed by the presiding officer, and the person shall be barred from further audience before the City Council during that session of the City Council. If the presiding officer fails to act, any member of the City Council may move to require enforcement of the rules, and the affirmative vote of a majority of the City Council shall require the presiding officer to act." Section 3.3(c) of the City Council Rules of Procedure.

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

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

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

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

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

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

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

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

The City Council Briefing meeting will be held by videoconference and in the Council Chambers, 6th Floor at City Hall. Individuals who wish to speak in accordance with the City Council Rules of Procedure must sign up with the City Secretary's Office.

The public is 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 following videoconference link is available to the public to listen to the meeting and Public Affairs and Outreach will also stream the City Council Briefing on Spectrum Cable Channel 16 and [bit.ly/cityofdallastv](https://dallascityhall.webex.com/dallascityhall/j.php?MTID=mf44253ba187fb79f4ddd76e7d1548c94):

<https://dallascityhall.webex.com/dallascityhall/j.php?MTID=mf44253ba187fb79f4ddd76e7d1548c94>

Invocation and Pledge of Allegiance

Special Presentations

Open Microphone Speakers

### **VOTING AGENDA**

1. [22-1040](#) Approval of Minutes of the June 15, 2022 City Council Meeting
2. [22-1045](#) Consideration of appointments to boards and commissions and the evaluation and duties of board and commission members (List of nominees is available in the City Secretary's Office)

### **BRIEFINGS**

- A. [22-1050](#) Racial Equity Plan

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

Closed Session

Personnel (Sec. 551.074 T.O.M.A.)

Consideration of appointment to boards and commissions:

- Christina Puga, Commission on Disabilities

Adjournment

The above schedule represents an estimate of the order for the indicated briefings and is subject to change at any time. Current agenda information may be obtained by calling (214) 670-3100 during working hours.

Note: An expression of preference or a preliminary vote may be taken by the Council on any of the briefing items.



**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

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**File #:** 22-1040

**Item #:** 1.

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**SUBJECT**

Approval of Minutes of the June 15, 2022 City Council Meeting





# City of Dallas

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

## Agenda Information Sheet

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**File #:** 22-1045

**Item #:** 2.

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**AGENDA DATE:** August 3, 2022

**COUNCIL DISTRICT(S):** N/A

**DEPARTMENT:** City Secretary's Office

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**SUBJECT**

Consideration of appointments to boards and commissions and the evaluation and duties of board and commission members (List of nominees is available in the City Secretary's Office)





# City of Dallas

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

## Agenda Information Sheet

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**File #:** 22-1050

**Item #:** A.

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Racial Equity Plan







# Racial Equity Plan

**City Council Briefing**  
**August 3, 2022**

Liz Cedillo-Pereira, Assistant City Manager  
Dr. Lindsey Wilson, Director  
Dr. Lisa Rainey, Equity Manager  
Kevin Acosta, Partnership Liaison  
Office of Equity and Inclusion

Harold Hogue, Managing Partner  
Bianca Castro MacLaren, Chief of Staff  
Lauren Coppedge, Partner  
CoSpero Consulting

# Agenda



1. REP Overview Update
2. Community Engagement
3. Operationalizing Equity Across City Government
4. Big Audacious Goals
  - a. Action Targets
  - b. Department Progress Measures
5. Communication, Transparency and Accountability
6. Next Steps



*2019 Equity Indicators Report*





1

# Racial Equity Plan Overview



# What is the Racial Equity Plan?



- Strategic framework to support the City in understanding and **addressing disparities** across Dallas
- Developed in **collaboration with communities**
- Guide city departments and offices to enhance current plans, policies, and initiatives with **measurable goals and aspirational goals** addressing racial, ethnic, and socioeconomic equity





# REP Purpose & Vision



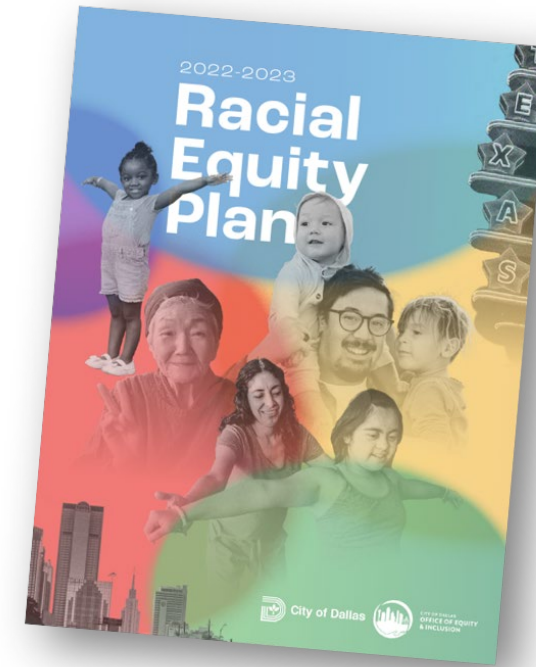
The REP will provide City leaders ***with actionable levers*** – by establishing short-, mid-, and longer-term goals – to minimize inequities for Dallas residents and to inspire and sustain our commitment to economic inclusion and shared prosperity.



# What is in the Racial Equity Plan?



- I. Introduction
- II. A Historical Lens
- III. The Voices of Dallas Residents
- IV. Big Audacious Goals and Department Progress Measures
- V. Communication, Accountability, and Transparency
- VI. Appendices



# 2

## Community Engagement

# Community Engagement Summary

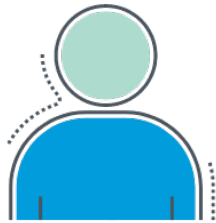


Our engagement efforts focused on reaching community members that have been most impacted by long standing disparities.



**8,030**

WEBSITE  
VIEWS



**2,395**

EVENT  
PARTICIPANTS



**808**

ONLINE  
PARTICIPANTS



**23,476**

PARTNER  
NEWSLETTERS



**290**

COMMUNITY  
POSTERS





# Marketing, Outreach & Participation Efforts



A multi-channel, multilingual marketing and outreach approach utilized, leveraging targeted outreach with community partners and Council as well as broad, traditional promotion strategies.

Dear friends of Metrocare:  
our partners at the City of  
Dallas are building a Racial  
Equity Plan. Give your input  
and learn more:

[www.WeAreOneDallas.org](http://www.WeAreOneDallas.org)

**RACIAL EQUITY PLAN  
TOWN HALL**

Lend your voice to help build the City of Dallas' Racial Equity Plan

CM Paul Ridley  
District 14

CM Jesse Moreno  
District 2

Can't attend? Share your thoughts via  
<https://weareonedallas.org/survey>

**Citywide Racial Equity Plan  
Community Meeting**

PRESENTED BY  
  
Casey Thomas, II  
Dallas Council Member  
District 3

Saturday, May 21, 2022 @ 10AM  
True Lee Missionary Baptist Church,  
3907 Robert L. Parish, Sr. Ave,  
Dallas, Texas 75210

Purpose: To get input from the South Dallas/ Fair Park community about what should be included in the racial equity plan and updates on what's taken place so far.

To find out more, go to [www.weareonedallas.org](http://www.weareonedallas.org).

**YOU ARE INVITED TO THE  
RACIAL EQUITY PLAN  
PUBLIC MEETING**  
with District 10, 11, 12, & 13

Join your North Dallas City Councilmembers and staff to discuss the plan for racial equity across Dallas. Understand racial equity and the impact on the City of Dallas.

Adam McGough  
District 10

Jaynie Schultz  
District 11

Cara Mendelsohn  
District 12

Gay Donnell Willis  
District 13

**Jewish Community Center**  
7900 Northaven Rd.  
Dallas, TX 75230

**Tuesday  
May 31, 2022  
6:30 pm -8:00 pm**

\*Masks Are Encouraged\*

**WE NEED TO  
HEAR FROM YOU!**

**Help Develop Dallas' First Racial Equity Plan**  
**May 26, 2022**  
Stop by anytime between  
11 A.M. to 6 P.M.

**Dallas Central Library**  
1515 Young St., 6th Floor

Join the City of Dallas for an  
Open House format to:

- Learn more about the Racial Equity Plan
- Give your input on the drafted Department Progress Measures

We look forward to seeing you there!  
VISIT: [WEAREONEDALLAS.ORG](http://WEAREONEDALLAS.ORG)

**ONE DALLAS SPEAKS**  
**Conversación comunitaria sobre el Plan de Equidad Racial**

Por favor acompañanos para

Una conversación comunitaria organizada por el miembro del consejo del Distrito 3, Casey Thomas, UNT Dallas, Harmony CDC y la Ciudad de Dallas.

31 de marzo de 2022  
6:00 PM-7:30 PM

EL CAMPUS DE UNT DALLAS + TRANSMITIDO VIRTUALMENTE

Regístrese en:  
[bit.ly/onedallas](http://bit.ly/onedallas)

City of Dallas | HARMONY COMMUNITY DEVELOPMENT CORPORATION | UNT DALLAS UNIVERSITY OF NORTH TEXAS AT DALLAS

[WEAREONEDALLAS.ORG/ENGAGE](http://WEAREONEDALLAS.ORG/ENGAGE)

**RACIAL EQUITY PLAN  
TOWN HALL**

Lend your voice to help build the City of Dallas' Racial Equity Plan

CM Paula Blackmon  
District 9  
214-671-8916

Well Grounded Coffee Community  
9219 Garland Rd Dallas TX 75218

June 10, 2022  
10 am



# Racial Equity Plan Website



## Multiple Engagement points:

- Resident Surveys
- Comment Box
- Telephone Line
- Event Request



[weareonedallas.org](http://weareonedallas.org)





# Inclusive Engagement Efforts



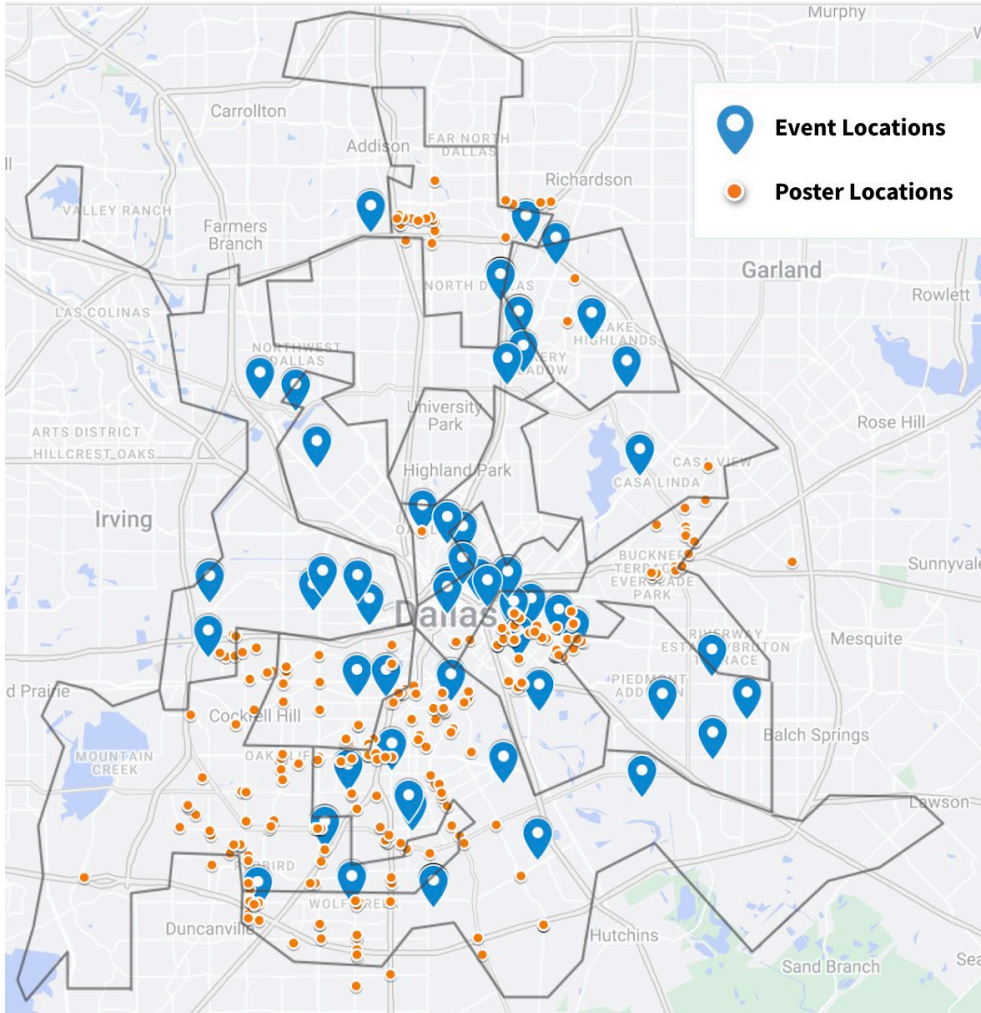
- Spanish-only events\*
- Refugee & Immigrant focus groups
- Barbershop talks
- Council Member Community Town Halls
- Urban League: State of Black Dallas
- The Concilio: Power of Latinos DFW Summit
- Asian American & Chinese Chamber of Commerce
- American Indian Community Conversation
- Faith Forward Dallas
- Cultural Centers, Libraries and Multi-purpose Centers
- Dallas Truth and Racial Healing Transformation (DTRHT): Black Women in Non-Profit Leadership Cohort



*\*Spanish language support at 100% of events. All languages available on virtual engagements.*



# Increasing Access & Building Trust



*Events were hosted or attended at 73 community locations such as:*

- Latino Cultural Center
- Arcadia Park Library
- Jaycee Zaragoza Rec Center
- Park South YMCA
- Oak Cliff Boys and Girls Club
- Trinity River Audubon Center
- Pleasant Grove Branch
- Well Grounded Coffee
- Life in Deep Ellum
- Thanks-Giving Square
- Jewish Community Center
- Mosaic Family Service
- Oak Lawn United Methodist
- Polk-Wisdom Library
- West Dallas Multi-purpose Center

*Posters and flyers were shared at 290 community locations such as:*

- Mr. Wong's Chicken & Rice
- Guerrero's Taqueria
- MetroPCS
- Cliff Check Cashing
- Wash & Dry Lavanderia
- Southdale Apt,
- EZ Pawn
- Lisa's Soul Food Café





# Engagement on Previous Plans



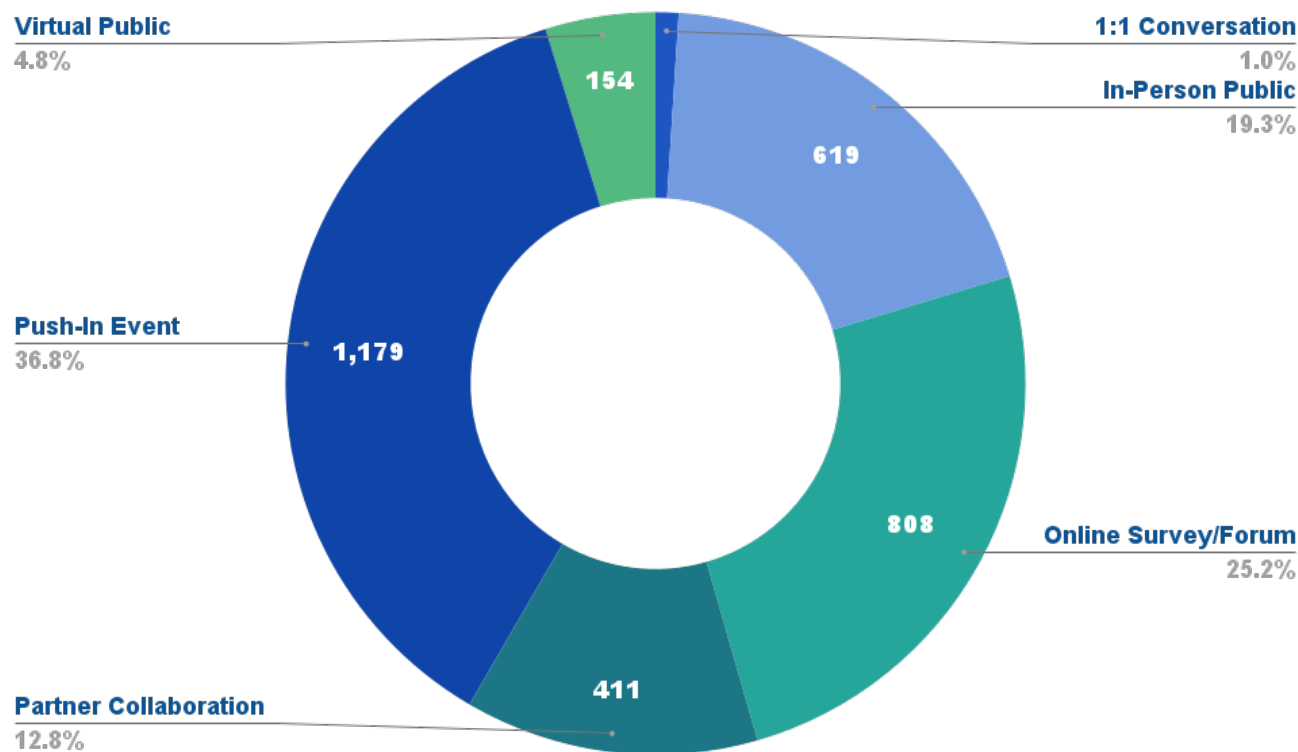
The REP seeks to leverage existing City plans that received feedback from over 22,000 residents and apply equity assessment.



# Engagement Methods & Reach



A variety of engagement opportunities offered to accommodate language, schedule, access, digital divide, and comfort-level.



<b>In-Person Public</b>	REP presentation and community feedback session hosted at libraries, civic centers, public spaces
<b>Virtual Public</b>	REP presentation and community feedback session feedback hosted on <a href="http://weareondallas.org">weareondallas.org</a> , open to the public
<b>1:1 Conversation</b>	Interview style review of REP and progress measures seeking feedback from Dallas leaders
<b>Partner Events</b>	Specific REP event hosted in collaboration with nonprofits/ community-based organizations (focus groups, round tables, etc.)
<b>Push-in Events</b>	Meeting people where they're at by joining pre-existing community events
<b>Online Survey/Forum</b>	Online survey, forum boards, and voicemail number where residents could share their feedback at their convenience



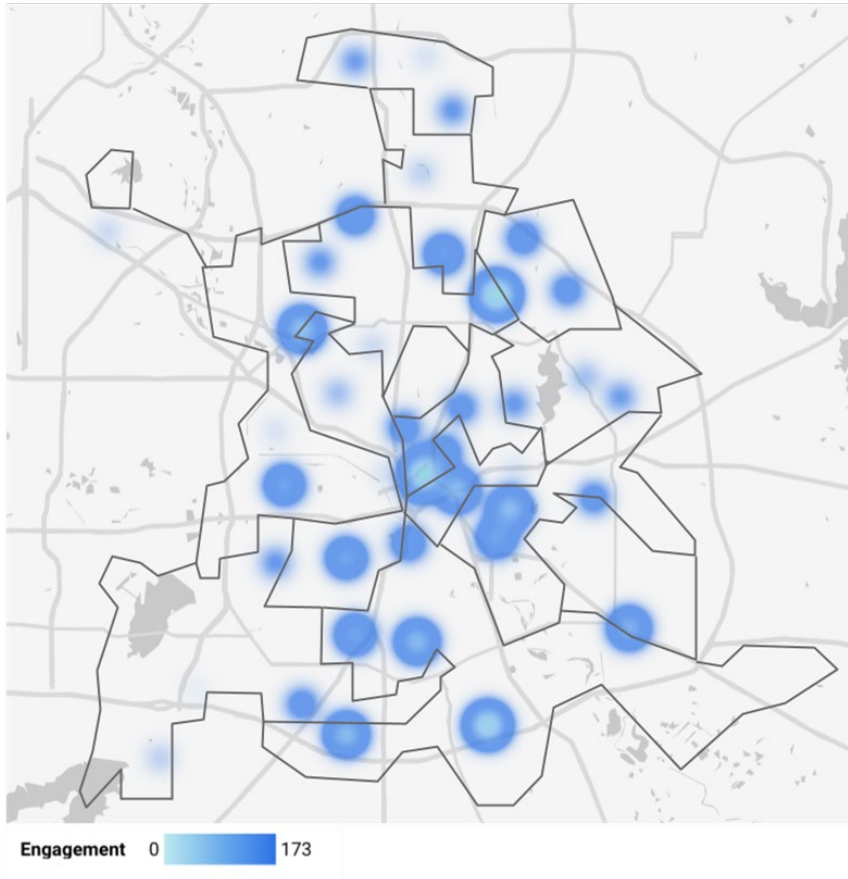


# Engagement By Council District & ZIP

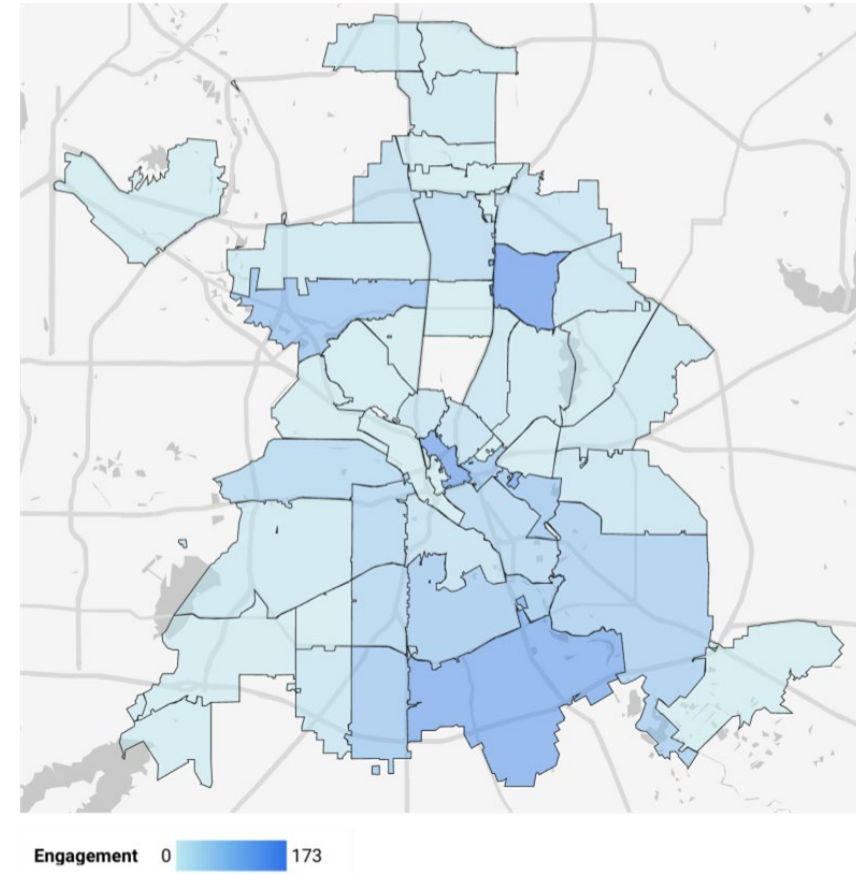


Residents from across the city shared their insights and experiences.

REP Engagement by Council District



REP Engagement by ZIP Code



# Overarching Key Themes: Community Feedback



- 1 Community members who experience the greatest disparities desire the opportunity to participate in and contribute towards our city's tremendous, **shared prosperity**.
- 2 There is a clear community appetite for more progress and fewer plans. Residents are cautiously optimistic that department-level equity progress measures provide an avenue for greater government **accountability and leadership**.
- 3 Historically disadvantaged communities are calling for access to safe, healthy and **connected communities** with **affordable and quality housing**.





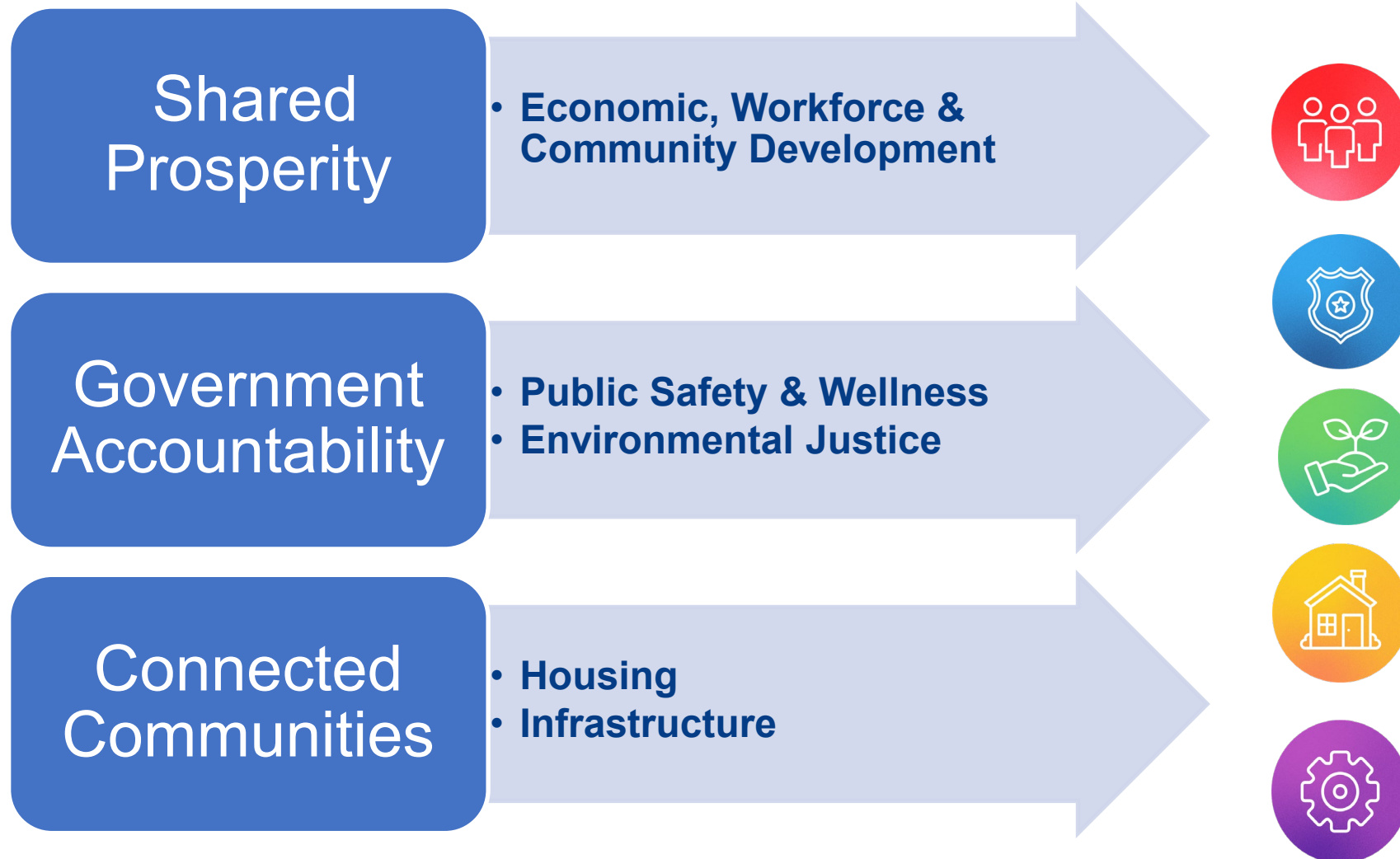


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# Operationalizing Equity Across City Government



# Key Themes & Goal Setting



# Equity Progress Measures Development



## Round 1

REP Team reviewed existing reports & best practices to draft initial equity progress measures for City department consideration

Hosted initial City department meetings

Department homework: Draft equity progress measure commitments

## Round 2

REP Team reviewed and provided feedback on draft measures

Second round of meetings with departments to review equity progress measures

Draft measures shared with community, residents to seek feedback

## Round 3 & 4 (as needed)

Community feedback and additional resources shared with City departments

Third round of meetings held to support further development among City departments

## Action Targets

Received City Council and community feedback

Met with key departments individually and collectively to established Big Audacious Goals

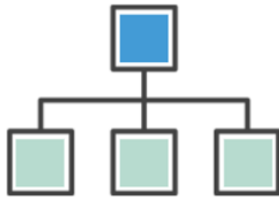
Considered cross department collaborations, current and future investments



# Department Engagement



Department leaders were provided individualized meetings, resources, and support to help craft their first equity progress measures.



**42**

**DEPARTMENTS**



**150+**

**MEETINGS**



**213**

**DEPARTMENT  
PROGRESS  
MEASURES**

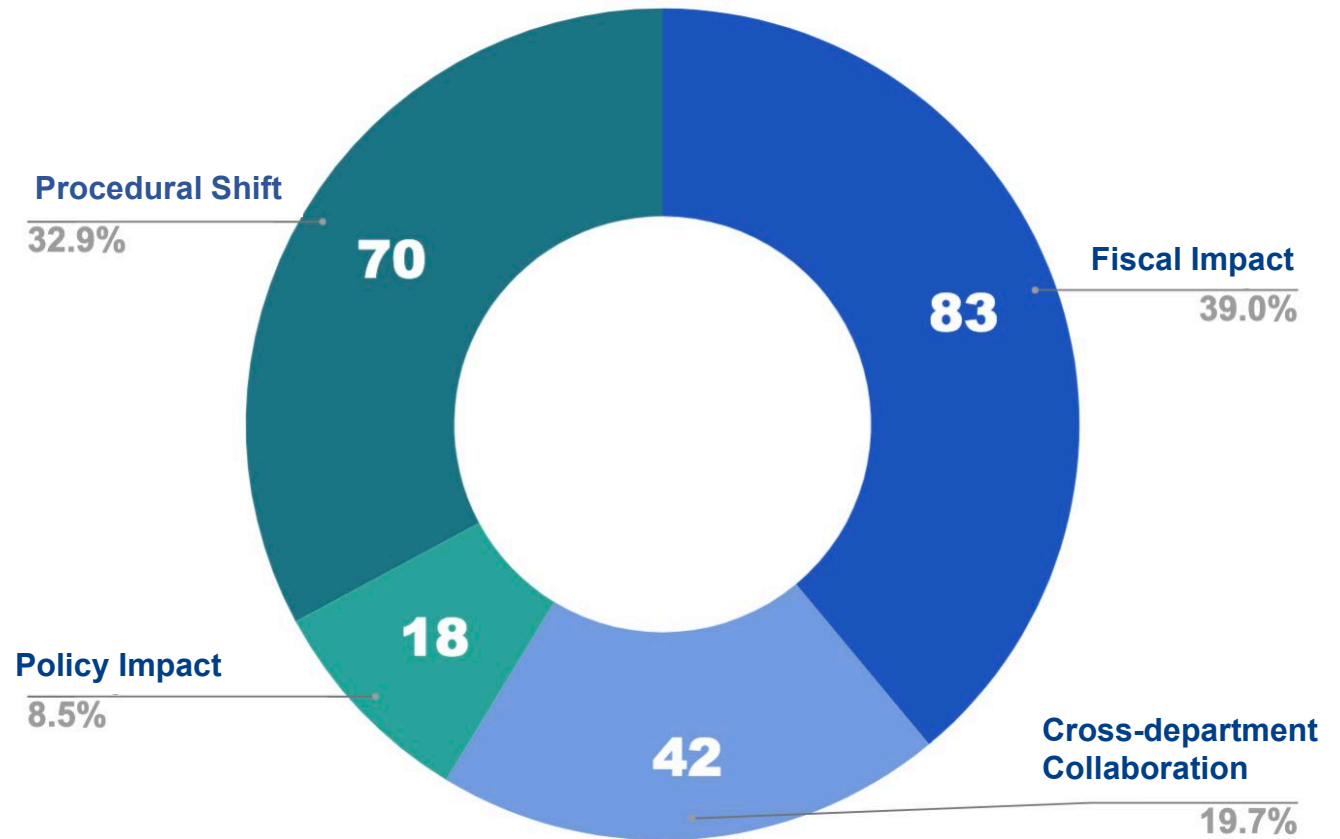


# Individual Department Progress Measures



## Of the 213\* draft progress measures:

- Approximately 59% have a fiscal impact and/or a cross department collaboration (staff time)
- Less than 10% have a possible policy implication
- 70 measures require addressing current practices and procedures



\*All drafted department measures as of 07.22.2022



# 4

## Big Audacious Goals



*Equity is both a process and outcome*

# Moving Towards Equity



## Big Audacious Goals (BAGs)



- 15-20 years – Dallas' transformative vision of an Equitable City
- Involve collaboration with external partners, anchor institutions, community

## Action Targets



- Focused mid- to longer-term actions
- Require collaboration across several departments & serve as the basis for formulating bold budgets

## Department Progress Measures (DPM)



- 3-5 year specific short- and mid-term, department-owned goals to address known Ei disparities
- Names a baseline, target and demographics

• Most Equitable U.S. City

**Adoption of the Racial Equity Plan**



# REP Big Audacious Goals



**Economic, Workforce, & Community Development Goal:** Become the most economically inclusive City by eliminating the wealth gap through workforce and economic inclusion, fostering full participation in cultural and civic life of Dallas by acknowledging contributions of historically disadvantaged communities, and investing in economic and human development in equity priority areas.



**Environmental Justice Goal:** Equitably engage and address the disproportionate impact pollution and climate issues have on historically disadvantaged communities.



**Housing Goal:** Close the homeownership gap and secure housing stability.



**Infrastructure Goal:** Close infrastructure gaps where intentional historical disinvestment previously occurred.



**Public Safety and Wellness Goal:** Make Dallas communities safe in ways that prevent harm and promote wellness, healing, and justice.





# Economic, Workforce, & Community Development Goal



Become the most economically inclusive City by eliminating the racial wealth gap through workforce and economic inclusion, fostering full participation in cultural and civic life of Dallas by acknowledging contributions of historically disadvantaged communities, and investing in economic and human development in equity priority areas.



## Example Action Target 1.2:

- Building a pipeline of diverse contractors, vendors, and suppliers to increase economic stability and workforce development.



## Example Department Progress Measure OPS.2:

- Increase procurement educational training in equity priority areas from 0 to 4 annually by May 2024 (0-2 annually by May 2022 and 2 to 4 annually by May 2023). [\$] [Ei 1, 2]



# Environmental Justice Goal



Equitably engage and address the disproportionate impact pollution and climate issues have on historically disadvantaged communities.



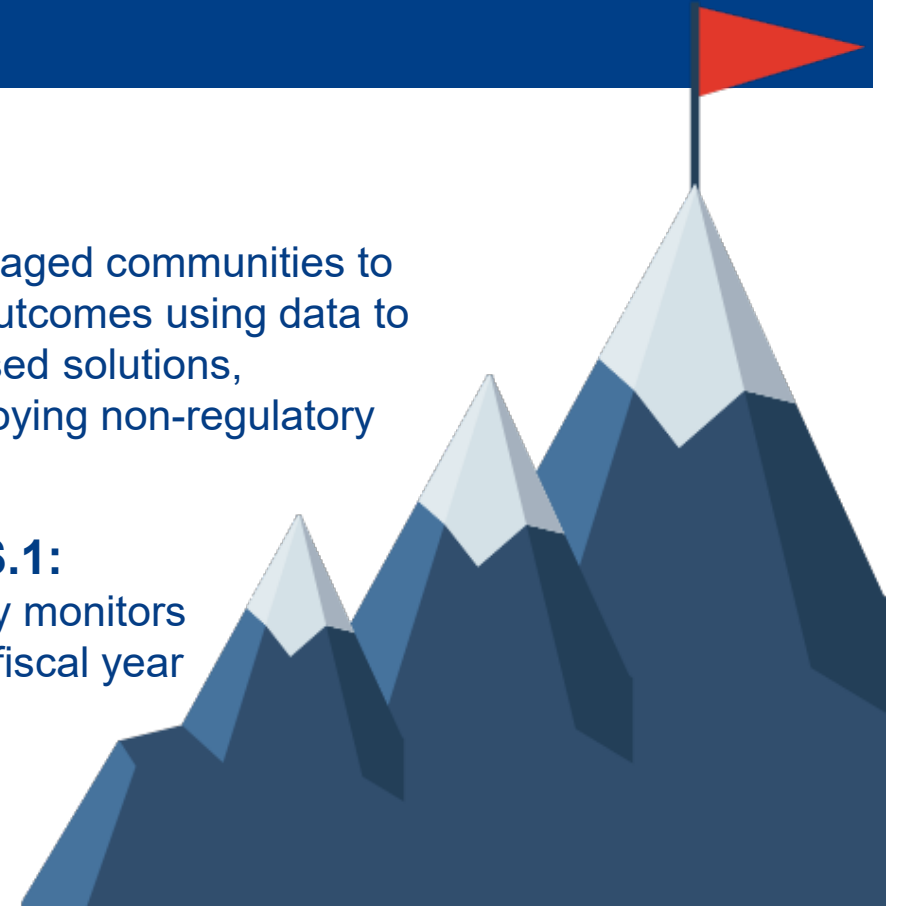
## Example Action Target 2.3:

- Improve air and water quality in historically disadvantaged communities to promote equitable environmental and public health outcomes using data to assess trends and areas of concern (e.g., nature-based solutions, neighborhood air quality monitoring program by deploying non-regulatory air monitors in overburdened communities).



## Example Department Progress Measure OEQS.1:

- Increase the amount of neighborhood level air quality monitors in historically disadvantaged communities by end of fiscal year 2025 (Baseline to be developed). [\$] [Ei 52]



# Housing Goal



Close the homeownership gap and secure housing stability.



## Example Action Target 3.1:

- Target affordable housing investments and neighborhood revitalization in stronger housing markets (MVA), underserved communities, and in one of the 15 federally designated Opportunity Zones (areas where it is possible to drive capital to support new businesses and investments by providing deferred capital gains taxes, among other tax benefits) to address long standing inequities.

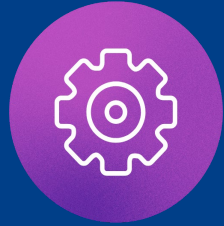


## Example Department Progress Measure HOU.5:

- Designate three to five Neighborhood Revitalization Strategy Areas and collaborate with community members, City of Dallas services, developers, nonprofits, and other organizations to bring \$100 million of investment to equity priority areas by December 2027. [\$] [Ei 25,31]



# Infrastructure Goal



Close infrastructure gaps where intentional historical disinvestment previously occurred.



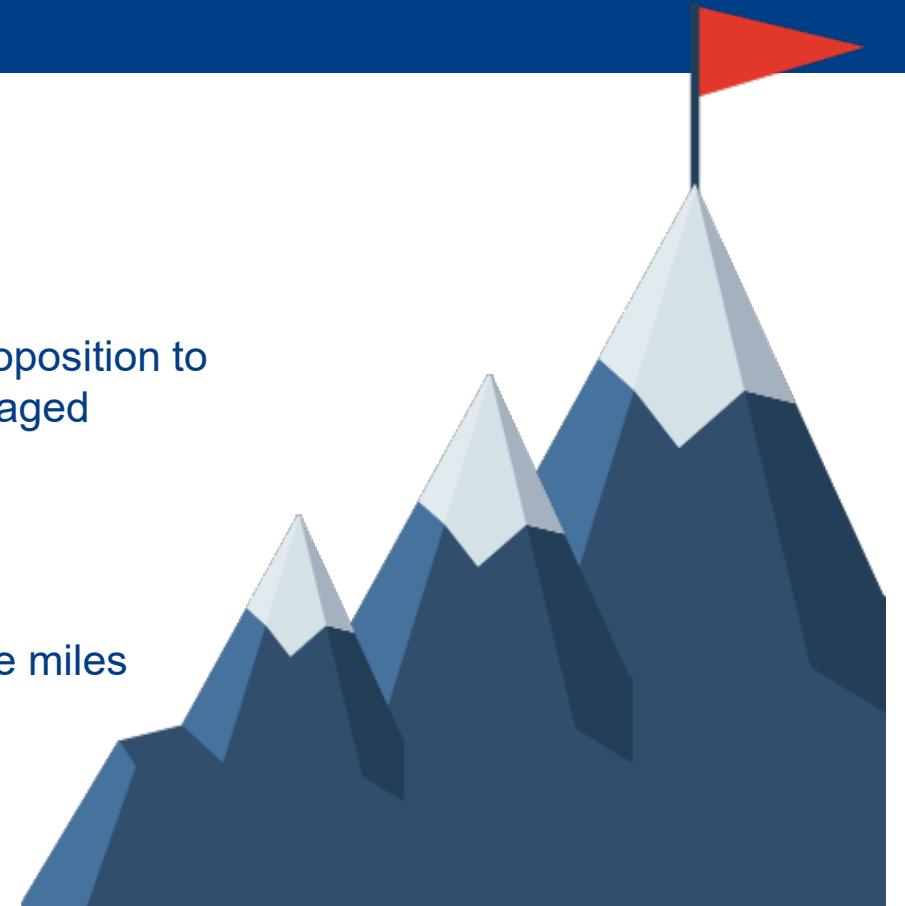
## Example Action Target 4.1:

- Prioritize the FY 2023-24 Infrastructure Bonds Package/Proposition to address Infrastructure investments in historically disadvantaged communities.



## Example Department Progress Measure PBW.1:

- Refine paving model to complete a minimum of 20% of lane miles in equity priority areas starting in FY 23. [Ei 32]





# Public Safety and Wellness Goal



Make Dallas communities safe in ways that prevent harm and promote wellness, healing, and justice.



## Example Action Target: 5.9

- Prioritize Police Department and community organization collaboration to better address city public safety.



## Example Department Progress Measure OCPO.2

- Increase the number of community-based organizations serving as OCPO Complaint Intake sites in (historically disadvantaged communities). [Ei 39]



# 4

## Communication, Transparency and Accountability

# Racial Equity Plan Dashboard



- Contains translation tool with over 100 language options to increase accessibility.
- Mobile accessible, print friendly, and easily shareable via social media.

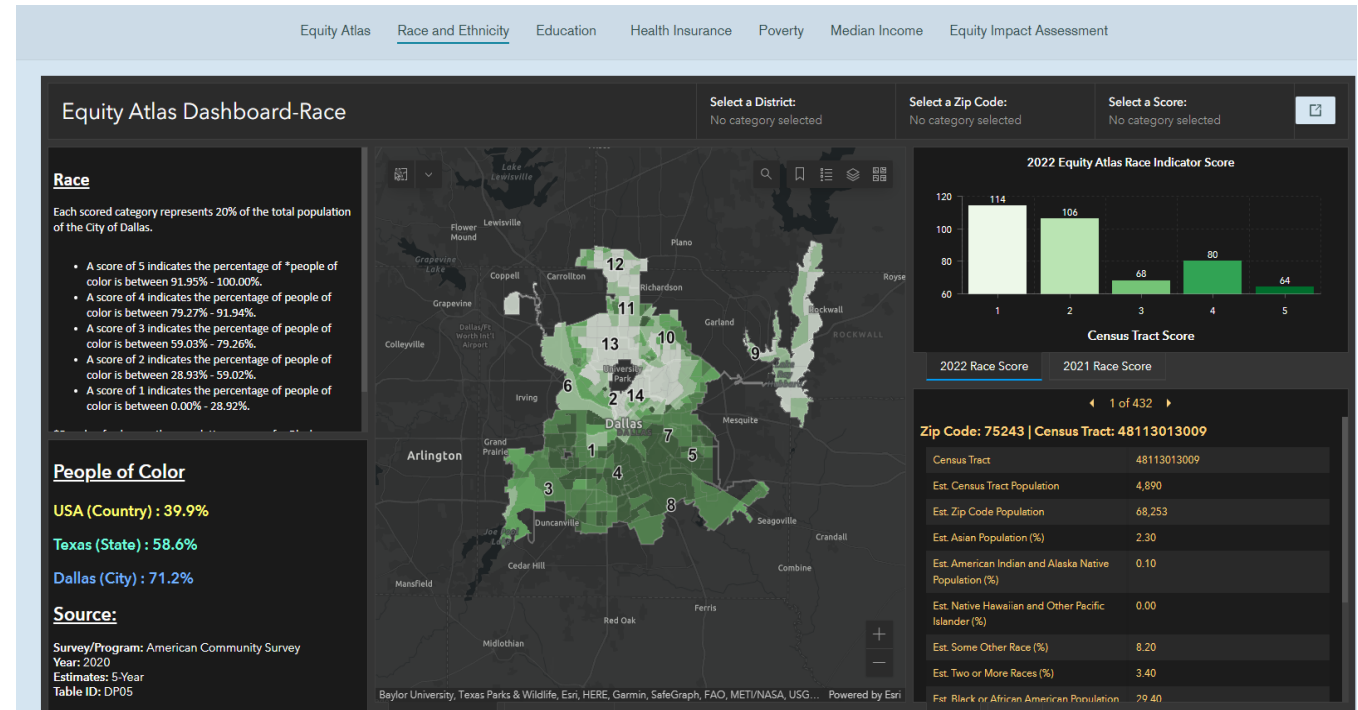




# Dallas Equity Atlas



- Proactive interactive tool that can be used by departments, residents, businesses, non-profits, and elected officials.
- Data can be broken down by council districts, zip code, census tract, or Equity Impact Assessment score.
- The Equity Atlas will support the City to align service deliver with communities with the greatest need.





# Next Steps



- Seek REP adoption from City Council on August 24, 2022
- Launch the Accountability Dashboard and Equity Atlas with ongoing Council and community feedback
- Complete Equity Indicators Report with new Environmental Justice Indicators
- Begin Implementation of Department Progress Measures
- Advance the Big, Audacious Goals via ongoing collaboration with local and national partners





# Racial Equity Plan

**City Council Briefing**  
**August 3, 2022**

Liz Cedillo-Pereira, Assistant City Manager  
Dr. Lindsey Wilson, Director  
Dr. Lisa Rainey, Equity Manager  
Kevin Acosta, Partnership Liaison  
Office of Equity and Inclusion

Harold Hogue, Managing Partner  
Bianca Castro MacLaren, Chief of Staff  
Lauren Coppedge, Partner  
CoSpero Consulting