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**CITY SECRETARY  
DALLAS, TEXAS**

**City of Dallas**

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

**Public Notice**

23 0 0 11

**POSTED** CITY SECRETARY  
DALLAS, TX



**Workforce, Education, and Equity Committee**

**January 9, 2023**

**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.)

## 2022 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
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<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
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(C) – Chair, (VC) – Vice Chair

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<https://dallascityhall.webex.com/dallascityhall/j.php?MTID=m7181db0288bac2c0f832f18855ecf06a>

#### Call to Order

##### **MINUTES**

1. [23-195](#) Approval of the December 12, 2022 Workforce, Education, and Equity Committee Meeting Minutes

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

##### **BRIEFING ITEMS**

- A. [23-203](#) Collaboration with and Engaging Students, Educators, School Board Members, and Administrators on Legislative Priorities and City Programs [Carrie Rogers, Director, Office of Government Affairs; Victoria Moe, Government Affairs Manager, Office of Government Affairs; Linley Youderian, Government Affairs Coordinator, Office of Government Affairs]

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

- B. [23-204](#) Re-Entry Services Programming Update [Jessica Galleshaw, Director, Office of Community Care; Joyce Williams, Director, Small Business Center; Wil McCall, CEO, Dallas Leadership Foundation]

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

**BRIEFING MEMORANDUMS**

- C.     [23-200](#)       Background and Update on Upcoming Office of Community Care Agenda Items - ARPA Programs  
                          [M. Elizabeth (Liz) Cedillo-Pereira, Assistant City Manager, City Manager's Office]

**Attachments:**   [Memorandum](#)

- D.     [23-205](#)       Engaging Welcoming Taskforce Members and City Departments to Renew the City of Dallas's Certified Welcoming Status  
                          [M. Elizabeth (Liz) Cedillo-Pereira, Assistant City Manager, City Manager's Office]

**Attachments:**   [Memorandum](#)

**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

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**File #:** 23-195

**Item #:** 1.

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Approval of the December 12, 2022 Workforce, Education, and Equity Committee Meeting Minutes

MINUTES OF THE CITY COUNCIL COMMITTEE  
MONDAY, DECEMBER 12, 2022

22-0019

WORKFORCE EDUCATION & EQUITY COMMITTEE  
CITY COUNCIL CHAMBER, CITY HALL/VIDEO CONFERENCE  
COUNCILMEMBER JAYNIE SCHULTZ, PRESIDING

PRESENT: [7] Schultz, \*Thomas (\*\*9:06 a.m.), Moreno, \*Resendez, Narvaez (\*\*9:16 a.m.), \*McGough, Blackmon (\*\*9:03 a.m.)

ABSENT: [0]

The meeting was called to order at 9:02 a.m. with a quorum of the committee present.

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

After all business properly brought before the committee had been considered, the meeting adjourned at 10:55 a.m.

\_\_\_\_\_  
Chair

ATTEST:

\_\_\_\_\_  
City Secretary Staff

\_\_\_\_\_  
Date Approved

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

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

The briefing materials are attached to the minutes of this meeting as EXHIBIT C.

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

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

**RECEIVED**

2022 DEC -8 PM 4:13

CITY SECRETARY  
DALLAS, TEXAS

## City of Dallas

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

## Public Notice

221148

**POSTED** CITY SECRETARY  
DALLAS, TX



### Workforce, Education, and Equity Committee

**December 12, 2022**

**9:00 AM**

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### Call to Order

### MINUTES

1. [22-2898](#) Approval of the November 14, 2022 Workforce, Education, and Equity Committee Meeting Minutes

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

### BRIEFING ITEMS

- A. [22-2904](#) Targeted Eviction Prevention Program  
[Ashley Brundage, Executive Director of Housing Stability and Senior Vice President of Community Impact, United Way of Metropolitan Dallas; Dena L. Jackson, Ph.D. Chief Strategy Officer, Texas Women's Foundation; Ivanna Neri, Partnership Director, UpTogether]

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

- B. [22-2907](#) Workforce Initiatives Update  
[Joyce Williams, Director, Small Business Center]

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

- C. [22-2899](#) Dallas City of Learning - Empowering Youth Agency, Learning, and Earning  
[Byron Sanders, President & CEO Big Thought; Erin Offord, Chief of Programs and Learning Systems; Greg MacPherson, Chief of Big Thought Institute]

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

## BRIEFING MEMORANDUMS

- D. [22-2909](#) Implementation of City of Dallas Employee Child Care Subsidy and Parental Leave  
[Kimberly Bizer Tolbert, Deputy City Manager, City Manager's Office]

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

- E. [22-2910](#) Equitable Engagement Framework  
[Kimberly Bizzor Tolbert, Deputy City Manager, City Manager's Office]

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

- F. [22-2912](#) Upcoming Office of Community Care Agenda Item - Foremost Family Health Lease Amendment  
[M. Elizabeth (Liz) Cedillo-Pereira, Assistant City Manager, City Manager's Office]

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

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4. deliberating the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee; or to hear a complaint or charge against an officer or employee unless the officer or employee who is the subject of the deliberation or hearing requests a public hearing. [Tex. Govt. Code §551.074]
5. deliberating the deployment, or specific occasions for implementation, of security personnel or devices. [Tex. Govt. Code §551.076]
6. discussing or deliberating commercial or financial information that the city has received from a business prospect that the city seeks to have locate, stay or expand in or near the city and with which the city is conducting economic development negotiations; or deliberating the offer of a financial or other incentive to a business prospect. [Tex Govt. Code §551.087]
7. deliberating security assessments or deployments relating to information resources technology, network security information, or the deployment or specific occasions for implementations of security personnel, critical infrastructure, or security devices. [Tex Govt. Code §551.089]

MINUTES OF THE CITY COUNCIL COMMITTEE  
MONDAY, DECEMBER 12, 2022

EXHIBIT A

MINUTES OF THE CITY COUNCIL COMMITTEE  
MONDAY, DECEMBER 12, 2022

EXHIBIT B



OFFICIAL ACTION OF THE CITY COUNCIL COMMITTEE

DECEMBER 12, 2022

Item 1: Approval of the November 14, 2022 Workforce, Education, and Equity Committee Meeting Minutes

Councilmember Moreno moved to adopt the minutes as presented.

Motion seconded by Councilmember Resendez and unanimously adopted. (Thomas, Narvaez, Blackmon absent when vote taken)

OFFICIAL ACTION OF THE CITY COUNCIL COMMITTEE

DECEMBER 12, 2022

BRIEFING ITEMS

Item A: Targeted Eviction Prevention Program

The following individuals briefed the committee on the item:

- Liz Cedillo-Pereria, Assistant City Manager, City Manager's Office;
- Ashley Brundage, Executive Director of Housing Stability and Senior Vice President of Community Impact, United Way of Metropolitan Dallas;
- Dena L. Jackson, Ph.D. Chief Strategy Officer, Texas Women's Foundation; and
- Ivanna Neri, Partnership Director, UpTogether

OFFICIAL ACTION OF THE CITY COUNCIL COMMITTEE

DECEMBER 12, 2022

BRIEFING ITEMS

Item B: Workforce Initiatives Update

The following individuals briefed the committee on the item:

- Joyce Williams, Director, Small Business Center; and
- Kim Tolbert, Deputy City Manager, City Manager's Office

OFFICIAL ACTION OF THE CITY COUNCIL COMMITTEE

DECEMBER 12, 2022

BRIEFING ITEMS

Item C: Dallas City of Learning - Empowering Youth Agency, Learning, and Earning

The following individuals briefed the committee on the item:

- Liz Cedillo-Pereria, Assistant City Manager, City Manager's Office;
- Byron Sanders, President & CEO, Big Thought;
- Erin Offord, Chief of Programs and Learning Systems, Big Thought; and
- Greg MacPherson, Chief, Big Thought Institute

OFFICIAL ACTION OF THE CITY COUNCIL COMMITTEE

DECEMBER 12, 2022

BRIEFING MEMORANDUMS

Item D: Implementation of City of Dallas Employee Child Care Subsidy and Parental Leave

Item E: Equitable Engagement Framework

Item F: Upcoming Office of Community Care Agenda Item - Foremost Family Health  
Lease Amendment

The committee discussed the items.

MINUTES OF THE CITY COUNCIL COMMITTEE  
MONDAY, DECEMBER 12, 2022

EXHIBIT C

# TARGETED EVICTION PREVENTION PROGRAM



# INTRODUCTIONS



**Ashley Brundage**  
United Way of  
Metropolitan Dallas



**Ivanna Neri**  
UpTogether



**Dena Jackson, PhD**  
Texas Women's  
Foundation



# WHAT IS THE TARGETED EVICTION PREVENTION PROGRAM?

**The Targeted Eviction Prevention Program seeks to support high mobility schools and their families with resources and interventions so families can stay securely in their homes, and kids benefit from staying in their schools.**

- Launched in January 2022

**We worked closely with CPAL to analyze eviction data and identify the highest concentrations of eviction filings and compared that to elementary schools with high rates of middle-of-year student moves.**

**Primary audience is families who have children at one of the following schools:**

- Billy Dade Middle School
- Joseph J. Rhoads Learning Center
- Dr. Martin Luther King Learning Center
- Elisha M. Pease Elementary School
- J.N. Ervin Elementary School

# HOW DOES TEPP WORK?

**We are investing \$3,000 per year (\$250/month) in 500 households for up to three years, dependent on fundraising.**

- **Timeframe:** *36 months*  
Members were enrolled and received their first payment between December 2021 and April 2022 and will receive their last payment between December 2024 and April 2025.
- **Also provides:**
  - Wrap-around services
  - Housing specialist with office hours
  - Resource repository and training for school staff



# IMPACT CREATED THROUGH THE STRENGTH-BASED APPROACH

1. **Access to unrestricted cash increases people's financial stability and overall well being.**
2. **Research on similar models shows the impacts people create with unrestricted cash:**
  - Better health
  - Increased employment
  - Increased education
  - Improved financial security
  - Stable housing
  - Reduced poverty



“Thanks to the UpTogether Community platform, I was able to reach out to connect with others who shared the same interests as me. Quickly connecting with a local community member who shared some of the goals as me, we shared helpful resources and information with one another while providing a support system to achieve and reach goals. Being able to provide help to a community member is very rewarding and uplifting.”

*- UpTogether member*

# THE UNRESTRICTED CASH MOVEMENT

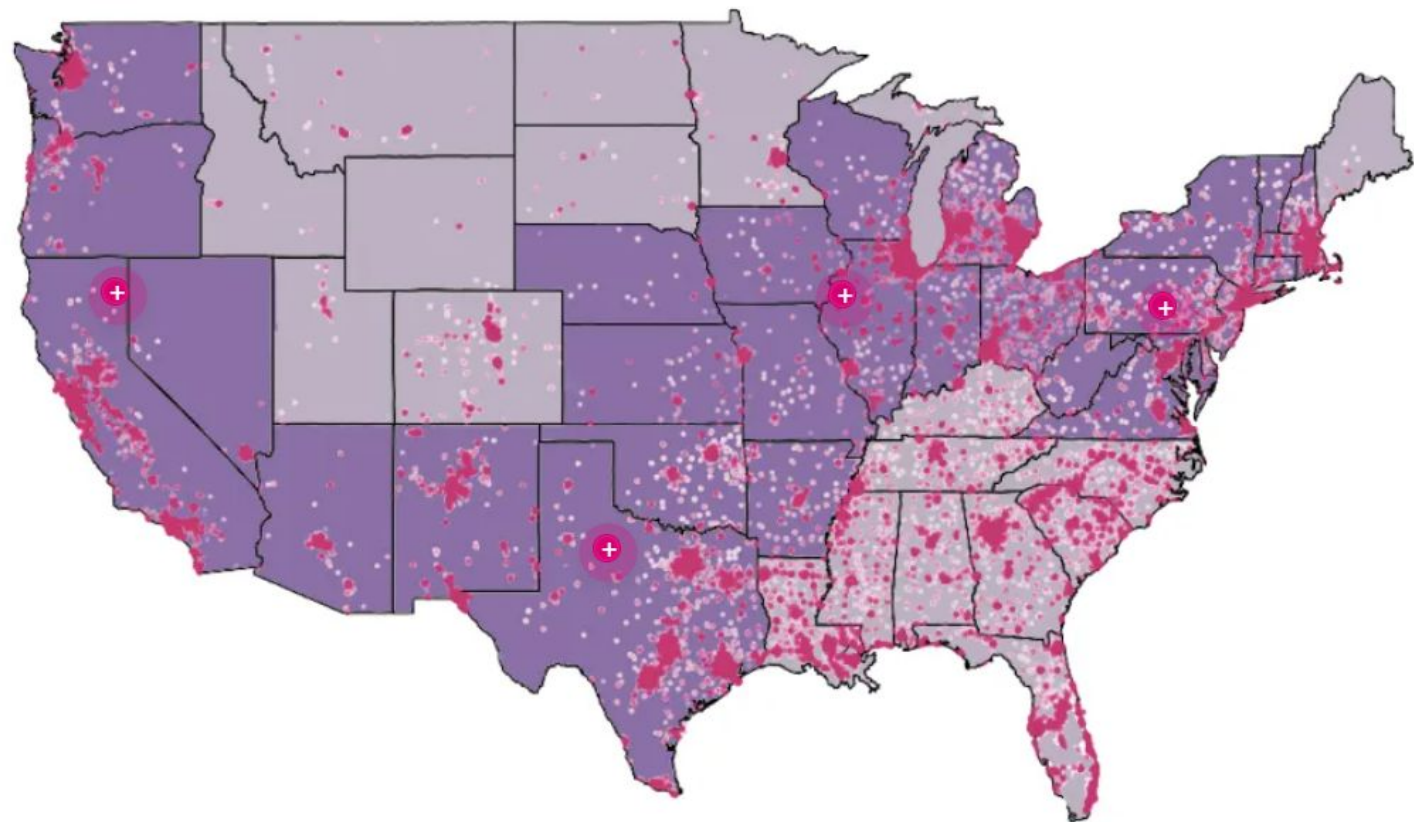
- Based on data from the first year of the [Magnolia Mother's Trust](#) - which is providing \$1,000/month for a year to Black mothers living in poverty in Jackson, Miss. - 75% of mothers reported they were able to prepare three meals per day for their families, compared to 32% before the payments began. 85% said they completed a high school education by earning their GED, while just 63% had previously.
- [The findings from the first year](#) of the guaranteed income project in Stockton, Calif., in which 125 residents are receiving \$500/month for 24 months, showed that guaranteed income:
  - Reduced income volatility: The income of those receiving the guaranteed income fluctuated by 46.4% monthly while the control group's monthly income fluctuated by 67.5% - which equates to 1.5x more income volatility.
  - Increased employment: Over one year, the percentage of individuals in the pilot who had full-time employment increased from 28% to 40%. The control group only showed a 5% increase.
- [A pilot in Vancouver, Canada](#), where 50 individuals who were newly experiencing homelessness received a one-time cash payment of \$7,500, showed that they moved into stable housing faster and spent fewer days homeless than a control group.
- A [2021 study from the Urban Institute](#) showed that government aid prompted by COVID-19 will cut poverty by almost 45% from pre-pandemic levels, and will push the percentage of Americans in poverty to the lowest level on record. The three programs that had the greatest impact on cutting poverty were stimulus checks, increased food stamps, and expanded unemployment insurance. Due to this increased government aid, poverty has fallen most among children, but the decrease has been shown across Americans who are white, Black, Latino and Asian, and across every age group and state.

We have a  
video to show



# NATION AND STATEWIDE UPDATES

SOURCE: UPTOGETHER.ORG



## Active States

California

Texas

New Mexico

Massachusetts

Illinois

Colorado

Michigan

New York

Oregon

Oklahoma

New Hampshire

Minnesota

Ohio

Nevada

**+700,000 members**

**\$150M in direct payments**

**+11,000 groups**

# MEMBER IMPACT



**\$15,180**

**The average investment directly to a family is \$3,200. The overall economic impact of a FII family is \$15,180.**



**+23%**

**INCREASE in total income**

**- 42%**

**DECREASE in federal assistance**



**\$1,637**

**INCREASE in families' total liquid assets, from \$759 to nearly \$2,396**

# WRAP-AROUND SERVICES

**What other wrap-around services are the families able to access?**

- Case management
- Legal assistance
- Rental assistance
- School supports
- Housing navigation





# WHAT DO WE KNOW SO FAR ABOUT THE FAMILIES RECEIVING THIS SUPPORT?

1. Members primarily identify their race as **Black or African American** (81%), followed by **Hispanic or Latino** (15%).
2. Members primarily identify their gender as **female** (89%).
3. The average household size is **4**.
4. The average number of children in the house is **3**.
5. The median annual household income is **\$14,000**.



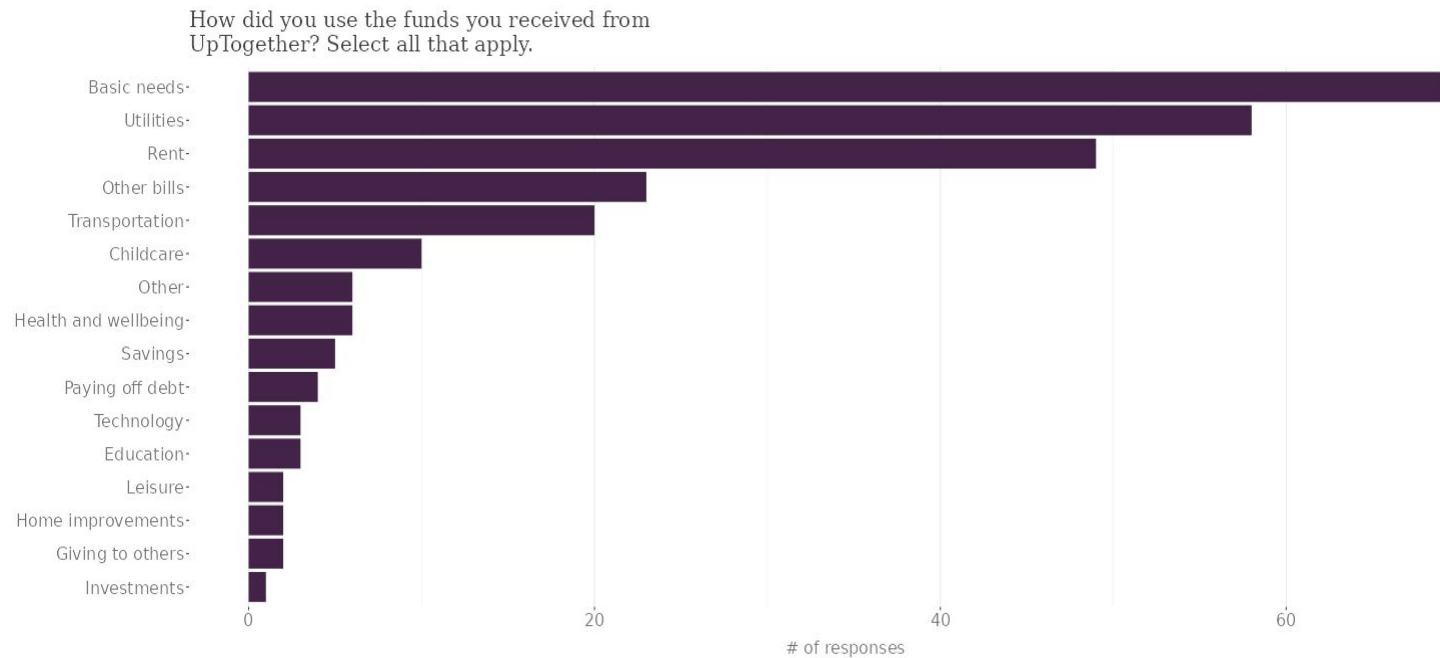
# WHAT DO WE KNOW SO FAR ABOUT THE FAMILIES RECEIVING THIS SUPPORT?

SOURCE: UPTOGETHER.ORG

**Members are using the funds for basic needs, supporting their households' well-being and financial stability.**

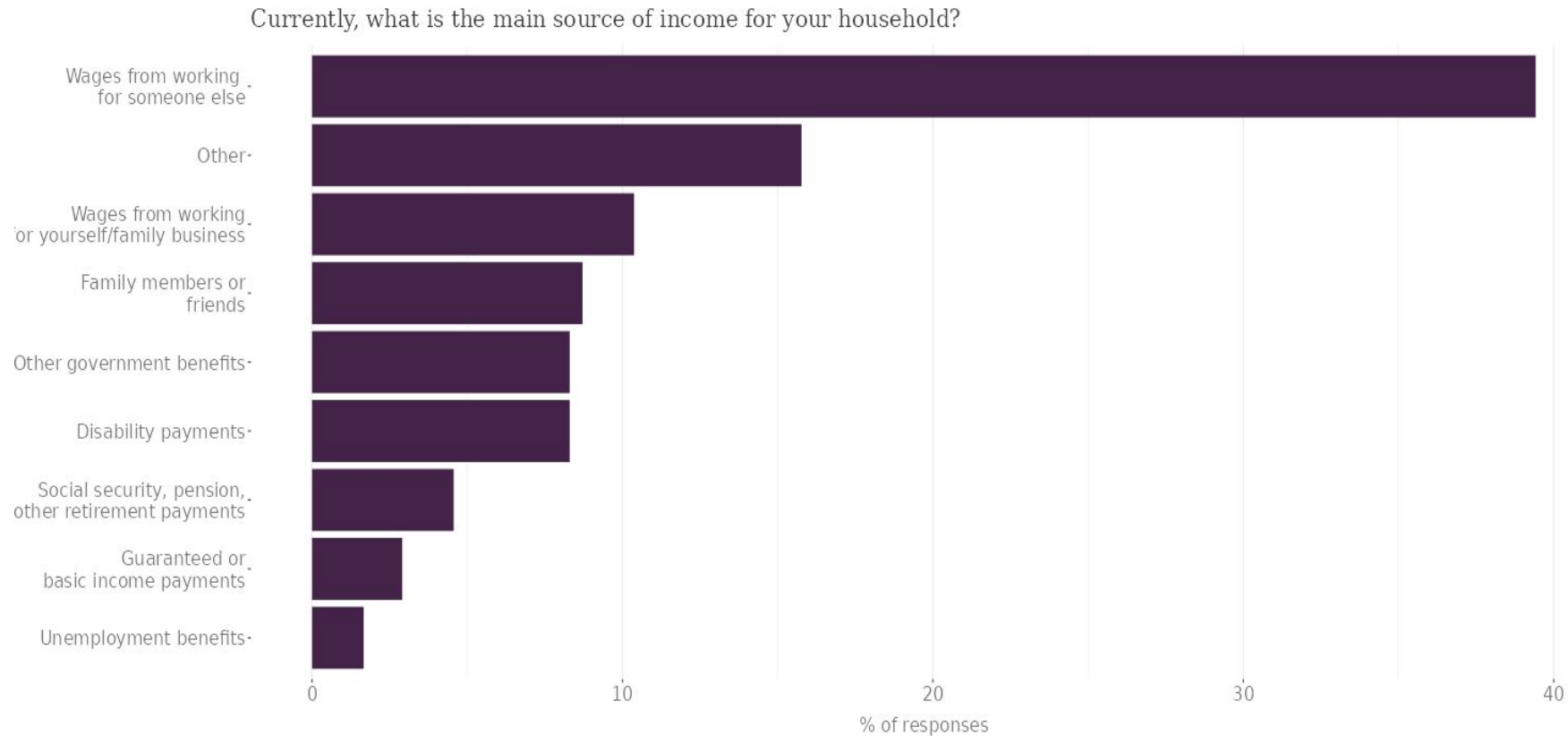
Since enrollment, most members have continued to report using the investments from UpTogether for:

- Basic needs (67% of the 103 members who responded)
- Utilities (56%)
- Rent (48%)



# WHAT DO WE KNOW SO FAR ABOUT THE FAMILIES RECEIVING THIS SUPPORT?

SOURCE: UPTOGETHER.ORG



*Represents 189 members*

# LONG-TERM TARGET OUTPUTS AND OUTCOMES

## Of the families that receive case management:

- Number and percent of families who move to a higher level on the income dimension (i.e., cash and benefits) of the Arizona Self-Sufficiency Matrix after a reasonable amount of time.
- Number and percent of families who set the goal to obtain and/or maintain appropriate, safe and stable housing (e.g., remain in the same housing or improve their housing situation by moving out of a shelter, motel or shared living situation) and achieve this outcome after a reasonable amount of time.
- Number and percent of families with school-aged children who make a planned and supported transfer in school and achieve this outcome after a reasonable amount of time.
- Number and percent of families with school-aged children who had a disruptive move to a school other than their school of origin.

## For those who receive cash transfers and respond to the survey:

- Increase from baseline percentage the households at no current risk of eviction or homelessness (57% at baseline)

## For the five school communities:

- Reduction in eviction filings in the target zip codes
- Reduction in middle-of-year student moves in the five target schools

# WHY TEXAS WOMEN'S FOUNDATION IS FUNDING TEPP IS A PART OF OUR HOUSING STABILITY INITIATIVE

1. **Research-based initiative tied with innovation**
2. **Targeted neighborhood:**
  - Focus leads to impact
3. **Women with children are primary beneficiaries:**
  - True two-generation impact
4. **Trust-based philanthropy:**
  - Working to change our philanthropic viewpoint



**Texas Women's Foundation**

# WHO ELSE IS INVOLVED IN THIS WORK?

## Partners:

Child Poverty Action Lab, CitySquare, Dallas ISD, UpTogether, TR Hoover, Carter's House, Harmony CDC, ForOakCliff and United Way of Metropolitan Dallas

## Funders:

The Perot Family Foundation, Siemer Institute, The Dallas Foundation, Muse Family Foundation, Texas Women's Foundation, The Boone Family Foundation, Bank of America, Humana and Rees Jones Foundation







**City of Dallas**

# **Workforce Initiatives Update**

**Workforce, Education,  
Equity Committee  
December 12, 2022**

Joyce Williams, Director,  
Small Business Center

# Presentation Overview



- Purpose of Briefing
- Workforce Strategic Focus Areas:
  - Development Strategy
  - Training & Services
  - Training Updates
  - Employment
- Strategic Resources for Workforce Trends
  - Texas Labor Market Information
- Next Steps



# Purpose of Briefing



- Provide an update on the strategic focus of Workforce Initiatives
- Provide updates within each of the focus areas
- Receive WEE Committee feedback



# Why the Small Business Center?

Designed to offer dedicated services and resources as a single access point to small business

Designed to increase equity opportunities by providing navigation and resources through Dallas' business and economic ecosystems.

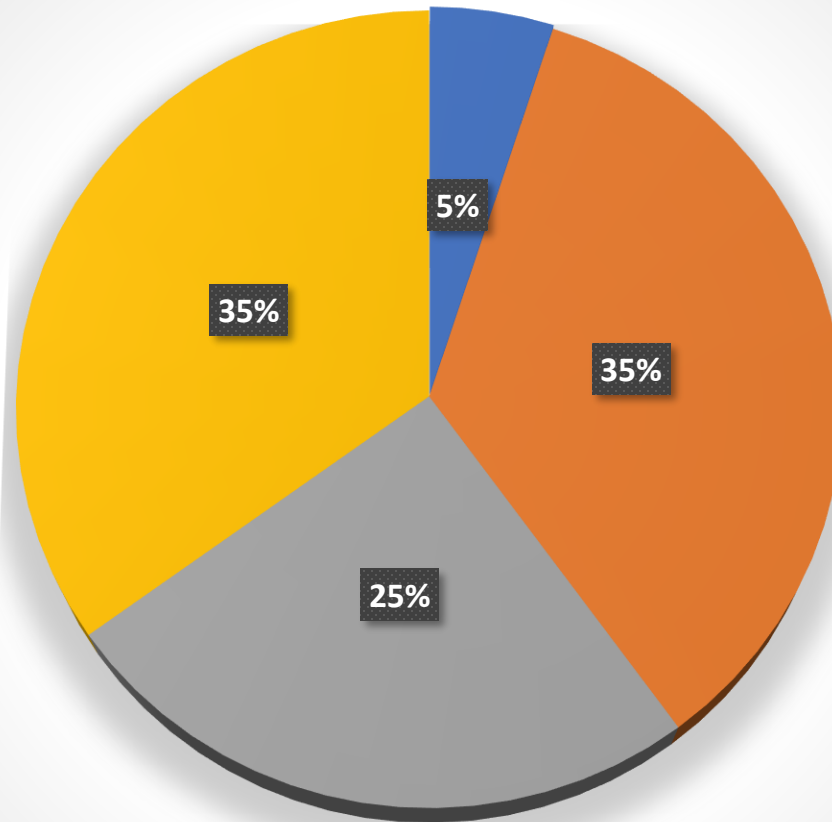
Designed to intersect workforce training and development as a component for the business growth and upskilling the labor force



# Workforce Strategic Focus Areas



## STRATEGIES



- Workforce Development
- Workforce Training
- Workforce Reentry
- Workforce Employment

# Racial Equity Plan Alignment



**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.

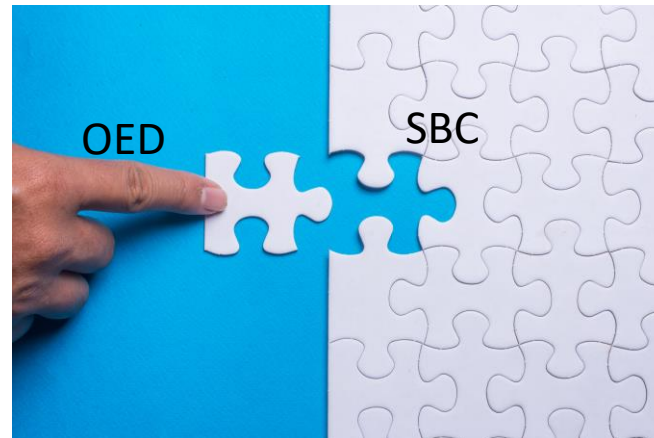
- Action Target: 1.9 Enhance economic vitality for equity priority areas to encourage mid- and long-term growth placing all residents in opportunities to thrive with increased economic and workforce development.
- Action Target: 1.12 Implement Workforce Dallas with leadership from the Mayor's Workforce Czar to address young adult male residents (18- 24 years of age) from equity priority areas with workforce re-entry skills, FreshStart opportunities, upskilling, and on-the job training employment requirements
- Relevant Equity Indicators:
  - Indicator 1: Business Establishments, Indicator 2: Business Ownership, Indicator 4: Labor Force Non-Participation, Indicator 5: Unemployed, Indicator 6: High-Growth, High-paying Employment, Indicator 7: Median Full-Time Income

# Workforce Development Strategy



- Several major components in the Economic Development Roadmap include workforce development, workforce training, and employment to address racial economic inequities within Dallas communities.
- To address several of these drivers, the Small Business Center will partner with the Office of Economic Development to integrate forecasting of workforce training needs as a component when recruiting new corporations, creating new developments, and infrastructure projects.

1. Upskilling to meet employer projected skill gaps
2. Create training within communities





# Workforce Training & Services



- **2021-2023 Workforce Training Grants**
  - Oak Cliff Works (Allied Health Training) - \$749,943
  - United Way (Computer Technology) - \$2,249,830
- **2023- 2024 Workforce Training Upskilling Grants**
  - Dallas College (Advanced Computer Technology) - \$250,000
  - Metrocare Behavior Center (Registered Behavior Technician) - \$250,000
- **2023- 2024 Workforce Training Skills Gaps (projected)**
  - Electrical Vehicle Installation Technicians - \$125,000
- **2023- 2024 Workforce Training & Services ARPA District Allocation**
  - District 12 Workforce Training job readiness and skills training - \$100,000

# Workforce Training Updates



2021-2024 Workforce Training



# Workforce Employment Strategy



- The Workforce Upskilling Report and Racial Equity Plan address the employment needs for under-employed, unemployed, and unskilled Dallas residents and sustainable wages.
- The Small Business Center partnership strategies include:
  - Enhance the partnership with Workforce Dallas with on-site prescreening at community events and direct referrals
  - Enhance partnerships with private employer to address critical workforce employment need in target industries
  - Establish a system to track workforce employment needs of local businesses as a data point to integrate into future workforce solicitations
  - Workforce Dallas referrals to SBC for who need workforce training or those with justice –impacted backgrounds



# Workforce Trends Resource



**TEXAS**  
Labor Market  
Information

[Home](#) [LMI by Category](#) [Economic Profiles](#) [Popular Downloads](#) [Find Employers](#) [Help](#)

## Texas Labor Market Highlights – OCTOBER 2022

Unemployment Rate\*  
4.0%

Total Non-Farm Employment\*  
13,630,000

Jobs Change Over the Year  
694,200

Annual Growth Rate  
5.4%

\* Seasonally Adjusted

### LMI by Category

#### Local Area Unemployment Statistics (LAUS)

View monthly and annual civilian labor force, employment, unemployment, and unemployment rate estimates by state, county, metropolitan area, workforce development area and many cities, by place of residence.

[Watch Video](#)

#### Current Employment Statistics (CES)

Generate a report for monthly and annual nonagricultural employment data by industry for Texas and metropolitan areas.

[Watch Video](#)

#### Quarterly Census of Employment and Wages (QCEW)

View and generate a report for quarterly data derived from the state's unemployment tax program measuring employment and wages by industry by state, county, metropolitan and workforce development areas.

[Watch Video](#)

#### Occupational Employment & Wage Statistics (OEWS)

Provides current annual and hourly wage estimates for up to 800 detailed occupations by state, metropolitan and workforce development area, and industry.

[Watch Video](#)

#### Projections

View and generate a 10-year forecast for employment by industry

### Economic Profiles

#### Workforce Development Area (WDA) Profiles

A compilation of selected economic data including LAUS and quarterly industry data by Texas' 28 local workforce development areas.

#### Metropolitan Statistical Area (MSA) Profiles

A compilation of selected economic data including industry composition, current employment statistics by industry, and unemployment information for Texas' metropolitan areas.

#### Industry Profiles

An economic profile of Texas industry by category to assist in better understanding Texas regional industry dynamics.

#### Texas Economic Profile

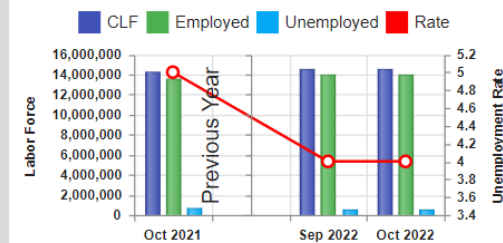
Economic Profile for Texas and US industry data to assist in better understanding Texas industry dynamics.

### Popular Downloads

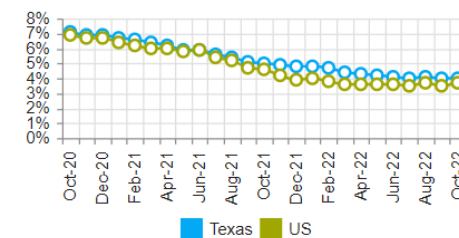
#### Popular Downloads and Resources

### Latest Economic Indicators OCTOBER 2022

#### Texas Labor Force Statistics (Seasonally Adjusted)



#### Historical Unemployment Rates (Seasonally Adjusted)



Labor Market

Release

TWC Press

# Next Steps



- Implement the use of LMI data tools resources as an informed data driven workforce strategy to address workforce gaps and reduce racial inequities – January 2023
- Implement Salesforce as a monthly performance tracking system for workforce grants – January 2023
- Issue a NOFA Solicitation for Electrical Vehicle Installation technician training - January 2023



**City of Dallas**

# **Workforce Initiatives Update**

**Workforce, Education,  
Equity Committee  
December 12, 2022**

Joyce Williams, Director,  
Small Business Center



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## **DALLAS CITY OF LEARNING EMPOWERING YOUTH AGENCY, LEARNING AND EARNING**

**DEC. 12. 2022**



# AGENDA

- ☁ **DALLAS CITY OF LEARNING OVERVIEW & IMPACT**
- ☁ **21<sup>ST</sup> CENTURY SKILLS BUILDING - CREATOR ARCHETYPE**
- ☁ **LEARNING PATHWAYS - MAKING THE ARCHETYPE COME ALIVE**
- ☁ **THE ECOSYSTEM IN ACTION - EXAMPLES OF PATHWAYS AT WORK**
- ☁ **CITY OF DALLAS OPPORTUNITIES**



## DALLAS CITY OF LEARNING OVERVIEW

🌟 **Launch in 2014, a Summer learning partnership between the City of Dallas x Dallas ISD, facilitated by Big Thought.**

🌟 **Original Intent - Increase access, dosage, & quality of summer learning experiences especially in zip codes where opportunities are scarce.**

🌟 **Hundreds of partner organizations, sites, & employees came together to make it happen.**



# AN ECOSYSTEM OF EQUITY THAT WORKS: DALLAS CITY OF LEARNING

3-YEAR STUDY: DCOL ACADEMIC IMPACT ECOSYSTEM BY SOUTHERN METHODIST UNIVERSITY

WITH EVERY 10 DAYS OF DCOL PROGRAMMING

ELEMENTARY SCHOOL STUDENTS ARE

25%

MORE LIKELY TO PASS STAAR MATH

35%

MORE LIKELY TO PASS STAAR READING

HIGH SCHOOL STUDENTS ARE

40%

MORE LIKELY TO PASS EOC ENGLISH 1

TOTAL PARTICIPANTS

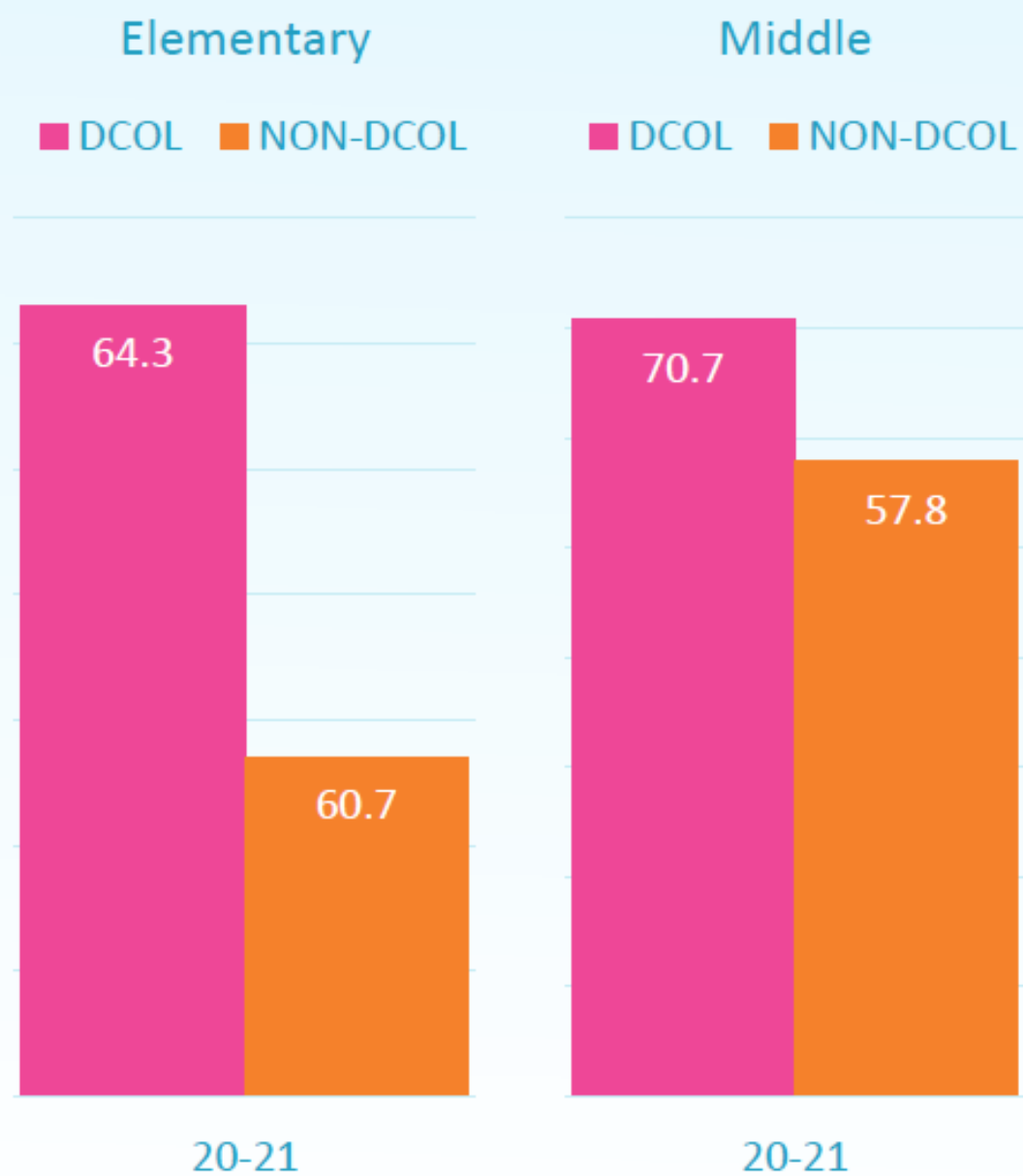
3YR TOTAL = 233,857

3YR AVERAGE = 77,952

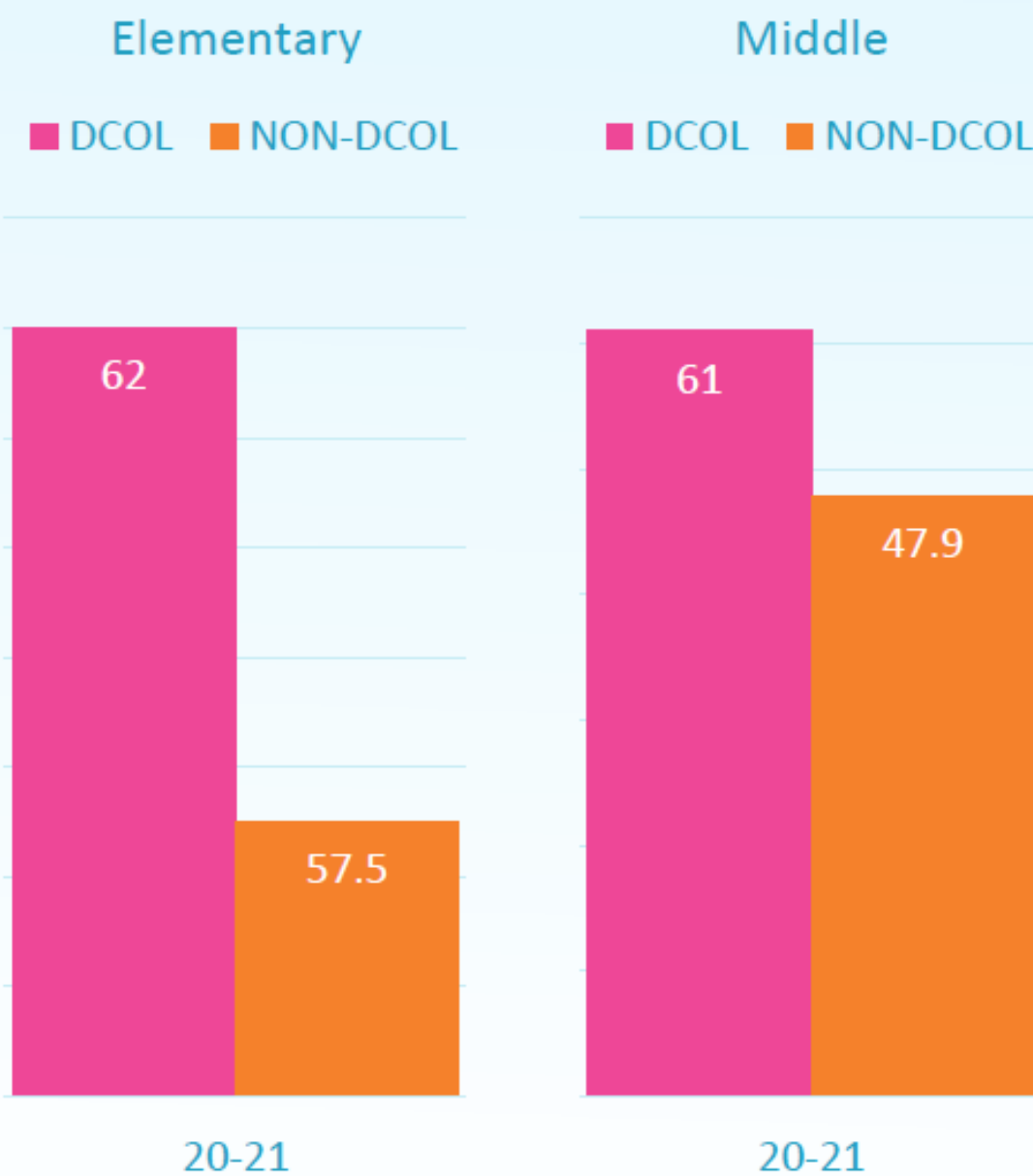
# OUTCOMES FOR LEARNERS

**\*\*Preliminary Findings\*\***

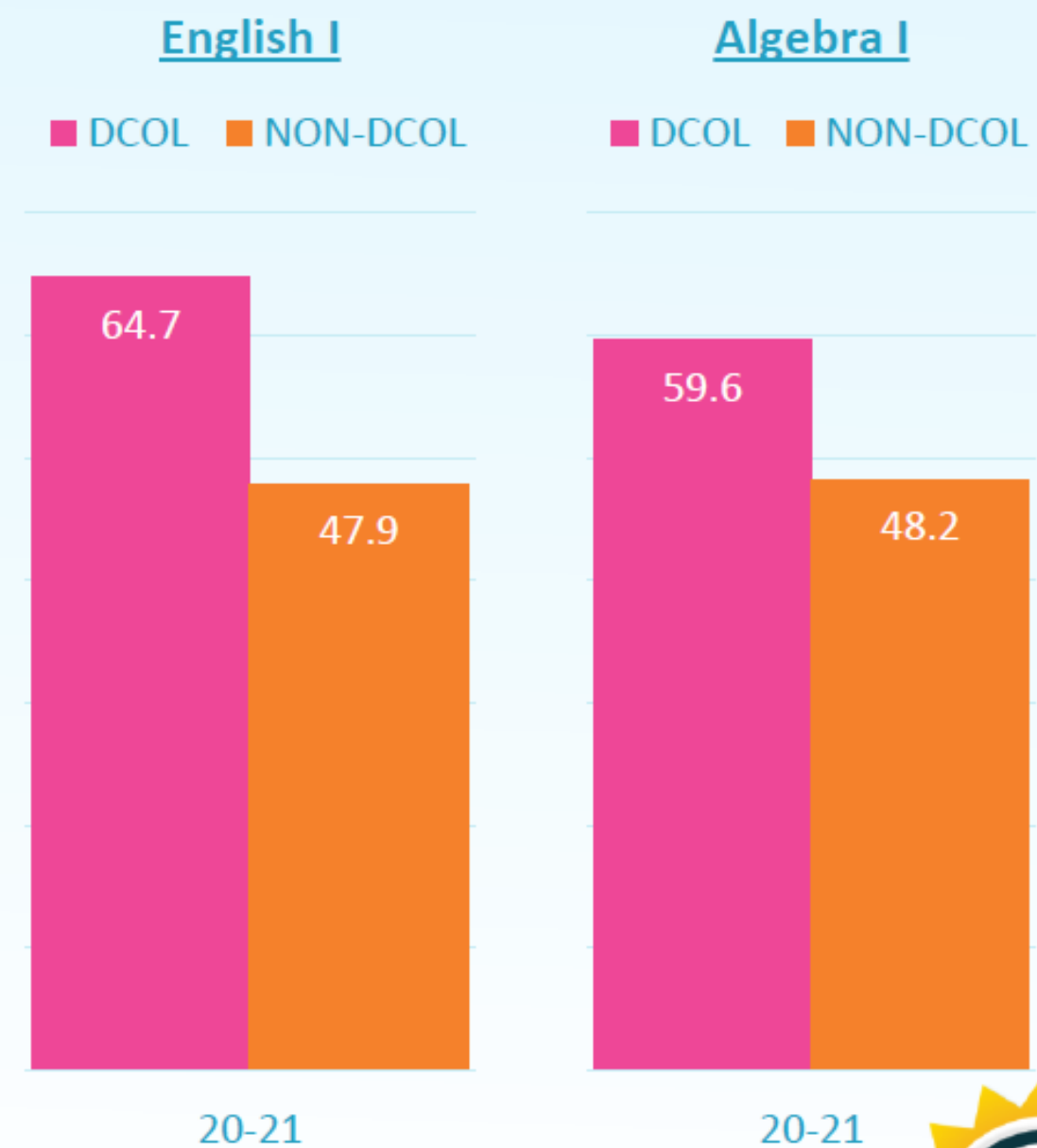
% of STAAR Reading Approaches



% of STAAR Math Approaches



% of STAAR Approaches – High



BIG THOUGHT

CREATE  
GREAT

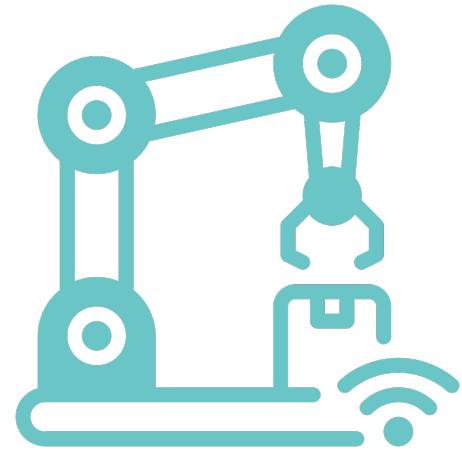




## THE CREATOR ARCHETYPE

The Creator Archetype outlines the skills, competencies, and experiences that equip and empower youth to create their best lives and world.

# THE FOURTH INDUSTRIAL REVOLUTION IS TRANSFORMING THE LABOR MARKET



## AUTOMATION & AUGMENTATION

**RAPID PACE OF  
TECHNOLOGICAL CHANGE**

**ADVANCED ROBOTICS  
3D PRINTING  
COGNITIVE COMPUTING  
AUGMENTED REALITY  
PREDICTIVE ANALYTICS**

**15%**

**COMPOUNDED  
ANNUAL GROWTH  
RATE IN GLOBAL  
ROBOTICS MARKET**



## OLD JOBS GO OR CHANGE RADICALLY

**NEW JOBS EMERGING, MANY OF  
WHICH ARE SCARCE TODAY, E.G.,**

**DRONE COORDINATORS  
3D PRINTING TECHNICIAN  
AI COMPLIANCE ANALYST  
VIRTUAL REALITY  
DESIGNER  
GENETIC COUNSELLOR**

**65%**

**OF FIRST  
GRADERS WILL  
WORK IN A JOB  
THAT DOESN'T  
EXIST TODAY**



## EMPLOYERS SEEKING NEW SKILLS AND LITERACIES

**TECHNICAL  
KNOWLEDGE  
COMMUNICATION  
CREATIVITY  
PROBLEM-SOLVING**

**15%**

**OF EMPLOYERS  
CITE DIFFICULTY  
RECRUITING  
PEOPLE WITH THE  
SKILLS THEY NEED**

# CREATIVITY AND SOCIAL-EMOTIONAL SKILLS DOMINATE THE LIST OF MOST HIGHLY DESIRED JOB SKILLS

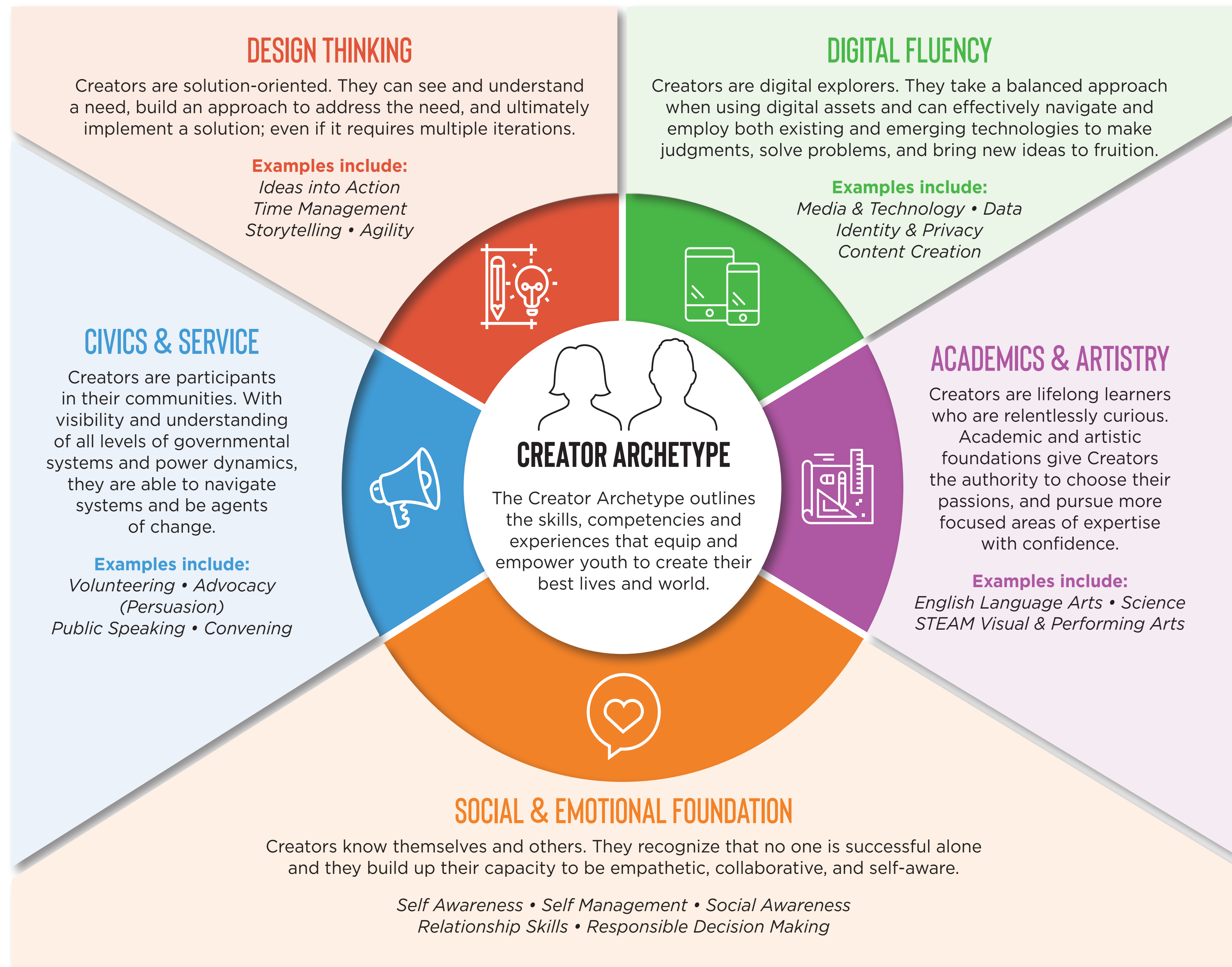
◀ **IN 2015**

1. Complex problem solving
2. Coordinating with others
3. People management
4. Critical thinking
5. Negotiation
6. Quality control
7. Service orientation
8. Judgment and decision making
9. Active listening
10. **CREATIVITY**

**IN 2020** ▶

1. Complex problem solving
2. Critical Thinking
3. **CREATIVITY**
4. People Management
5. Coordinating with others
6. **EMOTIONAL INTELLIGENCE**
7. Judgment and decision making
8. Service orientation
9. Negotiation
10. Cognitive flexibility





# DCOL LEARNING PATHWAYS

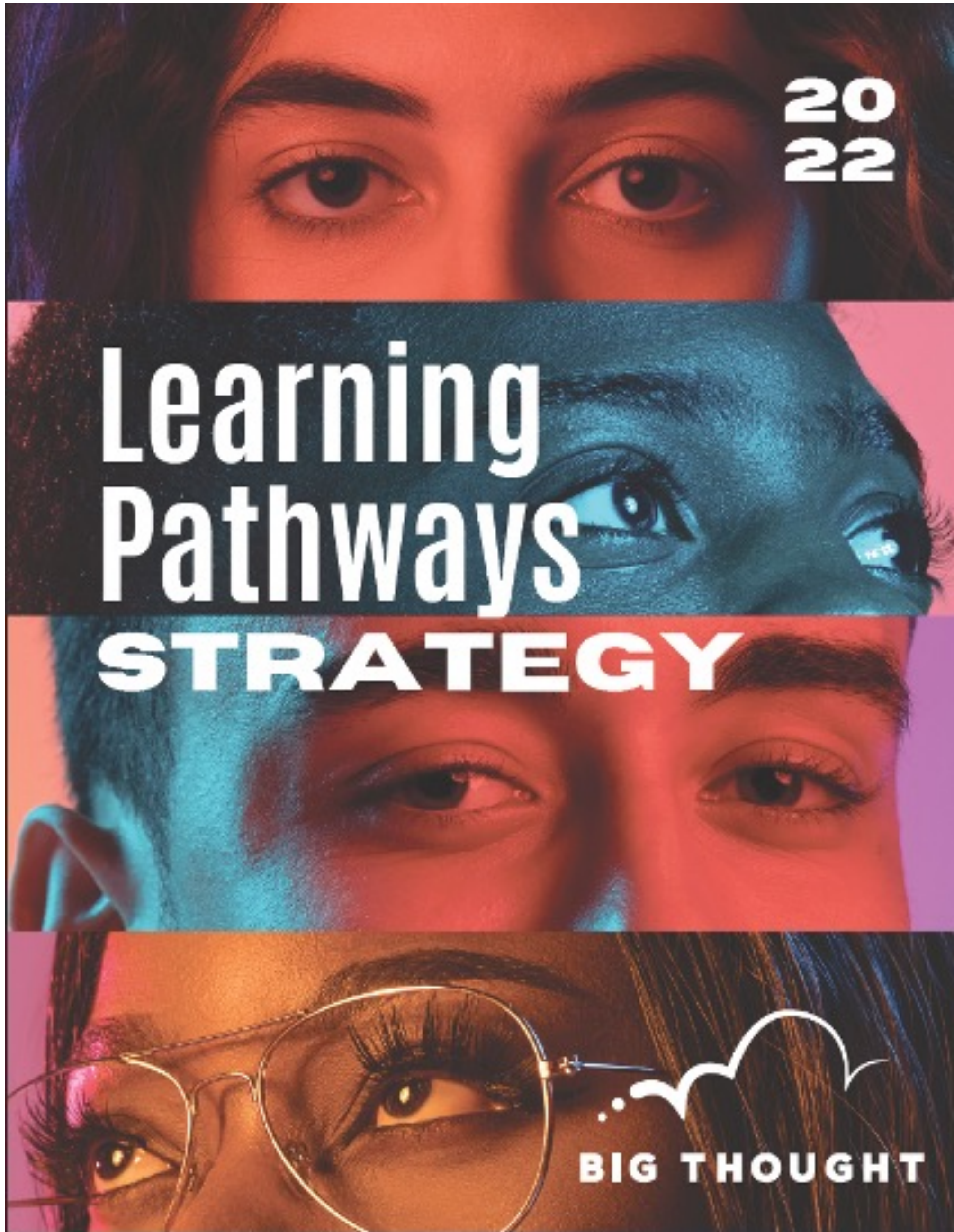
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**LEARNING PATHWAYS  
AS A SCALABLE SOLUTION TO  
BUILDING 21ST CENTURY SKILLS  
ALONGSIDE OUR SCHOOL SYSTEMS**

**WE AIM TO CREATE A WORLD IN WHICH  
THE SKILLS YOUTH DEVELOP OUT OF  
SCHOOL ARE MORE VISIBLE, AND  
LEVERAGED AS ASSETS IN PURSUIT OF A  
FUTURE OF THEIR CHOOSING.**





# CREDENTIALS AS DYNAMIC AS OUR STUDENTS


Our mission is to create a world in which the skills youth develop out-of-school are more visible, and leveraged as assets in pursuit of a future of their choosing.

As part of our mission to equip all youth to imagine and create their best lives and world, Big Thought has set out to reduce the goal attainment gap between youth in marginalized communities and their peers by 10% by 2030.

A key strategic pillar of this work is our Learning Pathways. The Learning Pathways Project is a city-wide effort to help youth connect skills developed during out-of-school experiences to the pursuit of a high school degree, post-secondary attainment, and ultimately a livable wage.

Micro-credentials (earned through Digital Badges) are the mechanism utilized to define, measure, and fulfill Learning Pathways. Through these tools, **Big Thought is ready to help calibrate creative skill development and catalyze credentials as dynamic as our students.**

Success for our students is about more than getting a degree or job. It is youth becoming their full selves, prepared to lead in a world of unpredictable possibility.

 | **learning pathways**



# HOW DOES DIGITAL BADGING CONNECT TO THE CREATOR ARCHETYPE

- ☁ Each program in the Dallas City of Learning ecosystem can be mapped to one or multiple domains of the Creator Archetype.
- ☁ Programs' badges demonstrate with Creator skills (21<sup>st</sup>-century skills) the youth has mastered.
- ☁ Students are issued a badge upon completion of a program by submitting their evidence of proficiency. (artifact)



# LEARNING PATHWAYS APPLIED

## YOUTH EARNING, LEARNING, & AGENCY

 **Community Action Team - Brass Tacks**

 **D Magazine**

 **Empowering Through The Arts**

# ENGAGEMENT OPPORTUNITIES

☁ **City of Dallas has engaged the DCoL system**

☁ **Dallas Public Libraries**

☁ **Dallas Parks & Rec**

☁ **Office of Arts & Culture**

☁ **The Opportunity: Connect city agencies to Learning Pathways work in Dallas City of Learning that increases opportunities for civic learning, earning, and skills-building**

# NEXT STEPS

- ☁ **Big Thought is seeking to partner with the City for more of these opportunities serving more youth.**
- ☁ **Co-design with City departments to create more of these Creator Archetype badged experiences**
- ☁ **Primary Contact for the City collaboration**
  - ☁ **Erin Offord: [erin.offord@bigthought.org](mailto:erin.offord@bigthought.org)**





# CREATE GREAT



BIG THOUGHT

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**GREAT**

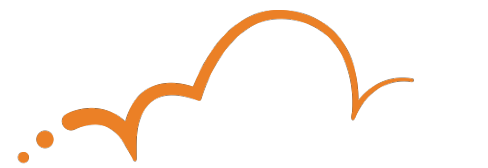
**GREAT**

**GREAT**

**GREAT**

**GREAT**

**THANK YOU**  
**BIGTHOUGHT.ORG**



**BIG THOUGHT**

**CREATE  
GREAT**

# Memorandum



CITY OF DALLAS

DATE December 9, 2022

Honorable Members of the Workforce, Education, and Equity Committee: Jaynie  
TO Schultz (Chair), Casey Thomas (Vice-Chair), Jaime Resendez, Paula Blackmon, Jesse  
Moreno, Adam McGough, Omar Narvaez

SUBJECT **Implementation of City of Dallas Employee Child Care Subsidy and Parental  
Leave**

This memorandum is to provide an update on the implementation of the City of Dallas Employee Child Care Subsidy and the Parent Leave Program.

## **Child Care Subsidy Program**

The Child Care Subsidy program, which was approved by the City Council in the FY 21-22 General Fund Budget, provides eligible employees \$2,000 annually to assist with childcare expenses. The \$500,000 annual budget provided funding to subsidize up to 250 employees. The initial eligibility criteria for this program included the following:

- An annual base salary of \$60,000 or below
- A resident of the City of Dallas
- The employee and eligible dependents must be participating in one of the City's health insurance offerings
- Eligibility Age: 12 years and under

The initial enrollment timeframe between October and December 2021 was based on the approval date, scheduled open enrollment, and implementation. For the program's first year, there were 304 eligible employees, funding available for 250 employees, and a total of 98 were enrolled.

For FY 22-23, Staff presented modifications to the Workforce Education and Equity Committee to expand the eligibility requirements. The requirement to be a resident of the City of Dallas was removed to expand eligibility. In addition, a comprehensive communication plan was put in place to ensure every eligible employee had the information and opportunity to take advantage of the program, including:

- Ongoing communications before and during open enrollment
- Outreach calls made by our Benefits Enrollment Center during and after open enrollment
- One-on-one conversations, both in person and via Teams with employees to answer questions and provide information
- Extended enrollment period through the end of November
- Additional follow-up outreach calls made by HR team members

DATE December 12, 2022  
SUBJECT **Implementation of City of Dallas Employee Child Care Subsidy and Parental Leave**

Based on the expanded eligibility, 764 employees qualify for the subsidy. Funding is available for 250 employees, and there are 211 employees enrolled for January 2023. Staff will continue to provide ongoing communication and outreach for new hires that may be eligible for the program throughout the year, and to all employees, as we prepare for open enrollment in 2023.

### **Paid Parental Leave Program**

Since Paid Parental Leave began on October 1, 2021, 399 employees have taken up to six weeks of paid leave following the birth, adoption, or foster placement of a child. The table below highlights the program's use by department, gender, and type:

Department	Percent
Dallas Police Department	41%
Dallas Fire Rescue	28%
Dallas Water Utilities	9%
All Other Departments	22%

Employee Gender Representation	
Men	317
Women	82

Type of Leave	
Birth	385
Adoptions	7
Foster	7

Staff will be present at the Workforce Education & Equity Committee meeting on December 12th to answer questions. Should you have any questions or would like additional information about the City's Child Care Subsidy and Parental Leave programs, please contact Nina Arias at 214-671-9050 or [Nina.Arias@dallas.gov](mailto:Nina.Arias@dallas.gov).



Kimberly Bizzor Tolbert  
Deputy City Manager

c: T.C. Broadnax, City Manager  
Chris Caso, City Attorney  
Mark Swann, City Auditor  
Biliera Johnson, City Secretary  
Preston Robinson, Administrative Judge  
Jon Fortune, Deputy City Manager

Majed A. Al-Ghafry, Assistant City Manager  
M. Elizabeth (Liz) Cedillo-Pereira, Assistant City Manager  
Dr. Robert Perez, Assistant City Manager  
Carl Simpson, Assistant City Manager  
Jack Ireland, Chief Financial Officer  
Genesis D. Gavino, Chief of Staff to the City Manager  
Directors and Assistant Directors



# Memorandum



CITY OF DALLAS

DATE December 9, 2022

TO Honorable Members of the Workforce, Education, and Equity Committee: Jaynie Schultz (Chair), Casey Thomas (Vice-Chair), Jaime Resendez, Paula Blackmon, Jesse Moreno, Adam McGough, Omar Narvaez

SUBJECT **Equitable Engagement Framework**

The purpose of this memorandum is to provide an update on the development of an Equitable Engagement Framework in support of the City Council-adopted Racial Equity Plan (REP). A key aspect of the REP includes the creation of an equitable engagement framework. Throughout the development of the plan community engagement was foremost, and Ethos Equity Consulting was hired to provide consultation on those efforts. Staff is currently researching best practices for ongoing engagement, and have received copies of resolutions from Ethos which were adopted by the cities of Austin and San Antonio.

As Texas' first officially designated Welcoming City, the Office of Equity and Inclusion will host Welcoming America on December 14, 2022, for a recertification site visit and will seek to incorporate welcoming best practices in Dallas' equitable engagement framework.

At the direction of City Manager Broadnax, the Executive Leadership Team will engage in an exercise on January 3, 2023, to develop the draft framework that is relevant and applicable Citywide, addressing corresponding communication and engagement goals supporting all the City Council's strategic focus areas, the Racial Equity Plan, and the City Manager's performance measures. We expect to have a follow up briefing to present the draft engagement plan by February 2023.

Staff will be present at the December 12, 2022, Workforce, Education, and Equity Committee meeting to respond to questions. Should you have any questions or should you require additional information at this time, please do not hesitate to contact me via email at [k.bizortolbert@dallas.gov](mailto:k.bizortolbert@dallas.gov).

Putting Service First,

A handwritten signature in black ink, appearing to read 'Kimberly Bizer Tolbert'.

Kimberly Bizer Tolbert  
Deputy City Manager

C: T.C. Broadnax, City Manager  
Chris Caso, City Attorney  
Mark Swann, City Auditor  
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Genesis D. Gavino, Chief of Staff to the City Manager  
Directors and Assistant Directors

# Memorandum



CITY OF DALLAS

DATE December 9, 2022

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

SUBJECT **Upcoming Office of Community Care Agenda Item – Foremost Family Health Lease Amendment**

On January 11, 2023, City Council will consider agenda item # 22-2885, an Office of Community Care (OCC) to authorize a letter amendment to an existing lease for Foremost Family Health Center at the Martin Luther King, Jr. Community Center.

## **Background**

Foremost Family Health Centers (MLK Jr. Family Clinic) has been a provider of quality and affordable health care in Dallas for over 30 years. As a Federally Qualified Health Center, Foremost Family Health Centers provides services to the community regardless of ability to pay, and offers discounted fees based on income and family size. We feature pediatrics, family medicine, podiatry, obstetrics/ gynecology, laboratory, behavioral health, and dental services, with locations in South Dallas and Balch Springs, and a school-based health center at A+ Charter Schools.

Since 1986, Foremost Family Health Centers has offered families comprehensive healthcare from leading physicians, dentists and other providers at the Martin Luther King, Jr. Community Center. The health care center offers health care services with short wait times, flexible payment options and discounted rates, along with a host of other benefits based on partnerships with local hospitals and other organizations and is designated as a Patient-Centered Medical Home by the National Committee for Quality Assurance (NCQA), a national healthcare accrediting agency. In 2021, Foremost was awarded funding from the Health Resources and Services Administration American (HRSA) Rescue Plan to renovate their facility, which will enable them to upgrade flooring, lighting, paint, and finishes for all medical exam rooms and the addition of a dedicated behavioral health office, nursing station and other needed office space to accommodate growth. The total anticipated costs of these enhancements is \$750,000.00, of which \$579,805.00 is being funded with HRSA funds and the remainder funded by program income and other funding. These renovations will enable Foremost to offer the welcoming and updated clinical office environment that they believe their patients deserve, and will add additional examination rooms to enable them to provide efficient, high quality care to more patients.

This agenda item will authorize a Letter Amendment to the existing lease with Foremost to them to accept these HRSA funds and to make these improvements and therefore benefit the community.

If you have any questions, please contact me or Office of Community Care Director, Jessica Gallesshaw, at [Jessica.gallesshaw@dallascityhall.com](mailto:Jessica.gallesshaw@dallascityhall.com).

DATE December 12, 2022  
SUBJECT **Upcoming Office of Community Care Agenda Items – Additional Emergency Rental Assistance Funds**



**Mary Elizabeth Cedillo-Pereira**  
**Assistant City Manager**

c: T.C. Broadnax, City Manager  
Chris Caso, City Attorney  
Mark Swann, City Auditor  
Billieae Johnson, City Secretary  
Preston Robinson, Administrative Judge  
Kimberly Bizer Tolbert, Deputy City Manager  
Jon Fortune, Deputy City Manager

Majed A. Al-Ghafry, Assistant City Manager  
Robert Perez, Interim Assistant City Manager  
Carl Simpson, Interim Assistant City Manager  
M. Elizabeth Reich, Chief Financial Officer  
Genesis D. Gavino, Chief of Staff to the City Manager  
Directors and Assistant Directors



# City of Dallas

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

## Agenda Information Sheet

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**File #:** 23-203

**Item #:** A.

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Collaboration with and Engaging Students, Educators, School Board Members, and Administrators on Legislative Priorities and City Programs

[Carrie Rogers, Director, Office of Government Affairs; Victoria Moe, Government Affairs Manager, Office of Government Affairs; Linley Youderian, Government Affairs Coordinator, Office of Government Affairs]



**City of Dallas**

# **Collaboration with and Engaging Students, Educators, School Board Members, and Administrators on Legislative Priorities and City Programs**

**Workforce, Education and  
Equity Committee**

**January 9, 2023**

**Office of Government Affairs**

**Carrie Rogers, Director**

**Victoria Moe, Government Affairs Manager**

**Linley Youderian, Government Affairs Coordinator**

# Presentation Overview



- Background and Purpose
- Independent School Districts within Dallas
- Internal ISD Outreach
- Internal Identified Initiatives
- Shared Initiatives of all ISDs
- Next Steps





# Background



The Office of Government Affairs began development of a work plan with peer depts to inventory current city initiatives and to establish a framework for communication and collaboration going forward with city departments and the 12 school districts



DUNCANVILLE ISD  
Writing success stories, one student at a time.

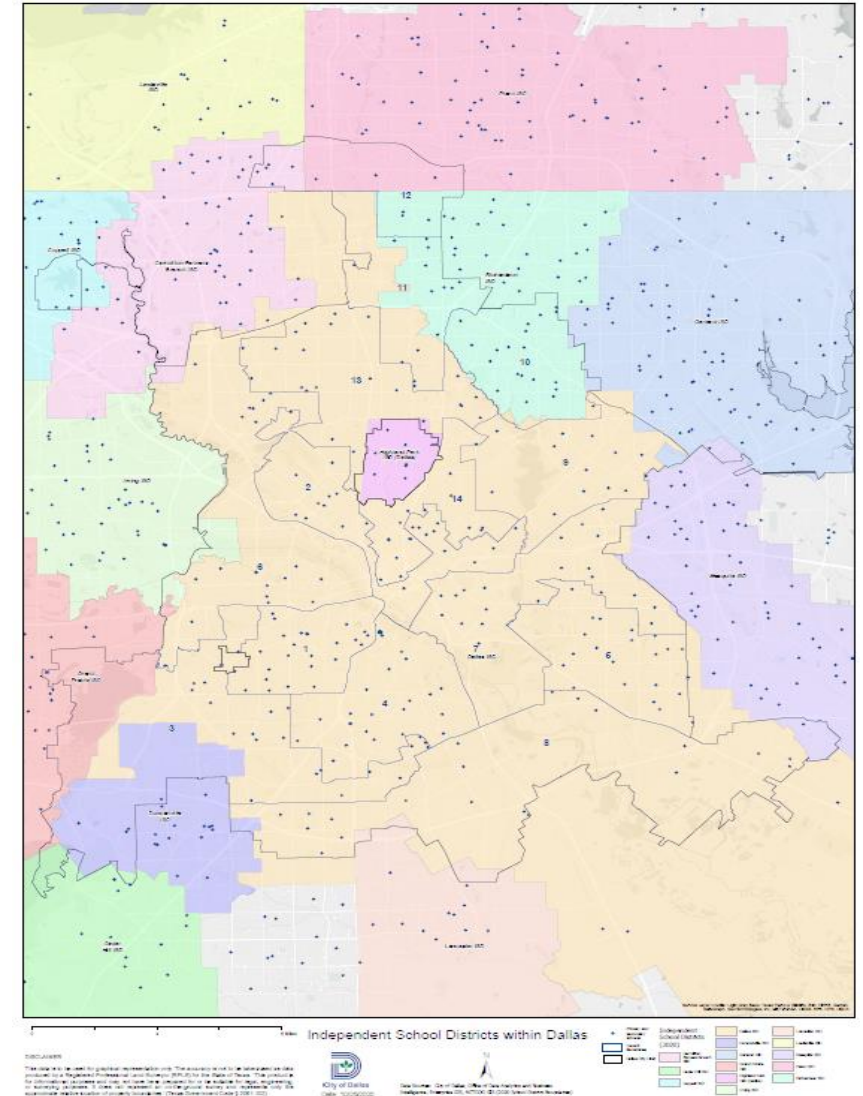
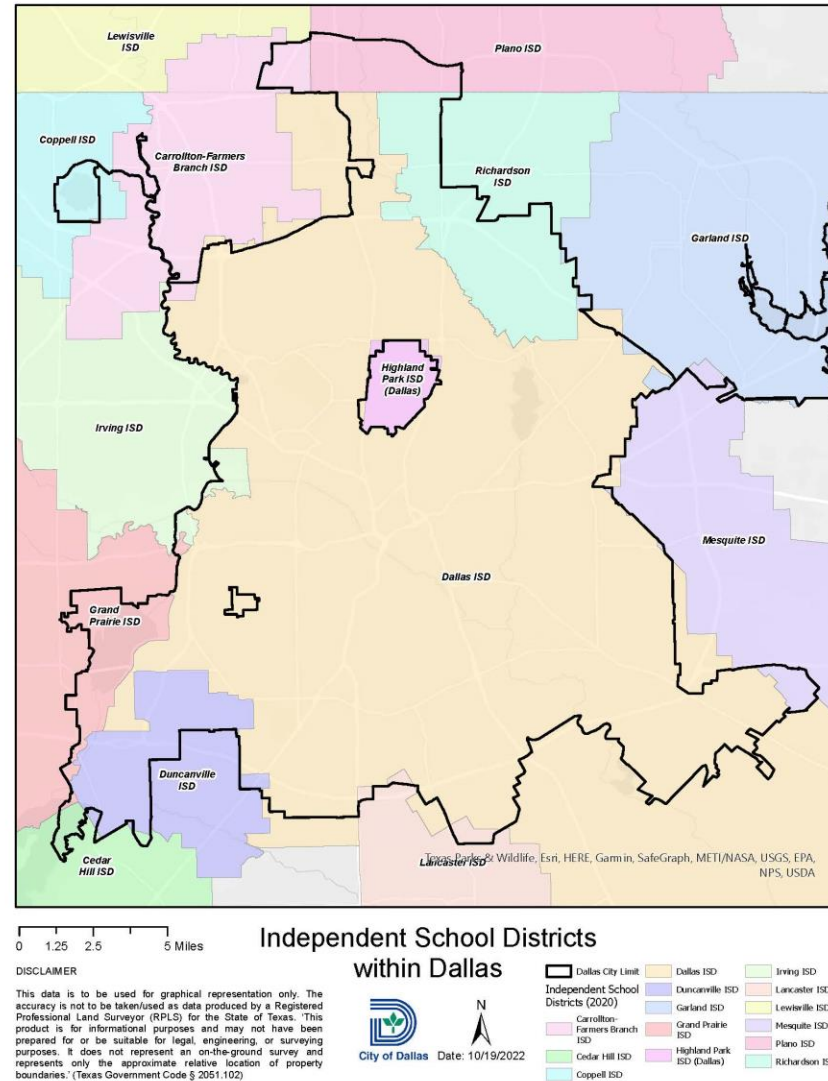


# Independent School Districts within Dallas



Enclosed is a map of the 15 school district boundaries within Dallas. The points on the right map represent the location of individual schools. Those with school facilities are noted with an asterisk:

1. Dallas\*
2. Desoto
3. Carrollton-Farmers Branch\*
4. Cedar Hill
5. Coppell\*
6. Duncanville\*
7. Garland
8. Grand Prairie\*
9. Highland Park\*
10. Irving
11. Lancaster
12. Lewisville
13. Mesquite
14. Richardson\*
15. Plano\*



# Internal ISD Outreach



- August 2022 – Initiated bi-weekly internal conversations with peer departments to discuss current school engagement and to identify gaps and opportunities
- October 2022 – Hosted virtual roundtable with local school districts within Dallas to discuss shared legislative priorities and other initiatives on which the City can partner
- October 2022 – Memo to City Council
- Ongoing outreach and engagement



## CITY OF DALLAS OFFICE OF GOVERNMENT AFFAIRS DALLAS INDEPENDENT SCHOOL DISTRICT

### Overview

City leadership and the community have expressed a desire to have a greater understanding of what the City does to partner with our local school districts.

### Objective:

Review and discuss City of Dallas outreach with ISDs and identify potential gaps so we can be more strategic, as we work to develop stronger relationships and establish collaborative governance with our local educational institutions.

### Considerations

- Consider meeting regularly to improve internal communications?
- What other departments should be included in these discussions?
- Do you have any departmental goals that need to be included as part of our overall COD collaborative governance outreach strategy with our local ISDs?

### Summary

<https://dallascityhall.com/Pages/education.aspx>

Initiative	COD Department Project Manager	ISD Contact	Priority	Next Steps



# Internal Initiatives: Environmental



Initiative	COD Department and Project Manager	Priority, Committee and Plan
Cool Schools connects students to nature by planting trees, creating experiential learning areas, and reducing heat island areas	<b>DWU and Development Services</b> Karen Woodard and Phil Erwin	Environment & Sustainability
Water Conservation Environmental Education Initiative	<b>OEQS</b> Sheila Delgado	Environment & Sustainability CECAP
Urban Agricultural School Initiatives	<b>OEQS</b> Rabekah Siebert	Environment & Sustainability CECAP, CUAP, REP
Stormwater Education and Career Day programming K-12	<b>OEQS</b> Judy Schmidt	Environment & Sustainability City of Dallas Municipal Separate Storm Sewer System Permit
Leaf Blower & Landscape Equipment Transition	<b>OEQS</b> Susan Alvarez	Environment & Sustainability CECAP



# Internal Initiatives: Economic Development



Initiative	COD Department and Project Manager	Priority, Committee and Plan
P-Tech (Dallas/Richardson)	<b>Economic Development</b> Robin Bentley	Economic Development



# Internal Initiatives: Legislative Ad Hoc



Initiative	COD Department and Project Manager	Priority, Committee and Plan
Legislative Outreach	<b>Government Affairs</b> Carrie Rogers	Legislative Ad Hoc 2023 Legislative Program
ISD Working Group	<b>Government Affairs</b> Victoria Moe and Linley Youderian	Legislative Ad Hoc



# Internal Initiatives: Housing and Homelessness



Initiative	COD Department and Project Manager	Priority, Committee and Plan
Outreach Team provides outreach services for unsheltered Dallas residents; collaboration with Dallas ISD Homeless Student Program	<b>OHS</b> Wanda Moreland	Housing and Homelessness





# Internal Initiatives: Transportation & Infrastructure



Initiative	COD Department and Project Manager	Priority, Committee and Plan
School Zones, School Crosswalks, Traffic Management	<b>Transportation</b> Dr. Gus Khankarli	Public Safety and Transportation & Infrs. Vision Zero Action Plan, School Traffic Safety Guide
Safe Routes to School projects (Elam, Zaragoza, Rosemont), Walk to School Day promotion; Walk/Bike Education	<b>Transportation, Public Works</b> Dr. Gus Khankarli	Public Safety and Transportation & Infrs. Vision Zero Action Plan, Dallas Bike Plan
Electric School Buses and related charging equipment	<b>OEQS</b> Susan Alvarez	Transportation & Infrastructure CECAP
Rezoning Efforts	<b>Planning and Urban Design</b> Julia Ryan	Transportation & Infrastructure Forward Dallas
Schools Bond Projects	<b>Planning &amp; Urban Design</b> Julia Ryan	Transportation & Infrastructure Forward Dallas & CECAP
Schools Bond Projects	<b>DEV, PUD, OEQS</b> Andreaa Udrea	Transportation & Infrastructure
Strengthen relationships with schools within 2.5 miles of each Airport	<b>Aviation</b> Rosalind Dickerson Cleaver	Transportation & Infrastructure
Educate students about careers in the Aviation field	<b>Aviation</b> Rosalind Dickerson Cleaver	Transportation & Infrastructure





# Internal Initiatives: Transportation & Infrastructure



Initiative	COD Department and Project Manager	Priority, Committee and Plan
Professional engagement with Career & Technical Education	<b>Development Services</b> Robyn Gerard	Transportation & Infrastructure
Workforce Development Initiative with DISD and Dallas College - "Education is Freedom" Program	<b>Equipment and Fleet Management</b> Kimberly Martin	Transportation & Infrastructure
Workforce Development Initiative with DISD and Dallas College - "Education is Freedom" Program	<b>Building Services Department</b> Brian Thompson	Transportation & Infrastructure



# Internal Initiatives: Quality of Life, Arts & Culture



Initiative	COD Department and Project Manager	Priority, Committee and Plan
Seeking opportunities to partner around WIC outreach/service delivery.	<b>Office of Community Care</b> Jessica Galleshaw	Quality of Life, Art & Culture
Support of youth development programming through district-aligned partners.	<b>Office of Community Care</b> Jessica Galleshaw	Quality of Life, Art & Culture
Social services including rental assistance, food distribution, etc. available for residents.	<b>Office of Community Care</b> Jessica Galleshaw	Quality of Life, Art & Culture
Opioid, NARCAN, HHS and ISD Summit	<b>Mayor and City Council Government Affairs and Dallas Fire &amp; Rescue</b> Carrie Rogers	Quality of Life, Arts & Culture
Cohosting off-site enrollment events for newly arrived immigrant families	<b>Office of Equity &amp; Inclusion</b>	Quality of Life
Supporting community outreach efforts by participating in Fam Jam events	<b>Office of Equity &amp; Inclusion</b>	Quality of Life
Cohosting pop-up COVID-19 vaccine clinics at school sites with larger numbers of immigrant and refugee families	<b>Office of Equity &amp; Inclusion</b>	Quality of Life



# Internal Initiatives: Quality of Life, Arts & Culture



Initiative	COD Department and Project Manager	Priority, Committee and Plan
Aquatics Partnership with Dallas ISD: shared facility space and training and recruitment program for lifeguards. <i>(Interlocal Agreement)</i>	<b>Park and Recreation</b> John Lawrence	Workforce, Education & Equity
Cool Schools Parks: 45 Dallas ISD, 8 Richardson ISD locations (inclusive of one dog park) <i>(Interlocal Agreement)</i>	<b>Park and Recreation</b> Ryan O'Connor	Workforce, Education & Equity
Dallas ISD shared golf courses, tennis centers, athletic fields and facility use <i>(Interlocal Agreement)</i>	<b>Park and Recreation</b> John Lawrence	Workforce, Education & Equity
Out of School Programming w/ Dallas ISD (after school and seasonal programs) at up to 30 campuses; funding support for programs. <i>(Interlocal Agreement)</i>	<b>Park and Recreation</b> Crystal R. Ross	Workforce, Education & Equity



# Internal Initiatives: Public Safety



Initiative	COD Department and Project Manager	Priority, Committee and Plan
Assemble emergency response task force and designated reunification center	<b>DPD</b> Major Jose Garcia	Public Safety Crime Reduction Plan
Leading ongoing joint training exercises-initiated outreach to other ISDs	<b>DPD</b> Major Jose Garcia	Public Safety
School Crossing Guard Program	<b>Courts</b> Gloria Carter	Public Safety
P-Tech (Dallas ISD)	<b>DFR</b> Chief Artis	Public Safety



# Internal Initiatives: Workforce & Equity



Initiative	COD Department and Project Manager	Priority, Committee and Plan
Summer Reading Collaboration	<b>Library</b> Melissa Dease	Workforce, Education & Equity
E-Book Sharing Program	<b>Library</b> Melissa Dease	Workforce, Education & Equity
Individual school visits & information sharing	<b>Library</b> Melissa Dease	Workforce, Education & Equity
Library as field trip and research for class projects destination	<b>Library</b> Melissa Dease	Workforce, Education & Equity
Educational library cards for all students and teachers living in Dallas or attending a school located in Dallas	<b>Library</b> Kjerstine Nielsen	Workforce, Education & Equity
Increasing access to library resources; sharing the effort to address literacy citywide	<b>Library</b> Melissa Dease	Workforce, Education & Equity
Social/Emotional Learning Task Force	<b>Mayor and City Council</b> CM Resendez	Workforce, Education & Equity



# Internal Initiatives: Workforce & Equity



Initiative	COD Department and Project Manager	Priority, Committee and Plan
Esperanza District Community Outreach Initiative	<b>Mayor and City Council</b> CM Shultz	Workforce, Education & Equity
Youth Commission	<b>Mayor and City Council</b> Taylor Moody	Workforce, Education & Equity
Racial Equity Efforts	<b>Office of Equity and Inclusion</b> Dr. Lindsey Wilson	Workforce, Education & Equity
Broadband and Digital Equity Strategic Plan (Digital Equity Initiatives)	<b>City Manager's Office</b> Genesis D. Gavino	Workforce, Education & Equity
P-Tech (Dallas ISD)	<b>Information &amp; Technology Services</b> Tanishia Dorsey	Workforce, Education & Equity
Dallas & Richardson ISD annual mentorship program and Career Day	<b>CES</b> Rosa Fleming	Workforce Education & Equity
Immigrant & Refugee Student & Family Supports	<b>Office of Equity &amp; Inclusion</b> Christina da Silva	Workforce, Education & Equity
Dallas ISD LGBTQ Program (NEW!) – Pending additional information	<b>Office of Equity &amp; Inclusion</b> Lindsey Wilson	Workforce, Education & Equity





# Internal Initiatives: Workforce & Equity



Initiative	COD Department and Project Manager	Priority, Committee and Plan
Concilio hosted Spanish “Cafecito” meetings at Bukhair Elementary and Dobie Pre-K to collect community feedback	<b>Office of Equity &amp; Inclusion</b> Lindsey Wilson	Workforce, Education & Equity Esperanza Area Strategic Plan
High School and College Level Internship Programs	<b>Human Resources</b> Nina Arias	Workforce, Education & Equity



# Shared Initiatives Across ISDs



- Public Safety and School Hardening (legislative and operational)
- School Resource Officers
- Student Pedestrian Safety
  - ✓ Vision Zero and School Traffic Safety Guide
  - ✓ School Crossing Guard Program
  - ✓ Future Land Use
- Social Service Outreach (unsheltered students, family needs)
- Racial Equity Plan
- Domestic Violence and Human Trafficking



# Next Steps



- Receive Committee feedback
- ISD Roundtable with Departments tent. 1/9/23
  - Legislative initiatives
  - Domestic violence and human trafficking
- Equity Indicators Symposium 1/13/23
  - Education Panel
- Continue engagement with local districts and departments





**City of Dallas**

# **Collaboration with and Engaging Students, Educators, School Board Members, and Administrators on Legislative Priorities and City Programs**

**Workforce, Education and  
Equity Committee  
January 9, 2023**

**Office of Government Affairs**

Carrie Rogers, Director

Victoria Moe, Government Affairs Manager

Linley Youderian, Government Affairs Coordinator



# City of Dallas

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

## Agenda Information Sheet

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**File #:** 23-204

**Item #:** B.

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**Re-Entry Services Programming Update**

[Jessica Galleshaw, Director, Office of Community Care; Joyce Williams, Director, Small Business Center; Wil McCall, CEO, Dallas Leadership Foundation]



# Re-Entry Services Programming Update

**Workforce, Education,  
& Equity Committee Briefing**

**January 9, 2023**

The logo of the City of Dallas, featuring a stylized white 'D' on a dark blue background. Inside the 'D' is a white graphic of a flower or leaf. Below the logo, the text 'City of Dallas' is written in a white, sans-serif font.

**City of Dallas**

Jessica Galleshaw, Director, Office of Community Care  
Joyce Williams, Director, Small Business Center  
Wil McCall, CEO, Dallas Leadership Foundation



# Overview



- Racial Equity Plan Alignment
- Re-Entry Support Lifecycle
- Collaboration Re-Entry Services
- OCC Re-Entry Social Services Projects
- SBC Workforce Re-Entry Initiatives
- Dallas Leadership Foundation



# Re-Entry Racial Equity Plan Alignment



**1. Big Audacious Goal 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.

**Action Target 1.5:** Promote community wellness by increasing access to quality, affordable, nutritious options for food, meals and critical hygiene items by aligning social services, nutrition education, urban agriculture, and financial investments in equity priority areas and other areas with demonstrated needs.

**Action Target: 1.9** Enhance economic vitality for equity priority areas to encourage mid- and long-term growth placing all residents in opportunities to thrive with increased economic and workforce development.

**Action Target: 1.12** Implement Workforce Dallas with leadership from the Mayor's Workforce Czar to address young adult male residents (18- 24 years of age) from equity priority areas with workforce re-entry skills, FreshStart opportunities, upskilling, and on-the job training employment requirements.

## Relevant **Equity Indicators:**

- 1: Business Establishments, 2: Business Ownership, 4: Labor Force Non-Participation, 5: Unemployment, 6: High-Growth, High-paying Employment, 7: Median Full-Time Income



# Re-Entry Racial Equity Plan Alignment



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

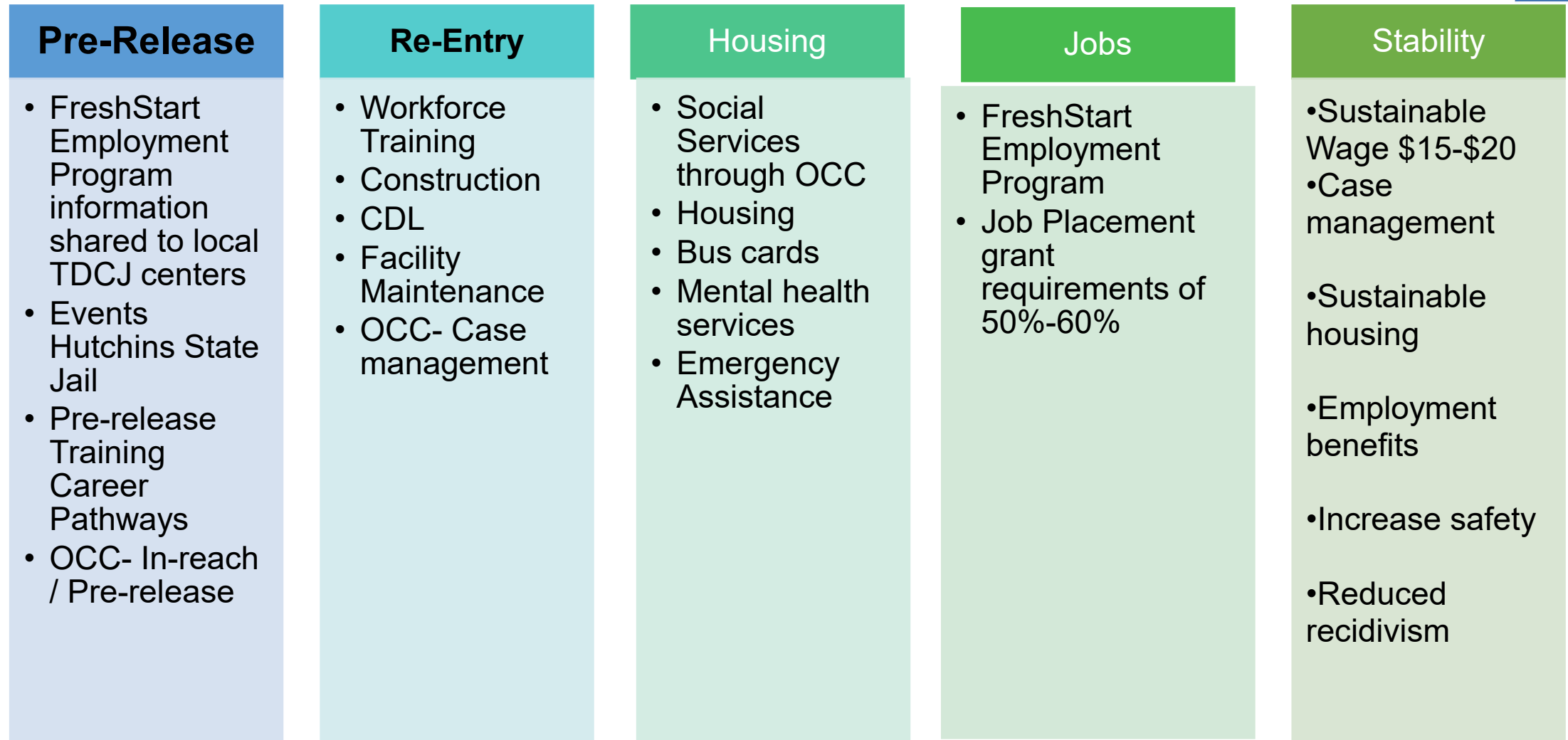
**Action Target 5.8:** Prioritize community impact to mitigate low level offenses through partnerships with outside entities, associations, organizations and work to advance re-entry efforts for justice impacted individuals.

Relevant **Equity Indicators:**

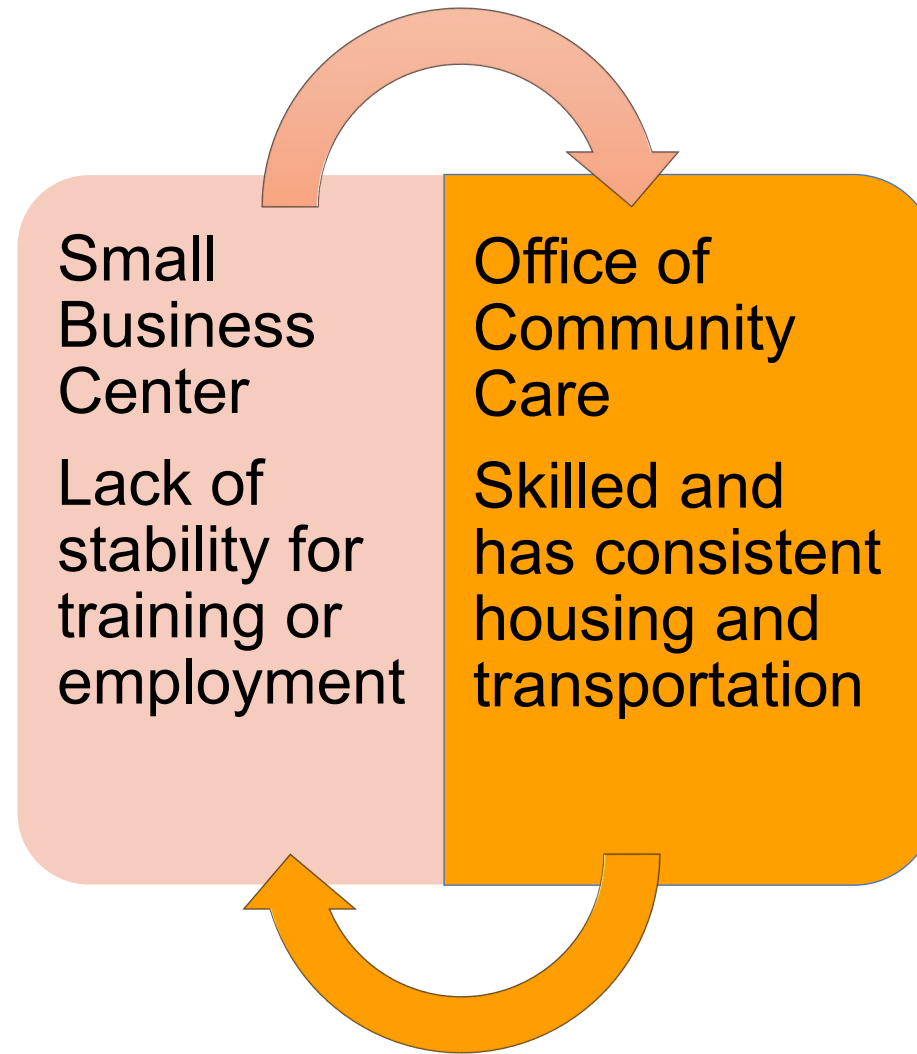
- 40. Fines and Fees, 41. Jail Admissions, 43. Arrests



# Re-Entry Support Lifecycle



# Collaboration Re-Entry Services



**=** OCC and SBC strive to provide a holistic set of services to ensure clients can secure stable housing, job training, stable employment and financial stability

*Additionally, the City of Dallas is part of a National League of Cities cohort and learning group related to re-entry services in collaboration with DPD.*





# Office of Community Care





# Purpose for Re-Entry Services



- Re-Entry Social Services and Wraparound Support
  - Case management
  - Housing Supports
  - Mechanism for identifying and serving individuals who have been recently released from incarceration
  - Pre-release or in-reach program components and connections
  - In-reach communications
  - Income supports
  - Emergency Assistance
  - Wraparound services
  - Employment and job skills trainings (through referrals)



# Summary of Projects - OCC



	Regional Black Contractors Association	Texas Offenders Re-Entry Initiative	Redemption Bridge	Salvation Army
<b>Project</b>	"Second Chance" Program	T.O.R.I.	SDEP – South Dallas Employment Project	Salvation Army Reentry Program
<b>Fund Source</b>	TDCJ	General Fund	(1) TDCJ; (2) General Fund	General Fund
<b>Time Period</b>	2020-2022	2021-2023	(1) 1 year + 2 one-year renewals, 2022-2025; (2) 2022-2024	2022-2024
<b>Contract Amount</b>	\$500,000.00	\$500,000.00	(1) \$500,000.00 + \$250,000.00 + \$250,000.00; (2) \$500,000.00	\$500,000.00



# Regional Black Contractors Association (RBCA)



- RBCA “Second Chance” Program is a comprehensive Workforce Development model that attentively addresses the needs of program participants. To combat recidivism, RBCA places emphasis on not only technical skills training, and job placement assistance but also wrap-around services for ALL backgrounds. The objective is to provide our community with:
  - A workforce development program that increases job opportunities for ex-offenders
  - A pipeline of college certified workers, ready for on-the-job training
  - Excellent support staff to ensure program success
- Note: This agreement was initiated prior to the establishment of the Small Business Center, however SBC now manages workforce and employment related programs.



- Outcomes Targets – Over 2 years:

- 130 participants to received soft skills training – 140 to date ✓
- 125 participants to achieve one or more benchmarks (construction certificate, on the job training, or subsidized employment training) – 113 to date ☆
- 90% of participants will obtain full or part time employment within 90 days of enrollment – 86% to date ☆
- 79% will remain employed for 90 days or longer – Year 1 = 42%; Year 2 = 80% to date ✓
- 75% will remain employed 180 days or longer – Year 1 = 19%; Year 2 = 85% to date ✓
- 25% will show evidence of stable housing – Year 1 = 13%; Year 2 = 5% ✗
- <16% recidivism rate in 24 months = 0% to date ✓
- 90% will complete case management referrals to improve functioning in one or more areas (life skills, life coaching, financial literacy, behavioral health) – 100% to date ✓
- 25% will obtain a State of Texas drivers license (renewed or re-instated) – Year 1 = 4%; Year 2 = 2% ✗

✓ Completed / On track  
☆ At risk  
✗ Not completed/ unlikely



# Texas Offenders Re-Entry Initiative (T.O.R.I.)



- Provides stability and security for returning citizens. Through assistance in the six core components:
  - Employment
  - Education
  - Housing
  - Healthcare
  - Spiritual guidance; and
  - Family unification
- T.O.R.I. addresses the individual needs of the person. The Program is a 12-month rehabilitative program that focuses on empowering participants to achieve their maximum potential. The program culminates in a graduation ceremony at the Potter's House of Dallas.





- Outcomes Target – Over 2 years:

- 80 participants enrolled in program – 130 to date ✓
- 80+ participants offered services (outreached) – 1430 to date ✓
- 80 clients receiving referrals for wrap-around services – 130 to date ✓
- Percentage of participants that secure and maintain housing among those placed/referred
  - 80% with 30-day retention – 100% to date ✓
  - 70% with 60-day retention – 100% to date ✓
  - 60% with 90-day retention – 100% to date ✓
- 70% of enrolled participants employed – 53% to date
- Percentage of participants that retain employment among those placed/referred
  - 80% with 30-day retention – 94% to date ✓
  - 70% with 60-day retention – 83% to date ✓
  - 60% with 90-day retention – 80% to date ✓
- <11% recidivism rate post program – data not yet reported due to timing



Completed / On track

At risk

Not completed/  
unlikely

# Redemption Bridge



- South Dallas Employment Project is a collaborative of nonprofit, for-profit, government and community partners, led by Redemption Bridge, to provide a comprehensive set of services and support to justice-impacted residents, targeting southern Dallas.
- Screens and assess each applicant needs using their established application process, prior to referring them to one or more of their partner organizations.
- Clients are provided ongoing case management, as they receive services and support from the partnering organizations.
- Redemption Bridge has a working relationship with the prison system which allows them to connect with individuals coming back to Dallas with post-release training, employment and wraparound services.
- TDCJ funds support clients previously incarcerated in TDCJ facilities
- General funds support Dallas clients not eligible for TDCJ funds



# Redemption Bridge Metrics - TDCJ



- Outcomes Targets:
  - 350 participants to non-duplicated individuals served
  - 350 non-duplicated individuals receiving case management support
  - 350 participants will receive one or more of the following services:
    - Training, including job training
    - Employment
    - Housing
    - Transportation
    - Health, wellness, and recovery
    - Community connectivity
    - Digital literacy
    - Financial literacy
    - Assistance to procure government documents
    - Legal aid



# Redemption Bridge Metrics – General Fund



- Outcomes Targets (over 2 years):
  - 450 participants to non-duplicated individuals served
  - 450 non-duplicated individuals receiving case management support
  - 450 participants will receive one or more of the following services:
    - Training, including job training
    - Employment
    - Housing
    - Transportation
    - Health, wellness, and recovery
    - Community connectivity
    - Digital literacy
    - Financial literacy
    - Assistance to procure government documents
    - Legal aid



# Salvation Army



- The Salvation Army's Re-Entry Program provides case management, housing support, financial assistance, financial literacy classes and employment and job skills training to eligible low-income residents in Dallas County with criminal justice intersection or those who have been recently released from incarceration.
- Services will be delivered by the Employment Specialist and Case Management Specialist who will work together to assist clients in need of stable, permanent housing and sustainable employment.





- Outcomes Targets:

- 100 participants to be recruit for the program
- 90% of clients engaged in case management will complete and income and housing stability plan
- 75% of clients will obtain permanent housing
- 75% of clients who received housing supports and obtained permanent housing will maintain housing for a minimum of six months
- 65% of clients will apply for benefits
- 100% of clients who access emergency financial assistance will receive emergency assistance from the food pantry, utility/rental assistance
- 90% of clients participating in case management services will be provided support services and/or referrals
- 48% of clients who complete the job readiness course or receive individual job coaching will obtain full time, or part time, permanent employment and maintain it for 90 days



# Small Business Center



- The following programs are administered through the SBC to support justice impacted individuals to obtain gainful employment and sustainable wages:
  - FreshStart Employment Program (City of Dallas employment)
  - Workforce Intermediary (Dallas Life Foundation)

# FreshStart Employment Program



- Purpose
  - Interrupt the reoccurrence of recidivism & advocate for stable or full-time employment for individuals returning to their communities from incarceration or with non-incarceration infractions while ensuring program and training participants are supported in collaboration with community partners
- Total Hires YTD (October 2022): 118
- Goal: 25% of eligible FreshStart candidates hired FY2023



# FreshStart Employment Program



- Progressive Program Modifications
  - Changes to matrix to reduce wait time (2021)
  - Pilot open access to all non-civil service jobs (2021)
  - Modified applicant process to increase pipeline (2022)
  - Implemented access to all non-civil service jobs (2022)
  - Intensive case management for first 12 months of employment (2022)
  - Created centralized repository for storing data (2022)
  - Implemented transition portals for reverse referrals (2022)
    - Referral employment partnership with Dallas Foundation Leadership for applicants who are not hired by the City
    - Enhanced collaboration with Workforce Dallas to conduct on-site prescreening at community events and provide direct referrals for employment and/or workforce training

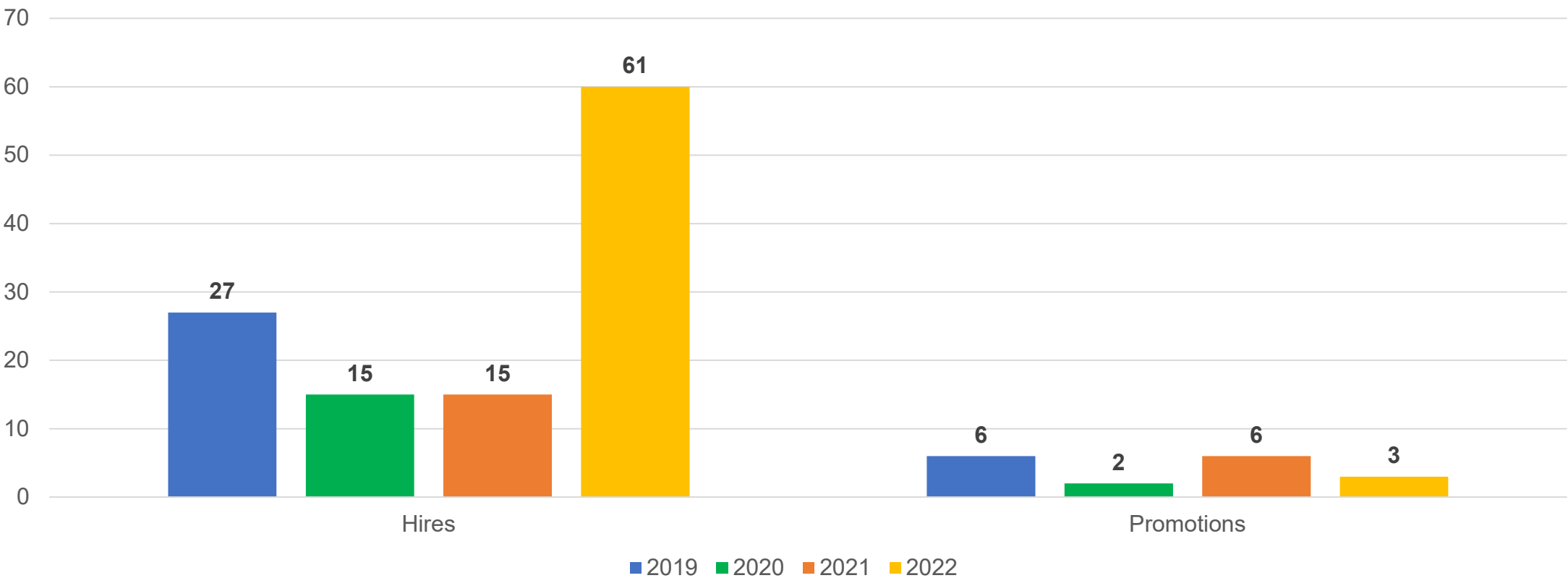




# FreshStart Employment Program



2019- 2022 FreshStart Hire Data



# FreshStart Employment Program Hires



## City of Dallas FreshStart Program Hires

Contrataciones del Programa Nuevo Comienzo de la Ciudad de Dallas



166

Total Contingent Offers  
Ofertas Contingentes Totales

118

Total Hires  
Contrataciones Totales

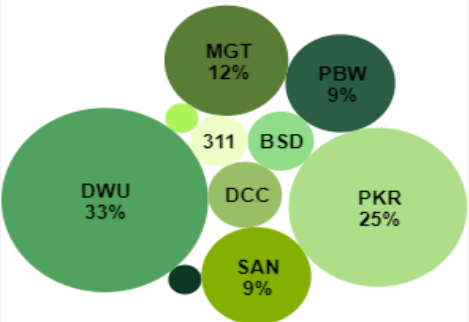
48

Total Not Hired  
Total No Contratado



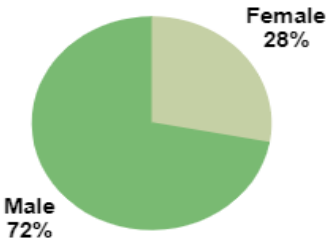
### Hires by Department

Contrataciones por Departamento



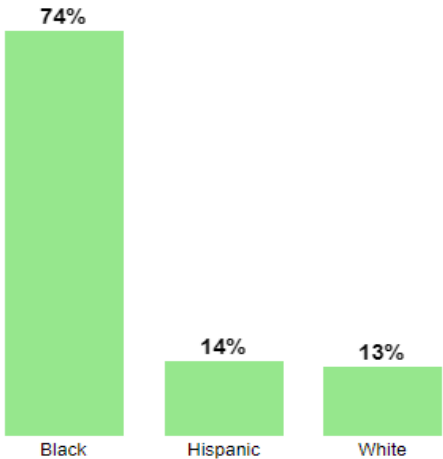
### Hires by Gender

Contrataciones por Género



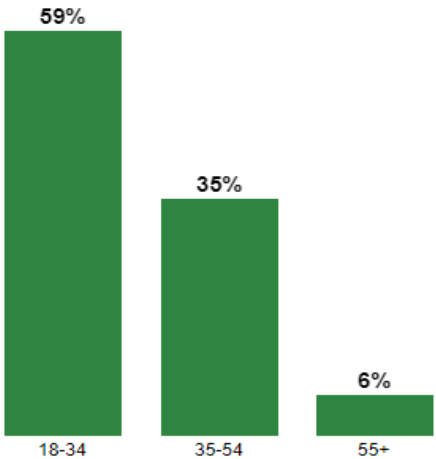
### Hires by Race / Ethnicity

Contrataciones por Raza / Etnicidad



### Hires by Age

Contrataciones por Edad



Data Source: City of Dallas Small Business Center, 12/19/2022. This dashboard was created by the Office Of Data Analytics and Business Intelligence.  
Note: Majority of applicants for jobs under the FreshStart program are African American males.



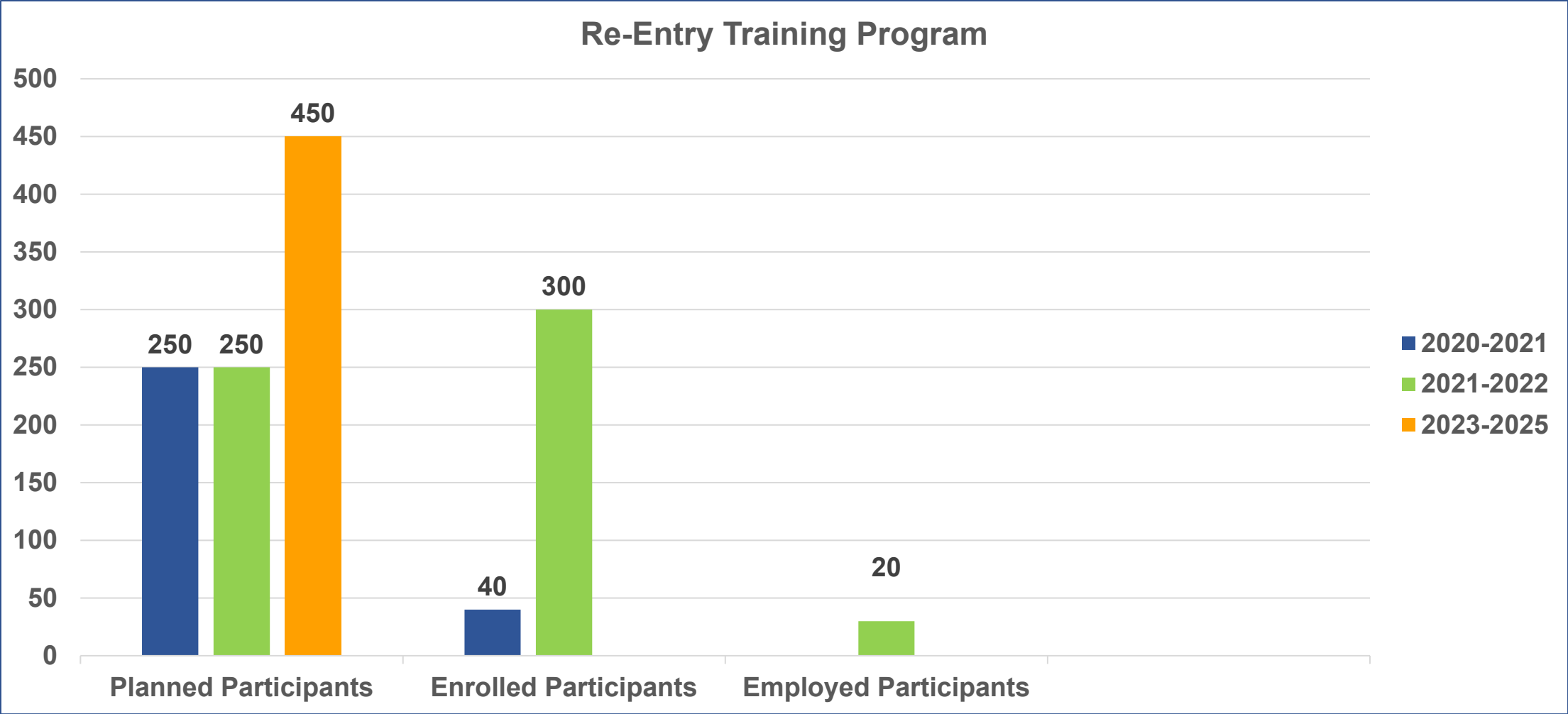
# Summary of Programs & Funding - SBC



	Dallas Leadership Foundation (DLF)	Regional Black Contractors Association (RBCA)	First Step Community Empowerment (FSCE)	Volunteers of America (VOA)
<b>Project</b>	Prepares incarcerated men for successful re-entry through a pre-release focus and workforce training	Provides workforce training to increase job opportunities for justice impacted individuals	Provides job readiness and workforce training to justice impacted individuals	Prepares incarcerated women for transition into society through job readiness
<b>Fund Source</b>	General Fund	TDCJ	General Fund	General Fund
<b>Time Period</b>	2021-2023	2023-2024	2023-2025	2023-2025
<b>Contract Award</b>	\$500,000	\$500,000	\$250,000	\$250,000
<b>Services</b>	Pre-release and workforce training (Facility Maintenance)	Re-entry job readiness and workforce training (Construction)	Re-entry job readiness and workforce training (commercial driver license)	Pre-release job readiness
<b>Participants</b>	500 served/200 trained	100	50	60



# Workforce Re-Entry Training Updates





# Dallas Leadership Foundation

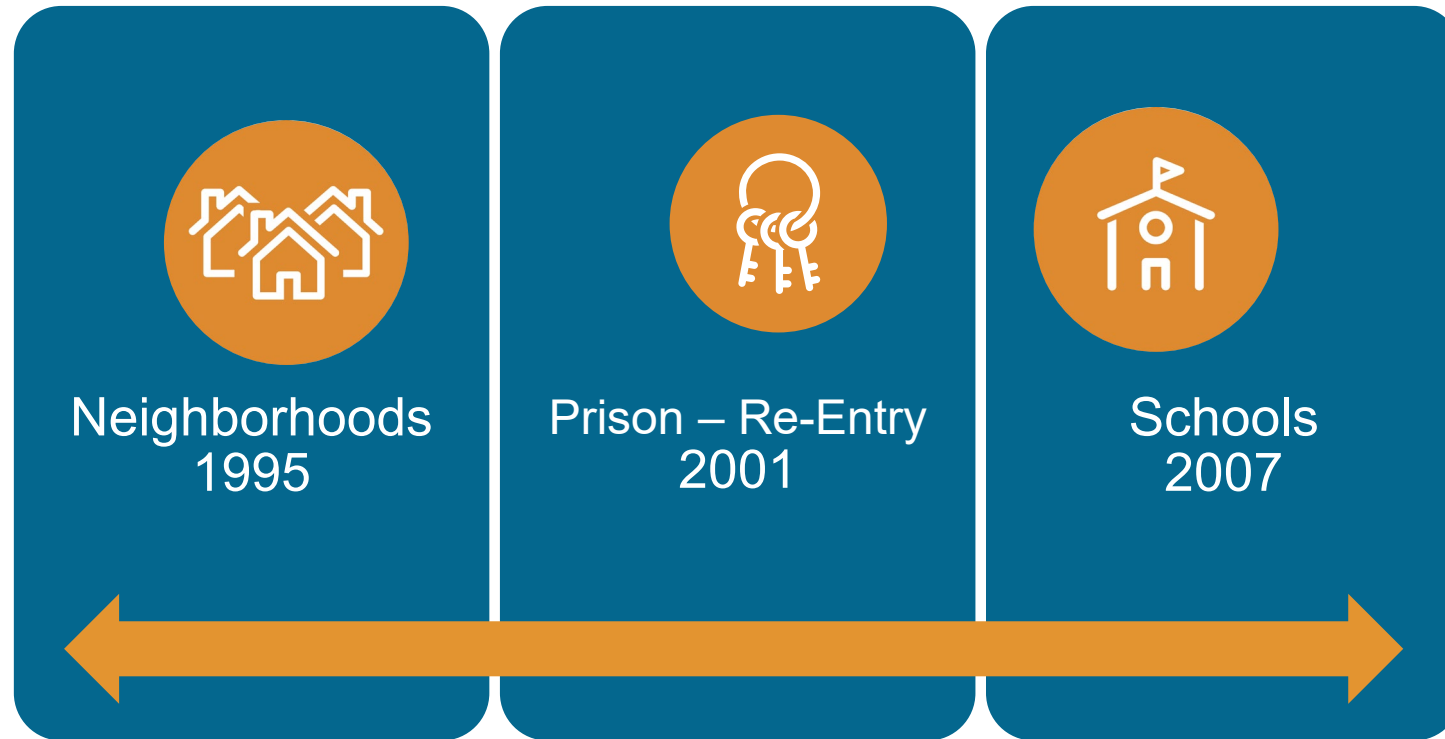


# Dallas Leadership Foundation



Mission: To unlock leadership in challenged communities so families in every neighborhood have opportunities to flourish.

*How Do We help families in challenged communities?*





- Workforce Intermediary – Works for and with:
  - The Client – we provide Case Management, pre-employment training/services, Counseling, Housing, Public supports, etc.
  - The Training Institution – Provides eager students with job skills training & certifications to level set their lives after most barriers have been removed
  - The Employer – Provides employees, living-wage career utilizing DLF Team as HR support to increase employee success.



# Dallas Leadership Foundation – Partners



- City of Dallas Small Business Center
- Community-Based Partners
  - ROD Ministries
  - Outcry in the Barrios
  - Austin Street Shelter
  - Dallas College
  - ForgeNow
  - City of Dallas
  - 13 Dallas Neighborhoods
- Private Employers
  - Belmar Logistics
  - Bell Mechanical Services
  - JMEG Electrical Contractors
  - Payne Mechanical Services
  - Facilities Response Group
  - Cornbread Hustle





- **Pre-Release** – Pre-employment training, Documents application, needs assessment, program assessment
- **Phase I** (30 days) - Career assessments/preference, documents obtained, intro to training opportunities, released to housing
- **Phase II** (2-3 months) – tour training facilities/enroll in GED training, begin training (HVAC, electrical, truck driving, facilities management), DLF provides case management throughout
- **Phase III** (4-9 months) graduation, interviews with employers, begin work.
- **Phase IV** (9-12 months) - Case management, provides guidance, support, monthly communications with client and employer



# Dallas Leadership Foundation – Results



- Recidivism Rate
  - State: 20.3%
  - DLF: 6%; **100% of graduates have NOT returned to prison**
- Average Cost of Incarceration in Texas (4.2 years)\*
  - Per day - \$62.34 (Annual Cost \$22,754.10)
  - Total - \$95,633
- Economic Impact
  - Highest Wage Earning Graduate: \$25.00/hr
  - Lowest Wage Earning Graduate: \$15.00/hr
  - Average Wage Earning Graduate: \$17.42/hr
- Increased Revenues to the local economy
  - Over \$500,000 savings to the state of Texas (cost of incarceration)
  - Over \$840,000 into the economy (salaries of graduates)







# Dallas Leadership Foundation Success Stories

# Next Steps



- Office of Community Care (OCC)
  - Work closely with TDCJ to strengthen local partnerships and in-reach communications opportunities and to ensure alignment of COD programming with TDCJ priorities
  - Work closely with South Dallas Employment Project and Salvation Army to support outreach, referrals, and program growth
  - Strengthen housing referrals and internal knowledge of low-barrier housing options for justice-impacted clients
- Small Business Center (SBC)
  - Increase ability to assess data through the development of a Customer Relationship Management tool
  - Enhance FreshStart dashboard to improve process efficiencies for on-boarding hires and support service requirements
- OCC & SBC
  - Continued collaboration with Dallas Police Department related to in-reach and pre-release efforts



# Re-Entry Programming Update

**Workforce, Education,  
& Equity Committee Briefing**

**January 9, 2023**

The logo of the City of Dallas, featuring a stylized white 'D' on a dark blue background. Inside the 'D' is a white three-leaf plant. The background of the slide has a dark blue curved shape on the left side.

**City of Dallas**

Jessica Galleshaw, Director, Office of Community Care  
Joyce Williams, Director, Small Business Center  
Wil McCall, CEO, Dallas Leadership Foundation



# City of Dallas

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

## Agenda Information Sheet

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**File #:** 23-200

**Item #:** C.

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Background and Update on Upcoming Office of Community Care Agenda Items - ARPA Programs  
[M. Elizabeth (Liz) Cedillo-Pereira, Assistant City Manager, City Manager's Office]

# Memorandum



CITY OF DALLAS

DATE January 5, 2023

TO Honorable Mayor and Members of the City Council

SUBJECT **Background and Update on Upcoming Office of Community Care Agenda Items – ARPA Programs**

The Office of Community Care has several American Rescue Plan Act (ARPA) agenda items forthcoming via the Office of Procurement in early 2023. Council dates and agenda item numbers are in process and a summary and background are provided below.

1) ARPA – Benefits Navigation: Authorize a one-year service contract in the amount of \$1,375,000, with a one-year renewal option in the amount of \$1,375,000 as detailed in the Fiscal Information section, for the administration of a Benefits Navigation program in the city of Dallas for the Office of Community Care – Benefits Data Trust, most advantageous proposer of four – Total amount not to exceed \$2,750,000 – Financing: Coronavirus State and Local Fiscal Recovery Fund (\$2,750,000) (subject to annual appropriations)

2) ARPA – Early Childhood and Out of School Time Providers Support: Authorize a one-year service contract in the amount of \$500,000, with a one year renewal option in the amount of \$500,000 as detailed in the Fiscal Information section, for the administration of a grant program for Early Childhood Providers and Afterschool/Out of School Time Providers (ECOST Providers) in the city of Dallas for the Office of Community Care – Dallas Afterschool, most advantageous proposer of four – Total amount not to exceed \$1,000,000 – Financing: Coronavirus State and Local Fiscal Recovery Fund (\$1,000,000) (subject to annual appropriations)

3) ARPA – Community Mental Health: Authorize (1) a one-year service contract in the amount of \$1,000,000, with a one year renewal option in the amount of \$1,000,000 with Harmony Community Development Corporation; and (2) a one-year service contract in the amount of \$200,000, with a one year renewal option in the amount of \$200,000 with Dallas County Mental Health and Mental Retardation Center; and (3) a one-year service contract in the amount of \$120,000, with a one year renewal option in the amount of \$120,000 with Big Thought; and (4) a one-year service contract in the amount of \$55,000, with a one year renewal option in the amount of \$55,000 with Senior Citizens of Greater Dallas Inc., to provide mental health support to residents of Dallas that have been impacted by the COVID-19 pandemic for the Office of Community Care – Total amount not to exceed \$2,750,000, most advantageous proposers of four – Financing: Coronavirus State and Local Fiscal Recovery Fund (\$2,750,000) (subject to annual appropriations)



DATE January 5, 2023  
SUBJECT **Background and Update on Upcoming Office of Community Care  
Agenda Items – ARPA Programs**

4) ARPA – Making Food Accessible: Authorize (1) a one-year service contract in the amount of \$1,150,000, with a one year renewal option in the amount of \$1,150,000 with Services of Hope & Financial Hope CCS; and (2) a one-year service contract in the amount of \$600,000, with a one year renewal option in the amount of \$600,000 with Catholic Charities of Dallas, Inc; and (3) a one-year service contract in the amount of \$150,000, with a one year renewal option in the amount of \$150,000 with Dallas Leadership Foundation, for the administration of food distribution and delivery programs to residents of Dallas that have been impacted and/or had their needs exacerbated by the COVID-19 pandemic for the Office of Community Care – Total amount not to exceed \$3,800,000, most advantageous proposers of six – Financing: Coronavirus State and Local Fiscal Recovery Fund (\$3,800,000) (subject to annual appropriations)

### Background

On June 23, 2021, City Council authorized the acceptance of grant funds from the U.S. Department of Treasury for the Coronavirus Local Fiscal Recovery Fund to provide relief during the ongoing COVID-19 pandemic by Resolution No. 21-1149.

On September 22, 2021, City Council authorized the final reading and adoption of the appropriation ordinance for the FY 2021-22 City of Dallas Operating, Capital, and Grant & Trust Budgets, which included the ARPA funds from the U.S. Department of Treasury for the Coronavirus Local Fiscal Recovery Funds by Resolution No. 21-1590.

### ARPA - Benefits Navigation

This agreement will provide for the administration of a city-wide Benefits Navigation program in the City of Dallas, to support residents who have been directly and indirectly impacted by the Coronavirus pandemic. The Office of Community Care has sought nonprofit organizations through an open application process. Benefits Data Trust was selected as the subrecipient and will build a single stop data-match enabled proactive benefits outreach, enrollment, and renewal program that helps ensure low- and moderate-income clients are able to maximize support and access all benefits for which they are eligible for focused on federal funding that is assigned and available.

Estimates show that annually about \$570 million in SNAP and Medicaid/CHIP funds go unclaimed in Dallas County, for which clients are eligible but just not receiving. This program will help Dallas residents maximize support and access all benefits for which they are eligible for, focused on federal funding that is assigned and available.

### ARPA ECOSTS Providers Support Program

This agreement will provide for the administration of a city-wide grant program for Early Childhood Providers and Afterschool/Out of School Time Providers (ECOST Providers) in the City of Dallas, who have been directly and indirectly impacted by the Coronavirus pandemic. The Office of Community Care has sought nonprofit organizations through

DATE January 5, 2023  
SUBJECT **Background and Update on Upcoming Office of Community Care  
Agenda Items – ARPA Programs**

an open application process. Dallas Afterschool was selected as the subrecipient and will administer a city-wide grant program for childcare programs that serve city of Dallas residents, and can be used for, but is not limited to rent, utilities, staff salaries and benefits, and program supplies.

The COVID-19 pandemic has hit providers of childcare services particularly hard. The comparatively low wages of childcare services staff make it difficult to maintain staffing in a competitive environment, while programs are limited in the ability to increase salaries or other costs without increasing the costs to families and clients. This program will provide support, training, professional development, resources, and other needs local childcare centers through a grants program.

#### ARPA - Community Mental Health

This agreement will provide for the administration of city-wide mental health support programs to residents of Dallas as mental health needs in the city have been impacted and/or exacerbated by the COVID-19 pandemic. This support includes direct services such as individual and group counseling, educational programming, awareness campaigns, program outreach, and lay person trainings. Harmony Community Development Corporation, Dallas County Mental Health and Mental Retardation Center, and Big Thought were selected as subrecipients for these services. Additionally, the Senior Source was selected to administer a portion of this program that will specifically support mental health services and counseling for older adults and isolated seniors in the city of Dallas. Target populations include low- and moderate-income residents and/or Dallas residents living Qualified Census Tracts. The Office of Community Care has sought nonprofit organizations through an open application process.

The COVID-19 pandemic and resulting economic downturn have negatively impacted the mental health of local communities and has created new and exacerbated existing barriers to accessing care and support. Studies have found that 45% of adults in the United States have reported that their mental health has been negatively impacted from stress caused by the COVID-19 virus and pandemic. Research shows that social isolation and loneliness are linked to poor mental health. Additionally, for the many Dallas residents who have lost their jobs, job loss can be associated with anxiety, depression, distress and low self-esteem. Among the most impacted and highest risk include seniors, households

with children and adolescents, and individuals who have lost their jobs or are otherwise income insecure.

#### ARPA – Making Food Accessible

This agreement will provide for the administration of city-wide food distribution and delivery programs to residents of Dallas that have been impacted and/or had their needs exacerbated by the COVID-19 pandemic. These programs will enable access to

DATE January 5, 2023  
SUBJECT **Background and Update on Upcoming Office of Community Care  
Agenda Items – ARPA Programs**

food for target populations through contactless grocery pickup, distribution programs, and home delivery for vulnerable populations. Target populations include low- and moderate-income residents and/or Dallas residents living Qualified Census Tracts. The Office of Community Care has sought nonprofit organizations through an open application process. Services of Hope CCS was selected to provide food distribution and delivery programs, while Catholic Charities Dallas, Inc. and Dallas Leadership Foundation will each provide food distribution services.

Approximately 20% of Dallas County faces food insecurity and nearly 38% of the population in the city of Dallas live in a food desert. The COVID-19 pandemic and resulting economic downturn have exacerbated these disparities, creating increased demand for local food pantry distribution sites among Dallas residents impacted financially by and during the pandemic. Many residents of Dallas are experiencing or have experienced job loss, reduced or lost pay, added expenses and other issues making it difficult to afford healthy and nutritious foods. Additionally, individuals who may be diagnosed with COVID-19 or quarantined due to exposure, may find themselves too sick or otherwise unable to travel purchase food.

If you have any questions, please contact me or Office of Community Care Director, Jessica Galleshaw, at [jessica.galleshaw@dallas.gov](mailto:jessica.galleshaw@dallas.gov).



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

c:	T.C. Broadnax, City Manager Chris Caso, City Attorney Mark Swann, City Auditor Biliera Johnson, City Secretary Preston Robinson, Administrative Judge Kimberly Bizer Tolbert, Deputy City Manager Jon Fortune, Deputy City Manager	Majed A. Al-Ghafry, Assistant City Manager Dr. Robert Perez, Assistant City Manager Carl Simpson, Assistant City Manager Jack Ireland, Chief Financial Officer Genesis D. Gavino, Chief of Staff to the City Manager Directors and Assistant Directors
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# City of Dallas

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

## Agenda Information Sheet

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**File #:** 23-205

**Item #:** D.

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Engaging Welcoming Taskforce Members and City Departments to Renew the City of Dallas's  
Certified Welcoming Status

[M. Elizabeth (Liz) Cedillo-Pereira, Assistant City Manager, City Manager's Office]

# Memorandum



CITY OF DALLAS

DATE January 4, 2023

TO Honorable Mayor and Members of the City Council

SUBJECT **Engaging Welcoming Taskforce Members and City Departments to Renew the City of Dallas's Certified Welcoming Status**

## Workforce Education and Equity Memo

In 2018, the City of Dallas adopted the Resilience Strategy which called for the City to be a Welcoming City as a component of building resilience across our diverse communities of Dallas. Recognized as key part of Dallas' growth and vibrancy, immigrants make up approximately 24% of Dallas population. Immigrants play a critical role in Dallas' economic advancement, making up 30% of the local employed workforce. By becoming a welcoming city, Dallas can continue being a globally competitive world class city.

The City of Dallas has participated in the Certified Welcoming City Program. The [Certified Welcoming City Program](#) is a best in class standard for counties and cities to demonstrate alignment of policies, programs, and partnerships with the research-based standards that promote immigrant and refugee inclusion. As a third-party evaluation, the Certified Welcoming Program ensures that the Office of Equity & Inclusion – Welcoming Communities & Immigrant Affairs Division (OEI-WCIA) is embedding promising practices throughout the implementation of welcoming efforts, which connect with the City's commitment towards empathy, engagement equity, and excellence. The City of Dallas is the first city in the State of Texas to receive certification and has been recognized nationally for advancing welcoming, equity, inclusion and belonging across a wide variety of metrics detailed below.

Through participation in the Certified Welcoming Program, the City of Dallas conducted a self-assessment consisting of 105 criteria and coordinated and hosted a site visit that was conducted by national partner and certification administrator, Welcoming America. Crucial to this process is working with internal City departments Welcoming Taskforce and our community at-large to advance equity and inclusion as a welcoming city.

## **Welcoming Taskforce: Engaging Community Leaders to Promote Immigrant Inclusion**

Community engagement has been foundational for Dallas' progress in becoming a more inclusive and welcoming city. Welcoming efforts began with community members asking local government to play a leadership role in promoting immigrant inclusion. In 2017, the Welcoming Task Force was established to include immigrants and allies from diverse



DATE January 4, 2023

SUBJECT **Engaging Welcoming Taskforce Members and City Departments to Renew the City of Dallas's Certified Welcoming Status**

backgrounds and sectors including government, safety, health, education, business, faith based and nonprofit. Collaboratively the Welcoming Taskforce has worked with the City of Dallas to develop the Welcoming Dallas Strategic Plan and subsequently support with implementation efforts and provide consultation.

Since the adoption of the Welcoming Dallas Strategic Plan, OEI-WCIA continues to engage Welcoming Taskforce Members by:

- Co-Hosting convenings and events including citizenship information forums & legal workshops, COVID-19 pop-up clinics, cultural dinners, and festivals
- Publishing a weekly email to Welcoming Taskforce Members to share updates from the City, community resources and crowd source support or feedback on issues that impact immigrant residents
- Collaboratively develop tools such as the Welcoming Newcomers Site that increases awareness among Dallas residents about the ways to volunteer or donate for newcomers
- Expanding the City's community outreach efforts to marginalized communities by creating bi-directional communications with community partners. Examples of this work are demonstrated through the Rapid Resilience Grant which worked with promotoras to support recovery efforts from the pandemic and more recently through Chair Schultz's Esperanza District Community Engagement Initiative

Welcoming Taskforce members have been key leaders in all of OEI – WCIA efforts and have been an important part of the Certified Welcoming Audit. To demonstrate Dallas' commitment to Welcoming, City employees and community representatives from the Welcoming Taskforce and other community partners were interviewed by auditors to discuss the City's work since the first audit was conducted.

### **Certified Welcoming Standard**

In order for the City of Dallas to renew its Certified Welcoming status, demonstratable documentation is provided to Welcoming America within each of the core categories. Below are the ways that OEI engaged community leaders to demonstrate alignment with the Certified Welcoming Standard:

**Government Leadership:** In welcoming places, local governments implement systems and programs, such as designating a unit and staff to coordinate immigrant inclusion, that strengthen community efforts and embed inclusion within government agencies.

To demonstrate City of Dallas efforts:

- City Manager T.C. Broadnax and Chief of Staff Genesis Gavino spoke on the City's commitment to equity and welcoming by formalizing the Welcoming Dallas Strategic Plan and continuing investments in partnerships that removed barriers and promoted inclusion for immigrant residents. Welcoming

DATE January 4, 2023

SUBJECT **Engaging Welcoming Taskforce Members and City Departments to Renew the City of Dallas's Certified Welcoming Status**

America highlighted the City's digital equity efforts as a strength in their preliminary analysis.

- Council Member Jaynie Schultz and Assistant City Manager Liz Cedillo-Pereira shared how the City of Dallas prioritizes equity as an organizational value and works with other City Council Members to review equity issues that impact the City through the Workforce, Education, and Equity Committee
- Dr. Wilson, Dr. Lisa Rainey, Kevin Acosta, Isabel Camacho, and Frances Espinoza represented OEI to discuss efforts to draft the Racial Equity Plan and how immigrant inclusion was included throughout the community engagement and policy development process. Information was also shared about how City of Dallas has been working to reduce housing discrimination and reduce eviction rates among immigrants
- Community partner, The Concilio, were invited to share how the organization works collaboratively to support the City's community engagement efforts among Latino immigrant community to collect feedback utilizing *promotoras* and immigrant community leaders.

**Equitable Access:** Welcoming places work to ensure community services and opportunities are available to all residents, including newcomers. This includes improving access to healthcare, childcare, transportation, and more.

- Community, Outreach and Marketing Director Catherine Cuellar and colleagues, Gonzalo Reyes, Rocio Santos de Jesus with Language Access Coordinator Adriana Portillo shared how the City of Dallas is advancing language access across City departments
- Dr. Lance Rasbridge, Parkland Health's Refugee Outreach Coordinator and Jovelyn Castellanos Parkland Health's Program Coordinator of Constituency Outreach and Community Relations, shared about collaborative efforts to organize a working group focused on hosting COVID-19 pop-up clinics in apartment complexes where immigrants and refugees lived
- Mirjana Omeragic, Senior Director of Refugee and Victim Services from Mosaic Family Services, shared how OEI collaborates with multiple organizations to mobilize a Refugee Mental Health Coalition that increases awareness of mental health supports and best practices for providing services to immigrants.
- Shannon Adams, Community Services Administrator from the Dallas Public Library shared efforts to connect immigrant residents with supports such as ESL and workforce as well as the Enhanced Library Card to provide supplementary identification support for those that have difficulties accessing a state or federal ID

**Civic Engagement:** Welcoming communities actively ensure that residents, including newcomers, fully participate in civic life by increasing access to leadership and democratic spaces.

- Almas Muscatwalla, Director of Dallas Responds shared her experiences as an immigrant serving as a member of the Mayor's Anti- Hate Advisory

DATE January 4, 2023

SUBJECT **Engaging Welcoming Taskforce Members and City Departments to Renew the City of Dallas's Certified Welcoming Status**

Board as well as working with community residents to establish the Dallas Responds Center for migrants from the southern border who are needing short-term assistance

- Barbara Larkin, Vice President of Voter Services, and Shannon Fitzgerald Board Member and Voter Registration Director from the League of Women Voters demonstrated collaborative efforts to host naturalization ceremonies and to work with the City to register newly sworn US citizens
- Nubia Torres, Director of Immigration Legal Services, and Jessica Hernandez Program Manager from Catholic Charities Dallas and Enrique Polavieja from Immigration Specialist from the International Rescue Committee discussed the partnership with the City to increase access to naturalization for eligible residents to become US citizens

**Connected Communities:** Welcoming communities build connections between newcomers and long-term residents by strengthening relationships, communicating shared values, and promoting a welcoming culture through institutional communications.

- Vanna Slaughter who served previously as the Director of the Office of Welcoming Communities and Immigrant Affairs shared how allies have been influential in supporting welcoming messaging.
- Joel Schwitzer, Regional Director from the American Jewish Committee Dallas discussed partnering with OEI – WCIA to develop the Welcoming Newcomers Site to promote awareness of volunteer and donation opportunities
- Rafael Tamayo, Manager of the Oak Cliff Cultural Center, shared how immigrant artists are invited to lead culture initiatives that increase empathy, connection and celebrate diversity
- Myna Mendez from Las Comadres de Dallas y Mas shared her experiences as an immigrant community leader to collaborate with the City to increase connectivity to information and resources that can improve health and safety in immigrant communities

**Education:** Welcoming communities strive for an educational system that ensures all students have the support they need to succeed in school and the education they need to succeed in the workforce.

- Huseyin Pecker Executive Director from the Dialogue Institute shared how immigrant residents worked with refugee resettlement agencies to provide culturally responsive programming for Afghan youth who recently arrived in Dallas.
- Amairani Espinoza DFW Program Manager from ImmSchools shared how their organization partners with OEI –WCIA to promote educational supports for immigrant youth
- Ricardo Corpus, the Chair of the City of Dallas Youth Commission, talked about his experience serving as a Youth Commissioner to increase

DATE January 4, 2023

SUBJECT **Engaging Welcoming Taskforce Members and City Departments to Renew the City of Dallas's Certified Welcoming Status**

awareness of opportunities for youth and working with COM to publish the Dallas Youth Magazine

- Rachel Dyussengaliyev, Youth Program Supervisor from the International Rescue Committee shared about collaborative efforts to connect refugee youth with resources, as well as to train Parks and Recreation staff on how to connect with immigrant families

**Economic Development:** Welcoming communities harness the full potential of all residents, including those from other countries who have the skills and assets to thrive, by developing economies that leverage all talents.

- Estefania Ramirez, Digital Equity Coordinator and Hala Hababi, Director of Islamic Center of North America, shared their efforts to promote digital inclusion among immigrants and have been working with the Skilled Immigrant Integration Grant to prioritize digital literacy that supports accessibility to workforce opportunities
- Dr. Dena Owens, Workforce Initiatives Manager from the Small Business Center shared how the City of Dallas works closely with diverse minority chambers of commerce to connect immigrant entrepreneurs with resources to start and grow their businesses, as well as connections to procurement opportunities
- Cruz Correa, Program Manager from the Office of Community Care shared how the City of Dallas contracts with local nonprofit organizations to provide 1:1 financial coaching and wrap around supports for immigrants as they navigate the US banking system
- Noel Mendoza, Community Partnership and Human Trafficking Outreach Coordinator from Mosaic Family Services, Paola Chavez Community Outreach Coordinator from Unbound Now North Texas and Ingrid Guerrero a survivor of human trafficking shared how they partner with the City to address human trafficking among the Dallas immigrant community
- Domingo Castillo, Community Outreach and Resource Planning Specialist, the Department of Labor shared how he collaborates with the City to increase community awareness of worker's rights and to promote safe working conditions

**Safe Communities:** Welcoming communities foster trust and build relationships between residents and law enforcement and safety agencies. This includes training public safety staff on working with diverse communities and more.

- Dallas Police Department Manager Robert Munoz, Sgt. Eddie Reyes, and DPD Community Representative Kimberly Nam all shared how the DPD has implemented community outreach initiatives to support among diverse immigrant communities to build trust and promote awareness of rights
- Travis Houston Assistant Emergency Management Coordinator from Office of Emergency Management shared how OEM has been including interpretation as part of emergency communications process and how OEM

DATE January 4, 2023  
SUBJECT **Engaging Welcoming Taskforce Members and City Departments to Renew the City of Dallas's Certified Welcoming Status**

has connected local nonprofits organizations with federal resources to support migrants arriving from the southern border.

- Shalaina Abioye, Executive Director from the International Rescue Committee shared about the collaborative effort with International Rescue Committee and the Vera Institute of Justice to launch the Dallas SAFE Program which provides defensive legal services for immigrant residents facing deportation

### **Next Steps**

In February 2023, Welcoming America will provide an official audit report with an assessment for the City of Dallas. Along with the guidance of the results of the audit report, ongoing partnerships and community engagement will drive the following areas of focus:

*Language Access:* Welcoming America applauded the City's efforts to expand language access for Spanish speakers and recommended continuing the increasing access for Dallas' language diverse communities

*Citizenship:* For the past three years, the City of Dallas has invested in legal services for eligible residents to apply for US citizenship. Hundreds of residents have received pro-bono legal assistance to file their applications. In becoming a US citizen, Dallas residents benefit both civically and economically, having the right to vote and access to job opportunities with increased pay. We aim to increase the capacity of these formal partnerships to be able to serve growing populations that require extra assistance, especially Dallas' growing refugee population.

*Dallas SAFE Program:* Among deportation cases that began in the last five years (FY2017 – FY2021) in the Dallas Immigration Court, 79 percent do not have legal counsel to assert their legal rights before the immigration judiciary. In response, the City of Dallas established the Dallas SAFE Program to advance universal representation to mitigate the risks caused by detention and give Dallas residents a fighting chance to remain united with their families. In partnership with the Vera Justice Institute and International Rescue Committee, Dallas residents who participate in the Dallas SAFE program receive legal defense as well as wrap-around services such as rental and utility bill assistance and mental health services for their family. More than a third (37 percent) of Dallas's SAFE clients are parents. Currently, the program's biggest challenges include consistent, sustainable, and expanded funding to meet the significant unmet need in Dallas.

*Economic Inclusion:* OEI – WCIA aims to collaborate with internal departments such as the Dallas Public Library and the Small Business Center and community stakeholders to promote economic inclusion for immigrants. Examples of this work include ESL classes, recognizing international licenses and credentials, increasing digital literacy, and promoting supports for immigrant entrepreneurs.



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SUBJECT **Engaging Welcoming Taskforce Members and City Departments to Renew the City of Dallas's Certified Welcoming Status**

If you have any questions, please contact ACM Liz Cedillo-Pereira at [liz.cedillopereira@dallas.gov](mailto:liz.cedillopereira@dallas.gov) or Christina da Silva, Welcoming Communities and Immigrant Affairs Division Officer at [christina.dasilva@dallas.gov](mailto:christina.dasilva@dallas.gov)



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Jack Ireland, Chief Financial Officer  
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