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**CITY SECRETARY
DALLAS, TEXAS**

City of Dallas

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

Public Notice

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POSTED CITY SECRETARY
DALLAS, TX



Workforce, Education, and Equity Committee

March 5, 2024

9:00 AM

2023 CITY COUNCIL APPOINTMENTS

COUNCIL COMMITTEE	
ECONOMIC DEVELOPMENT Atkins (C), Narvaez (VC), Arnold, Bazaldua, Ridley, Stewart, West	GOVERNMENT PERFORMANCE AND FINANCIAL MANAGEMENT West (C), Blackmon (VC), Mendelsohn, Moreno, Resendez
HOUSING AND HOMELESSNESS SOLUTIONS Moreno (C), Mendelsohn (VC), Gracey, West, Willis	PARKS, TRAILS, AND THE ENVIRONMENT Stewart (C), Moreno (VC), Arnold, Bazaldua, Blackmon, Narvaez, West
PUBLIC SAFETY Mendelsohn (C), Stewart (VC), Atkins, Moreno, Willis	QUALITY OF LIFE, ARTS, AND CULTURE Bazaldua (C), Resendez (VC), Blackmon, Gracey, Ridley, Schultz, Willis
TRANSPORTATION AND INFRASTRUCTURE Narvaez (C), Gracey (VC), Atkins, Mendelsohn, Resendez, Schultz, Stewart	WORKFORCE, EDUCATION, AND EQUITY Schultz (C), Arnold (VC), Bazaldua, Blackmon, Resendez, Ridley, Willis
AD HOC COMMITTEE ON ADMINISTRATIVE AFFAIRS Atkins (C), Mendelsohn, Moreno, *Ridley, *Stewart	AD HOC COMMITTEE ON GENERAL INVESTIGATING AND ETHICS Mendelsohn (C), Gracey, Johnson, Schultz, Stewart
AD HOC COMMITTEE ON JUDICIAL NOMINATIONS Ridley (C), Resendez, West	AD HOC COMMITTEE ON LEGISLATIVE AFFAIRS Mendelsohn (C), Atkins, Gracey, Narvaez, Stewart
AD HOC COMMITTEE ON PENSIONS Atkins (C), Blackmon, Mendelsohn, Moreno, Resendez, Stewart, West, Willis	AD HOC COMMITTEE ON PROFESSIONAL SPORTS RECRUITMENT AND RETENTION Gracey (C), Blackmon, Johnson, Moreno, Narvaez, Resendez, Schultz

(C) – Chair, (VC) – Vice Chair

* Updated:2/22/24

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

General Information

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Call to Order

MINUTES

1. [24-903](#) Approval of the February 12, 2024, Workforce, Education and Equity Committee Meeting Minutes

Attachments: [Minutes](#)

BRIEFING ITEMS

- A. [24-786](#) Update on Racial Equity Plan Strategies & Initiatives - Big Audacious Goals (BAGS) and Department Progress Measures as of February 2024 [Dr. Lindsey Wilson, Director; Dr. Lisa Rainey, Equity Officer; Office of Equity and Inclusion]

Attachments: [Presentation](#)

- B. [24-811](#) Discussion of Mayor's Memo Regarding Community Input of the Workforce, Education, and Equity Committee's Policy Areas [All committee discussion]

Attachments: [Memo](#)

- C. [24-787](#) January 2024 Update on Work Performance Measures for Workforce Dallas [Lynn McBee, Workforce Dallas; Joyce Williams, Director of Small Business Center]

Attachments: [Presentation](#)

BRIEFING MEMOS

- D. [24-788](#) Update on Digital Equity Affordable Connectivity Program as of February 2024 [Genesis Gavino, Chief of Staff, City Manager's Office]

Attachments: [Memo](#)

FORECAST

[24-816](#) Committee Forecast

Attachments: [Forecast](#)

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]
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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
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Agenda Information Sheet

File #: 24-903

Item #: 1.

Approval of the February 12, 2024, Workforce, Education and Equity Committee Meeting Minutes

MINUTES OF THE CITY COUNCIL COMMITTEE
MONDAY, FEBRUARY 12, 2024

24-0019

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

PRESENT: [7] Schultz, Arnold (**9:11 a.m.), Resendez, *Bazaldua, Blackmon, Willis, Ridley

ABSENT: [0]

The meeting was called to order at 9:06 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.**

MINUTES OF THE CITY COUNCIL COMMITTEE
MONDAY, FEBRUARY 12, 2024

EXHIBIT A

RECEIVED

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9:00 AM

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Handgun Prohibition Notice for Meetings of Governmental Entities

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

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

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

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

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

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

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<https://dallascityhall.webex.com/dallascityhall/j.php?TID=m5fa6b4493f8ff87553a09fbe2bac9010>

Call to Order

1. [24-553](#) Approval of the January 8, 2024, Workforce, Education, and Equity Committee Meeting Minutes

Attachments: [Minutes](#)

BRIEFING ITEMS

- A. [24-550](#) Dallas Housing Policy 2033 Implementation Update
[Thor Erickson, Assistant Director, Department of Housing & Neighborhood Revitalization]

Attachments: [Presentation](#)

- B. [24-588](#) Update on Digital Navigators Program (High Speed Internet Access in Dallas)
[Genesis Gavino, Chief of Staff and Resilience Officer, City Managers Office]

Attachments: [Presentation](#)

BRIEFING MEMOS

- C. [24-551](#) Period Access Dallas (PAD)/ American Rescue Plan (ARPA) Essential Necessities Cooperation Agreement with Staples.
[Jessica Galleshaw, Director, Office of Community Care]

Attachments: [Memorandum](#)

- D. [24-552](#) College Advisory Commission Update Regarding Appointments and Recruitment Efforts and Civic Analysis Project
[Taylor Moody, Partnership and Engagement Coordinator, City Managers Office]

Attachments: [Memorandum](#)

- E. [24-590](#) Update on a Proposed Human Rights Commission and Updates
Concerning the Veteran Affairs Commission and Commission on
Disabilities
[Christina da Silva, WCIA Officer, Office of Equity and Inclusion; Chris
Graves, Human Rights Officer, Office of Equity and Inclusion]

Attachments: [Memorandum](#)

FORECAST

- F. [24-555](#) Committee Forecast

Attachments: [Forecast](#)

ADJOURNMENT

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MINUTES OF THE CITY COUNCIL COMMITTEE
MONDAY, FEBRUARY 12, 2024

EXHIBIT B

OFFICIAL ACTION OF THE CITY COUNCIL COMMITTEE

FEBRUARY 12, 2024

Item 1: Approval of the January 8, 2024, Workforce, Education, and Equity Committee Meeting Minutes

Councilmember Ridley moved to adopt the minutes as presented.

Motion seconded by Councilmember Resendez and unanimously adopted. (Arnold absent when vote taken)

OFFICIAL ACTION OF THE CITY COUNCIL COMMITTEE

FEBRUARY 12, 2024

BRIEFING ITEMS

Item A: Dallas Housing Policy 2033 Implementation Update

The following individuals briefed the committee on the item:

- Cynthia Ellickson, Assistant Director, Department of Housing & Neighborhood Revitalization; and
- Jasmine Bazley, Housing Project Manager, Department of Housing & Neighborhood Revitalization

OFFICIAL ACTION OF THE CITY COUNCIL COMMITTEE

FEBRUARY 12, 2024

BRIEFING ITEMS

Item B: Update on Digital Navigators Program

The following individual briefed the committee on the item:

- Genesis Gavino, Chief of Staff and Resilience Officer, City Manager's Office

OFFICIAL ACTION OF THE CITY COUNCIL COMMITTEE

FEBRUARY 12, 2024

BRIEFING MEMOS

Item C: Period Access Dallas (PAD)/ American Rescue Plan (ARPA) Essential Necessities Cooperation Agreement with Staples.

Item D: College Advisory Commission Update Regarding Appointments and Recruitment Efforts and Civic Analysis Project

Item E: Update on Human Rights Commission Discussion

The committee discussed the items.

OFFICIAL ACTION OF THE CITY COUNCIL COMMITTEE

FEBRUARY 12, 2024

FORECAST

Item F: Committee Forecast

The committee discussed the item.

MINUTES OF THE CITY COUNCIL COMMITTEE
MONDAY, FEBRUARY 12, 2024

EXHIBIT C



City of Dallas

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

Agenda Information Sheet

File #: 24-550

Item #: A.

Dallas Housing Policy 2033 Implementation Update
[Thor Erickson, Assistant Director, Department of Housing & Neighborhood Revitalization]



City of Dallas

Dallas Housing Policy 2033 Implementation Update

**Workforce, Education, &
Equity Committee
2.12.24**

Thor Erickson, Assistant Director
Department of Housing & Neighborhood Revitalization
City of Dallas

Presentation Overview



- Background
- Equity Strategy Target Areas
 - Data Analysis
 - Community Engagement
 - Target Area Selection
- Housing Task Force
- Next Steps



Background



- On April 13, 2023, City Council adopted Dallas Housing Policy 2033 (DHP33)
 - 7 Pillars of Housing Equity
 - Cross-departmental collaboration
 - Community Engagement leading up to and continuing throughout implementation
 - Investments in City-wide strategy and target areas



Background



DHP33 has seven pillars of housing equity that weave together the strategies guiding implementation, leverage internal and external partnerships, and revitalize neighborhoods through housing development that meets the needs of all Dallas residents.

Pillar	Policy Statement/Aim
1 Equity Strategy Target Areas	Identify specific disparities in housing opportunities and reduce them utilizing a targeted approach
2 Citywide Production	Increase production to improve housing affordability for a broad mix of incomes in all areas of the city
3 Citywide Preservation	Increase preservation to improve housing affordability for a broad mix of incomes in all areas of the city
4 Infrastructure	Prioritize infrastructure investments in equity strategy target areas
5 Collaboration and Coordination	Align strategies and resources to maximize the impact of partnerships with internal and external stakeholders
6 Engagement	Cultivate diverse and multi-lingual avenues of communication with residents across all neighborhoods to guide City's housing investment decisions
7 Education	Develop a city-wide, collaborative campaign to increase YIMBYism (Yes in My Back Yard) for housing affordability and the people who need it



Background



- On May 9, 2023, City Council approved a contract with TDA Consulting, Inc. to assist with implementation of DHP33:
 1. Developing community engagement strategy
 2. Building inclusive Housing Task Force
 3. Selecting Equity Strategy Target Areas (Pillar 1)
 4. Developing agreements between City Departments
 5. Formalizing Compliance Policies and Procedures
 6. Refining select programs



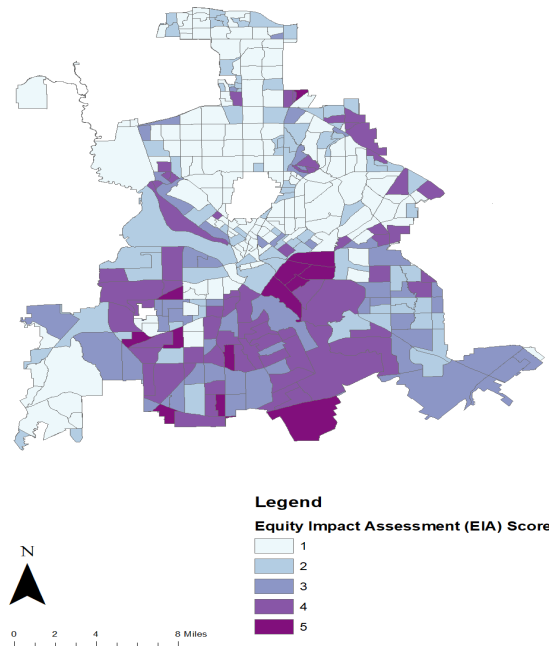
Equity Strategy Target Areas



- Equity Strategy Target Areas will show the current conditions based on historical disparities using a data-driven approach
- TDA developed a Housing Equity Index based on Market Value Analysis and the Dallas Racial Equity Impact Assessment Tool

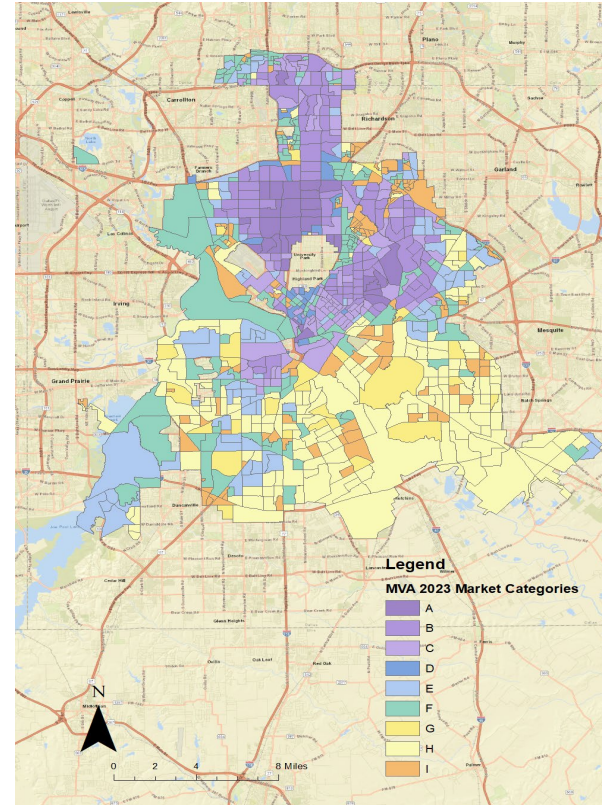


Equity Strategy Target Areas



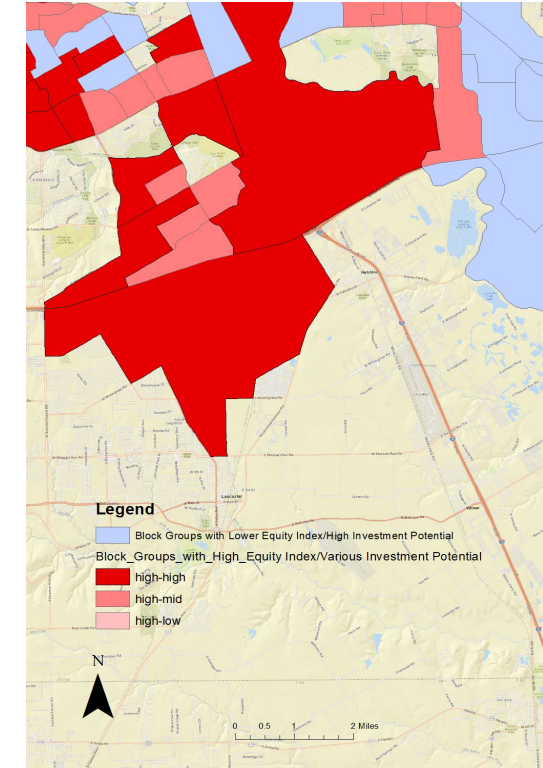
Dallas Racial Equity Impact Assessment Tool

- Race/Ethnicity
- Poverty
- Homeownership
- Social Vulnerability Index
- Age



Market Value Analysis

- Value
- Investment & Stress
- Blight & Vacancy
- Ownership & Housing Characteristics



City Investments

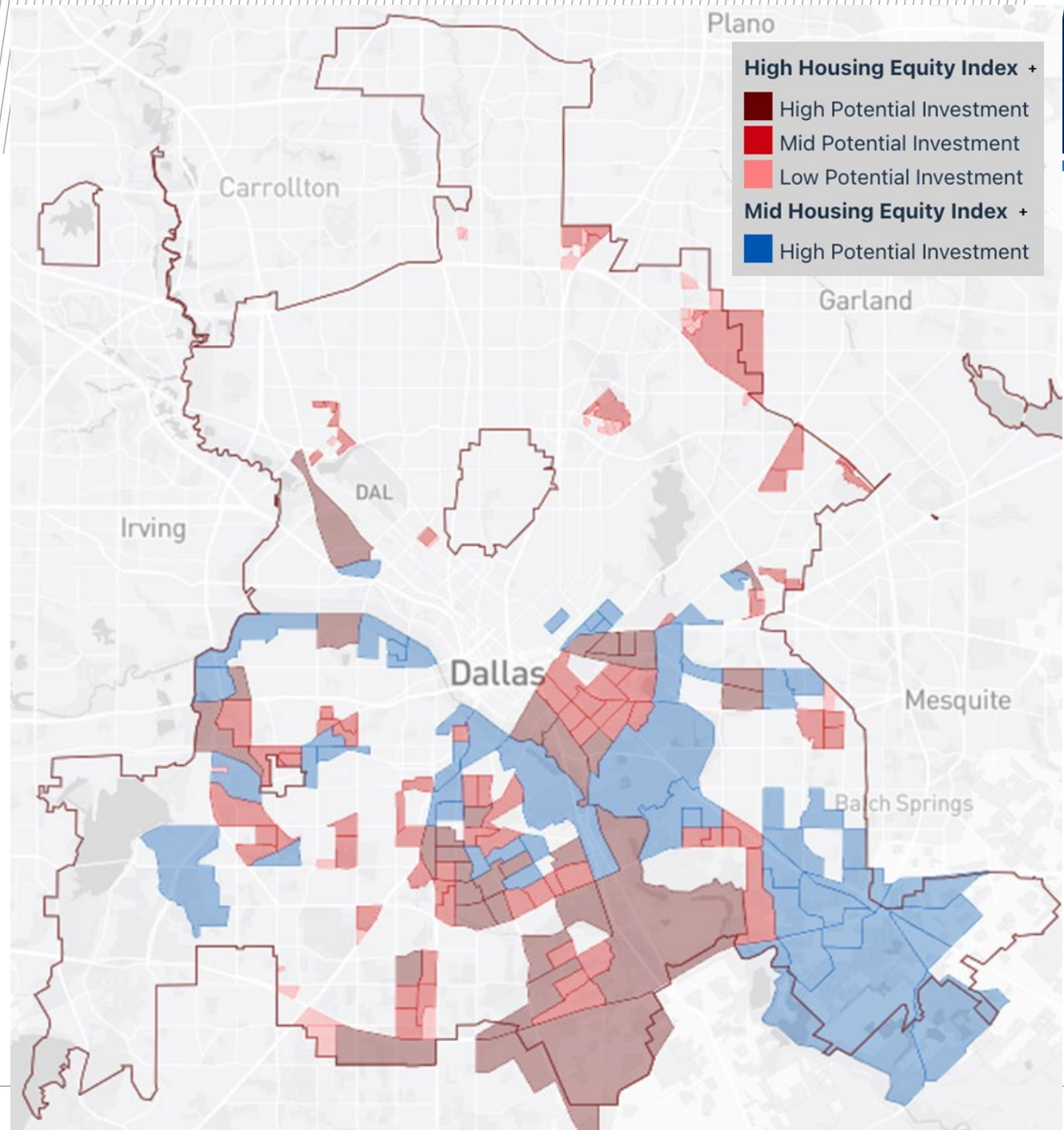
- Dallas Water Utilities
- Public Works
- Transportation
- Planning
- Parks & Recreation



Data Analysis

Housing Equity Index:

- High social and economic vulnerability
- Pockets of concentrated poverty
- High housing needs that may extend to general community development
- Opportunity for targeted revitalization strategies



Community Engagement



- Community engagement was essential to the creation of DHP33, as so is the continual engagement efforts to implement the policy.
- TDA crafted a virtual and in-person strategy to discuss housing needs.
- The survey results were used to help refine the Equity Strategy Target Areas

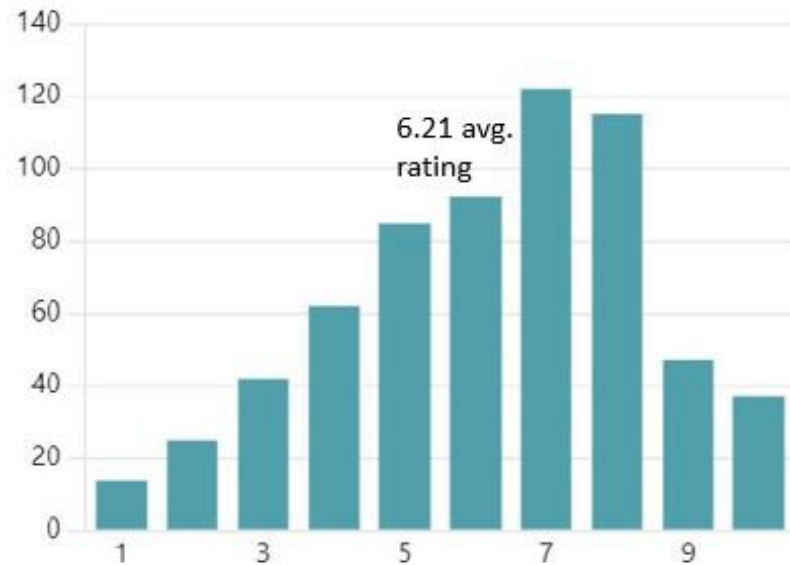
Event	People Engaged/ Respondents
Telephone Town Hall	3,192
Housing and Community Needs Survey	641
Virtual and In-Person Meetings	50
Focus Groups <ul style="list-style-type: none">• community development corporations, developers, non-profits, environmental advocates, Latinx and immigrant service providers and housing advocates	60
Total Reach	3,943



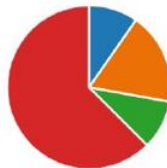
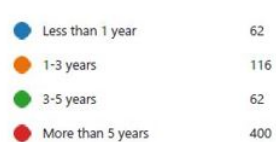
Community Engagement



Respondents rate housing, safety, and quality of their communities

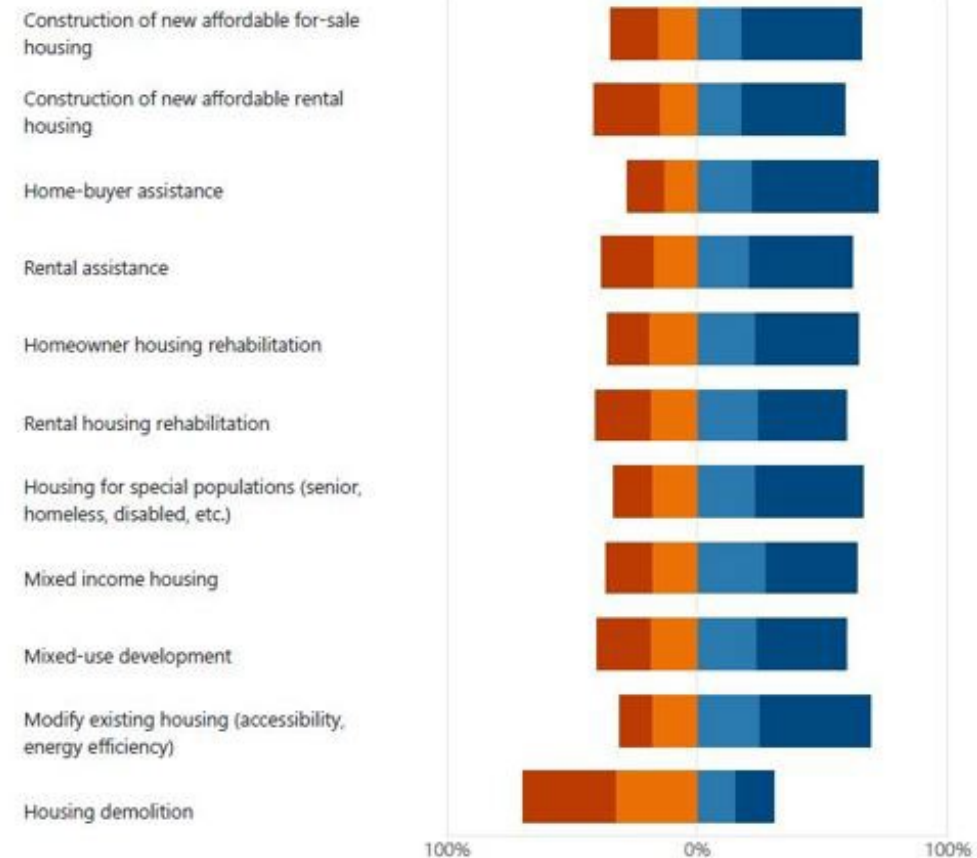


How long residents plan to stay in their current housing



Respondents rate the need for the following housing activities

■ No Need ■ Low Need ■ Medium Need ■ High Need



Community Engagement



Housing should align investments with the following

Should invest Should not Invest It depends No opinion

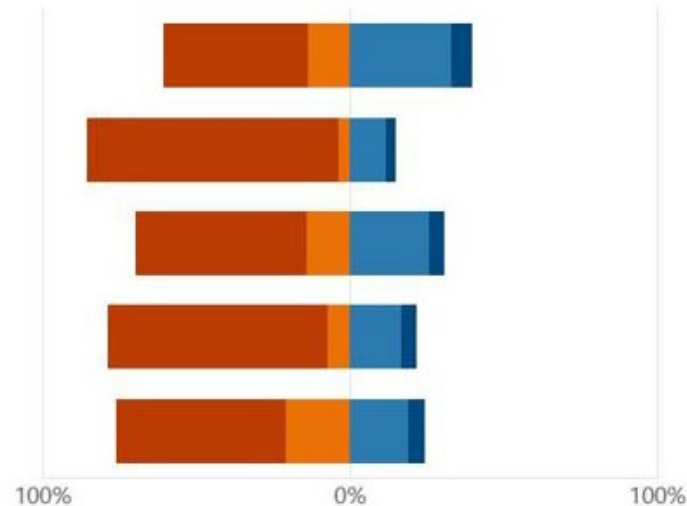
Economic development (new businesses, mixed use)

Infrastructure improvement (streets, sidewalks, roadways)

New parks and recreation centers

Improving utilities (water, sewer, drainage)

Added transportation (bike lanes, bus routes, train)



Areas that should be prioritized

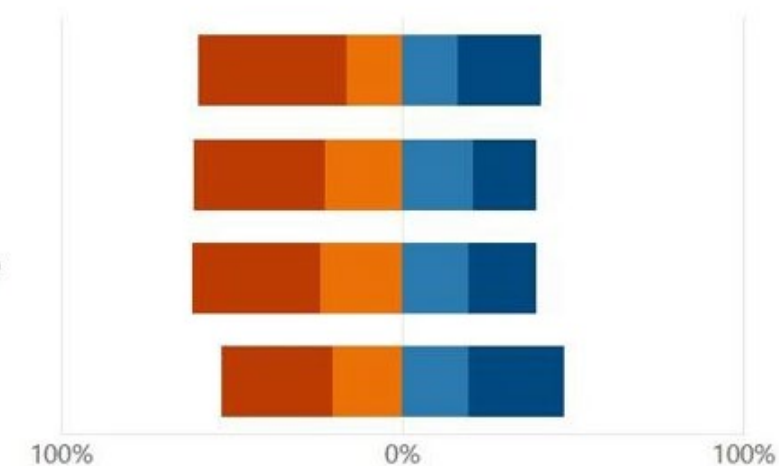
1 2 3 4

Areas that lack affordable housing

Areas where housing is available but is in poor condition

Areas that need affordable homeowner-ship opportunities

Areas that need affordable rental housing



Target Area Recommendation



- To provide a recommendation, TDA Consulting refined potential Equity Strategy Target Area borders using
 - Feedback from community engagement, Community Needs Survey and focus groups
 - Data from other City Departments
 - Potential infrastructure investments
 - DWU Unserved Areas
 - Tax Increment Financing (TIF) districts
 - Planning Area Boundaries



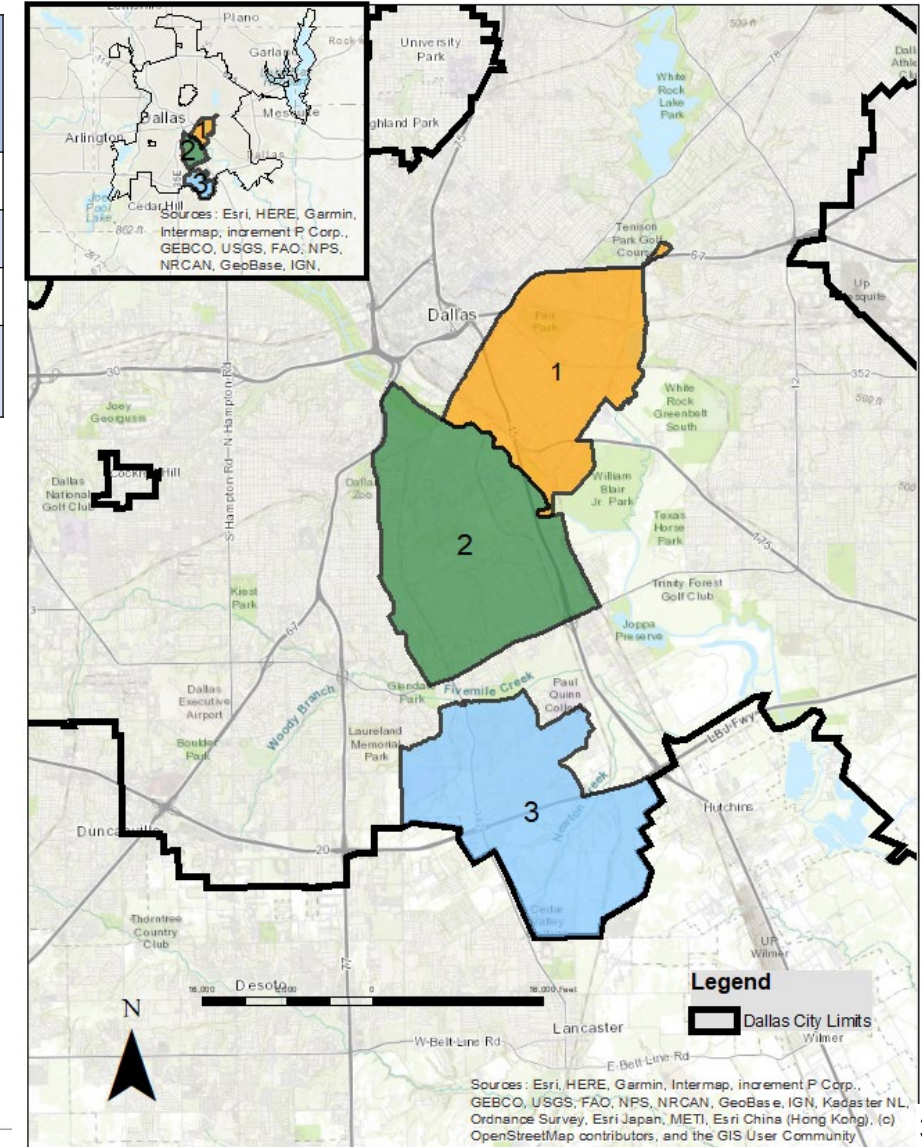
Target Area Recommendation



Target Area	Area (Sq. Mi.)	Proportion of City	Population	Proportion of City	EIA Score	Median Sales Price (\$)	Percent of Vacant Homes/Units
1	9.3	2.4%	32,908	2.5%	5*	213,039	5.5%
2	12.8	3.3%	42,087	3.2%	4*	233,596	6.9%
3	15	3.9%	17,157	1.3%	4	216,657	2.4%
City-wide	383.55 (Total)	n/a	1,300,239 (total)	n/a	2*	395,788	2.0%

- Nearly 10% of the City of Dallas is included in the target areas selected
- Housing has a lower median sales price, less stability, and more vacancies than the City of Dallas as a whole
- Equity Impact Assessment scores in the target areas are higher than the City-wide average
- Population in target areas has higher social and economic vulnerabilities

*Score took average of EIA scores in Census Tract rounded to nearest whole number

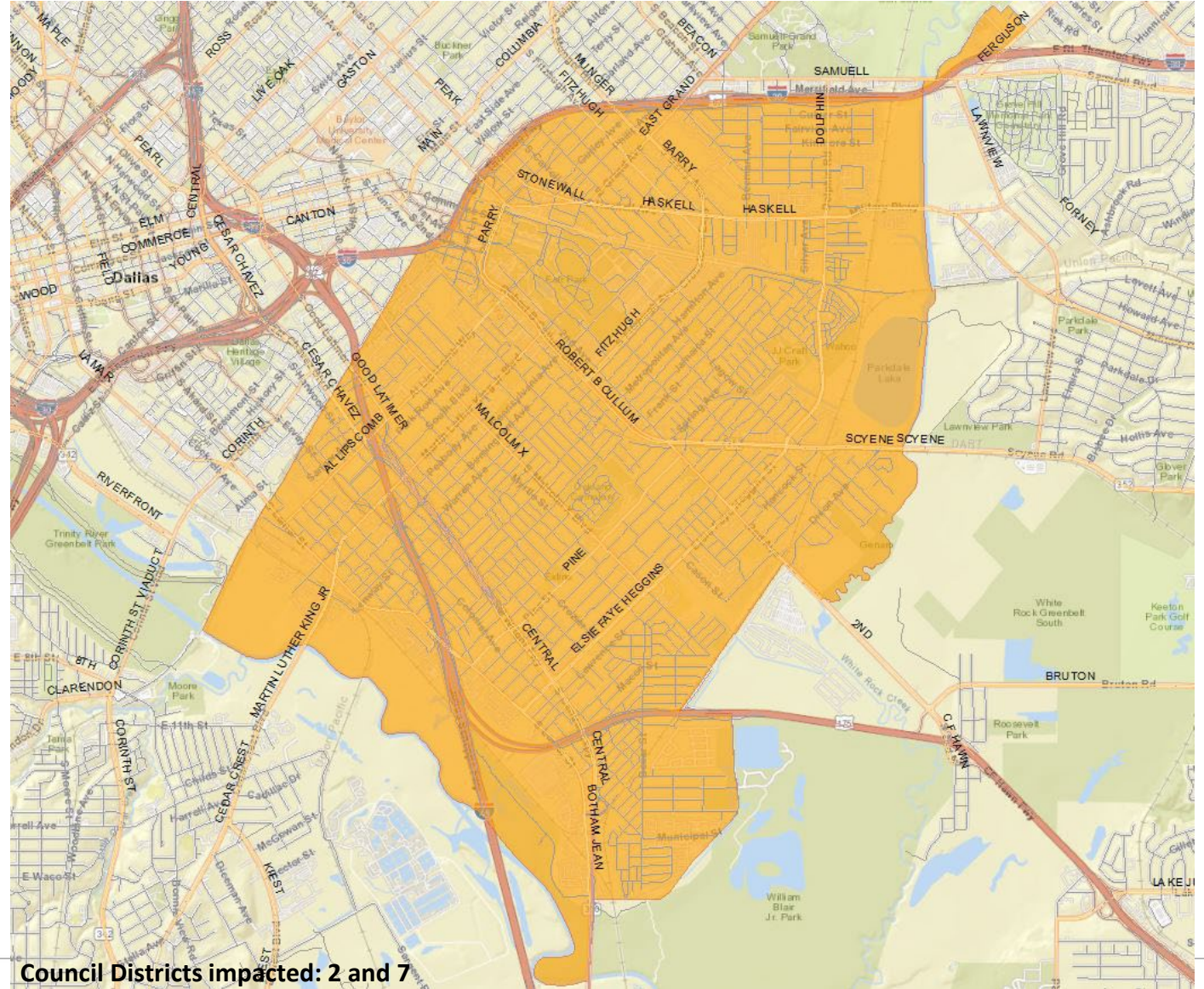


Target Area 1



	Target Area 1	City-wide
Population	32,908	N/A
Total housing units	13,237	573,597
Median year structures built	1966	1979
% Homeowner occupied	33.13%	41.43%
% Renter occupied	66.87%	58.57%
% Population below poverty	26.00%	17.70%
Median household income	\$36,530*	\$58,231
Bachelor's degree or higher	8.60%	35.60%
% Hispanic households	37.16%	42.00%
% Black households	55.29%	24.00%

For median income and year built, block groups show an average of the medians and the City-wide data shows a median. (ACS 2021 5-Year estimates block group data)

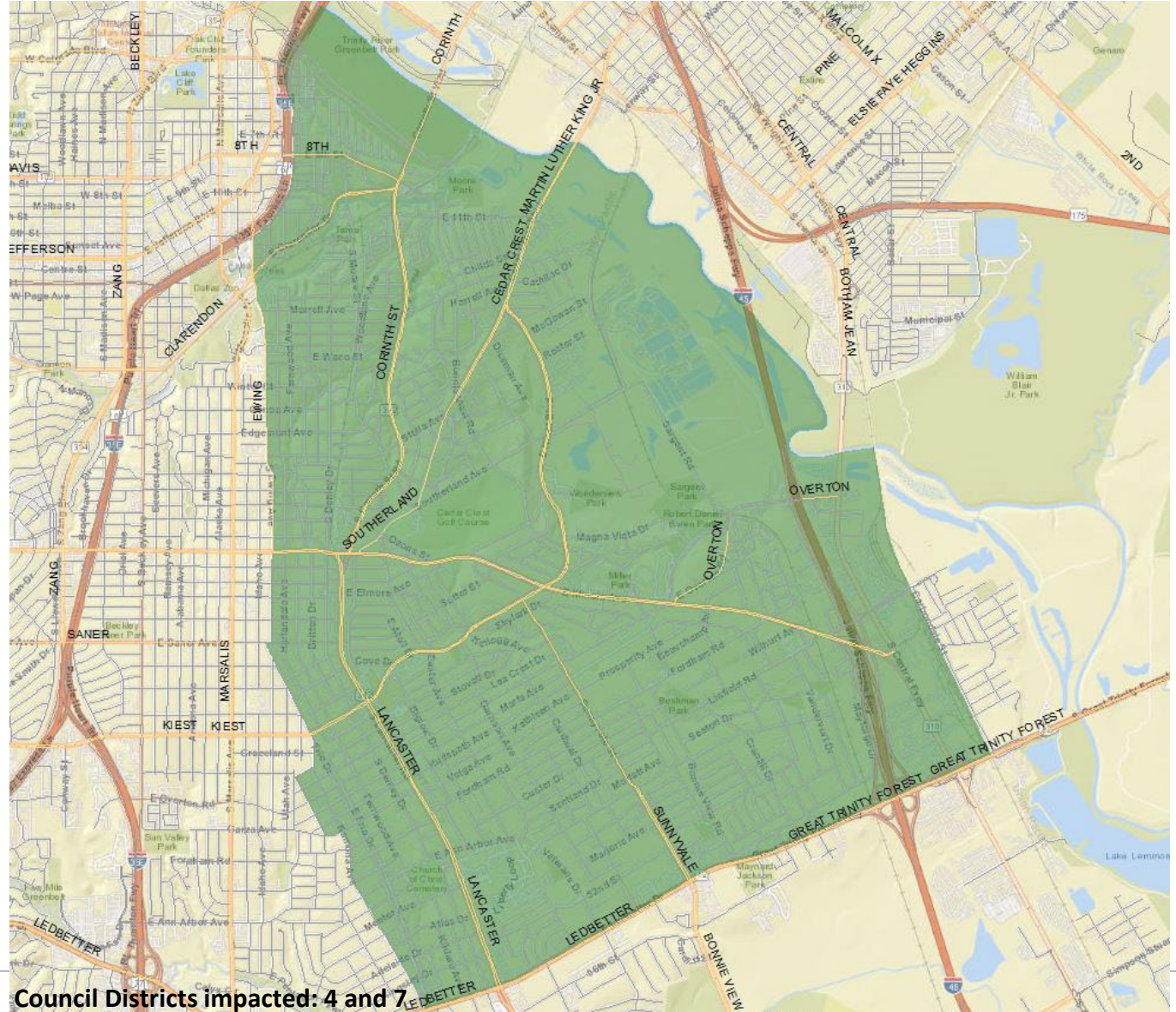


Target Area 2



	Target Area 2	City-wide
Population	42,087	N/A
Total housing units	17,104	573,597
Median year structures built	1960	1979
% homeowner occupied	51.25%	41.43%
% renter occupied	48.75%	58.57%
% Population below poverty	36.36%	17.70%
Median household income	\$33,054	\$58,231
Bachelor's degree or higher	8.42%	35.60%
% Hispanic households	40.21%	42.00%
% Black households	56.56%	24.00%

For median income and year built, block groups show an average of the medians and the City-wide data shows a median. (ACS 2021 5-Year estimates block group data)



Council Districts impacted: 4 and 7

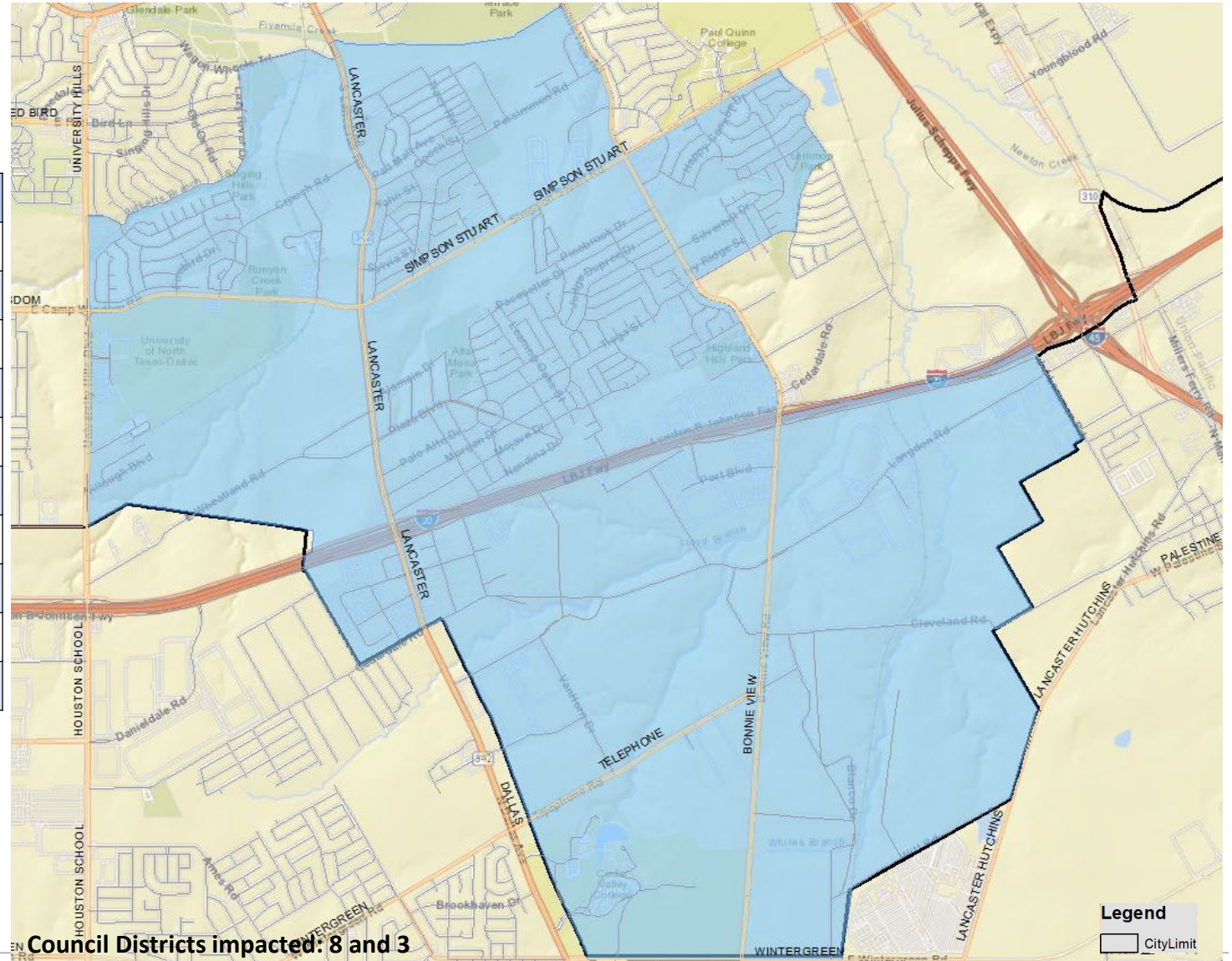


Target Area 3



	Target Area 3	City-wide
Population	17,157	N/A
Total housing units	6,097	573,597
Median year structures built	1979	1979
% homeowner occupied	64.55%	41.43%
% renter occupied	35.45%	58.57%
% Population below poverty	25.46%	17.70%
Median household income	\$40,079	\$58,231
Bachelor's degree or higher	12.77%	35.60%
% Hispanic households	27.61%	42.00%
% Black households	65.66%	24.00%

For median income and year built, block groups show an average of the medians and the City-wide data shows a median. (ACS 2021 5-Year estimates block group data)



Target Areas & Citywide Strategy



- Target Areas, will recruit for specific projects and may offer bonus points in the Notice of Funding Available for future funding
- Housing will be able to align resources with other departments in Target Areas that better support the housing needs in these areas
- Housing operates three corporations and home repair and homebuyer assistance programs available citywide and will continue to do so
- Housing will still work on projects outside of Target Areas and will deploy the best resource available to continue to preserve and invest in affordable housing



Housing Task Force



- Applications open February 2024
- Functions as an advisory group to help implement strategies of Housing Department
 - In Target Areas and City-wide
- Rightsizing Task Force that includes
 - Development, banking, and business professionals, housing advocates, and special interest groups
 - Resident appointees from Target Areas
- Applicant review by Housing Staff, HHSC, Equity Committee, and Community



Next Steps



- TDA
 - Craft localized community engagement effort in the selected Target Areas
 - Developing plan for Housing Task Force
 - Finalize Compliance P&Ps
 - NRSA designation/application
- Housing Department
 - Simplify and streamline programs
 - Continue engagement in Target Areas to develop localized strategies
 - Form and manage new Housing Task Force



Next Steps



- Smartie Goals by December 2024:
 - Continue community engagement and establish goals for investments in target areas with metrics for tracking over time
 - City Con Plan alignment – tying federal funding to plan for target areas and City-wide strategy
 - Develop dashboard for tracking Department investment activity
 - Build Housing Task Force and network of community stakeholders to continue engagement throughout the lifetime of DHP33





City of Dallas

Dallas Housing Policy 2033 Implementation Update

**Workforce, Education, &
Equity Committee
2.12.24**

Thor Erickson, Assistant Director
Department of Housing & Neighborhood Revitalization
City of Dallas



City of Dallas

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

Agenda Information Sheet

File #: 24-588

Item #: B.

Update on Digital Navigators Program (High Speed Internet Access in Dallas)
[Genesis Gavino, Chief of Staff and Resilience Officer, City Managers Office]



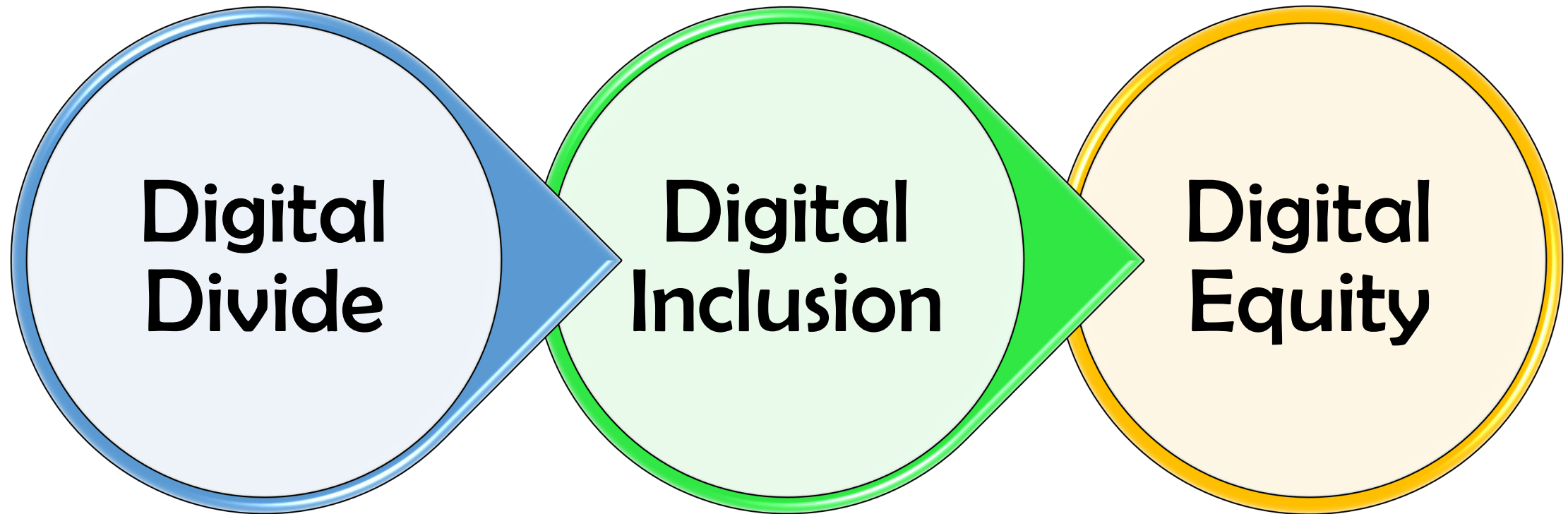
City of Dallas

Update on Digital Navigators Program

February 12, 2024

Workforce, Education and Equity Committee

Genesis D. Gavino
Chief of Staff and Resilience Officer
City Manager's Office



The Issue

The Work

The Goal

All households in Dallas will have highspeed, reliable internet, access to devices in their homes, and the knowledge and skills to navigate a digital world.

Equity Indicator 30: Internet Access



Definition

Ratio between the percentages of Black and White households without access to the internet

Rationale

Internet access is a 21st century need to ensure all individuals and communities have information and communications technology capacity needed for full participation in our society, democracy, and economy.

Findings

Black households (22.36%) lack internet access at greater rates than all other groups, followed by Hispanic households (16.81%) and households of other races and ethnicities (8.01%). The rate for White households is much lower (5.11%).



Background



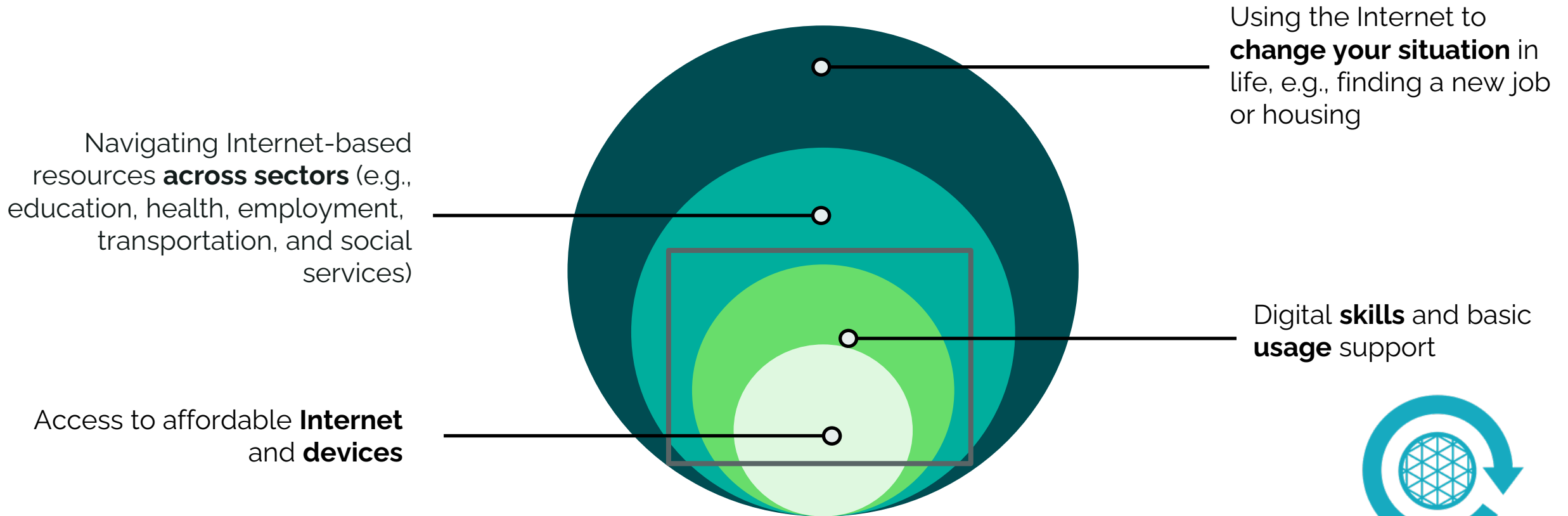
- Modeled after national program focused on four pillars: access, affordability, hardware, digital literacy and skills
- 2020 – Pilot Program
 - LULAC National Education Service Center
 - Funding Source: CARES Funding
 - Budget: \$110,000
 - Performance period: 2.5 months
 - Served 47 families
- 2022 – Full-scale Program
 - Funding Source: ARPA Funding
 - Budget: \$1,000,000
 - Performance Period: One Year, with one year renewal option
 - Selected Provider: Dallas Innovation Alliance



Connected Dallas



- Builds on the National Digital Inclusion Alliance (NDIA) Digital Navigator Model



Connected Dallas



Connected Dallas



Connected Dallas

www.connecteddallas.org



Connected Dallas – Community Anchor Sites



- Sites are hosted at established local nonprofit organizations within priority neighborhoods and focus on expanding access to advanced broadband and digital services.
- These sites host Digital Ambassadors and serve as the 'brick and mortar' epicenters of the Connected Dallas initiative.



Connected Dallas



www.connecteddallas.org

Connected Dallas – Community Anchor Sites



- Increase adoption of the Affordable Connectivity Program (ACP)
- Increase use of Dallas Public Library resources
- Increased access to devices
- Provide Digital Skills workshops
- Provide 1:1 services support
- Deliver 'train the trainer' workshops.



Connected Dallas

www.connecteddallas.org



Connected Dallas – Community Anchor Sites



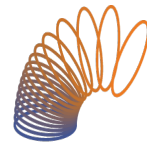
- Site # 1

Log In Shop at Innercity Community Development Corporation
4907 Spring Ave.
Dallas, TX 75210



- Site # 2

Tech Lab at Bachman Lake Together
9507 Overlake Dr.
Dallas, TX 75220



BachmanLakeTogether



Connected Dallas

www.connecteddallas.org



Connected Dallas – Community Anchor Sites



- Site # 3
Vickery Meadow Youth
Development Foundation
7110 Holly Hill Dr.
Dallas, TX 75231

THE COMPUTER HELP CENTER AT



YOUTH DEVELOPMENT
FOUNDATION



Connected Dallas

www.connecteddallas.org



Connected Dallas



- Community Engagement Events
 - (EM)powerment Pop-Ups
 - Get Connected Dallas



Connected Dallas

www.connecteddallas.org



Connected Dallas – Staff Profile



- Digital Ambassadors: 23 (total staff count: 40)
- 38% Participated in a Connected Dallas or site Partner program prior to employment
- 25% are working parents
- Languages Spoken by Staff:
 - English, Spanish, Burmese, Farsi, Dari, Swahili, French, Arabic, Karenni, Hindi, Korean, Malay, Mandarin, Gujarati, Urdu, Tagalog



Connected Dallas



Dallas Innovation Alliance - YTD



Clients Served by Race/Ethnicity

	Number	Percent
Black/African American	1,169	42.82%
Hispanic or Latino	1,144	41.90%
No Data	221	8.10%
White, non-Hispanic	132	4.84%
Asian	32	1.17%
Other Multi Racial	21	0.77%
American Indian/Alask Native	7	0.26%
Native Hawaiian or other Pacific Islander	4	0.15%
TOTAL	2730	100%

Household Financial Status

	Number
Extremely Low Income (< 30% AMI)	900
Very Low Income (<30-50% AMI)	635
Low Income (50-80% AMI)	396
TOTAL	2018



Connected Dallas



City's Digital Inclusion Efforts



- Affordable Connectivity Program
 - Community Enrollment Events
 - Black Churches for Digital Equity
 - Back to School Drives
 - Digital Equity Open House
 - ACP Community Enrollment Guide
 - Available in English, Spanish, and Vietnamese
 - Personalized training from City staff to community partners

Affordable Connectivity Program Enrollment Guide

Download and view the Enrollment Guide in your preferred language below.

English



Spanish



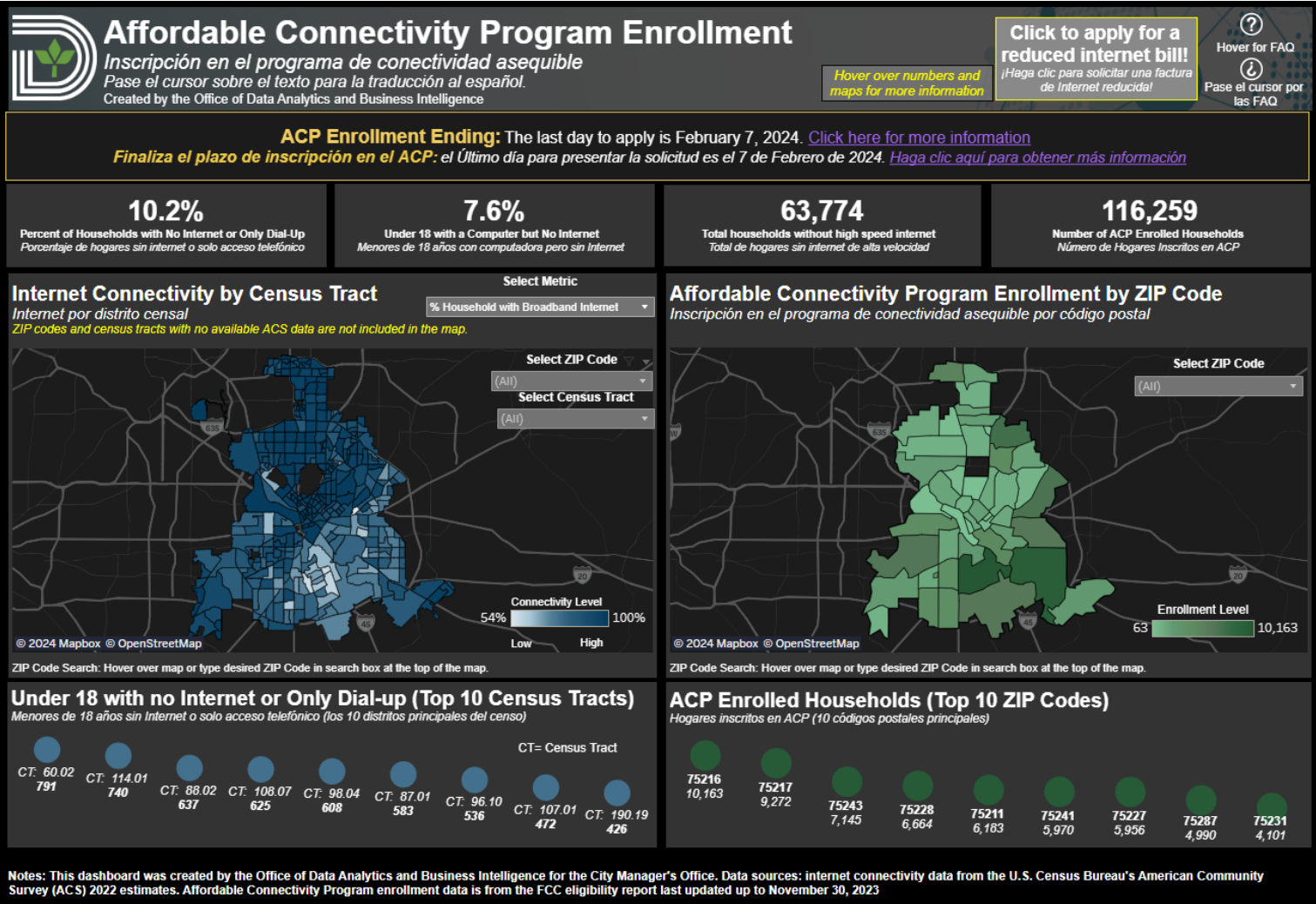
Vietnamese



City's Digital Inclusion Efforts



- Affordable Connectivity Program - Enrollment Dashboard



City's Digital Inclusion Efforts



- Digital Equity Efforts Fact Sheet
- ACP Outreach Grant
 - \$700,000 Award
 - Largest award in the State of Texas
 - Partners
 - Dallas County
 - Dallas Housing Authority
 - Dallas Independent School District

City of Dallas

FACT SHEET: DIGITAL EQUITY EFFORTS

AFFORDABILITY

ACCESS

DEVICES

DIGITAL SKILLS

AFFORDABILITY

AFFORDABLE CONNECTIVITY PROGRAM – ENROLLMENT DASHBOARD | bit.ly/3P2k7p6

The dashboard provides data on internet connectivity or a lack thereof within the City of Dallas at a census tract level and enrollment numbers for the federally funded Affordable Connectivity Program (ACP) for Dallas.

AFFORDABLE CONNECTIVITY PROGRAM – ENROLLMENT GUIDE | bit.ly/3QFbJMF

ACP Enrollment Guide assists trusted community partners in supporting Dallas residents and families who are eligible to receive a monthly benefit of up to \$30 off internet services through the Affordable Connectivity Program. The Guide is available in [English](#), [Spanish](#) (bit.ly/47ximzs), and [Vietnamese](#) (bit.ly/3P0zars).

AFFORDABLE CONNECTIVITY OUTREACH GRANT

In March of 2023, the City of Dallas was awarded \$700,000 by the Federal Communications Commission (FCC) through the Affordable Connectivity Program Outreach Grant Program to facilitate the promotion and awareness of and participation in the Affordable Connectivity Program among eligible households.

The City will partner with Dallas County, Dallas Independent School District and Dallas Housing Authority for a widespread engagement and outreach campaign to reach millions of residents served by all our agencies utilizing a broad range of media strategies to drive attendance to in-person ACP enrollment events in the community.

ACCESS

COMMUNITY WI-FI LOCATIONS | bit.ly/3QluFTw

Since December 2020, the City has provided free wi-fi connectivity to 10 neighborhood locations utilizing advancements in street light technology and wireless technology. The neighborhood locations selected are the least connected in the city. Wi-Fi is also available at all Dallas Public Libraries.

Wi-Fi Locations Map

- Public Libraries
- Council Districts
- Community Wi-Fi Pilot Areas

CURRENT COST OF AN INTERNET SUBSCRIPTION FOR HIGH-SPEED INTERNET

Name	Plan	Pricing (as of Aug. 2023)	Speed	Connection	Source
AT&T	Fiber Internet 300	\$55.00/mo.	300 Mbps	Fiber	bit.ly/44iy8Lv
AT&T	5 GIG	Starting Price \$180.00/mo.*	4,700 Mbps	Fiber	bit.ly/44iy8Lv
Spectrum	Internet Gig	Starting Price \$89.99/mo.	1,000 Mbps	Fiber	bit.ly/3YFRYiY
Frontier	Fiber Internet	\$49.00/mo.	500 Mbps	Fiber	bit.ly/3DXHuSb



City's Digital Inclusion Efforts



- FCC Digital Discrimination Order
- 2023 Digital Inclusion Week
 - Digital Equity Art Contest
 - Spanish and English Proclamation
 - Programming across the city every day
- 2023 Visionary Digital Inclusion Trailblazer
 - 1 of 47 communities across the country
 - Met 20 of the 22 evaluation criteria
- Texas Regional Working Group
 - Texas Digital Opportunity Plan



Affordable Connectivity Program Wind-Down



- Important Dates
 - February 8, 2024 – Enrollment Freeze
 - Late February 2024 – Final program end date announced (FCC)
 - Mid March 2024 – Second Notification to ACP Enrollees (ISP)
 - April 2024 – Third Notification to ACP Enrollees (ISP)
 - May 2024 – Internet subscription bill increase
- ACP Outreach Grant
 - End of grant activities
 - No wind-down activities allowed

www.fcc.gov/acp



Next Steps



- Continued ACP wind-down efforts
- Contract Renewal for Year 2 of Digital Navigators Program
- Advocacy in support of ACP
- Exploring Digital Discrimination Rules and Guidelines
- Continued Engagement with Texas Broadband Development Office





City of Dallas

Update on Digital Navigators Program

February 12, 2024

Workforce, Education and Equity Committee

Genesis D. Gavino
Chief of Staff and Resilience Officer
City Manager's Office



City of Dallas

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

Agenda Information Sheet

File #: 24-551

Item #: C.

Period Access Dallas (PAD)/ American Rescue Plan (ARPA) Essential Necessities Cooperation Agreement with Staples.

[Jessica Galleshaw, Director, Office of Community Care]

Memorandum



CITY OF DALLAS

DATE February 12, 2024

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

SUBJECT **Upcoming Office of Community Care Agenda Item #24-172 – Staples Cooperative Agreement for Period Access Dallas (PAD) & Essential Items**

On February 14, 2024, an Office of Community Care item will be considered by City Council to authorize a cooperative agreement with Staples, to provide essential items for the Period Access Dallas (PAD) Program.

File ID: 24-172: Authorize a cooperative agreement with Staples to provide critical non-food items, such as period products, diapers, adult diapers, and other hygiene items for distribution in high needs communities or to residents for the period February 1, 2024, through December 31, 2025 - Not to exceed \$700,000.00 – Financing: Coronavirus State and Local Fiscal Recovery Fund (\$300,000.00) and Equity Fund (\$400,000.00)

Background

This item authorizes a cooperative agreement to purchase items from a current City master agreement vendor. The items being authorized are either not a component of the current agreement or are to be purchased in a level exceeding the current agreement allocations. Items purchased through this agreement will be used for two key City programs, Period Access Dallas (P.A.D) and American Rescue Plan Act (ARPA) Essential Necessities and will be purchased using authorized funding dedicated for these programs.

The Office of Community Care was forced to seek a new vendor for P.A.D. program items due to the current authorized vendor's inability to consistently and timely fulfill orders. Since May 2023, OCC, with support from the Office of Procurement Services has worked closely with the current vendor to document the noted issues, however it has been determined that the supply issue cannot be solved. The current vendor's contract is currently going through the cancellation process. Upon recognizing that the vendor could not fulfill requirements, OCC worked with OPS to issue a competitive bids request, but this process did not return a supplier that could consistently meet the demand for products needed. It was determined that the cooperative agreement with a current vendor was the best path forward to ensure regular, consistent and timely supply for the benefit of the P.A.D. program.

DATE February 9, 2024
SUBJECT **Upcoming Office of Community Care Agenda Item #24-172 – Staples
Cooperative Agreement for Period Access Dallas (PAD) & Essential
Items**
PAGE 2 of 2

The Period Access Dallas program (P.A.D.)

The P.A.D. program addressed gender equity and period poverty by making period products available for free at City facilities, including community centers, recreation centers, and libraries. There are 70 distribution sites across the city. The program is funded through a combination of APRA State and Local Fiscal Recovery Funds, as a component of the approved Essential Necessities program allocation, and Racial Equity Fund dollars to support sites that do not meet ARPA criteria.

Essential Necessities

The Essential Necessities program was initially launched in 2020 as a COVID-responsive social service program, whereby the City partnered with nonprofits and community-based organizations to provide hygiene products to low-income residents. P.A.D. in part grew out of this program. Specific to this contract, the department is including diapers in the cooperative purchasing agreement, which reflects an additional component of the Essential Necessities project. These diapers will be distributed through partnerships with WIC clinics and community organizations, as well as at outreach events.

By entering this agreement with Staples, the Office of Community Care will have a reliable vendor that can support the requirements of several critical programs and services.

Should you have any questions or need any additional information, please contact myself or Jessica Galleshaw, Director of Office of Community Care, at 214-670-5113 or Jessica.Galleshaw@dallas.gov.



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

c: T.C. Broadnax, City Manager
Tammy Palomino, City Attorney (I)
Mark Swann, City Auditor
Billerae Johnson, City Secretary
Preston Robinson, Administrative Judge
Kimberly Bizzor Tolbert, Deputy City Manager
Jon Fortune, Deputy City Manager

Majed A. Al-Ghafry, Assistant City Manager
Robert Perez, Assistant City Manager
Jack Ireland, 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

File #: 24-552

Item #: D.

College Advisory Commission Update Regarding Appointments and Recruitment Efforts and Civic Analysis Project

[Taylor Moody, Partnership and Engagement Coordinator, City Managers Office]

Memorandum



CITY OF DALLAS

DATE February 12, 2024
HONORABLE MEMBERS OF THE WORKFORCE, EDUCATION, AND EQUITY COMMITTEE: Jaynie Schultz
TO (Chair), Carolyn King Arnold (Vice Chair), Adam Bazaldua, Paula Blackmon, Jaime Resendez, Paul Ridley, Gay Donnell Willis
SUBJECT **College Advisory Commission Update Regarding Appointments and Recruitment Efforts and Civic Analysis Project**

The purpose of this memorandum is to provide an update on the College Advisory Commission (CAC). The College Advisory Commission is committed to creating a supportive environment for Dallas college students. Our mission is to address their diverse needs and challenges by advocating for policies that enhance their quality of life. Through collaboration and community engagement, we aim to empower the next generation and contribute to the cultural and economic vibrancy of Dallas.

Background:

On May 8, 2023, the Workforce, Education, and Equity Committee was briefed and recommended City Council support for the creation of the CAC. On June 28, 2023, the Dallas City Council approved agenda item #7, an ordinance amending Chapter 2 of the Dallas City Code establishing the creation of the CAC, it was then formalized as part of the FY 24 budget approved on September 20, 2023. Moving forward, The CAC will serve a full year term beginning each January and advise Dallas City Council on topics impacting college students, review local policies, propose and support collegiate engagement in city programs, and provide opportunities for students to contribute to the city's culture, economy, and character.

Recruitment Efforts:

On February 14, the appointment of the following seven students will be on the agenda for City Council consideration:

Angelica Barrera
Max Brenner
Tamal Pilla
Sequena Alexander
Nancy Galarza
Criswell College Selection
Paul Quinn Selection

While sixteen universities were initially invited, only seven decided to participate this year. The decision of several universities not to participate in the CAC this year can be

attributed to a combination of factors primarily, a lack of interest among students due to their focus on academic commitments, as well as areas of study that fall outside of the commission's mission, making it challenging for them to engage actively in the CAC.

Additionally, some universities faced difficulty meeting the age and residence requirements of the program, as the demographics of their student populations did not align with the criteria set by the CAC ordinance. Moreover, the absence of on-campus students due to building closures and virtual learning at many universities posed a challenge in recruiting suitable representatives, as the program aims to include students actively involved in the campus community. These challenges, and the closure of one of the selected universities, contributed to a reduced number of participating universities this year. However, all universities will still have opportunities throughout the year to appoint students to the CAC as they identify suitable candidates who can effectively represent their schools on the commission.

Civic Analysis Project:

The Civic Analysis Project is a multi-faceted initiative that combines research, stakeholder engagement, and innovative problem-solving to contribute substantial recommendations for the betterment of college student life in Dallas. The goal is not only to identify challenges but also to present practical solutions that can be implemented for the benefit of the community. Our Civic Analysis Project seeks to enhance the quality of life for college students in Dallas through:

- **City Review:** CAC will conduct an in-depth examination of existing programs and organizations related to their chosen focus area. The goal is to identify both challenges and successful interventions from similar urban settings, creating a foundation for informed decision-making.
- **Policy Analysis:** An evaluation of current policies and practices in Dallas, this analysis aims to identify gaps and areas for improvement, ensuring that recommendations put forth by the CAC align with the broader policy landscape of the city.
- **Engagement:** Engaging with key stakeholders, including college students, city officials, community leaders, and subject matter experts. This engagement allows for the gathering of diverse perspectives and insights, ensuring that the recommendations are reflective of the varied needs and experiences of the community.
- **Innovative Solutions:** CAC members will propose practical and innovative solutions to address the identified challenges. By exploring creative and forward-

DATE February 12, 2024
SUBJECT **Update on the College Advisory Commission**
PAGE **3 of 3**

thinking approaches, the CAC aims to contribute meaningful enhancements to the quality of life for college students.

Staff will provide another update to the Committee no later than June 2024 once the Commission has begun their work. Please feel free to contact me or Taylor Moody, Partnership & Engagement Coordinator at taylor.moody@dallas.gov should you have any additional questions or concerns.



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

c: T.C. Broadnax, City Manager
Tammy Palomino, City Attorney
Mark Swann, City Auditor
Biliera Johnson, City Secretary
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City of Dallas

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

Agenda Information Sheet

File #: 24-590

Item #: E.

Update on a Proposed Human Rights Commission and Updates Concerning the Veteran Affairs Commission and Commission on Disabilities

[Christina da Silva, WCIA Officer, Office of Equity and Inclusion; Chris Graves, Human Rights Officer, Office of Equity and Inclusion]

Memorandum



CITY OF DALLAS

DATE February 12th 2024

TO Honorable Mayor and Members of the City Council

SUBJECT **Update on Human Rights Commission Discussion**

Purpose

The purpose of this memo is to provide historical context on the establishment of both the Veteran Affairs Commission and Commission on Disabilities to inform the proposed idea to create a Human Rights Commission across multiple human rights areas, including but not limited to non-discrimination (LGBTQIA+), worker's rights, and women's rights. This memo advises on how the Human Rights Commission could function, suggest expertise and lived experience necessary for members, identify potential alignment with existing initiatives, including the FIFA World Cup 2026, and issues in need of further research by OEI and discussion by Workforce, Education and Equity Committee.

Background on Veteran Affairs Commission and Commission on Disabilities

Veteran Affairs Commission:

City Council passed the ordinance to establish the Veteran Affairs Commission (VAC) in January 2021 with a mission to represent Dallas' military veteran community.¹ The VAC is responsible for evaluating and recommending programs, policies, and practices to alleviate veteran difficulty in meeting basic needs, obtaining housing, employment, and comprehensive mental health assistance, as well as serve as a clearinghouse for information relating to the status of veterans in the Dallas community. Convening on a monthly basis, the VAC has been committed to enhancing awareness for resources and advocating for improved housing options for veterans. OEI supports the VAC with coordination efforts.

Commission on Disabilities:

City Council unanimously adopted the ordinance to establish the Disability Commission in December 2021 after earlier consideration of the ordinance by the Workforce, Education, and Equity Committee. Mayor Eric Johnson proposed the creation of a 15-member Disability Commission in October 2021, during National Disability Employment Awareness Month, to advise City Council on issues related to the "full spectrum of needs, rights, and privileges of people with disabilities"². A technical resource panel supports

¹ <https://cityofdallas.legistar.com/LegislationDetail.aspx?ID=4755071&GUID=C0274714-62C1-4B0A-99DA-931172D8B3C9>

² <https://cityofdallas.legistar.com/LegislationDetail.aspx?ID=5216758&GUID=2C5E5C94-4087-477F-AB44-D0703E63A9F8&Options=&Search=>.

DATE
SUBJECT

February 9, 2024

UPDATE ON HUMAN RIGHTS COMMISSION DISCUSSION

the Commission and serves on a non-voting basis with nominations by the City Manager. Members should either have lived experience or be committed to advancing the needs of the disabled community. OEI supports the Disability Commission with coordination efforts.

Challenges and Opportunities

The Human Rights Commission could have the unique potential to encompass the concerns that the Veteran Affairs Commission and Commission on Disabilities are discussing and make part of the mainstream human rights conversation. Before proceeding, extensive discussion with both Commissions and the Dallas FIFA World Cup 2026 Host Committee would be needed to ensure effective collaboration and maximum alignment with existing efforts.

Outline of Tentative Purpose and Alignment of Human Rights Commission

Adopt an intersectional approach between human rights issues to advance human rights institutionally and at a grassroots level for the benefit of all Dallasites.

Governance and Structure: The creation of a Human Rights Commission could fulfill its goals through a structure aligned with the FWC2026 Host City Human Rights Framework and organized around three sub-committees:

1. Inclusion and Safeguarding
2. Worker's Rights
3. Access to Remedy

Each sub-committee incorporates intersectional human rights areas, such as Inclusion and Safeguarding bridging non-discrimination, safety and security, disability access, homelessness, and environmental justice, for example. The Commission could further the work to develop the required Human Rights Action Plan by the end of 2024 if additionally supported by an operational advisory group of non-voting members who have the technical expertise needed to advise on how to build out human rights programs at the systems-level. The Access to Remedy sub-committee would be key to Dallas' human rights efforts if it had the capacity to hear, refer, and resolve non-law enforcement related human-rights related grievances. The Human Rights Commission would also fulfill a key aspect of FIFA's expectations that host cities leave a positive human rights legacy since it would remain established after 2026. The Framework is tentatively set to be made public by FIFA by March 25, 2024, and once public we will follow up with a copy so Council Members can view details on FIFA's human rights standards.

Cross-Commission Collaboration: The Human Rights Commission should advance collaboration between existing Commissions with the Chair of the Disability and Veterans Commission each serving as members of the Human Rights Commission, pending first discussions with both commissions.

DATE February 9, 2024
SUBJECT **UPDATE ON HUMAN RIGHTS COMMISSION DISCUSSION**

Membership: Appointed members should either have lived experience in the applicable human rights area or have the requisite background, knowledge, and technical expertise needed to advise on operationalizing human rights efforts.

Alignment with Existing International and National Frameworks: Institutionalizing a Human Rights Commission would bolster Dallas' base standard score, less flex points, with The Human Rights Campaign's Municipal Equality Index and would receive additional points if it incorporated a built-in enforcement mechanism for human rights grievances.³ By potentially integrating the FWC2026 Host City Human Rights Framework, it would also ensure alignment with the UN's Guiding Principles on Business and Human Rights including by incorporating an enforcement mechanism or Access to Remedy sub-committee.⁴

Next Steps – Evaluation of Best Practices and Feasibility

Undertake a comprehensive landscape assessment and literature review of existing Human Rights Commissions, leverage this assessment to contact and speak with at least 10 active Human Rights Commissions including in NYC, LA, Seattle, Boston, and Philadelphia on issues, opportunities, and challenges, engage our Veteran Affairs Commission and Commission on Disabilities on their input, and discuss with Dallas' Host Committee the potential role of the Human Rights Commission in supporting World Cup human rights efforts and as one avenue to formalize stakeholder bodies. Based on this input, OEI can better advise City Council on how to create an effective Human Rights Commission that is inclusive, responsive, and impactful.



M. Elizabeth Cedillo-Pereira
Assistant City Manager

c: T.C Broadnax, City Manager
Tammy Palomino, Interim 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
Jack Ireland, Chief Financial Officer
Genesis D. Gavino, Chief of Staff to the City Manager
Directors and Assistant Directors

³ [Dallas, TX | Municipalities - Human Rights Campaign \(hrc.org\)](https://hrc.org/dallas-tx-municipalities-human-rights-campaign)

⁴ [Guiding Principles Business HR, EN.pdf \(ohchr.org\)](https://www.ohchr.org/en/guidingprinciplesbusinesshr)

DATE February 9, 2024
SUBJECT **UPDATE ON HUMAN RIGHTS COMMISSION DISCUSSION**

Ordinance Establishing the Veteran Affairs Commission:

<https://acrobat.adobe.com/link/track?uri=urn%3Aaid%3Asc%3AUS%3A0aae257-c589-36f5-b540-5cf5fd814304&viewer%21megaVerb=group-discover>

Ordinance Establish the Commission on Disabilities:

<https://acrobat.adobe.com/link/track?uri=urn%3Aaid%3Asc%3AUS%3A5e72b6f6-7c51-3958-ac9a-753d51719710&viewer%21megaVerb=group-discover>

15 memo
Advisory
4 - must be VETS & serving

210242

1-11-21

ORDINANCE NO. 31746

An ordinance amending Chapter 2, "Administration," of the Dallas City Code by adding a new Article XXIX, "Veteran Affairs Commission"; providing the creation of the veteran affairs commission; providing the terms, membership requirements, meeting requirements, and functions of the veteran affairs commission; providing a saving clause; providing a severability clause; and providing an effective date. Now, Therefore,

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

SECTION 1. That Chapter 2, "Administration," of the Dallas City Code is amended by adding a new Article XXIX, "Veteran Affairs Commission," to read as follows:

"ARTICLE XXIX.

VETERAN AFFAIRS COMMISSION.

SEC. 2-170. VETERAN AFFAIRS COMMISSION - CREATED; TERMS; MEMBERSHIP; MEETINGS.

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

(b) All members shall be appointed for an initial term to expire on September 30, 2021. Thereafter, nominations shall begin in August 2021 and each subsequent odd-numbered year, and members appointed shall serve a two-year term beginning on October 1.

(c) The veteran affairs commission will represent the city's military veteran community. The veteran affairs commission must have a balanced membership reflecting an outstanding interest in or knowledge of veterans' affairs, including having knowledge about veterans' concerns, or being affiliated with a service provider to veterans, and at least four members must be currently serving or have previously served in the United States military (including the Reserves or National Guard).

(d) The veteran affairs commission shall hold monthly meetings or as often as may be necessary. The chair, with assistance of staff, shall schedule and determine the agenda for such meetings.

SEC. 2-171. VETERAN AFFAIRS COMMISSION - FUNCTIONS.

(a) The veteran affairs commission shall act as an advisory body to the city manager and the city council and shall:

(1) evaluate and recommend programs, policies, and practices designed to alleviate veterans' difficulties in meeting basic needs, obtaining housing, employment, and comprehensive mental health assistance;

(2) act as a central clearinghouse for information relating to the status of veterans in the Dallas community;

(3) accumulate information about the needs of veterans in the Dallas community, including available services, and make recommendations to the city council regarding these needs;

(4) recommend ways to:

(A) educate the community on:

(i) the status of veterans' rights and needs; and

(ii) veterans' contributions to our community; and

(B) promote awareness among the public and private sector of veterans' full potential and of the importance of veterans' contributions to the development of the community; and

(5) identify and review the entire range of services available to veterans, and recommend ways to:

(A) strengthen existing services and pursue new services for veterans;

(B) promote collaboration between service providers; and

(C) expand resources available to veterans.

(b) The city manager shall provide staff to assist the commission in performing its duties and responsibilities."

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

31746

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

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

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

APPROVED AS TO FORM:

CHRISTOPHER J. CASO, City Attorney

By Casey Byers
Assistant City Attorney

Passed JAN 27 2021



PROOF OF PUBLICATION – LEGAL ADVERTISING

The legal advertisement required for the noted ordinance was published in the Dallas Morning News, the official newspaper of the city, as required by law, and the Dallas City Charter, Chapter XVIII, Section 7.

DATE ADOPTED BY CITY COUNCIL JAN 27 2021

ORDINANCE NUMBER 31746

DATE PUBLISHED JAN 30 2021

ATTESTED BY:



Agenda Information Sheet

File #: 20-2517

Item #: 40.

STRATEGIC PRIORITY: Government Performance and Financial Management

AGENDA DATE: January 27, 2021

COUNCIL DISTRICT(S): All

DEPARTMENT: Office of Equity and Inclusion

EXECUTIVE: M. Elizabeth Cedillo-Pereira

SUBJECT

An ordinance amending Chapter 2, "Administration" of the Dallas City Code by adding a new Article XXIX, "Veteran Affairs Commission" to: **(1)** provide the creation of the veteran affairs commission; **(2)** provide the terms, membership requirements, meeting requirements, and functions of the veteran affairs commission; **(3)** provide a saving clause; **(4)** provide a severability clause; and **(5)** provide an effective date - Financing: No cost consideration to the City

BACKGROUND

The purpose of the Veteran Affairs Commission is to act as an advisory body to the City Manager and the City Council by evaluating and recommending programs, policies, and practices designed to alleviate veterans' difficulties in meeting basic needs, obtaining housing, employment, and comprehensive mental health assistance; acting as a central clearinghouse for information relating to the status of veterans in the Dallas community; accumulating information about the needs of veterans in the Dallas community, including available services, and making recommendations to the City Council regarding these needs; recommending ways to educate the community and promote awareness among the public and private sector of veterans' full potential and of the importance of veterans' contributions to the development of the community; and identifying and reviewing the entire range of services available to veterans.

The Veterans Affairs Commission will advise the City Council on City-related issues and provide a forum for voicing the concerns of and meeting the needs of the City's veteran's community.

All members shall be appointed for an initial term to expire on September 30, 2021. Thereafter, nominations shall begin in August 2021 and each subsequent odd-numbered year, and members appointed shall serve a two-year term beginning on October 1.

PRIOR ACTION/REVIEW (COUNCIL, BOARDS, COMMISSIONS)

The Workforce, Education, and Equity Committee was briefed on the draft ordinance on December 14, 2020.

On January 11, 2021, the Workforce, Education, and Equity Committee approved the draft ordinance for recommendation to the City Council.

FISCAL INFORMATION

No cost consideration to the City.

32070

ORDINANCE NO. _____

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

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

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

"ARTICLE XXI-a.
COMMISSION ON DISABILITIES [RESERVED].

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

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

(b) All members shall be appointed for an initial term to expire on June 14, 2023. Thereafter, nominations shall begin in September and each subsequent odd-numbered year, and members shall serve a two-year term beginning on October 1.

(c) All voting members of the commission on disabilities shall be residents of the city.

(d) All voting members of the commission on disabilities shall share a commitment to the goals of the commission on disabilities and shall either be persons with disabilities or be committed to the community of disabled persons.

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

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

SEC. [THRU] 2-152.2.**DEFINITION.**

In this article, DISABILITY means the same as the term is defined in the Americans With Disabilities Act of 1990, as amended.

SEC. 2-152.3.**DUTIES AND RESPONSIBILITIES.**

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

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

(1) Developing programs to provide employment opportunities for people with disabilities.

(2) Developing programs to address accessibility issues.

(3) Developing community-based programs to enhance the quality of life for Dallas residents who have disabilities.

(4) Developing programs to address the issues pertaining to alcoholism and drug abuse.

(5) Developing programs to take full advantage of all federal, state and local funding opportunities.

(6) Developing programs to ensure adequate housing for people with disabilities.

(7) Developing programs to ensure accessible communications for people with disabilities.

SEC. 2-152.4**TECHNICAL RESOURCE PANEL.**

(a) There is hereby created a technical resource panel to be comprised of eight members appointed by the city council to serve as non-voting technical members of the commission on disabilities.

(1) The technical resource panel is not a board or commission subject to Chapter 8 of this code or Chapter XXIV, Section 13 of the city charter.

(2) The city manager may nominate members of the first technical resource panel, as recommended by the Office of Equity and Inclusion for approval by the full council.

(3) Following the initial appointments, future technical resource panel members may be nominated by the city manager, as recommended by the Office of Equity and Inclusion, through consultation with the commission on disabilities, for approval by the full council.

(b) Each member of the technical resource panel shall be an individual with at least four years of experience in disability matters and shall share a commitment to the goals of the commission on disabilities. Additionally, appointments to the panel must, to the extent possible, be representative of the ethnic diversity of the city.

(c) Members of the technical resource panel are not required to be residents of the city or qualified voters in the city.

(d) Members of the technical resource panel shall serve two-year terms and are subject to the same conflict of interest and confidentiality restrictions that are applicable to members of the commission on disabilities. Members of the technical resource panel are subject to forfeiture of membership on the same basis as members of the commission on disabilities.

(e) Members of the technical resource panel shall attend and fully participate in all meetings and deliberations of the commission on disabilities, including closed sessions, but shall not be entitled to vote as members of the commission on disabilities.

(f) The technical resource panel shall use its expertise and experience in disability matters to assist the commission on disabilities to the fullest extent possible in the review of all issues coming before the commission on disabilities.

(g) The technical resource panel does not have any oversight responsibility or oversight authority with respect to the commission on disabilities.

(h) Nothing in this section prohibits the commission on disabilities from seeking additional outside technical expertise and advice as necessary."

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

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

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

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

APPROVED AS TO FORM:

CHRISTOPHER J. CASO, City Attorney

By 
Assistant City Attorney

Passed DEC 11 2021



PROOF OF PUBLICATION – LEGAL ADVERTISING

The legal advertisement required for the noted ordinance was published in the Dallas Morning News, the official newspaper of the city, as required by law, and the Dallas City Charter, Chapter XVIII, Section 7.

DATE ADOPTED BY CITY COUNCIL DEC 08 2021

ORDINANCE NUMBER 32070

DATE PUBLISHED DEC 11 2021

ATTESTED BY:



Agenda Information Sheet

File #: 21-2263

Item #: 45.

STRATEGIC PRIORITY: Government Performance and Financial Management

AGENDA DATE: December 8, 2021

COUNCIL DISTRICT(S): All

DEPARTMENT: Office of Equity and Inclusion

EXECUTIVE: M. Elizabeth Cedillo-Pereira

SUBJECT

An ordinance amending Chapter 2, "Administration" of the Dallas City Code, Article XXI-a, to: **(1)** create a commission on disabilities; **(2)** provide the functions, terms, and meetings of the commission on disabilities; **(3)** provide definitions; **(4)** provide the duties and responsibilities of the commission on disabilities; **(5)** provide a saving clause; **(6)** provide a severability clause; and **(7)** provide an effective date - Financing: No cost consideration to the City

BACKGROUND

The Commission on Disabilities will be responsible for advising and making recommendations to the Mayor, City Council, City Manager, Department Directors, and the individual designated by the Mayor to head the Mayor's initiative on disabilities on issues pertaining to the full spectrum of needs, rights, and privileges of people with disabilities. The Commission on Disabilities is charged with developing programs to provide employment opportunities for people with disabilities; developing programs to address accessibility issues; developing community-based programs to enhance the quality of life for Dallas residents who have disabilities; developing programs to address the issues pertaining to alcoholism and drug abuse; developing programs to take full advantage of all federal, state and local funding opportunities; developing programs to ensure adequate housing for people with disabilities; and developing programs to ensure accessible communications for people with disabilities.

The Commission on Disabilities will advise the City Council on City-related issues and provide a forum for voicing the concerns of and meeting the needs of the City's diverse disability community.

All members shall be appointed for an initial term to expire on June 14, 2023. Thereafter, nominations shall begin in September and each subsequent odd-numbered year, and members appointed shall serve a two-year term beginning on October 1.

A technical resource panel of up to eight non-voting members will be nominated by the City Manager and appointed by the City Council. This panel is charged with using its expertise and experience in disability matters to assist the commission on disabilities to the fullest extent possible in the review of all issues coming before the commission on disabilities.

PRIOR ACTION/REVIEW (COUNCIL, BOARDS, COMMISSIONS)

The Workforce, Education, and Equity Committee was briefed on "Consider an Amendment to the Dallas City Code to Create a Commission on Disabilities" on October 12, 2021.

[The Workforce, Education, and Equity Committee was briefed by memorandum on "Consider an Amendment to the Dallas City Code to Create a Commission on Disabilities" on November 8, 2021.](#)

FISCAL INFORMATION

No cost consideration to the City.



City of Dallas

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

Agenda Information Sheet

File #: 24-555

Item #: F.

Committee Forecast

WORKFORCE, EDUCATION, & EQUITY

COMMITTEE (ROLLING) 3 MONTH FORECAST

(subject to change)

Updated 2/9/24

	W / E / E	TITLE	DEPARTMENT
MONDAY, FEBRUARY 12, 2024, 9:00 A.M.			
BRIEFING ITEMS	Equity (I)	Dallas Housing Policy 2033 Implementation Update	Department of Housing & Neighborhood Revitalization
	Equity (I)	Update on Digital Navigators Program	CMO
BRIEFINGS BY MEMORANDUM	Equity (I)	PAD/Essential Necessities Procurement	Office of Community Care
	Education (I)	College Advisory Commission Update	CMO
	Equity (I)	Update on Human Rights Commission Discussion	Office of Equity and Inclusion – WCIA, HRO
MONDAY, MARCH 4, 2024, 1:00 P.M.			
BRIEFING ITEMS		Special Called Joint Meeting with Economic Development Committee	
		Historical and Cultural Preservation	Planning and Urban Design
TUESDAY, MARCH 5, 2024, 9:00 A.M.			
BRIEFING ITEMS	Equity (I)	Welcoming Strategy Update	Office of Equity & Inclusion - WCIA
	Equity (I)	Community Engagement Update	CMO - Chief of Staff
	Workforce (I)	REP Strategies & Initiatives	Office of Procurement Services, Small Business Center
	Education (E)	DISD Equity Efforts	Dr. Pamela Lear, DISD
BRIEFINGS BY MEMORANDUM	Workforce (I)	Gender Transitioning in the Workplace – Suggested Guidance for Supporting Employees	Office of Equity and Inclusion, Human Resources
	Equity (I)	Welcoming Strategy Update	Office of Equity & Inclusion - WCIA
MONDAY, APRIL 8, 2024, 9:00 A.M.			
BRIEFING ITEMS	Equity (I)	Public Safety & Equity Update	Office of Integrated Public Safety Solutions, Office of Community Care, Small Business Center, Dallas Police Dept.
	Equity (I)	ADA Transition Plan Update	OEI - Human Rights (other departments)
	Equity (I)	Racial Equity Plan DPM Update	Office of Equity & Inclusion
	Workforce (I)	Economic Business Case Update	Office of Equity & Inclusion
BRIEFING ITEMS			



City of Dallas

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

Agenda Information Sheet

File #: 24-786

Item #: A.

Update on Racial Equity Plan Strategies & Initiatives - Big Audacious Goals (BAGS) and Department Progress Measures as of February 2024 [Dr. Lindsey Wilson, Director; Dr. Lisa Rainey, Equity Officer; Office of Equity and Inclusion]



City of Dallas

Racial Equity Plan BAG Strategies and DPM updates

**Workforce, Education and
Equity Committee
March 5, 2024**

Dr. Lindsey Wilson, Director
Dr. Lisa Rainey, Equity Officer
Office of Equity and Inclusion

Presentation Overview



Section I: Racial Equity Plan

- Recap Summary
- Budget Investments

Section II: Department Progress Measures

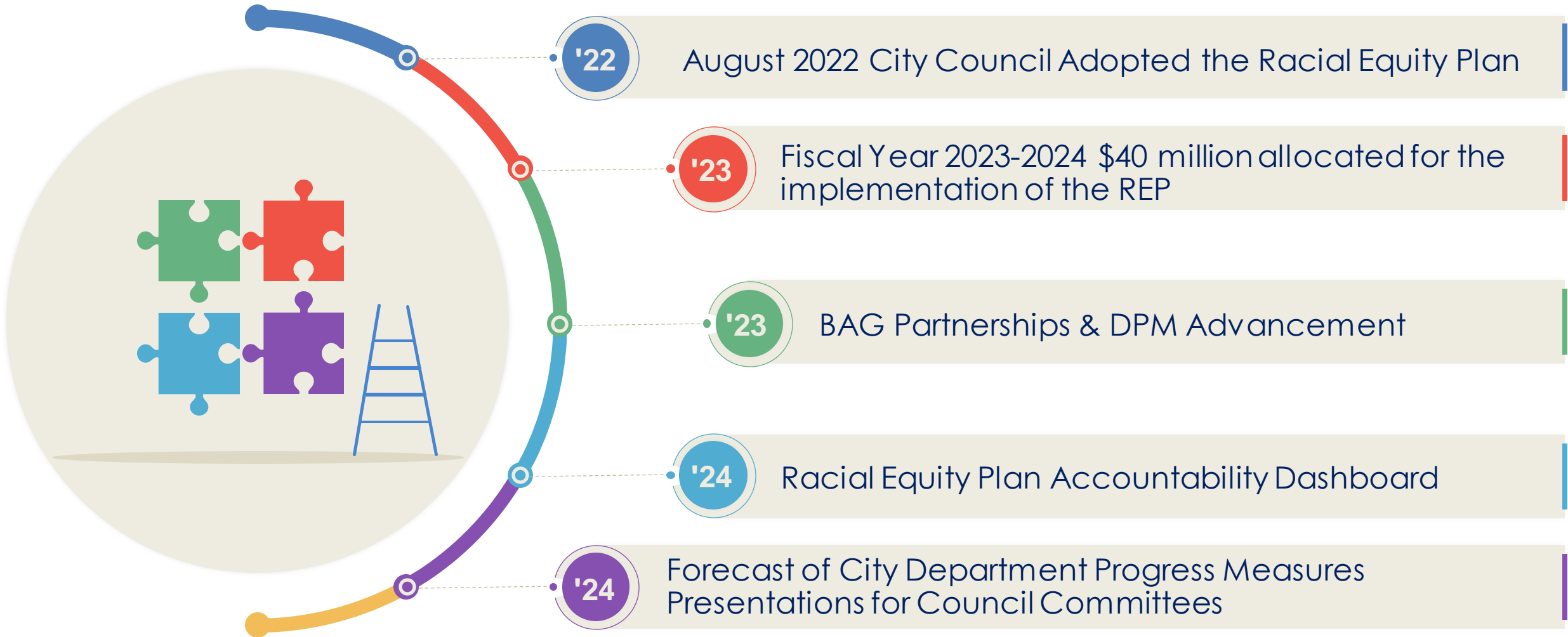
- 2023 and 2024 DPMs Update
- Progress and Accountability
- Big Audacious Goals Highlight: Internal & External

Section III: Process Updates

- Sharing Updates and Impact
- Opportunities
- Next Steps



Racial Equity Plan Recap



Racial Equity Plan Budget Investments



Approximately **\$40M** went towards the **implementation of the plan to address disparities**. Investments include:



Economic, Workforce and Community Developments: \$12,418,502



Environmental Justice: \$5,533,914



Housing: \$5,315,214



Infrastructure: \$16,507,846



Public Safety and Wellness: \$1,039,634

FY 2022-2023 BUDGETING FOR EQUITY FUNDING \$20,815,137



Economic, Workforce, & Community Development
\$10,168,502



Environmental Justice
\$4,783,914



Housing
\$3,315,241



Infrastructure
\$1,757,846



Public Safety and Wellness
\$789,634



Overview of the Total Budget Investment

FY 2022-2023 ONE TIME INVESTMENTS \$20,000,000*



Economic, Workforce, & Community Development
\$2,250,000



Environmental Justice
\$750,000



Housing
\$2,000,000



Infrastructure
\$14,750,000

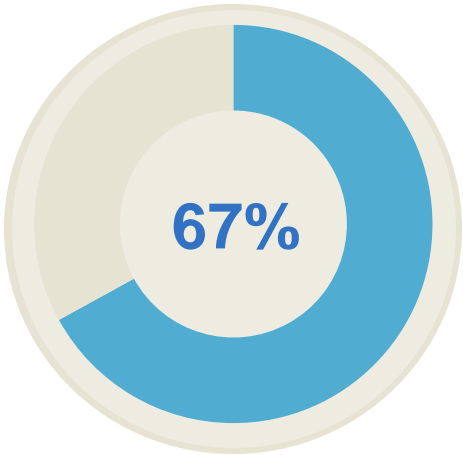


Public Safety and Wellness
\$250,000

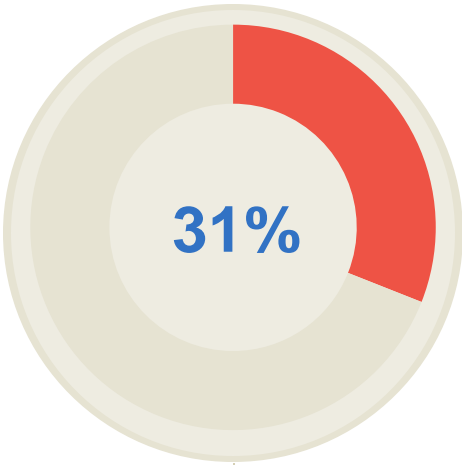
Completed Projects amount of Budget Spend to date: \$18,288,617



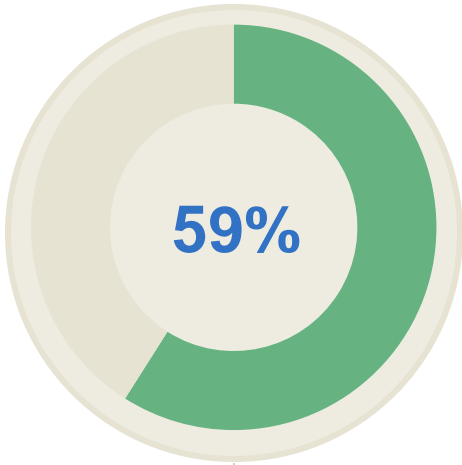
2023 Department Progress Measures



**Near Completion
& Complete**



In-Progress



**33 City
departments
completed
38 of 64 DPMs**



2024 DPMs Implementation



2024 DPMs span across 5 Big Audacious Goals



54 DPMs
5 BAGs
31 City Depts



43
Economic Workforce
& Community
Development



3
Environmental
Justice



1
Public Safety
& Wellness



5
Housing



2
Infrastructure

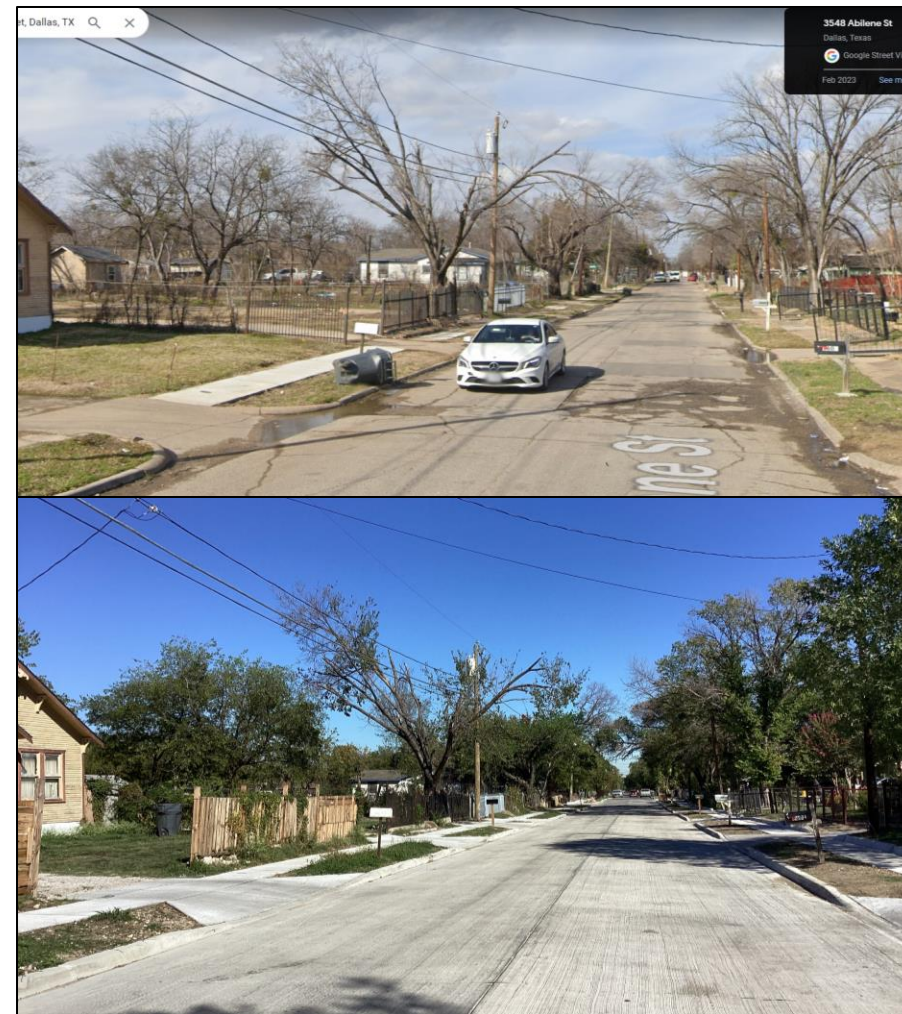


BIG AUDACIOUS GOAL HIGHLIGHT- Internal



West Dallas Area Infrastructure

- Scope of street repairs included full depth concrete replacement, sidewalk and curb ramp replacements, driveway approach replacements, and miscellaneous drainage improvements for streets in the racial equity areas
- **BAG- Infrastructure**
- **Public Works**
- **Project completed Oct 2023**
- **\$2,000,000.00**



Abeline Street from Gallagher to Leath before and after repairs



BIG AUDACIOUS GOAL HIGHLIGHT (Internal)



Accelerators Program

- Expanding the capacity of minority and women-owned business enterprises
- **BAG: Economic, Workforce and Community Development**
- **Departments: Small Business Center, in collaboration with Convention & Event Services and Office of Procurement Services**
- **Project is Near-Completion**
- **(\$750,000)**

City Council

COUNCIL AGENDA

February 28, 2024

Office of Procurement Services

76. [24-703](#) Authorize a thirty-one month professional services contract in the amount of \$7,682,340, with a \$300,000 contingency for potential scope enhancement, and one one-year renewal option, as detailed in the Fiscal Information section, for project management services and owner's representation for the implementation of Component Three of the Kay Bailey Hutchison Convention Center Dallas master plan, which includes project management of the process for the renovation and reconstruction of Dallas Memorial Arena using either the Design-Build Bid or Construction Manager At-Risk Delivery Model - McKissack & McKissack of Washington, Inc., most highly qualified proposer of nine - Not to exceed \$7,982,340 - Financing: Convention Center Construction Fund (to include reimbursements from Brimer Bill Bonds) (subject to annual appropriations)



BIG AUDACIOUS GOAL HIGHLIGHT (Internal)



Brownfields Program

- Educational and community-led solutions for remediation projects and seed money to build a Brownfields Program.
- **Office of Environmental Quality & Sustainability**
- **Project completed 4th quarter 2023**
- **(\$1,618,255)**

Brownfields

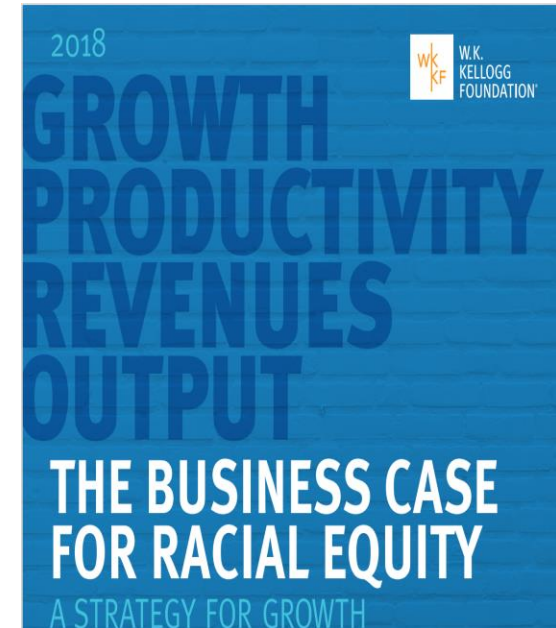


BIG AUDACIOUS GOAL HIGHLIGHT (External)

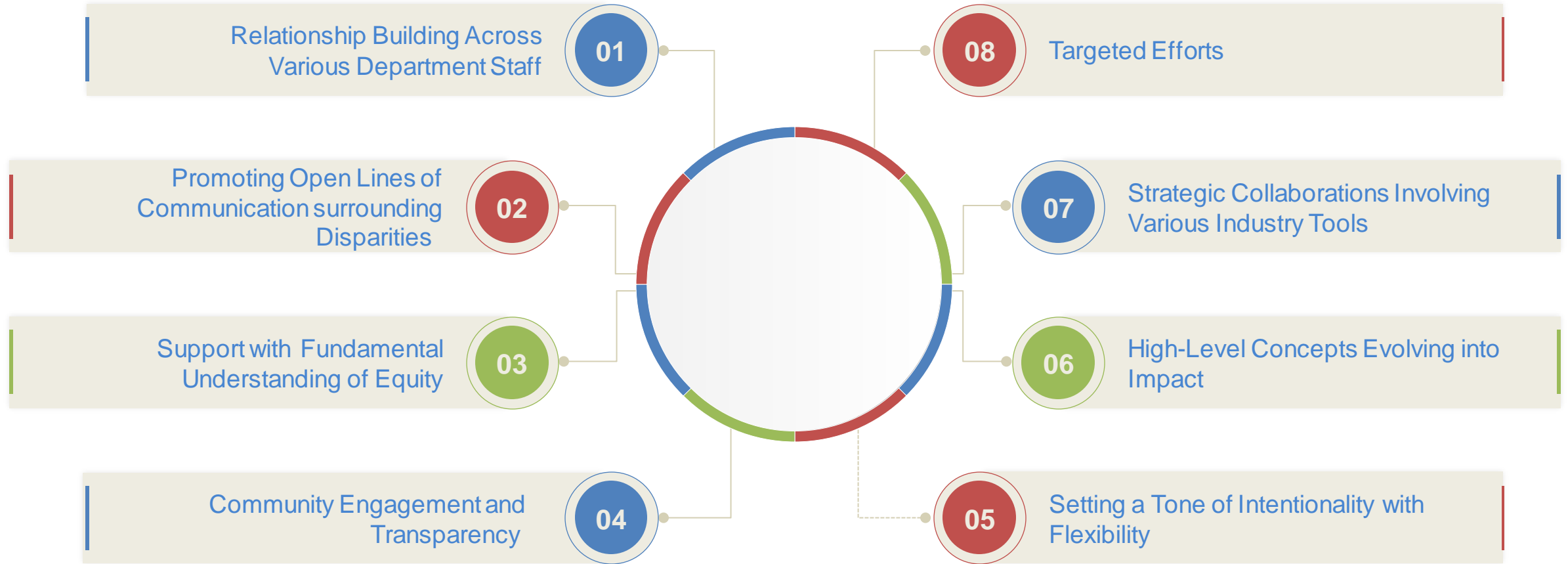


Philanthropy: Local Business Case for Racial Equity

- Dallas local Business Case for Racial Equity seeks to expand the narrative associated with racial equity by adding the economic case of racial equity.
- Beyond an increase in economic output, advancing racial equity can translate into meaningful increases in economic opportunities for both business and consumers.
- **External Consultant:** Sarah Cotton Nelson in collaboration with Every Texan and The Dallas Foundation



Iterative Process to Outcomes



Sharing Updates and Department Impact



- Economic Development
- Government Performance and Financial Management
- Housing and Homeless Solutions
- Parks, Trails and Environment
- Public Safety
- Transportation and Infrastructure
- Quality of Life, Arts and Culture

- Cross department collaboration to strengthen Impact



- Forecast a schedule for each department to brief WEE on their department progress measures



Areas of Opportunity



Challenges

- ▶ Excel Spreadsheet
- ▶ Process Amplifies Benefits
- ▶ Capture Completion Rate
- ▶ Capacity
- ▶ Multiple layers



Tracking

Burdens

Impact

BAGs

Targeted Efforts

Move Towards

- ▶ Narratives, Department Presentations, impact-focused
- ▶ Highlight Unintentional Burdens
- ▶ Community Impact (Outcome)
- ▶ Re-Strategize
- ▶ Supporting Focus on Greatest Need



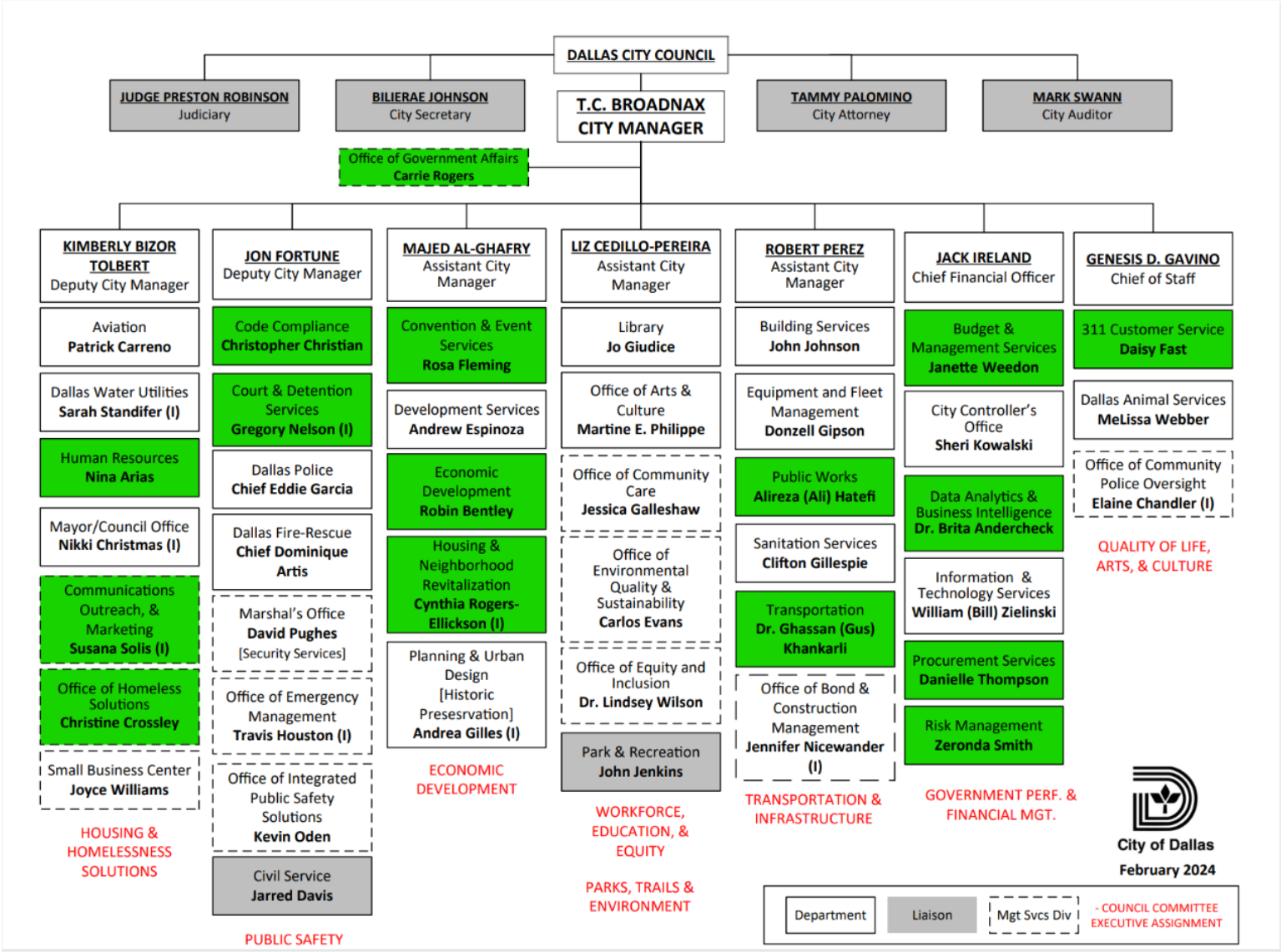
Next Steps



- **Department Feedback Implementation:**
 - Modifications needed
 - Roadblocks and Obstacles
- **Toolkit Development (In-Progress)**
 - Embedding the iterative process to make changes
- **Continuous Improvement**
 - Re-imagining mis-opportunities



Exhibit A: Organization Chart with Completed 2023 Department Progress Measures





City of Dallas

Racial Equity Plan BAG Strategies and DPM updates

**Workforce, Education and
Equity Committee
March 5, 2024**

Dr. Lindsey Wilson, Director
Dr. Lisa Rainey, Equity Officer
Office of Equity and Inclusion



City of Dallas

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

Agenda Information Sheet

File #: 24-811

Item #: B.

Discussion of Mayor's Memo Regarding Community Input of the Workforce, Education, and Equity Committee's Policy Areas [All committee discussion]

Memorandum



CITY OF DALLAS

DATE February 23, 2024

TO Honorable Dallas City Council Committee Chairs

SUBJECT **Dallas City Council Committees Meeting**

Dear Honorable Committee Chairs:

As the Ad Hoc Committee on Administrative Affairs moves forward with its new charges related to the city manager transition and search, we have an opportunity to refocus attention on policies rather than on personalities and politics.

Therefore, I hereby request that all standing committees on the Dallas City Council host a meeting this spring entirely devoted to community input on major topics related to your committee's policy areas.

These meetings should serve as listening sessions that are focused on areas for improvements within the city government. We can use this feedback to help guide our search process. The input we receive at these meetings could also allow us to better articulate our priorities to the next city manager. And ultimately, our priorities should be the priorities of the people of Dallas.

Committee chairs should decide the best format for these conversations. As a starting point, I would suggest invited testimony from key stakeholders.

Thank you for your attention to this matter. Together, we can continue to improve our city government and make Dallas safer, stronger, and more vibrant.

If you have any questions, please do not hesitate to reach out.

Sincerely,

A handwritten signature in black ink, appearing to read 'E. Johnson'.

Eric L. Johnson
Mayor

c: T.C. Broadnax, City Manager
Biliera Johnson, City Secretary
Tammy Palomino, City Attorney
Mark Swann, City Auditor
Genesis D. Gavino, Chief of Staff to the City Manager



City of Dallas

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

Agenda Information Sheet

File #: 24-787

Item #: C.

January 2024 Update on Work Performance Measures for Workforce Dallas
[Lynn McBee, Workforce Dallas; Joyce Williams, Director of Small Business Center]



Dallas-Fort Worth is poised to dominate America's heartland.



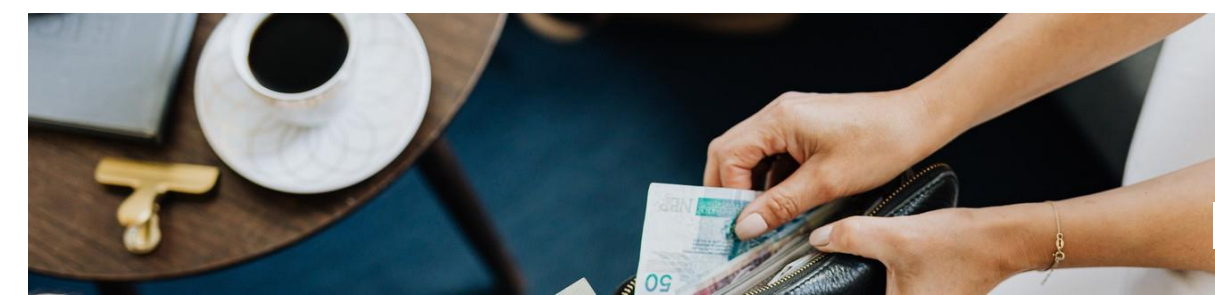
Dallas is an economic powerhouse. With a diverse business sector that anchors the fourth-largest metropolitan region in the United States, Dallas is primed for even greater job growth in the years ahead.



Unequal Opportunities.

Amid much success, though, DFW is struggling to forge greater economic vitality in its vast left-behind areas. Stark divisions created by longstanding inequities — the digital divide, access to childcare, and educational opportunities — have become even clearer.

When considering the economy, the ever-increasing mismatches between the workforce and the skill need of employers threaten the city's growth. This mismatch between available jobs and workers threatens to leave behind under skilled workers and strand entire communities in a deep and dark sea of poverty.



Current Workforce By The Numbers.



Working-age adults make up
over 35% of the City of
Dallas population



Jobs held by Hispanic
workers represent
over 40% of the jobs
facing high
automation risk



More than 30% of all
households headed by
single women are below the
poverty line, increasing to
more than 40% if a woman
has children.



40% of households in
Dallas are low income, with
the greatest disparities
among minority groups
including Black, Hispanic,
and female-led
households.

Our Vision.

Workforce Dallas aims to become the leading direct service non-profit serving working adults (age 25-64) – a one-stop program for upskilling, job placements and support services.

A collaborative focus on upskilling that creates greater earning opportunities for people of color, help break generational cycles of poverty and help Dallas and its citizens meet their full economic potential.



Engage corporate partners and curate an ever-growing inventory of upskilling opportunities and higher-paying jobs



Work with local colleges, universities, technical schools, and non-profit organization to expand upskilling opportunities, ensuring accessibility.



Create a proprietary software system and pathway that engages prospective upskillers and workers, that matches them with available job opportunities.



Provide critical, one-on-one support via personal “navigators” to mentor and provide a support network to workers and families who are transitioning to higher-paying jobs

6 Pillars of Success.

Workforce Dallas will bring a holistic, hands-on approach to workforce development – a people-focused cause that can not only change lives and stabilize families, but also change the future trajectory of our city and county. To that end we have developed these 6 pillars to ensure our success.

 **Reducing barriers to upskilling**

 **Identify geographic hotspots for upskilling**

 **Identify & nurture upskilling growth industries**

 **Interlocal agreements & partnerships**

 **Job-matching tech solutions**

 **Comprehensive outreach**

Collective Impact Approach.

We understand this work can't be done alone therefore we have recruited a host of training, education, non profit, and employment partners to uplift this work.

COMMUNITY
INVESTORS

DALLAS
COLLEGE




WFD Start-Up.

For the past 14 months, we've supported an "incubation" period for Workforce Dallas, funding our work through private donations and working to develop best practices regarding job matching, navigator support, understanding obstacles to upskilling, and identifying key upskilling partner and opportunities. This work has included:

 **Hiring events with as few as 15 participants**

 **Hiring events with 1,000+ participants**

 **100s of meetings with stakeholder & partners**

 **Databasing more than 1,000 jobs/upskilling opps from more than 350 partners.**

 **Placement of 583 into jobs/upskilling opps, in addition to other hires made at our events**

T.D. Jakes Foundation

Oct. 7
Hiring Mixer

OCTOBER 7, 2023

YOU'RE HIRED!

A HIRING MIXER EXPERIENCE



THANK YOU FOR A SUCCESSFUL EXPERIENCE

- Leading diverse segment in attendance – Black/African American
- Leading Educational levels represented – Bachelor's Degree (375); Master's (209); Associate (133); PhD (25)
- Majority Female attendees (913)
- Leading age group – Millennials ages 25 - 40 (611); followed by Gen X ages 41 – 54 (352)

WFD + City of Dallas.

The City's Small Business Center (SBC) currently has 9 non-profit partners providing workforce training through the City. Trainings address middle-skill gaps, and some advance skill gaps with a focus on serving underserved populations.

SBC is supporting WFD through the Mayor's ARPA funding (\$275K) to support three navigator positions that will report to Workforce Dallas. SBC is responsible for monitoring and tracking WFD ARPA metrics.



Workforce Dallas and SBC Partnership

-  Referrals to City of Dallas Fresh Start Program
-  Referrals to Workforce Dallas Employer Portal
-  Identify upskilling local market growth industries for workforce training
-  Partner to close skill gaps to meet employer needs

Performance Measures (January 2024)

 **# New Individuals Served/Enrolled: 31**

 **Total # Active Individuals: 79**

 **# Individuals Hired: 4**

 **Average hourly Wage: \$ 17-22**

 **Employer Partners: 102**

 **Services Provided*: 332**

 **Referral Services**: 8**

*Services Provided includes job fair notifications, resume writing & support, mock interview sessions and other employment services

**Referral Services include Legal Workshops, Transportation, Veteran Services, Food Banks and other wrap-around support services

The logo for Workforce Dallas is centered on the slide. It consists of two stacked rectangular boxes. The top box is green with the word "WORKFORCE" in white, bold, sans-serif capital letters. The bottom box is blue with a stylized white "D" icon on the left, followed by the word "ALLAS" in white, bold, sans-serif capital letters. The background of the slide features large, abstract geometric shapes in yellow, green, and dark blue.

WORKFORCE

DALLAS

**Providing upskilling opportunities,
higher-paying jobs & support to working adults.**

WorkforceDallas.org



City of Dallas

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

Agenda Information Sheet

File #: 24-788

Item #: D.

Update on Digital Equity Affordable Connectivity Program as of February 2024 [Genesis Gavino, Chief of Staff, City Manager's Office]

Memorandum



CITY OF DALLAS

DATE February 27, 2024

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

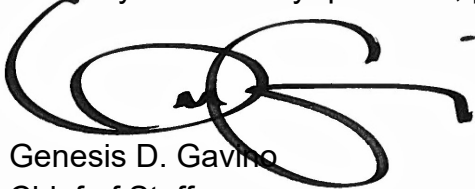
SUBJECT **Affordable Connectivity Program Update**

This memorandum serves as an update related to the Affordable Connectivity Program (ACP) wind-down as previously briefed to the Committee on February 12, 2024. To date, no changes have been made at the federal level related to the funding renewal for ACP.

On February 22, 2024 the City hosted a Virtual Town Hall along with representatives from the Federal Communications Commission (FCC) to provide information related to the Affordable Connectivity Program (ACP) wind-down. Following their presentation, a conversation was facilitated by Dallas Innovation Alliance amongst attendees to discuss how community resources can be used to maximize communication and support our residents at the end of the ACP. Attendees of the town hall represented local organization and agencies supporting underserved communities, advocates for digital equity and accessibility, and community leaders seeking to understand the impact of the wind-down.

The City committed to providing FAQs and fact sheets, both electronically and hard copy format to organizations across the city as they work with the clients or program participants to make them aware of the impending end of the ACP. Staff is currently working with Dallas Innovation Alliance to finalize the FAQs and fact sheet and will make them available in multiple languages as requested by community organizations. Staff anticipate these materials will be available and ready for distribution no later than March 4, 2024.

Should you have any questions, please do not hesitate to contact me.



Genesis D. Gavino
Chief of Staff

c: T.C. Broadnax, City Manager
Tammy Palomino, City Attorney
Mark Swann, City Auditor
Biliera Johnson, City Secretary
Preston Robinson, Administrative Judge
Kimberly Bizzor Tolbert, Deputy City Manager
Jon Fortune, Deputy City Manager

Majed A. Al-Ghafry, Assistant City Manager
M. Elizabeth (Liz) Cedillo-Pereira, Assistant City Manager
Robert Perez, Assistant City Manager
Jack Ireland, Chief Financial Officer
Directors and Assistant Directors



City of Dallas

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

Agenda Information Sheet

File #: 24-816

Item #:

Committee Forecast

WORKFORCE, EDUCATION, & EQUITY

COMMITTEE (ROLLING) 3 MONTH FORECAST

(subject to change)

Updated 2/29/2024

	W / E / E	TITLE	DEPARTMENT
MONDAY, MARCH 4, 2024, 3:30 P.M.			
BRIEFING ITEMS		Special Called Joint Meetings with Economic Development Committee	
		Historical and Cultural Preservation	Planning and Urban Design
TUESDAY, MARCH 5, 2024, 9:00 A.M.			
	Equity (I)	Update on Racial Equity Plan Strategies & Initiatives - Big Audacious Goals (BAGS) and Department Progress Measures as of February 2024	Office of Equity and Inclusion
	Equity (I)	January 2024 Update on Work Performance Measures for Workforce Dallas	Workforce Dallas and SBC
		Discussion of Mayor's Memo Regarding Community Input of the Workforce, Education, and Equity Committee's Policy Areas	All committee discussion
	Equity	Update on Digital Equity Affordable Connectivity Program as of February 2024	CMO – Chief of Staff
MONDAY, APRIL 8, 2024, 9:00 A.M.			
BRIEFING ITEMS	Equity (I)	Public Safety & Equity Update	Office of Integrated Public Safety Solutions, Office of Community Care, Small Business Center, Dallas Police Dept.
	Education (E)	DISD Equity Efforts	Dr. Pamela Lear
	Equity (I)	Welcoming Strategy Update	Office of Equity & Inclusion
	Workforce (I)	Business Case for Equity Update	Office of Equity & Inclusion
	Equity (I)	Human Rights Commission Update	OEI – Human Rights
BRIEFINGS BY MEMORANDUM			
MONDAY, MAY 13, 2024, 9:00 A.M.			
BRIEFING ITEMS	Workforce (I)	Upskilling	Office of Human Resources
	Equity (I)	Community Engagement Update	CMO - Chief of Staff
BRIEFINGS BY MEMORANDUM	Equity (I)	ADA Transition Plan Update	OEI - Human Rights (other departments)

	Notes	Convening of School Districts to understand City supports (land use, community resources, infrastructure housing)	
	Notes	Gender Transitioning in the Workplace – Suggested Guidance for Supporting Employees (For future consideration) (OEI, HR) (I)	