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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

June 10, 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

The Dallas Council Committees regularly meet on Mondays beginning at 9:00 a.m. and 1:00 p.m. in the Council Chambers, 6th floor, City Hall, 1500 Marilla. Council Committee agenda meetings are broadcast live on bit.ly/cityofdallastv and on Time Warner City Cable Channel 16.

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

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

Rules of Courtesy

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

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

"Citizens and other visitors attending City Council meetings shall observe the same rules of propriety, decorum and good conduct applicable to members of the City Council. Any person making personal, impertinent, profane or slanderous remarks or who becomes boisterous while addressing the City Council or while attending the City Council meeting shall be removed from the room if the sergeant-at-arms is so directed by the presiding officer, and the person shall be barred from further audience before the City Council during that session of the City Council. If the presiding officer fails to act, any member of the City Council may move to require enforcement of the rules, and the affirmative vote of a majority of the City Council shall require the presiding officer to act." Section 3.3(c) of the City Council Rules of Procedure.

Información General

Los Comités del Concejo de la Ciudad de Dallas se reúnen regularmente los lunes en la Cámara del consejo en el sexto piso del Ayuntamiento, 1500 Marilla, a partir de las 9:00 a.m. y la 1:00 p.m. Las reuniones de la agenda del Comité del Consejo se transmiten en vivo por la estación de bit.ly/cityofdallastv y por cablevisión en la estación *Time Warner City Cable* Canal 16.

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

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

Reglas de Cortesía

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

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

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

Handgun Prohibition Notice for Meetings of Governmental Entities

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

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

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

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

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

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

This City Council Workforce Education, and Equity Committee meeting will be held by video conference and in the City Council Chambers, Floor 6 at City Hall.

The public may attend the meeting virtually; however, City Hall is available for those wishing to attend the meeting in person. The Workforce Education, and Equity Committee will be broadcast live on Spectrum Cable Channel 16 (English) and 95 (Spanish) and online at bit.ly/cityofdallastv. The public may also listen to the meeting as an attendee at the following videoconference link:

<https://dallascityhall.webex.com/dallascityhall/j.php?MTID=m87aed2d29042ad14cb1fab2f129ed529>

Call to Order

MINUTES

- A [24-1858](#) Approval of the May 13, 2024, Workforce, Education and Equity Committee Meeting Minutes

Attachments: [Minutes](#)

BRIEFING ITEMS

- B [24-1898](#) Small Business Center Budget Review and Next Steps
[Joyce Williams, Director, Small Business Center; Dena Owens, Manager, Small Business Center]

Attachments: [Presentation](#)

- C [24-1967](#) Office of Community Care Budget Review and Next Steps
[Jessica Galleshaw, Director, Community Care Services]

Attachments: [Presentation](#)

- D [24-1861](#) Human Right Commission- Follow-up, Engagement, Findings, and Feedback
[Dr. Lindsey Wilson, Director, Office of Equity and Inclusion
Chris Graves, Human Rights Officer, Office of Equity and Inclusion]

Attachments: [Presentation](#)

- E [24-1964](#) Consideration of 2025 State Legislative Program Priorities
[Clifford Sparks, Manager-Legal, City Attorney's Office]

Attachments: [Presentation](#)

BRIEFING MEMOS

- F [24-1860](#) Americans with Disabilities (ADA) Transition Plan Update
[Dr. Lindsey Wilson, Director, Office of Equity and Inclusion]

Attachments: [Memorandum](#)

- G [24-1968](#) Upcoming Office of Community Care Agenda Item to Accept Additional
Grant Funds from Texas Department of Criminal Justice (TDCJ)
[Jessica Galleshaw, Director, Office of Community Care]

Attachments: [Memorandum](#)

FORECAST

- H [24-1862](#) Workforce, Education, and Equity 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]
2. deliberating the purchase, exchange, lease, or value of real property if deliberation in an open meeting would have a detrimental effect on the position of the city in negotiations with a third person. [Tex. Govt. Code §551.072]
3. deliberating a negotiated contract for a prospective gift or donation to the city if deliberation in an open meeting would have a detrimental effect on the position of the city in negotiations with a third person. [Tex. Govt. Code §551.073]
4. deliberating the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee; or to hear a complaint or charge against an officer or employee unless the officer or employee who is the subject of the deliberation or hearing requests a public hearing. [Tex. Govt. Code §551.074]
5. deliberating the deployment, or specific occasions for implementation, of security personnel or devices. [Tex. Govt. Code §551.076]
6. discussing or deliberating commercial or financial information that the city has received from a business prospect that the city seeks to have locate, stay or expand in or near the city and with which the city is conducting economic development negotiations; or deliberating the offer of a financial or other incentive to a business prospect. [Tex Govt. Code §551.087]
7. deliberating security assessments or deployments relating to information resources technology, network security information, or the deployment or specific occasions for implementations of security personnel, critical infrastructure, or security devices. [Tex Govt. Code §551.089]



City of Dallas

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

Agenda Information Sheet

File #: 24-1898

Item #: B

Small Business Center Budget Review and Next Steps

[Joyce Williams, Director, Small Business Center; Dena Owens, Manager, Small Business Center]



City of Dallas

Small Business Center

Workforce, Education & Equity
May 13, 2024

Joyce Williams, Director
Small Business Center

Purpose



- Provide an overview of the Department of Small Business Center's FY24 budget and organization

- *Briefing reflects FY 2024-25 Planned Budget as developed Summer 2023*
- *The starting point of every Budget Development process (February – September) is the Planned Budget from prior year*
- *Revenue and expenditure assumptions will change prior to CMO recommendation on August 13, 2024*



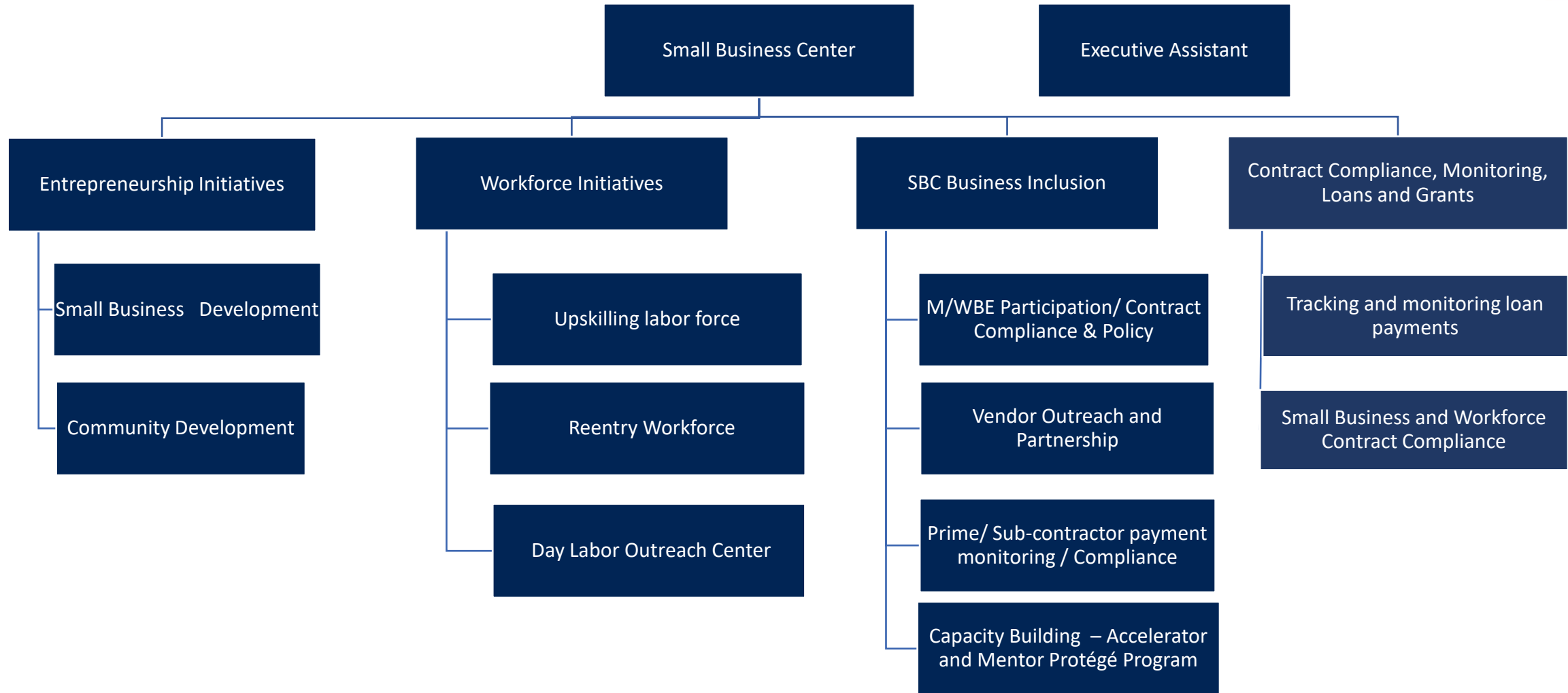
Role of the Department / Fact Sheet



- The Dallas Small Business Center brings together the City's business diversity, workforce development, and entrepreneurship programs to provide support-related activities to champion the growth and development needs of small business, and workforce readiness and re-entry services for residents.
- **Department Goals**
 - Support capacity building and growth of small businesses through the M/WBE mentorship program through outreach and partnerships
 - Evaluate and align budget resources to support workforce initiatives such as opportunities for workforce reentry and upskilling programs
 - Utilize incentive and grant programs to increase economic growth of small business projects and job creations in underserved communities
 - Ensure the compliance of the Business Inclusion & Development policy is adhered by all internal departments including but not limited monitoring of subcontractor payments for City of Dallas contracts
 - Pilot the inclusion of M/WBE points in the subcontracting goal for M/WBE Primes that self-perform a percentage of the project



Organizational Chart



Total Budget – All Funds



Service	FY 2023-24 Budget	FY 2024-25 Planned
General Fund	\$4,354,640	\$4,136,453
Total	\$4,354,640	\$4,136,453

- FY24 reflects reduced funding for workforce reentry and caused a reduction of individuals served thru workforce reentry programs.



Position Overview



Positions	FY 2023-24 Budget	FY 2024-25 Planned	Change
General Fund	21	21	0
Total	21	21	0



Budget Summary by Service



Service	FY 2022-23 Actual	FY 2023-24 Adopted Budget	FY 2023-24 Forecast*	FY 2024-25 Planned Budget
Small Business Center	\$3,114,930	\$4,354,640	\$4,269,068	\$4,136,453
Expense Total	\$3,114,930	\$4,354,640	\$4,269,068	\$4,136,453

*January 2024 Forecast



Operating Expense and Revenue



Service/Division	FY 2022-23 Actual	FY 2023-24 Adopted Budget	FY 2023-24 Forecast*	FY 2024-25 Planned Budget
Personnel Services	\$1,577,606	\$2,033,553	\$1,946,542	\$2,253,280
Supplies - Materials	\$62,679	\$42,926	\$42,926	\$42,926
Contractual – Other Services	\$1,474,645	\$2,278,161	\$2,279,600	\$1,840,247
Department Expense Total	\$3,114,930	\$4,354,640	\$4,269,068	\$4,136,453

*January 2024 Forecast



Performance Measures



Measure	FY 2022-23 Actual	FY 2023-24 Target	FY 2023-24 Forecast*	FY 2024-25 Target
Number of fresh start clients hired	71	200	55	100
Fresh Start client 12-month retention rate	80.0%	50.0%	59.1%	55.0%
*Percentage increase of workforce development grant participants in underserved populations	50.2%	60.0%	80%	40.0%
*Percentage of M/WBE participation commitments monthly	25.9%	25.0%	25.3%	28.0%
Percentage spent with local businesses	59.0%	40.0%	37.6%	45.0%
*Percentage of dollars spent with local M/WBE businesses	80.9%	70.0%	75.5%	75.0%

*FY 2023-24 – 1Qtr Report





Summary of Services, Programs and Activities

Summary of Services, Programs, and Activities



- **Growth & Capacity** (Action Target 1.2, 1.11; Equity Indicators 1, 2, 6, 7)
 - Helping established M/WBE businesses access public contracts, fostering a more equitable regional economy
 - Dallas Accelerator Program (DAP) leverages educational resources to support small business growth and capacity building to solidify stability in the City of Dallas market. Service area: any small business located in the City of Dallas
 - Mentor Protégé Program (MPP) aims to foster the growth and development of small businesses within the city. Service Area: any small business located in the City of Dallas
 - Launched May 2, 2024, with 17 paired small businesses
 - Business 2 Business (B2B) Connect connects small businesses with City departments to learn more about upcoming procurement opportunities.
 - Launched March 2023; Meetings held quarterly



Summary of Services, Programs, and Activities



- **Workforce Initiatives** (Action Targets 1.12, Equity Indicators 4, 5, 6, 7)
 - Create upskill opportunities to increase access to family-sustaining jobs through grants such as Upskilling Dallas
 - Reduce barriers to employment through reentry services & partnerships
 - Help reduce safety hazards, deter crime, promote fair wages for hours worked through On Demand Labor Program



Summary of Services, Programs, and Activities



- Partner Performance (updated monthly on workforce dashboard)
 - # Enrolled: **1,493**
 - # Completions: **817**
 - # Certifications Earned: **532**
 - 30-Day Retention Rate: **86.9%**
 - Average Hourly Wage: **\$21.61**
- Employer roundtables held quarterly to provide resources & support to increase employment & to discuss employment needs
- Partner with Workforce Dallas – two Navigator positions hired and ARPA Compliance staff



Summary of Services, Programs, and Activities



- **Reentry** (Action Target 1.12; Equity Indicators 4, 5, 6, 7)
 - FreshStart Employment Program advocates for individuals returning to their communities from incarceration or with non-incarceration infractions that produce barriers to stable or full-time employment.
 - Career readiness class held monthly
 - Lunch and learn sessions held quarterly
 - 2nd annual roundtable in April 2024 to discuss reentry efforts
 - Second Chance Recognition Ceremony April 30, 2024
 - Recognize Individual, Community Organization, Faith Based Organization, Employer Partners & City Department
 - Career Pathways (general fund): \$500,000 (FY23)
 - TDCJ Chance grant: \$500,000 (FY23); \$250,000 (FY24)



Summary of Services, Programs, and Activities



- **Economic Opportunity** (Action Targets 1.2 & 1.11; Equity Indicators 1, 2, 4, 5, 6, 7)
 - Supporting new & existing entrepreneurs and non-profits to enter the market, support their families, and grow neighborhood economies.
 - # Organizations Funded: 14
 - Award Amount:\$1,702,703.74
 - Total Participants To Be Served in Area: 519
 - # Jobs To Be Created: 60
 - South Dallas Fair Park Opportunity Fund (SDFPOF) provides loans & grants to promote economic development & support human development initiatives in neighborhoods surrounding Fair Park.
 - Southern Dallas Investment Fund (SDIF) supports small businesses in southern Dallas located south of I-30



Summary of Services, Programs, and Activities



- **Economic Opportunity con't**

- Neighborhood Empowerment Zone (NEZ) 10 intended to spur economic development within the NEZ No. 10 boundaries, consistent with the Pleasant Grove Now initiative, including stimulating business and commercial activity, retaining and creating jobs, increasing occupancy of existing buildings, encouraging investment in existing buildings, and incentivizing workforce development/job training programs.
- Dallas Microgrant Program (launched March 2024) provides financial support, up to \$5,000, for small businesses that experienced negative economic impacts or disproportionate impacts from the COVID-19 pandemic.
- Workshops, seminars and learning labs including “Lending with a Purpose” and “How to Do Business with the City”



Summary of Services, Programs, and Activities



• **Racial Equity Plan**

- Action Targets 1.2 Increased procurement accessibility by building a pipeline of diverse contractors, vendors, and suppliers to increase economic stability and workforce development (B2B Connect, DAP, MPP).
- Action Target 1.11 Invest with small businesses and entrepreneurs to support and increase banking transactions in historically disadvantaged communities. (DAP, MPP, SDFPOF, SDIF, NEZ10)
- Action Target 1.12 Implement Workforce Dallas with leadership from the Mayor's Workforce Czar to address young adult male residents (18-24 years of age) from equity, priority areas with workforce re-entry skills, FreshStart opportunities, upskilling and on-the-job training employment requirements. (Three navigator positions hired to support Workforce Dallas).
- Action Target 1.14 Implement "Future of Work" initiative to support staffing and upskilling of workforce Jobs of Tomorrow. (Upskilling Dallas grant, FreshStart Employment Program, TDCJ CHANCE re-entry grant)





Update on Budget Initiatives



Update on Budget Initiatives

- On Demand Labor (Day Labor) Program
 - Repairs made to one mobile unit to make it operational; unit transferred from DPD to SBC
 - Logo creation by Communications
 - Working with Fleet to have mobile unit wrapped
 - Collaborating with several City departments, including Real Estate, for a location for mobile unit
 - Quarterly visits to laborer gathering locations to share updates and pertinent information



Update on Budget Initiatives



- Dallas Accelerator Program (DAP)
 - Three program administrators: Dallas Black Chamber of Commerce (DBCC), Greater Dallas Hispanic Chamber of Commerce (GDHCC), BCL of Texas
 - Launched February 2024
 - Cohort 1 graduated this month with 26 small business owners





City of Dallas

Small Business Center

Workforce, Education & Equity
May 13, 2024

Joyce Williams, Director
Small Business Center



City of Dallas

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

Agenda Information Sheet

File #: 24-1967

Item #: C

Office of Community Care Budget Review and Next Steps
[Jessica Galleshaw, Director, Community Care Services]



City of Dallas

Office of Community Care Budget Review and Next Steps

**Workforce, Education, and Equity
Committee
June 10, 2024**

Jessica Galleshaw, Director
Holly R. Holt-Torres, Assistant Director
Office of Community Care

Purpose



- Provide an overview of the Office of Community Care
- Highlight department program, services, and activities

- *Briefing reflects FY 2024-25 Planned Budget as developed Summer 2023*
- *The starting point of every Budget Development process (February – September) is the Planned Budget from prior year*
- *Revenue and expenditure assumptions will change prior to CMO recommendation on August 13, 2024*

Role of the Department / Fact Sheet



Mission: The mission of the Office of Community Care is to provide social and supportive services designed to help create equity for seniors, children, and other people in financial need to improve their quality and standard of living.

Principle: Strive to advance racial equity by using disaggregated external and program data to align service delivery in areas with greatest need and in alignment with Racial Equity Plan

Department Goals



Administration/ Budget and Finance: Continue to evaluate Office of Community Care's programs, practices, and service effectiveness while utilizing data-driven outcomes



Administration/ Budget and Finance: Increase partnerships to promote healthy and stable communities that contribute to building a resilient Dallas



Role of the Department / Fact Sheet



Department Goals



WIC: Increase accessibility, quality, and individualization of Women, Infants, and Children (WIC) client service delivery in the community through innovative virtual, mobile, and clinical service delivery (+3% monthly ave.)



Community Centers: Maintain the number of monthly clients accessing meal initiatives through community centers (4,000 monthly YTD)



Community Centers: Increase programming in community centers through expanded and increased community partnerships that will enable us to increase the number of residents served (60+ regular partners)



Role of the Department / Fact Sheet



Department Goals



Social Services: Provide information, resources, and services for vulnerable, at-risk, and/or historically underserved communities (including seniors, families, and children) to support emergency assistance and opportunities for long-term stability (\$100M+ rental assistance administered since 2021)



Financial Empowerment: Increase financial empowerment services by expanding Financial Empowerment Centers and aligned services (\$117k saved by clients YTD)



Seniors: Expand the reach of seniors served in Senior programming (2,500 unduplicated clients YTD as of March 2024)



Vital Statistics: Maintain a minimum of 92.5% of over-the-counter Vital Statistics applications processed within 15 minutes or less (98% YTD)



Organizational Chart



Office of Community Care



Administration / Budget and Finance

*Grants and
financial
management,
fiscal compliance,
purchasing*

WIC

*Nutrition
counseling,
breastfeeding
support, food
benefits, grant
compliance*

Community Centers

*MLK & WDMC,
nonprofit partners,
events, MLK Board*

Social Services & Contract Compliance Management

*Info and referral,
client assistance,
contract oversight,
ECOST,
administration of
services*

Financial Empowerment

*Financial
Empowerment
Centers, VITA, Re-
Entry, Drivers of
Poverty*

Senior Services

*Senior Help Line,
Age Friendly, Senior
Affairs Commission*

Vital Statistics

*Records retention,
records issuance,
State Liaison,
funeral home
relations*

ARPA Programs

*Contract
management,
compliance,
service delivery*



Total Budget – All Funds



Service	FY 2023-24 Budget	FY 2024-25 Planned
General Fund	\$10,114,699.00	\$10,089,119.00
Grant Funds	29,325,341.00	29,829,485.00
Trust & Other Funds	0.00	0.00
Total	\$39,440,040.00	\$39,918,604.00

- FY24 to FY25- Overall Reduction of 26k
 - Excludes one-time FY24 funding for Senior consultant- (250k)
 - Excludes one-time FY24 funding for furniture and office improvements at MLK for Social Services team- (61k)
 - Includes adjustment of salaries and benefits- 191k
 - Includes adjustment to 3099 - Misc Services, to restore allocation of funds for one-time FY24 funding for furniture- 61k
 - Includes sacred codes adjustments- 35k
- Major Budget Items:
 - Reallocations within general fund units (net zero)



Position Overview



Positions	FY 2023-24 Budget	FY 2024-25 Planned	Change
General Fund	52	52	0
Grant, Trust, and Other Funds	214	214	0
Total	266	266	0



Budget Summary by Service



Service	FY 2022-23 Actual	FY 2023-24 Adopted Budget	FY 2023-24 Forecast*	FY 2024-25 Planned Budget
Drivers of Poverty	\$200,474.00	\$1,417,455.00	\$1,383,252.00	\$1,417,455.00
Financial Empowerment	741,441.00	1,999,458.00	1,999,458.00	1,999,458.00
Social Services and Compliance	533,145.00	995,266.00	955,266.00	995,266.00
Senior Services	965,765.00	1,608,888.00	1,608,888.00	1,200,279.00
Vital Statistics	988,792.00	1,013,441.00	1,013,441.00	1,013,442.00
Women, Infants, and Children (WIC)**	(173,799.67)	0.00	0.00	0.00
Community Centers	2,969,470.00	3,080,191.00	3,080,191.00	3,463,219.00
Expense Total***	\$6,225,288.00	\$10,114,699.00	\$10,080,496.00	\$10,089,119.00

*January 2024 Forecast

**WIC Ineligible Expenses & Indirect Cost Reimbursement

*** FY2023 Actual lower than service costs during the period due to fiscal corrections made to numerous contracts to align contract expenditures and service delivery with fiscal years



Operating Expense and Revenue



Service/Division	FY 2022-23 Actual	FY 2023-24 Adopted Budget	FY 2023-24 Forecast*	FY 2024-25 Planned Budget
Personnel Services	\$3,662,344.00	\$4,131,478.00	\$4,046,372.00	\$4,322,814.00
Supplies - Materials	184,662.00	279,368.00	280,179.00	218,544.00
Contractual – Other Services***	2,814,759.00	6,063,853.00	6,113,945.00	5,907,761.00
Capital Outlay	0.00	0.00	0.00	0.00
Reimbursements	(436,477.00)	(360,000.00)	(360,000.00)	(360,000.00)
Department Expense Total	\$ 6,225,288.00	\$10,114,699.00	\$10,080,496.00	\$10,089,119.00
Department Revenue Total	\$2,056,956.00	\$1,490,000.00	\$1,493,210.00**	\$1,490,000.00

*January 2024 Forecast

**Year-End Projection TD \$1.8m for Vital Statistics

*** FY2023 Actual lower than service costs during the period due to fiscal corrections made to numerous contracts to align contract expenditures and service delivery with fiscal years



Revenue Overview



- Summary of revenue –
 - Vital Statistics revenues have increased in recent years, averaging \$400k over budget for the last two fiscal years.



Performance Measures



Measure		FY 2022-23 Actual	FY 2023-24 Target	FY 2023-24 Forecast*	FY 2024- 25 Target
✓	Percentage of long-term Housing Opportunities for Persons with AIDS (HOPWA) clients in compliance with service plan	100%	90%	98%	95%
★	Number of clients receiving ESG-Homelessness Prevention (NEW)	N/A	N/A	N/A	120
★	Number of clients receiving HOPWA Short-term Rental Mortgage Utility (STRMU) assistance (NEW)	N/A	N/A	N/A	298
⚠	Number of monthly clients accessing meals initiative through community centers	4,088	4,500	4,003	4,100
✓	Percentage of over the counter Vital Stats applications processed within 15 minutes	98%	90%	98.3%	92.5%
✓	Number of WIC clients receiving nutrition services	74,396	71,185	75,015	75,000
✓	Number of unduplicated children in child care program	263	300	150	330
✓	Number of individuals accessing financial coaching	995	1,000	1,000	1,000
★	Number of financial counseling sessions completed (NEW)	N/A	N/A	N/A	2,000



*FY 2023-24 – 1Qtr Report



Summary of Services, Programs and Activities

Summary of Services, Programs, and Activities



Programs and Services



WIC

- Nutrition education, breastfeeding support, and financial benefits
- Over 77,000 clients served in May 2024 at 17 clinic locations

Community Centers

- Over 4,000 clients receiving food assistance monthly
- Over 5,200 clients receiving various services monthly
- 60+ regular community partners
- 36+ community events hosted by Centers, plus providing space to community orgs and partners to host numerous other programs and service



Social Services

- 1,285 residents received HOPWA program support in FY23
- 2,290 calls were received through HOPWA's call center for assistance and resources in FY23
- 490 residents received rental and/or utility assistance through MLK and West Dallas Multipurpose community centers in FY23



Financial Empowerment

- 4 Financial Empowerment Centers, plus satellite locations, where residents can access financial coaching
- Clients reporting collective \$133k increased savings and \$96k reduction in non-mortgage debt FY24 YTD
- 7 volunteer income tax assistance centers, 10,963 returns completed and \$10,089,881 refunds to community
- Drivers of Poverty Programs
 - 6,667 clients received food assistance through Making Food Accessible
 - 521 youth received Positive Youth Development programming
 - 865 clients received counseling and therapy through Community Mental Health
 - 290 clients received Client Assistance (bus passes, hygiene products)



Summary of Services, Programs, and Activities



Programs and Services



Senior Services

- 1,537 seniors received support through Senior Services Help Line in FY23
- 1,034 seniors received 3,295 dental procedures through Senior Dental Program
- 4,023 nursing home and assisted living residents visited and 681 visits through Senior Ombudsman Program



Vital Statistics

- Six-time winner Five Star Service Award for Excellence in Vital Registration
- 98% of over-the-counter applications processed in 15 minutes or less
- 62,525 customers assisted; 89,609 records processed; and 47,942 events recorded in FY23

Activities



Grants Compliance and Contract Management

- Contracts compliance and monitoring for 81 social services contracts
- Administration of internally delivered programs, such as CDBG programs
- 330 children received childcare assistance through CDBG Early Childhood Out of School Time (ECOST) in FY23



Administration/ Budget and Finance

- Manage compliance and reporting for \$68M in grant funding annually
- Oversight of departmental budget
- Purchasing and procurement (non-contract)





Update on Budget Initiatives



Initiative: Support awareness of senior services and cross-departmental alignment of existing senior programs – On Target

- Appointment of an Age Friendly Officer
- Awarding contract for a comprehensive senior needs assessment and strategic plan



City of Dallas

Office of Community Care Budget Review and Next Steps

**Workforce, Education, and Equity
Committee
June 10, 2024**

Jessica Galleshaw, Director
Holly R. Holt-Torres, Assistant Director
Office of Community Care



City of Dallas

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

Agenda Information Sheet

File #: 24-1861

Item #: D

Human Right Commission- Follow-up, Engagement, Findings, and Feedback
[Dr. Lindsey Wilson, Director, Office of Equity and Inclusion
Chris Graves, Human Rights Officer, Office of Equity and Inclusion]



City of Dallas

Human Rights Commission Follow-up, Engagement, Findings, and Feedback

**Workforce, Education, and Equity
Committee
June 10, 2024**

**Dr. Lindsey Wilson, Director
Chris Graves, Human Rights Officer
Office of Equity & Inclusion**

Presentation Overview



Section I: Recap

- WEE Memo: Human Rights Commission
- Key Questions and Themes

Section II: Engagement

- Commissions' Input
- External Cities' Feedback and Learnings

Section III: Findings

- Opportunities
- Considerations
- Direction from WEE

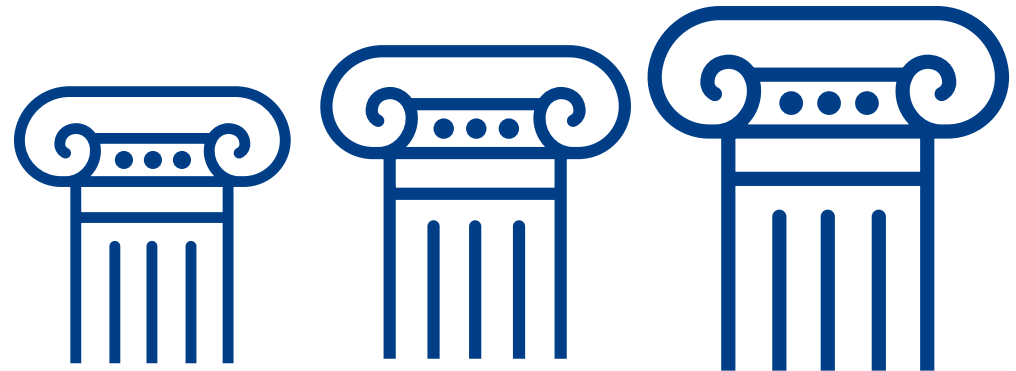


1

Recap of Human Rights Commission

February 2024 WEE Memo Highlighted:

1. Consideration for Commission Structure
 - Human rights holders have cross-cutting identities (i.e., intersectionality)
2. The FIFA Human Rights Framework and Three Pillars:
 - Inclusion and Safeguarding
 - Worker's Rights
 - Access to Remedy



Key Questions and Themes



- 1 Inquiries around the Structure and Council Wanting to Examine Alignment
- 2 Functions, Roles and Responsibilities
- 3 Membership Guidelines and Requirements



2

Local and National Engagement

Engagement Summary



Our engagement efforts focused on the Veteran Affairs' Commission and Commission on Disabilities and reaching other U.S. cities with Human Rights Commissions.



**Veteran's &
Disabilities
Commission**



**18 U.S.
Cities**

Existing Commissions' Feedback



Gathered input from **Veteran Affairs Commission (VAC)** and **Commission on Disabilities** in March and April 2024.



Topics included:

- Feedback on current structure
- Input on how to structure the Human Rights Commission while advancing their issues
- Identification of any issues around representation and/or effectiveness



Commissions Feedback



Cross-Cutting Themes from both Commissions Ranged from:

- Increasing visibility of the rights of people with disabilities by considering their multiple identities (i.e., intersectionality).
- VAC supports initiative but agreed on recommendation to stay independent to maximize effectiveness for veterans (see Appendix).
- COD saw effectiveness increased through synergy of human rights holders on key issues (i.e., LGBTQIA+).
- Consistent theme to not forget needs of unique groups if Council combines.





Engaged 18 U.S. cities
on their Human Rights -
Relations Commissions
(HRCs).

- Cities ranged from east to west coast with 3 of top 10 biggest U.S. cities engaged.

Topics included:

- Structure and Functions
- Key Practices
- Challenges

U.S. Cities Contacted



1) San Francisco, CA

2) Des Moines, IA

3) Iowa City, IA

4) **Chicago, IL**

5) Bloomington, IN

6) New Orleans, LA

7) Boston, MA

8) Ann Arbor, MI

9) Baltimore, MD

10) Columbia, MO

11) **New York City**

12) Durham, NC

13) **Philadelphia, PA**

14) Pittsburgh, PA

15) Charlottesville, VA

16) Tacoma, WA

17) Fort Worth, TX

18) Austin, TX



3

Findings

Key Practices



Several Key Themes Emerged

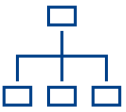
- Focus on core responsibilities
- Foster effective membership
- Maintain bi-directional communication with community to identify emerging issues
- Align the Commission with existing strategic efforts
- Stagger terms
- Housing and employment discrimination enforcement mechanisms



Structure and Functions



Varied on size and scope of membership.



Include both community-facing programming and enforcement through HUD.



Offered know your rights awareness, co-organized forums.



Some had ability to add human rights protections beyond federal and state law.



General Themes that Emerged



- Challenges
 - Building trust with communities.
 - Referring cases if no jurisdiction (HUD).
 - Ordinance may limit scope.
 - Balancing HRC plans with volunteer Commissioners.
 - Limited organizational capacity.
 - Fostering collaboration among Commissioners.



General Themes that Emerged



- Effective Strategies
 - Consider addressing gaps (i.e., know your rights efforts addressing hate crimes across protected categories).
 - Foster inter-Commission collaboration.
 - Ensure equal representation of protected classes.
 - Meet public safety needs in non-law enforcement capacity.
 - Adopt innovative approaches to address human trafficking (i.e., U and T Visa).



Opportunities and Considerations



- Opportunities
 - Potentially increase effectiveness on key issues through approach bridging multiple identities.
 - Adopt innovative focus areas aligned with WEE including veterans, people with disabilities, LGBTQIA+, workers, re-entry, and hate crimes.
- Considerations
 - OEI already addresses housing discrimination through Fair Housing.
 - Developing robust community-relations structure with community buy-in.
 - Align mission of HRC with Council priorities and governing ordinance.



Next Steps for Council to Consider



- As the City addresses human rights, who should be at the table?



City of Dallas

Human Rights Commission Follow-up, Engagement, Findings, and Feedback

**Workforce, Education, and Equity
Committee
May 13, 2024**

**Dr. Lindsey Wilson, Director
Chris Graves, Human Rights Officer
Office of Equity & Inclusion**

Appendix – VAC Recommendation



VETERANS AFFAIRS COMMISSION (VAC)

APRIL 25, 2024

In its special meeting of April 25, 2004, the Commissioners of the VAC passed the following resolution:

WHEREAS, While the VAC strongly supports the creation of a Human Rights Commission (HRC) for the city of Dallas; and

WHEREAS, The VAC firmly believes that maintaining its existence as a separate Commission for the City of Dallas is vital to the interests of veterans within the City of Dallas; and

WHEREAS, These statements are based on the different mission and different goals of the VAC from the proposed HRC and the belief that combining the VAC and HRC could reduce and/or dilute the effectiveness of both Commissions, thus, potentially doing a disservice to the constituencies served by both Commissions;

NOW, THEREFORE,

The VAC recommends to the Dallas City Council that the VAC remain a separate Commission for the City of Dallas; and

The VAC supports the establishment of a HRC for the City of Dallas.





City of Dallas

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

Agenda Information Sheet

File #: 24-1964

Item #: E

Consideration of 2025 State Legislative Program Priorities
[Clifford Sparks, Manager-Legal, City Attorney's Office]



City of Dallas

Review and Consideration of 2025 Legislative Priorities

**Workforce, Education and
Equity Committee
June 10, 2024**

Clifford Sparks, State Legislative Director
City Attorney's Office
City of Dallas

Overview



- Review previously approved 2025 legislative session priorities
 - Appendix includes:
 - Memo – WEE Committee Recommendations for 2025 legislative session priorities, dated December 20, 2023
 - December 11, 2023, briefing on consideration of 2025 legislative session priorities
- Discuss any revisions or new priorities to update the City's proposed legislative program for the 89th Texas Legislative Session and the 119th Congress
- Next steps





Appendix



Memorandum



DATE December 20, 2023

CITY OF DALLAS

TO Honorable Chair and Members of the Ad Hoc Committee on Legislative Affairs

SUBJECT **Workforce, Education and Equity Committee Proposed 2025 Legislative Priorities**

As the City of Dallas prepares for the 89th Texas Legislature and 119th Congress, both set to convene in 2025, the Workforce, Education and Equity Committee worked with the Office of Government Affairs and stakeholders to develop the City's legislative programs for consideration by the City Council.

Preliminary legislative priorities pertaining to workforce, education, and equity include:

- Protect immunization requirements for vulnerable populations. **(State)**
- Protect the rights of all vulnerable communities, including LGBTQIA+ individuals, seniors, and refugees. **(Both)**
- Increase funding for the Department of Family and Adult Protective Services. **(Both)**
- Expand funding and eligibility for Supplemental Nutrition Assistance Program and Women, Infants and Children Program benefits. **(Both)**
- Support funding and resources for local government services for immigrants and humanitarian responses. **(Both)**
- Support legislation that expands resources for foster and post foster children. **(Both)**
- Support legislation to eliminate criminal history inquiries during hiring process. **(Both)**
- Support post incarceration programs and re-entry services. **(Both)**
- Support legislation that protects workplace safety ethics. **(Both)**
- Support legislation that promotes proper mental and physical healthcare for all. **(Both)**

In addition to the items above, we urge legislative efforts include maintaining existing funding streams at both the state and federal levels.

We know additional items may arise between now and the start of the next legislative session, and we understand City Councilmembers can bring forward items as desired through the Ad Hoc Committee on Legislative Affairs at any time.

Should you have any questions or comments please contact Carrie Rogers, Director of Government Affairs, at Carrie.Rogers@dallas.gov.

DATE December 20, 2023
SUBJECT **Workforce, Education and Equity Committee Proposed 2025 Legislative Priorities**
PAGE **2 of 2**

Sincerely,



Jaynie Schultz
Chairwoman, Workforce, Education, and Equity
Council District – 11

c: T.C. Broadnax, City Manager
Tammy Palomino, 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
M. Elizabeth (Liz) Cedillo-Pereira, Assistant City Manager
Dr. Robert Perez, Assistant City Manager
Carl Simpson, Assistant City Manager
Jack Ireland, Chief Financial Officer
Genesis D. Gavino, Chief of Staff to the City Manager
Carrie Rogers, Director, Office of Government Affairs
Directors and Assistant Directors



City of Dallas

Consideration of 2025 Legislative Priorities

**Workforce, Education and
Equity Committee
December 11, 2023**

Carrie Rogers, Director
Linley Youderian, Sr. Government Affairs Coordinator
Office of Government Affairs
City of Dallas

Overview



- Review current program priorities
- Discuss priorities to update the City's proposed legislative program for the 89th Texas Legislative Session and the 119th Congress
- Next steps



City of Dallas Legislative Process



- Prior to each legislative session, the City Council adopts a state and federal legislative agenda outlining official City of Dallas positions on various legislative issues.
- Input is sought from the Mayor and City Council, City executive leadership, City departments, and external organizations.
- The program serves as guiding principles for City elected officials, City staff, and the legislative team engaged in outreach and policy discussions
- The agenda is communicated to elected offices upon adoption.



88th Texas Legislature Priorities



2023 CITY OF DALLAS STATE LEGISLATIVE PROGRAM

PUBLIC SAFETY IS THE TOP PRIORITY FOR DALLAS.

Support legislation that provides additional resources for local governmental law enforcement agencies for public safety.



- Address unauthorized production and distribution of temporary tags.
- Fund a new Dallas police training facility, body-worn cameras, and additional public safety equipment.
- Prioritize emergency vehicle production for first responders.
- Address responsibility of school crossing guards and related equipment for large cities.
- Expand Monica's Law, a statewide protective order database, to include family violence convictions.
- Implement a statewide 9-1-1 fee to reinvest in emergency response systems.
- Amend the definition of reflexology businesses as massage parlors.
- Continue funding for the Texas Department of Criminal Justice re-entry services program.
- Pursue revenue streams that could support future public safety pension obligations.

ECONOMIC VIBRANCY AND WORKFORCE INVESTMENT ARE ESSENTIAL TO THE FUTURE OF DALLAS.



Support legislation that promotes job creation and private investment to grow the tax base and create economic opportunities for all members of our community.

- Secure additional options for property tax relief for Dallas residents.
- Strengthen Dallas' workforce development pipeline through investments in reskilling programs in high-demand fields and improved coordination between state agencies.

EFFECTIVE AND EFFICIENT GOVERNANCE IS AT THE HEART OF PUBLIC SERVICE.



Support legislation that allows the City to deliver effective and efficient government services, while being fiscally responsible.

- Ensure privacy and security of resident and commercial data.
- Require mandatory disclosure of residential and commercial real estate prices.
- Establish a database of homestead exemptions.
- Preserve local authority to collect franchise fee revenues.
- Expand options for publication of legal notices.
- Amend Government Code Chapter 2274 regarding prohibition from service contracts with institutions that have policies that may restrict gun or ammunition sales and fossil fuels investments.

HOUSING STABILITY AND AFFORDABILITY MUST BE WITHIN REACH FOR ALL RESIDENTS OF DALLAS.



Support legislation that ensures tenant protections for residents at greatest risk of displacement.

- Advance income-based property tax abatements for homeowners in neighborhoods experiencing rapidly rising property values.
- Prevent Housing Finance Corporations and Public Facility Corporations from providing property tax exemptions outside their jurisdictions.
- Require transportation entities to harden underpasses and fund the engagement and cleaning of areas affected by those who are unsheltered.
- Establish a "Know Your Rights" document that all landlords must include in eviction notices.

Clifford Sparks
State Legislative Director | 469.222.9481
clifford.sparks@dallas.gov



As approved by the Dallas City Council on
Oct. 26, 2022
Resolution Number 22-1637



2023 CITY OF DALLAS STATE LEGISLATIVE PROGRAM



SUSTAINABLE AND RESILIENT INFRASTRUCTURE DRIVES ECONOMIC GROWTH IN DALLAS.

Support legislation that protects and enhances the City's infrastructure network while continuing to deliver innovative, safe, and equitable solutions.

- Enhance and fund mobility infrastructure, including but not limited to bike and pedestrian improvements.
- Improve water, stormwater, and wastewater infrastructure through dredging and other sustainable practices.
- Allow municipalities to lower the *prima facie* speed limit in residential areas from 30 to 25 miles per hour.
- Elevate broadband service as a critical utility.
- Strengthen the state's electric grid.



NATURAL RESOURCES MUST BE SUSTAINED FOR THE RESIDENTS OF DALLAS.

Support legislation that focuses on resource sustainability, conservation, climate change, and environmental equity to build a more resilient city.

- Require local approval of standard permits for polluting industries and impose minimum distances from schools, hospitals, and residences.
- Advance the deployment of – and infrastructure for – solar power and electric vehicles.



A THRIVING COMMUNITY ENHANCES THE QUALITY OF LIFE FOR RESIDENTS AND VISITORS.

Support legislation that fosters clean and appealing neighborhoods while offering recreational, educational, and cultural activities.

- Increase funding for Dallas parks, trails, and playgrounds.
- Increase funding for the Texas Cultural Association's Cultural District Grant Program.
- Increase funding for the Texas State Library Archives Commission relating to technology and digital inclusion.
- Decriminalize fentanyl testing strips.



DIVERSITY, EQUITY, AND HUMAN RIGHTS ARE THE FOUNDATION OF OUR DALLAS COMMUNITY.

Support legislation that ensures Dallas is a welcoming community for all residents, businesses, and visitors.

- Protect the rights of all vulnerable communities, including LGBTQIA+ individuals, seniors, and refugees.
- Increase funding for the Department of Family and Adult Protective Services.
- Expand Supplemental Nutrition Assistance Program and Women, Infants and Children Program benefits to include diapers and period products and improve digital access for applicants.

Clifford Sparks
State Legislative Director | 469.222.9481
clifford.sparks@dallas.gov



As approved by the Dallas City Council on
Oct. 26, 2022
Resolution Number 22-1637



118th Congress City Federal Legislative Priorities



2023 CITY OF DALLAS FEDERAL LEGISLATIVE PROGRAM

PUBLIC SAFETY IS THE TOP PRIORITY FOR DALLAS.

Support legislation that provides additional resources for local governmental law enforcement agencies for public safety.



- Increase existing and create new grant programs to support a new policy training facility, body-worn cameras, and additional public safety equipment.
- Prioritize emergency vehicle production for first responders.
- Pursue revenue streams which could support public safety and re-entry services.

ECONOMIC VIBRANCY AND WORKFORCE INVESTMENT ARE ESSENTIAL TO THE FUTURE OF DALLAS.



Support legislation that promotes job creation and private investment to grow the tax base and create economic opportunities for all members of our community.

- Strengthen Dallas' workforce development pipeline through investments in reskilling programs in high-demand fields and improved coordination between agencies.

EFFECTIVE AND EFFICIENT GOVERNANCE IS AT THE HEART OF PUBLIC SERVICE.

Support legislation that allows the City to deliver effective and efficient government services, while being fiscally responsible.



- Ensure privacy and security of resident and commercial data.
- Maintain the tax exemption for municipal bonds, including private activity bonds, and reinstate advance refunding for municipal bonds.



HOUSING STABILITY AND AFFORDABILITY MUST BE WITHIN REACH FOR ALL RESIDENTS OF DALLAS.

Support legislation that ensures tenant protections for residents at greatest risk of displacement.

- Expand the Low-Income Housing Tax Credit Program to include blight remediation.
- Continue and expanding funding for the Community Development Block Grant Program and the HOME Investment Partnerships Program.
- Increase funding for homelessness services.



SUSTAINABLE AND RESILIENT INFRASTRUCTURE DRIVES ECONOMIC GROWTH IN DALLAS.

Support legislation that protects and enhances the City's infrastructure network while continuing to deliver innovative, safe, and equitable solutions.

- Enhance and fund mobility infrastructure, including but not limited to bike and pedestrian improvements.
- Improve water, stormwater, and wastewater infrastructure through dredging and other sustainable practices.



NATURAL RESOURCES MUST BE SUSTAINED FOR THE RESIDENTS OF DALLAS.

Support legislation that focuses on resource sustainability, conservation, climate change, and environmental equity to build a more resilient city.

- Mitigate the impact of climate change through adaptation actions.
- Advance the deployment of – and infrastructure for – solar power and electric vehicles.



A THRIVING COMMUNITY ENHANCES THE QUALITY OF LIFE FOR RESIDENTS AND VISITORS.

Support legislation that fosters clean and appealing neighborhoods while offering recreational, educational, and cultural activities.

- Increase funding for Dallas parks, trails, and playgrounds.
- Decriminalize fentanyl testing strips.



DIVERSITY, EQUITY, AND HUMAN RIGHTS ARE THE FOUNDATION OF OUR DALLAS COMMUNITY.

Support legislation that ensures Dallas is a welcoming community for all residents and visitors.

- Protect the rights of all vulnerable communities, including LGBTQIA+ individuals, seniors, and refugees.
- Increase funding for the Department of Family and Adult Protective Services.
- Expand Supplemental Nutrition Assistance Program and Women, Infant and Children Program benefits to include diapers and period products and improve digital access for applicants.
- Ensure proper healthcare for all residents of Dallas.
- Support funding and resources for local government and non-profit services for immigrants and humanitarian responses.



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As approved by the Dallas City Council on
Oct. 26, 2022
Resolution Number 22-1629



Carrie Rogers
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As approved by the Dallas City Council on
Oct. 26, 2022
Resolution Number 22-1629



2023 Workforce Priorities Adopted



State

Support legislation that ensures Dallas is a welcoming community for all residents, businesses, and visitors.

- Protect the rights of all vulnerable communities, including LGBTQIA+ individuals, seniors, and refugees. (**Next slide**)
- Increase funding for the Department of Family and Adult Protective Services. (**The Legislature increased formula funding by \$548 million to the agency in the budget bill - HB 1 by Rep. Bonnen.**)
- Expand Supplemental Nutrition Assistance Program and Women, Infants and Children Program benefits to include diapers and period products and improve digital access for applicants. (**HB 1287**)



2023 Workforce Priorities Adopted



State

Protect the rights of all vulnerable communities, including LGBTQIA+ individuals, seniors, and refugees.

- **HB 567** Rep. Bowers - The “Crown Act” bill.
- **HB 4034** Rep. Johnson - The Dallas Police and Fire Pension “Widow” bill.
- **HB 5202** Rep. Neave-Criado – Access to domestic violence database.
- **HB 1287** Rep. Guillen – the SNAP benefits bill.
- **SB 1319** Sen. Huffman - The “OD mapping” bill.
- **SB 1527** Sen. Huffman – The Human Trafficking/Massage Parlor bill
- **SB 379** Sen. Huffman - Relating to the sales and use tax exemptions for wound care dressings and certain feminine hygiene products



2023 Workforce Priorities Adopted



Federal

Support legislation that ensures Dallas is a welcoming community for all residents and visitors.

- Protect the rights of all vulnerable communities, including LGBTQIA+ individuals, seniors, and refugees.*
- Increase funding for the Department of Family and Adult Protective Services.*
- Expand Supplemental Nutrition Assistance Program and Women, Infant and Children Program benefits to include diapers and period products and improve digital access for applicants.*
- Ensure proper healthcare for all residents of Dallas.*
- Support funding and resources for local government and non-profit services for immigrants and humanitarian responses.*



2023 Workforce Priorities Adopted



Federal- What We're Doing

- Applying Justice40 criteria to IIJA and IRA applications when applicable
- ADA Compliance Rulemaking
- Supporting maximum funding for nutrition programs in Farm Bill



Key Dates and Next Steps



- Receive Committee legislative priorities by December 15, 2023
- Possible action and advance to the full City Council for consideration
- Communications and outreach to key stakeholders





City of Dallas

Consideration of 2025 Legislative Priorities

**Workforce, Education and
Equity Committee
December 11, 2023**

Carrie Rogers, Director
Linley Youderian, Sr. Government Affairs Coordinator
Office of Government Affairs
City of Dallas



City of Dallas

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

Agenda Information Sheet

File #: 24-1860

Item #: F

Americans with Disabilities (ADA) Transition Plan Update
[Dr. Lindsey Wilson, Director, Office of Equity and Inclusion]

Memorandum



CITY OF DALLAS

DATE June 7, 2024

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

SUBJECT **Americans with Disabilities Act (ADA) Transition Plan Update**

Purpose:

This memo provides an update on the City of Dallas' progress in implementing its Americans with Disabilities Act (ADA) Transition Plan. Led by the Office of Equity and Inclusion—Human Rights Division, we work collaboratively, under the leadership of City Council, across City Departments, and with external partners, to ensure the City's programs, services, and activities are accessible to residents with disabilities. Indeed, according to the 2023 U.S. Census, people with a disability under age 65 years make up more than 8% of Dallas' 1.3 million residents. The goal is to ensure alignment with federal requirements, which are continually updated, and ensure the City is creating a more equitable and inclusive city for those whom the City serves.

Context on the ADA:

The landmark legislation known as the ADA mandates people with disabilities have equal access to programs, services, and activities (PSAs), which also includes City facilities. Disabilities are diverse and can encompass physical or mental limitations that substantially impact core life activities, having a history or record of such limitations, or being perceived to have such a limitation. The ADA includes five Titles which prohibit discrimination based on disability in many areas of life, ranging from Employment, State and Local Government Services, Public Transit, Businesses that are Open to the Public, and Telecommunications. The City of Dallas, as a Title II Entity and unit of local government, must ensure people with disabilities have an equal opportunity to participate in as well as benefit from the programs, services, and activities offered. Equal access can be facilitated through reasonable accommodations, for example, by modifying a policy or procedure that would otherwise limit access to PSAs.

City of Dallas' ADA Transition Plan – Development and Launch of Phase I:

Over the last five years, the City has made accessibility a top priority, beginning with hiring a full-time ADA Compliance Manager who coordinates the City's efforts and ensures compliance in collaboration with key departments. With the support of City Council, the City of Dallas invested in the consultant services of Kimley-Horn and Associates to significantly enhance the City's capacity to document the City of Dallas' compliance efforts beginning in Phase I through today, including reviewing buildings, evaluating policies and procedures of City departments, providing specialized training, and offering ongoing support. While initial building assessments identified a significant number of physical barriers in need of remediation, the City completed as part of Phase I assessments at 22 buildings (see Appendix) and developed an associated schedule of base costs to remediate. At the same time, the Human Rights Division engaged

DATE June 7, 2024
SUBJECT Americans with Disabilities Act (ADA) Transition Plan Update

Information & Technology Services (ITS) to enhance web content accessibility, especially since awareness of programs, services, and activities is often via the internet. Through specialized training, ITS made significant web-based improvements, ranging from ensuring compatibility with screen readers and keyboard-only access, making electronic documents such as PDFs accessible, checking for sufficient color contrast, and proactively fixing broken links. The training audience was broadened to key personnel that included the Office of Emergency Management, Senior Executives, as well as Maintenance. Throughout this process, 311 was leveraged to ensure residents could report any accessibility challenges they encountered with items evaluated by the ADA Compliance Manager to determine how best to resolve.

Phase II:

Led by Public Works with OEI support, the City of Dallas concentrated efforts as part of Phase II to develop the Sidewalk Master Plan. This Plan developed a data-driven methodology to drive decision-making about what sidewalk projects to prioritize given available funding. At the outset, the Human Rights Division engaged Dallas residents in a series of community meetings to inform the process and ensure they had a voice at the table. As a result, the methodology factored in not only considerations of places of public accommodation, street classification, resident requests, pedestrian safety, and activity areas, but also equity through OEI's Equity Impact Assessment Tool to ensure communities with the most need have equal access.

Phase III:

The Human Rights Division continued to revisit earlier efforts to assess City of Dallas buildings as part of Phase III. This included not only assessing 31 facilities (see Appendix), including those used by First Responders, but also taking action to remediate in collaboration with departments including Building Services and Bond & Construction Management. The City was able to bring about accessibility improvements at City Hall, which included Council Chambers, parking on L1 and L2, sidewalk entries, restrooms, and building access points, in addition to facilities like the MLK Community Center, the West Dallas Library, Municipal Court, the Oak Cliff Municipal Center, the Mildred Dunn, as well as others. To better account for accurate remediation costs going forward, the City developed a cost management plan in light of the variance between base and actual costs, especially if design work is involved. The Human Rights Division complemented the work on physical infrastructure by also launching a pilot policy group encompassing six departments that have significant public interaction. Through this pilot group and in collaboration with our contractor, the Human Rights Division identified key programs, reviewed relevant policies and procedures, and proposed improvements at the policy-level to increase access and ensure full participation for people with disabilities.

Phase IV (Current Phase with Continual Self-Evaluation of Previous Phases):

The Human Rights Division recently launched Phase IV in December 2023. As Phases across the ADA Transition are interlocking and having to be continually revisited, efforts were focused on continued building assessments and on removal of barriers. Because of the potential of policies to significantly increase access, the Human Rights Division is engaging seven departments for the second round of policy reviews, which includes

DATE June 7, 2024
SUBJECT Americans with Disabilities Act (ADA) Transition Plan Update

additionally engaging key departments from the first round to support actual implementation of policy improvements. While plans are in place to address barriers at the infrastructure- and policy-level, a pivot was made during Phase IV as the federal government issued a new Web Content Accessibility Rule. The rule, effective June 24, 2024, updates regulations found in Title II of the ADA and is an important step in formalizing clear and across-the-board website and video content accessibility standards to ensure equitable access. While there are many specialized factors included with the new rule, one example to note is the requirement that visual information be described in videos, otherwise known as audio or video description. Because of the City of Dallas' long-standing and collaborative work to implement the ADA Transition Plan, the City is well-positioned to ensure the rule is operationalized by April 24, 2026, and the Human Rights Division is currently working with departments like ITS and Communications to develop a compliance plan.

Opportunities to Increase Efficiency and Scale ADA Tracking:

The Human Rights Division anticipates receiving approval from Procurement by the end of FY24 to implement ADA software to significantly scale our ability to track our impact in making ADA improvements. For each physical barrier identified and that we work on remediating, the City will be able to geo-locate the barrier using GIS coordinates so that we can know the location with precision and be able to effectively track when the barrier is removed. Through effective tracking, the software will also play a vital outward-facing role because the Human Rights Division will be able to efficiently make updates to our ADA Action Log available to the public on our website so they can see OEI's progress in creating a more accessible city for all residents.

The Office of Equity and Inclusion – Human Rights Division is always available to assist with any additional questions and to provide more information on our collaborative efforts. Please contact Dr. Lindsey Wilson, Director, at lindsey.wilson@dallas.gov, Chris Graves, Human Rights Officer, at christopher.graves@dallas.gov, or Gary Copeland, ADA Compliance Manager, at gary.copeland@dallas.gov.



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

c:

Kimberly Bizar Tolbert, City Manager (I)
Tammy Palomino, City Attorney
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Appendix – City of Dallas Buildings Reviewed for ADA Barriers

Buildings Reviewed - 2020	
Building	Zipcodes
Arcadia Park Library	75211
Campbell Green Rec Center	75248
City Hall	75201
Municipal Court	75201
Jonsson Library	75201
KBH Convention Center	75202
Kleberg Rylie Rec Center	75253
Majestic Theater	75201
MLK Center	75215
MLK Admin	75215
MLK Child Care	75215
MLK Clinic	75215
MLK Library	75215
MLK Parking	75215
Moody Performance Hall	75201
NE Patrol	75238
Polk Wisdom Library	75232
SVW Patrol	75211
Union Station	75202
Fretz Tennis Center	75254
Mildred Dunn Recreation Center	75215
South Dallas Cultural Center	75210
North Central Patrol	75252

Buildings Reviewed - 2021	
Building	Zipcodes
Oak Cliff Municipal Ctr	75203
Cotton Bowl	75215
Fire Station 2	74229
Fire Station 4	75215
Fire Station 5	75217
Fire Station 11	75204
Fire Station 12	75249
Fire Station 18	75146
Fire Station 20	75240
Fire Station 23	75203
Fire Station 25	75241
Fire Station 26	75211
Fire Station 29	75243
Fire Station 47	75247
Fire Station 51	75227
Fire Station 55	75214
Fire Station 57	75238

Buildings Reviewed - 2022	
Building	Zipcodes
Fire Station No. 45	75208
Fire Station No. 53	75228
Fire Station No. 54	75241
Fire Station No. 56	75254
Mountain Creek Library	75249
Lakewood Branch Library	75214
Oak Lawn Branch Library	75219
Lancaster-Kiest Dunbar Branch Library	75216
Kleberg-Rylie Branch Library	75253
Preston Royal Branch Library	75229
Skillman Southwestern Branch Library	75206
Renner Frankford Branch Library	75252
Skyline Branch Library	75227
City Marshall / Detox	75226
Latino Cultural Center	75204



City of Dallas

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

Agenda Information Sheet

File #: 24-1968

Item #: G

Upcoming Office of Community Care Agenda Item to Accept Additional Grant Funds from Texas Department of Criminal Justice (TDCJ)
[Jessica Galleshaw, Director, Office of Community Care]

Memorandum



CITY OF DALLAS

DATE June 7, 2024

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

SUBJECT **Upcoming Office of Community Care Agenda Item to Accept Additional Funds from Texas Department of Criminal Justice**

On June 26, 2024, the following Office of Community Care item will be considered by City Council:

File ID: 24-1966: Authorize **(1)** the acceptance of the second annual allocation of a two year contract with these funds to the grant from the Texas Department of Criminal Justice (TDCJ) (Contract No. 696-TC-24-24-L046, Modification No. M-001) in the amount of \$500,000.00 for re-entry services to individuals being released from TDCJ who are returning to the City of Dallas to be provided from September 1, 2024 through August 31, 2025; **(2)** the acceptance grant funds in the amount of \$500,000.00 for the period September 1, 2024 through August 31, 2025; **(3)** the deposit of grant funds from TDCJ for the FY 2024-2025 program allocation in an amount not to exceed \$500,000.00 in the TDCJ Re-Entry Services Program Fund; and **(4)** execute the agreement and all terms, conditions and documents required by the contract - approved as to form by the City Attorney - Not to exceed \$500,000.00 – Financing: Texas Department of Criminal Justice Re-Entry Services Grant Fund

Background

This item represents the acceptance of additional funding for the Texas Department of Criminal Justice contract to support re-entry services. The current contract is a two-year agreement, with the first year's funding having been accepted at the time of contract authorization. The additional funding will support services in FY2025, the second year of the agreement.

The Reentry Services Program was established by the Texas State Legislature to support projects in Dallas and Houston that strive to support individuals being released from TDCJ facilities and returning to the Dallas or Houston area. This project has been supported through appropriations in the 84th, 86th, 87th, and now the 88th Texas State Legislative Session in 2023. Funding was once again appropriated within the budget for the Texas Department of Criminal Justice (TDCJ) to enter into an agreement with the City of Dallas to establish and operate a program for reentry services to individuals released from TDCJ facilities who are returning to the Dallas area. The City of Dallas may enter into agreements with non-profit entities, faith-based organizations, community groups and the private sector for the provision of services.

DATE June 7, 2024
SUBJECT **Upcoming Office of Community Care Agenda Item to Accept
Additional Funds from Texas Department of Criminal Justice**

PRIOR ACTION/REVIEW (COUNCIL, BOARDS, COMMISSIONS)

On April 27, 2016, the City Council authorized the acceptance of a grant from the Texas Department of Criminal Justice (Contract No. 696-TC-16-17-L063), to develop and operate a pilot program for re-entry services for the period September 1, 2015, through August 31, 2017; and execution of the grant agreement by Resolution No. 16-0635.

On January 22, 2020, the City Council authorized the acceptance of a grant from the Texas Department of Criminal Justice (Contract No. 696-TC-20-21-L098, to develop and operate a pilot program for reentry services for the period September 1, 2019 through August 31, 2021; and execution of the grant agreement by Resolution No. 20-0207.

On December 8, 2021, the City Council authorized the acceptance of a grant from the Texas Department of Criminal Justice (TDCJ) (Contract No. 696-TC-22-23-L026) in the amount of \$1,000,000.00 (\$500,000.00 for FY 2021-2022 and \$500,000.00 for FY 2022-2023) for re-entry services to individuals being released from TDCJ who are returning to the City of Dallas area by Resolution No. 21-2024.

On November 8, 2023, the City Council authorized the acceptance of a grant from the Texas Department of Criminal Justice (TDCJ) (Contract No. 696-TC-24-24-L046) in the amount of \$500,000.00 for re-entry services to individuals being released from TDCJ who are returning to the City of Dallas area for the period September 1, 2023 through August 31, 2024 (2) establishment of appropriations in an amount not to exceed \$500,000.00 in the TDCJ Re-Entry Services Grant Program Fund; (3) receipt and deposit of grant funds from TDCJ in an amount not to exceed \$500,000.00 in the TDCJ Re-Entry Services Grant Program Fund; and (4) execution of the Interlocal Agreement with TDCJ and all terms, conditions, and documents required by the agreement – Not to exceed \$500,000.00 - Financing: Texas Department of Criminal Justice Grant Funds by Resolution No. 23-1569.

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@dallascityhall.com.



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City of Dallas

1500 Marilla Street
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Agenda Information Sheet

File #: 24-1862

Item #: H

Workforce, Education, and Equity Committee Forecast

WORKFORCE, EDUCATION, & EQUITY

COMMITTEE FORECAST

	TITLE	DEPARTMENT
MONDAY, AUGUST 12, 2024, 9:00 A.M.		
BRIEFING ITEMS	Public Safety & Equity Update	Office of Integrated Public Safety Solutions, Office of Community Care, Small Business Center, Dallas Police Dept.
	Temp to Hire Program	Equipment and Fleet Management
	DART MWBE Briefing	DART
	School Crossing Guard Program	City Marshal's Office
BRIEFINGS BY MEMORANDUM	WEE Two-Month Forecast	City Manager's Office
MONDAY, SEPTEMBER 9, 2024, 9:00 A.M.		
BRIEFING ITEMS	Talent Acquisition Center	Human Resources/Civil Service
	CDL Program (PBW - Lead)	Public Works
	Utilities and Efforts on MWBE Opportunities	Budget and Management Services
	Youth Outreach Unit	Dallas Police Department
BRIEFINGS BY MEMORANDUM	WEE Two-Month Forecast	City Manager's Office