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CITY SECRETARY
DALLAS, TEXAS

City of Dallas

1500 Marilla Street, Room 6ES
Dallas, Texas 75201

Public Notice

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POSTED CITY SECRETARY
DALLAS, TX



Workforce, Education, and Equity Committee

November 9, 2020

9:00 AM

The Workforce, Education, and Equity Committee meeting will be held by videoconference. The meeting will be broadcast live on Spectrum Cable Channel 16 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/onstage/g.php?MTID=e263d262720db709a14af5328cde895d6>

2020 CITY COUNCIL APPOINTMENTS

COUNCIL COMMITTEE	
ECONOMIC DEVELOPMENT Atkins (C), Blewett (VC), Gates, McGough, Narvaez, Resendez, West	ENVIRONMENT AND SUSTAINABILITY Narvaez (C), West (VC), Atkins, Blackmon, Gates
GOVERNMENT PERFORMANCE AND FINANCIAL MANAGEMENT Mendelsohn (C), Gates (VC), Bazaldua, McGough, Thomas	HOUSING AND HOMELESSNESS SOLUTIONS West (C), Thomas (VC), Arnold, Blackmon, Kleinman, Mendelsohn, Resendez
PUBLIC SAFETY Gates (C), Kleinman (VC), Arnold, Bazaldua, Blewett, McGough, Medrano, Mendelsohn, Thomas	QUALITY OF LIFE, ARTS, AND CULTURE Medrano (C), Atkins (VC), Arnold, Blewett, Narvaez
TRANSPORTATION AND INFRASTRUCTURE McGough (C), Medrano (VC), Atkins, Bazaldua, Kleinman, Mendelsohn, West	WORKFORCE, EDUCATION, AND EQUITY Thomas (C), Resendez (VC), Blackmon, Kleinman, Medrano
AD HOC JUDICIAL NOMINATING COMMITTEE McGough (C), Blewett, Mendelsohn, Narvaez, West	AD HOC LEGISLATIVE AFFAIRS Johnson (C), Mendelsohn (VC), Atkins, Gates, McGough
AD HOC COMMITTEE ON COVID-19 RECOVERY AND ASSISTANCE Thomas (C), Atkins, Blewett, Gates, Mendelsohn, Narvaez, Resendez	

(C) – Chair, (VC) – Vice Chair

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

Call to Order**MINUTES**

1. [20-2245](#) Approval of the October 12, 2020 Workforce, Education, and Equity Committee Meeting Minutes

Attachments: [Minutes](#)

BRIEFING ITEMS

- A. [20-2250](#) Workforce: Economic Development Business & Workforce Inclusion Overview
[Zarin Gracey, Assistant Director, Office of Economic Development]

Attachments: [Presentation](#)

- B. [20-2248](#) Education: Dallas Independent School District Racial Equity Update
[Dr. Sharon Quinn, Director, Racial Equity Office, Dallas Independent School District]

Attachments: [Presentation](#)

- C. [20-2246](#) Equity: Overview of Dallas Truth, Racial Healing, and Transformation's Initiatives
[Jerry Hawkins, Executive Director, Dallas Truth, Racial Healing, and Transformation]

Attachments: [Presentation](#)

BRIEFING MEMOS

- D. [20-2251](#) Bella Lagos Boundary Adjustment
[Casey Thomas, II, Council Member, District 3]

Attachments: [Memorandum](#)

ADJOURNMENT

EXECUTIVE SESSION NOTICE

A closed executive session may be held if the discussion of any of the above agenda items concerns one of the following:

1. seeking the advice of its attorney about pending or contemplated litigation, settlement offers, or any matter in which the duty of the attorney to the City Council under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas clearly conflicts with the Texas Open Meetings Act. [Tex. Govt. Code §551.071]
2. deliberating the purchase, exchange, lease, or value of real property if deliberation in an open meeting would have a detrimental effect on the position of the city in negotiations with a third person. [Tex. Govt. Code §551.072]
3. deliberating a negotiated contract for a prospective gift or donation to the city if deliberation in an open meeting would have a detrimental effect on the position of the city in negotiations with a third person. [Tex. Govt. Code §551.073]
4. deliberating the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee; or to hear a complaint or charge against an officer or employee unless the officer or employee who is the subject of the deliberation or hearing requests a public hearing. [Tex. Govt. Code §551.074]
5. deliberating the deployment, or specific occasions for implementation, of security personnel or devices. [Tex. Govt. Code §551.076]
6. discussing or deliberating commercial or financial information that the city has received from a business prospect that the city seeks to have locate, stay or expand in or near the city and with which the city is conducting economic development negotiations; or deliberating the offer of a financial or other incentive to a business prospect. [Tex Govt. Code §551.087]
7. deliberating security assessments or deployments relating to information resources technology, network security information, or the deployment or specific occasions for implementations of security personnel, critical infrastructure, or security devices. [Tex Govt. Code §551.089]



City of Dallas

1500 Marilla Street
Dallas, Texas 75201

Agenda Information Sheet

File #: 20-2245

Item #: 1.

Approval of the October 12, 2020 Workforce, Education, and Equity Committee Meeting Minutes

Workforce, Education, and Equity Committee Meeting Record

The Workforce, Education, and Equity Committee meetings are recorded.
Agenda materials are available online at www.dallascityhall.com. Recordings may be reviewed online at <https://dallastx.swagit.com/city-council>
Note: This meeting was conducted via teleconference to comply with a social distancing mandate during a declared state of disaster.

Meeting Date: October 12, 2020

Convened: 9:06 a.m.

Adjourned: 10:41 a.m.

Committee Members Present:

CM Casey Thomas, Chair
CM Jaime Resendez, Vice Chair
MPT Adam Medrano
CM Lee Kleinman
CM Paula Blackmon

Committee Members Absent:

N/A

Other Council Members Present:

AGENDA

CALL TO ORDER (9:06 a.m.)

A. Approval of the August 10, 2020 Workforce, Education and Equity Committee Meeting Minutes

Action Taken/Committee Recommendation(s): A motion was made to approve the minutes for the August 10, 2020 Workforce, Education and Equity Committee meeting minutes. The motion passed unanimously.

Motion made by: Vice Chair Jaime Resendez

Motion seconded by: CM Paula Blackmon

B. Workforce: United Way Job and Opportunity Workforce Equity Project

Presenters: Michelle Thomas, Vice President, North Texas Program Officer, JPMorgan Chase & Co.; Monique Baptiste, Vice President, Jobs and Skills Program Officer, JPMorgan Chase & Co.; Andrea Glispie, Director, Career Pathways and Pathways to Work, United Way of Metropolitan Dallas

Action Taken/Committee Recommendation(s): Ms. Thomas and Ms. Baptiste provided an overview of JPMorgan Chase's philanthropic investments in Dallas, which focus on providing economic opportunities to underserved Black and Latinx communities. Ms. Glispie provided an overview of United Way of Metropolitan Dallas' Jobs and Opportunity Project, which includes a roadmap to building an equitable economy and develops strategies for closing equity gaps in employment and income in Dallas and Collin Counties. A final report is scheduled to release in January 2021. Committee members asked questions about funding for financial literacy among the youth, how the organizations will work to grow entrepreneurs in Dallas, the timeline for implementation of the various initiatives, collaboration with other non-profit organizations, whether the data can be disaggregated by geography, and how the City can support these equity efforts. Information only.

C. Education: Dallas County Promise Update

Presenters: Eric J. Ban, Ed.D., Managing Director, Dallas County Promise

Action Taken/Committee Recommendation(s): Dr. Ban provided an overview of Dallas County Promise's mission of helping students dream, prepare, enroll, complete, and earn with equity and workforce alignment by breaking down all barriers to college enrollment, and the strategies Dallas County Promise is implementing to meet this goal. Councilmembers asked questions about how Dallas County Promise is connecting with students virtually during the COVID-19 pandemic. Information only.

D. Equity: Cities and Counties for Fine and Fee Justice

Presenters: Genesis D. Gavino, Resilience Officer, Office of Equity and Inclusion - Resilience Division

Action Taken/Committee Recommendation(s): Officer Gavino provided an overview of the Office of Equity and Inclusion - Resilience Division's efforts to mitigate the disproportionate impact of fines and fees levied by the City on low-income communities and people of color through the Cities and Counties for Fine and Fee Justice

national cohort. Officer Gavino stated that the City will be awarded a grant of \$50,000 to participate in the cohort and implement fine and fee reforms. The City Council will consider an agenda item to authorize the acceptance of the grant funds on October 13, 2020. A motion was made to move the staff recommended agenda item to the City Council for consideration on October 13, 2020. The motion passed.

Motion made by: Vice Chair Jaime Resendez

Motion seconded by: CM Paula Blackmon

Adjourn (10:41 a.m.)

APPROVED BY:

Casey Thomas, Chair
Workforce, Education, and Equity Committee

ATTESTED BY:

Sommer Iqbal, Coordinator
Workforce, Education, and Equity Committee

DRAFT



City of Dallas

1500 Marilla Street
Dallas, Texas 75201

Agenda Information Sheet

File #: 20-2250

Item #: A.

Workforce: Economic Development Business & Workforce Inclusion Overview
[Zarin Gracey, Assistant Director, Office of Economic Development]



City of Dallas

Economic Development Business & Workforce Inclusion Overview

November 9, 2020

Zarin D. Gracey
Assistant Director
City of Dallas

Purpose



CTA Roadmap at a glance

Capacity Building Timeline

Objectives and Mantra

Overview of Business & Workforce

Inclusion

- Workforce Development

- Fresh Start

- Small Business Initiatives

- Business Inclusion

Questions



Roadmap at A Glance

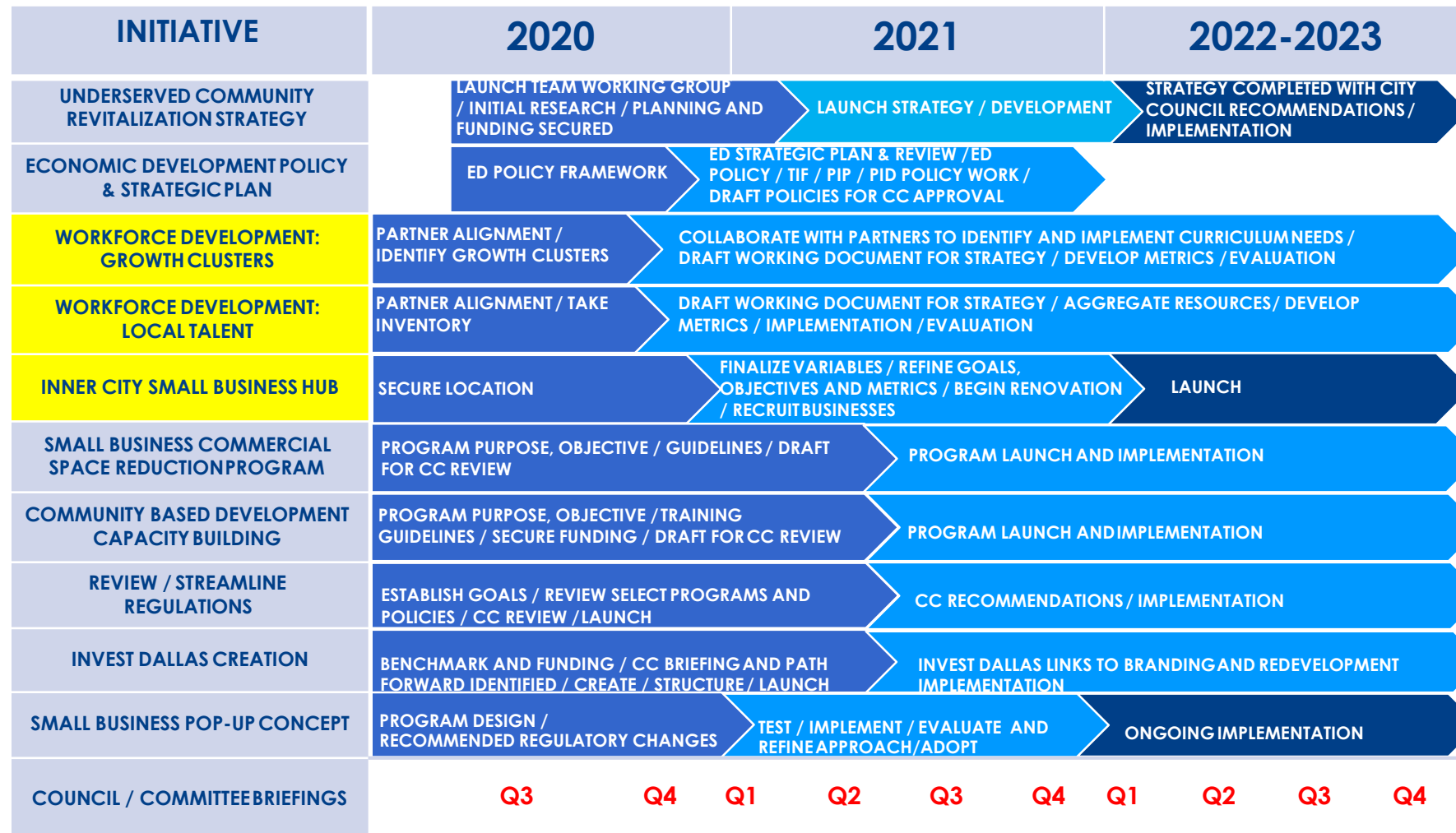


Housing Initiatives (Estimates)	Infrastructure Projects	Transformative Projects	Pilot Initiatives in Support of Social & Economic Growth	Capacity Building in Support of Social & Economic Growth	Resource Development	External Affairs
<ul style="list-style-type: none"> 1,000 affordable housing unit challenge PFC Housing 80% at 50% AMI: 2000 Units PFC Housing Pilot Initiative: City owned land; RFP 500 Units Innovative concepts HFC Housing, LIHTC Credit 1700 Units Site acquisition 300 Units (2) @ 150 Units Each Aligned w/ Community Assets (Commercial Kitchen/Incubator) Housing for Homeless Initiative 900 units Housing Nexus Study Affordable Housing Development Tools Program 	<ul style="list-style-type: none"> Large Scale (>\$10,000,000) Small / Medium Scale (<\$10,000,000) 	<p><u>Physical Projects:</u></p> <ul style="list-style-type: none"> Mall Areas UNT Dallas Area Medical District Urban Core #1 Biotech Initiative <p><u>Development Capacity:</u></p> <ul style="list-style-type: none"> Citywide Comprehensive Plan TOD Plan Hensley Field Redevelopment Plan Reimagine City Development Processes City Parking Code Review Historic Preservation Streamlining Regulations and Processes People Mover Demonstration Parking Code Convention Center Master Plan 	<ul style="list-style-type: none"> Integrated Community Development Project Neighborhood Level Projects (5) Food Desert Pilots Smart Cities Creative Industry Zones 	<ul style="list-style-type: none"> Underserved Community Revitalization Strategy* Economic Development Policy & Strategic Plan Workforce Development: Growth Clusters Workforce Development: Local Talent Inner City Small Business Hub Small Business Commercial Space Reduction Program* Community Based Development Capacity Building Review / Streamlining of Housing and Economic Development Policies and Regulations Invest Dallas Creation* Small Business Pop-Up Concept 	<p><u>Community Regeneration Fund</u>*:</p> <ul style="list-style-type: none"> Affordable Housing Revolving Loan Fund Small Business Revolving Loan Fund Historic Preservation Revolving Loan Fund Underserved Communities Small Businesses HUD Sec 108 Revolving Loan AFHTF Housing Stabilization Fund* 	<ul style="list-style-type: none"> Dallas Vision and Brand* Invest Dallas Creation* Community Relations / Engagement Dashboard Roadmap Evaluation Strategic Partnerships Program and Policy Alignment and Changes Outreach Anchor Institution Economic Development Strategy

NOTE: While not on the initial set of activities, staff will be exploring the creation of an equitable development initiative designed to build the capacity of minority developers. Examining program structure and format using Washing D. C. and Detroit as guides. Staff will also coordinate with the Black and Hispanic Contractor's Association over the next six months as staff works to develop a minority contractor capacity building program that focuses on increasing bonding capacity. This too will be added to the timeline.



Capacity Building In Support of Social and Economic Growth: Timeline



Objectives and Mantra



BUILD CAPACITY

Develop strategic partnerships through intentional, coordinated, and mission-driven efforts aimed at strengthening S/M/WBE businesses to improve their performance and economic impact.

“Intentional outreach yields equitable outcomes!”

WORKFORCE ECOSYSTEM

Work strategically and collectively in targeted areas to equip Dallas residents to thrive in Dallas professionally and financially.

“A system that works together to get Dallas residents to work!”

INCLUSIVE AGENDA

Advocate for the importance of diversity, inclusion, and equity in the awarding of City contracts while providing conditions for growth and development through training, communication, and resource connections for our most neglected communities and citizens.

“Have an equitable and inclusive lens in all we do!”



Workforce Development



Create opportunities to connect Dallas residents to job opportunities in the City of Dallas. **Three areas of focus for this fiscal year:**

- **Local Preference (Dallas First)**
 - A program that assigns up to five points on request for proposals for creating economic return and value to the Dallas economy
 - Examples include: Hiring or employing Dallas residents, locating main office or factory in Dallas, and **supporting workforce programs**
 - To receive the points, a supplier must satisfy one of the following:
 - Proof of principal place of business located in the City of Dallas
 - Proof of local workforce composition including:
 - At least 20% of 100 full-time employees or independent contractors who are Dallas residents
 - **Participation in the City's workforce development program**
 - Connect prime and subcontractors to local non-profit organizations that have workforce development programs
 - Creates opportunities for non-Dallas based companies to participate in the Dallas First program
 - Work with local non-profits to align their workforce development programs City of Dallas contracts by industry
- **Expand The Workforce Training Program**
 - Currently Oak Cliff Works (Healthcare) and City Square (Construction)
 - Additional \$3M in funding to expand the program to include more organizations
 - Develop an outreach strategy to bring awareness to the existing and developing programs
 - Align efforts to focus on the following industries as well as identify emerging industries
 - Construction
 - Healthcare
 - Information Technology
 - Transportation, Logistics, and Distribution
 - Manufacturing & Production
 - Business
- **Southern Dallas Employment Project**
 - Collective and targeted efforts to increase employment and quality of life for individuals returning to or living in South Dallas
 - Focuses on five zip codes in Southern Dallas (75210, 75215, 75216, 75217, and 75228)
 - Brings businesses, educational institutions, workforce agencies, and nonprofits together to provide citizens with nationally recognized certifications and wrap-around services



Workforce Development



FY20-21 Q2 – Q3

Formalize the Dallas First process to:	Status
• Connect non-Dallas vendors competing on City contracts with workforce development partners	In progress
• Track & report Dallas citizens hired through the program	In progress

FY20-21 Q3

Expand the Workforce Training Program	Status
• Develop a marketing strategy to bring awareness to the programs	In progress
• Develop and advertise specifications to expand the program	In progress

FY20-21 Q2 – Q3

Launch the South Dallas Employment Project	Status
✓ Identify businesses that align with targeted industries	Complete
• Finalize invitation letter and send to businesses	In progress
• Finalize marketing and outreach schedule	In progress





Workforce Development – Fresh Start

To create City of Dallas employment opportunities for our returning residents by becoming a bridge to assist with their personal journey to restoration. **Six areas of focus for this fiscal year:**

- Revamp the recruiting and on-boarding process to ensure clients are cleared and hired in a timely manner that meets the hiring needs of our departments
- Identify vacant positions from various departments
- Develop a request for proposals to identify five agencies to work with to receive referrals
 - We receive a number of referrals and applications, but many of the referrals do not qualify for the program
- Host a City of Dallas departmental job fair for Fresh Start clients
- Work with the Office of Community Care to develop bi-monthly brown bag lunch sessions to discuss available resources
- Work with DWU and Risk to explore City transportation to work at sites not on Dart bus lines



Workforce Development – Fresh Start



FY20-21 Q1 – Q2

Revamp the recruiting and on-boarding process	Status
✓ Work with staff to review and revamp the process	Complete
• Meet with HR to finalize the process	In progress
• Meet with CAO and Civil Service to hire clients in Civil Service positions	In progress
Identify vacant positions	Status
• Receive hiring commitments from departments (not PM#s) – 25 jobs	In progress
• Identify training and certification opportunities for growth opportunities	In progress
Develop a bi-monthly brown bag lunch resource session	Status
• Work with the Office of Community Care to develop six sessions	In progress
• Identify training and certification opportunities for growth opportunities	In progress



Workforce Development – Fresh Start



FY20-21 Q2

City of Dallas Job Fair for Fresh Start Clients	Status
• Schedule the day 1 information session	In progress
• Schedule the day 2 interviews	In progress
RFP to identify five agencies	Status
• Develop specifications	Not started

FY20-21 Q3

Identify transportation for DWU Fresh Start clients	Status
• Meet with Risk, Fleet Management, and DWU	Not started

In FY21-22 we will explore plans to expand the Fresh Start program to City of Dallas vendors



Small Business Initiatives



In order to address the lack of awareness of existing business support and capital resources, a collaborative initiative was launched to develop and implement a marketing strategy that educates small/minority/women owned business on the resources that exist in Dallas.

Four areas of focus this fiscal year:

Broadening Urban Investment to Leverage Dallas (B.U.I.L.D.)

- Ecosystem is a collaborative of 400+ business service organizations (BSO) and Community Development Financial Institutions (CDFI) lead by the City of Dallas and the Red Bird Dallas Entrepreneur Center to provide technical assistance and capital to small/minority/women owned businesses primarily located in LMI census tracks

South Dallas Fair Park Opportunity Fund

- To provide loans and grants to promote economic development and support human development initiatives in the neighborhoods surrounding Fair Park

Southern Dallas Investment Fund

- To support small businesses in southern Dallas

Small Business Continuity Fund

- A partnership between the Office of Economic Development, Dallas Development Fund (DDF), and National Development Council (NDC), designed to assist low-to-moderate (LMI) microenterprise business owners (5 or fewer employees) or small businesses with 50 or fewer employees that retain LMI workers within the City of Dallas.
 - Manage the second round of funds and providing technical assistance to those businesses that did not qualify

Inner City Small Business Hub

- To develop a resiliency center that will meet the needs of the inner-city businesses through economic recovery and development by systematically addressing the disparities and barriers that present challenges for minority owned businesses in the Southern Sector



Small Business Initiatives



FY20-21 Q1 – Q2

Continue Standing up B.U.I.L.D.	Status
✓ Create a robust website (dallasbuilds.org)	Complete
✓ Get 50% of BSOs to enter their information in the website portal	Complete
• Finalize the marketing and outreach strategy to business owners	In progress
• Finalize “hand-off” strategy once businesses have been served	In progress
Marketing strategy for Southern Dallas Investment Fund	Status
• Include in the B.U.I.L.D. ecosystem financial training cohorts	In progress
Marketing strategy for South Dallas Fair Park Opportunity Fund	Status
✓ Review 16 NOFA proposal responses to ensure all meet requirements	Complete
• Meet with the SDFPOF board to review	In progress
• Evaluate and award	In Progress
Second round of SMCF	Status
✓ Establish a plan for receipt of the additional funds	Complete
• Develop marketing outreach strategy for new applications	In progress
• Develop a B.U.I.L.D. referral process for those not approved or choose not to accept	In progress



Small Business Initiatives

FY20-21 Q2 – FY21-22 Q2



Inner City Business Hub	Status
• Identify a location and close on lease or sale	In progress
• Identify donation opportunities or subsidies	In progress
• Develop a budget to serve 80 to 100 businesses annually	In progress
• Establish a list of strategic partners to develop in-kind services for build-out, programming, and innovation	In progress
• Procure office furniture and computers	Not started



Business Inclusion



Based on the outcome and recommendations of the availability & disparity study, implement flexible programs that encourage the growth of M/WBEs as well as contracting opportunities. **Five Areas of focus for this fiscal year:**

Availability & Disparity Study Recommendations

- Enhance M/WBE compliance efforts
 - *Develop a specification review team to encourage equity and competition by ensuring barriers are removed and creating opportunities for new competitors*
 - *Perform project site visits to ensure compliance with the business inclusion program (proactive instead of reactive)*
 - *Formalize procedures to monitor prompt payment per Government Code Section 2251.022 (primes pay subs within 10 days of receiving payment from the City)*
 - *Develop formal non-compliance procedures to support prime and subcontractor accountability*
- Diversify Supplier Utilization
 - Establish an owner controlled insurance program to create opportunities for emerging construction companies to work on City projects while increasing competition
 - A policy owned by the City for construction projects designed to cover virtually all liability and loss from the construction project



Business Inclusion



FY20-21 Q1

Set Annual M/WBE Goals	Status
✓ Set annual M/WBE Goals	Complete

Enhance M/WBE Compliance Efforts	Status
• Develop a specification review team	In progress
• Perform regular project site visit audits	In progress
• Prompt payment review	In progress
• Develop formal non-compliance procedures	In progress

FY20-21 Q4

Diversify Supplier Utilization	Status
• Establish an owner controlled insurance program	In progress



Business Inclusion Policy Goals



CONTRACT CATEGORY	CURRENT M/WBE GOALS	UTILIZATION	AVAILABILITY	NEW M/WBE GOALS
A&E	25.60%	32.46%	36.86%	34.00%
Construction	25.00%	27.94%	38.30%	32.00%
Professional Services	36.30%	30.74%	50.92%	38.00%
Other Services	23.80%	39.04%	32.18%	N/A
Goods and Supplies	18.00%	26.60%	41.00%	32.00%





Economic Development

Business & Workforce Inclusion Overview

November 9, 2020

Zarin D. Gracey
Assistant Director
City of Dallas





City of Dallas

1500 Marilla Street
Dallas, Texas 75201

Agenda Information Sheet

File #: 20-2248

Item #: B.

Education: Dallas Independent School District Racial Equity Update
[Dr. Sharon Quinn, Director, Racial Equity Office, Dallas Independent School District]



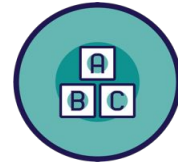
Dallas Independent School District Racial Equity Update

Dr. Sharon Quinn
Deputy Chief, Dallas ISD Racial Equity Office
November 9, 2020

AGENDA



Racial Equity Office Objective & Purpose



Equity Working Group Study Results



Organization Chart



Professional Development



Progress Monitoring

Dallas ISD is Leading the Way in Addressing Racial Equity

In 2017, the Dallas ISD Board recognized this history of systemic and institutional racism in our country and in Dallas ISD and made a unanimous commitment to responding via the **Racial Equity Resolution and Policy**.

The District acknowledges the history of institutional racism that systematically and systemically prohibited the educational and societal advancement of students.

The District recognizes its history in participating in societal ills that have perpetuated racial inequity and discrimination.

The District shall create an environment that understands providing **additional and differentiated resources** to support the success of all students shall be fundamentally necessary to achieve racial and educational equity.

Source: [Dallas ISD Board Racial, Socio-Economic, and Educational Equity Policy](#), July 2018.

The District shall establish **the Racial Equity Office (REO)**.

The REO shall function to create opportunities to eliminate inequitable practices within the District... that negatively impact achievement for all student groups, with **emphasis on African American and English language learners**.

Dallas ISD is Leading the Way in Addressing Racial Equity

In 2020, the Dallas ISD Board again made a commitment to the Black Students and Black Lives of Dallas ISD.

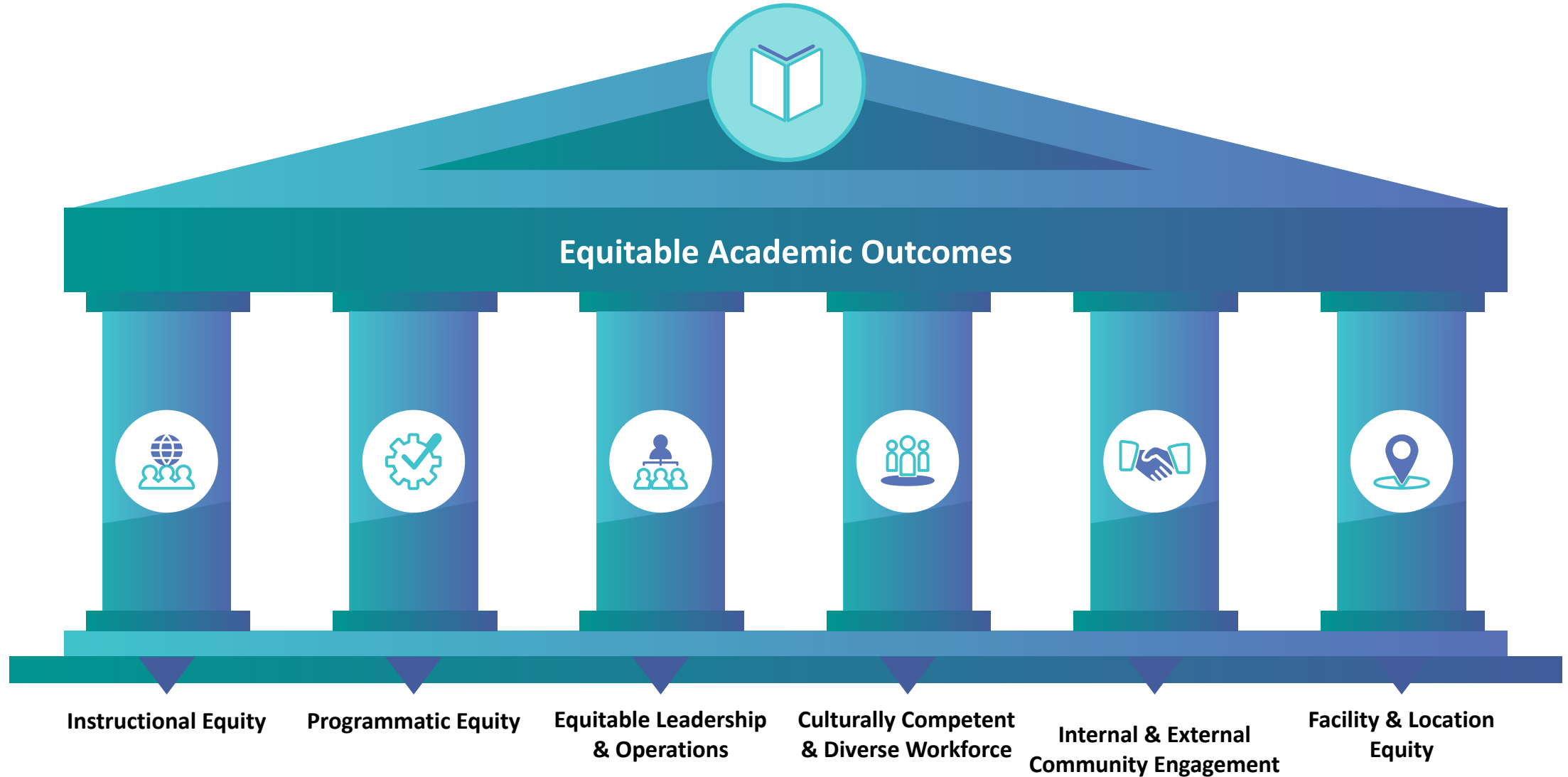
WHEREAS, current events have enhanced the need for **communities and leaders to stand in solidarity against the murder of unarmed Black men and women** by declaring unequivocally that the lives of Black students and Black people in our community matter.

WHEREAS, today **our Black students** represent 21% of the district but continue to **experience inequity of access to learning** and are disproportionately overrepresented in discipline statistics and special education programming while being underrepresented in rigorous classes including Advanced Placement, honors and gifted and talented programming.

Source: [Dallas ISD Board Racial, Socio-Economic, and Educational Equity Policy](#), July 2018.

To this end, Board members in collaboration with the community will identify high need issues and shall **reconvene with the Superintendent in 30 days to begin to effectively address the issues** by using the tools, systems, resources and talent that exist within our district and community and equitably investing resources for our students and their families **to achieve marked and measurable improvements for Black students within Dallas ISD over the next year.**

PROPOSED REALIGNMENT OF AEA BOARD POLICY



BIG IDEAS AND FOUNDATIONS FOR SUCCESS

Big Ideas

(1.1 – 7.3) indicate specific actions under each of these big ideas

1. Expand Support for Teachers at Higher-Need Schools
(1.1, 1.2, 1.3)

2. Support the Hiring of Strong Teachers at Higher-Need Schools
(2.1, 2.2, 2.3)

5. Ensure Equitable Access to Application & Lottery Programs and Advanced Course Pathways
(5.1, 5.2, 5.3, 5.4)

6. Provide Coordinated School Budget, Staffing and Scheduling Options that Optimize Resource Use for Student Learning
(6.1, 6.2, 6.3, 6.4)

3. Accelerate Teacher Growth through Meaningful Collaboration
(3.1, 3.2, 3.3)

4. Invest in Strong Leaders at Higher-Need Schools
(4.1, 4.2, 4.3)

7. Determine Funding Levels that Differentiate for Student Need & Incoming Performance
(7.1, 7.2, 7.3)

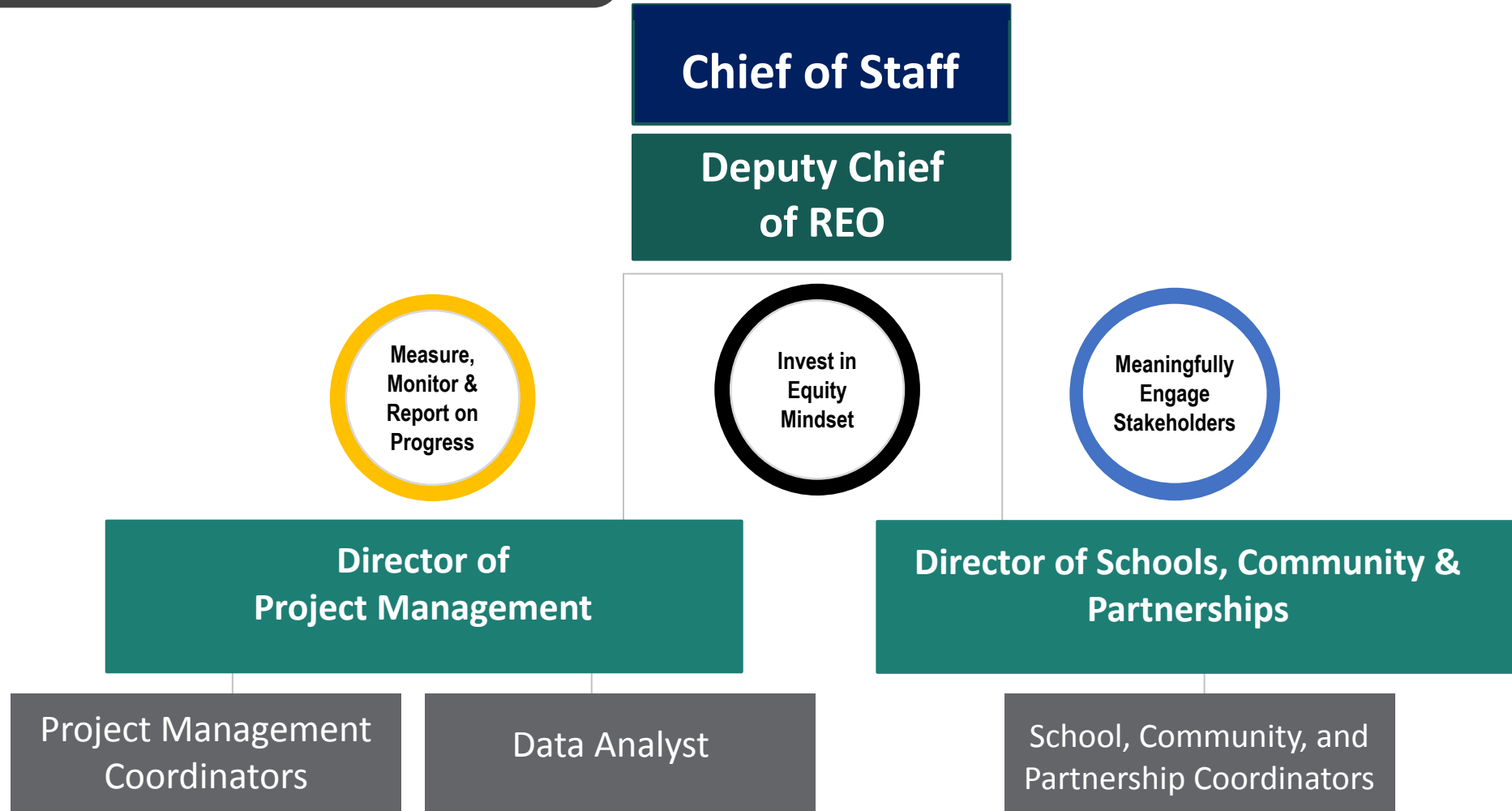
Foundations for Success

Measure,
Monitor &
Report on
Progress

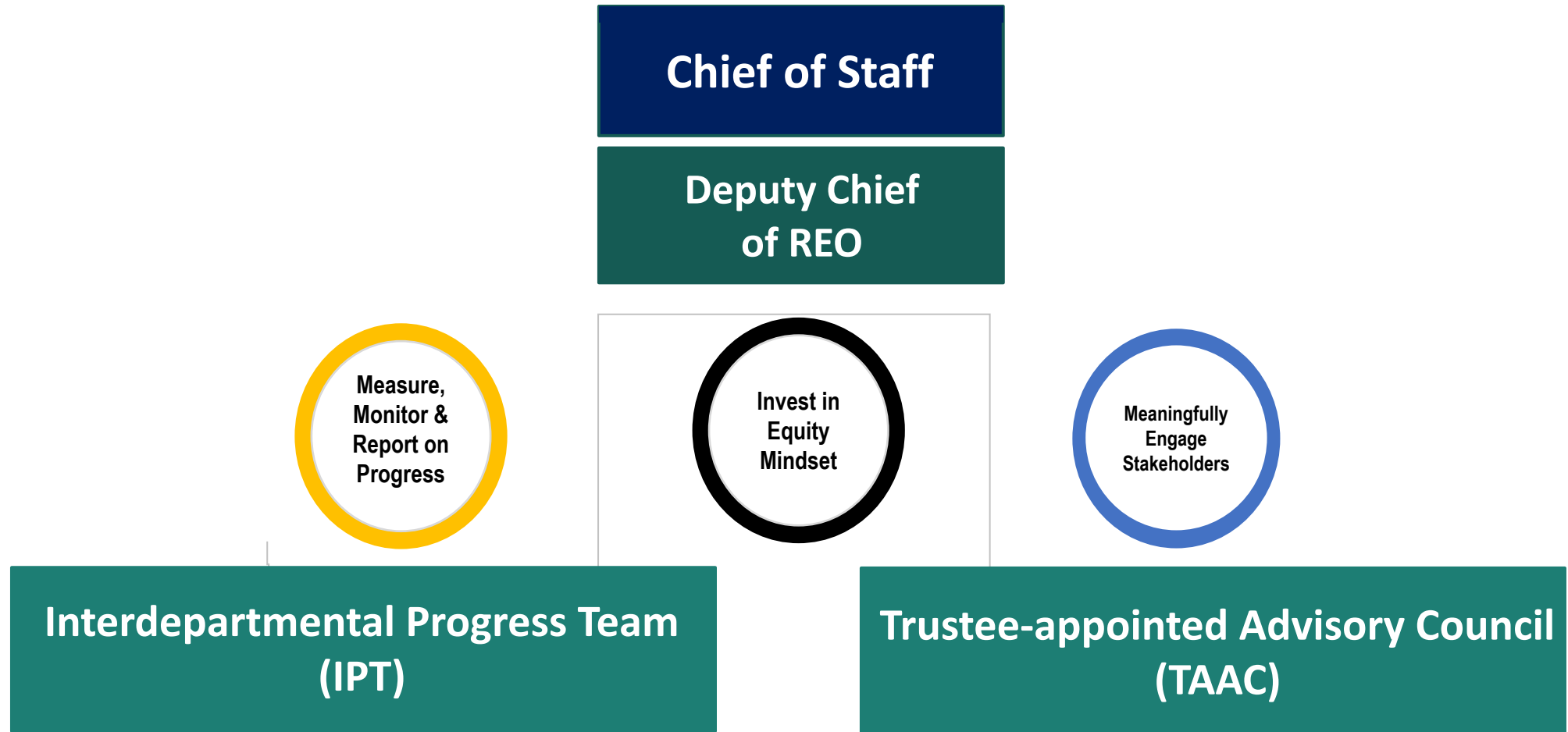
Invest in
Equity
Mindset

Meaningfully
Engage
Stakeholders

ORGANIZATION MODEL

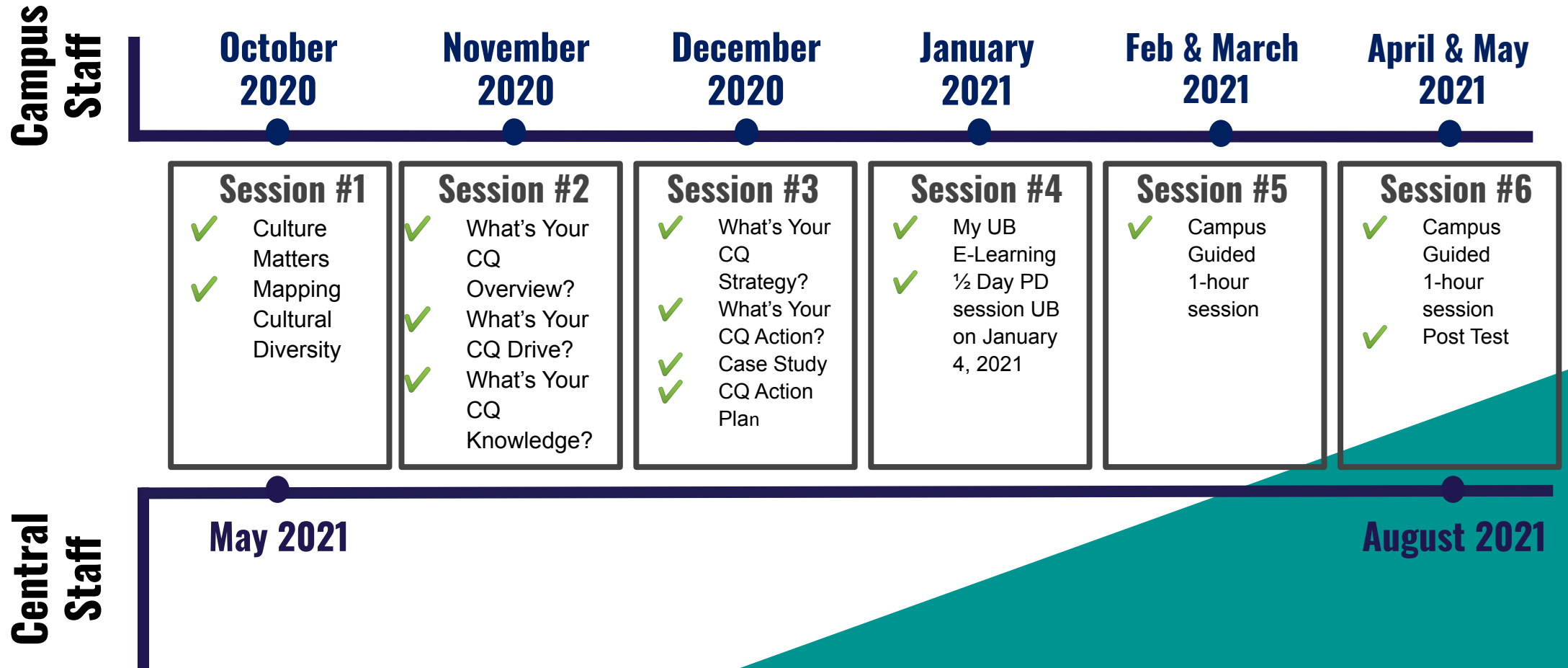


ORGANIZATION MODEL



LAUNCHING CQ TRAINING IN DALLAS ISD

23,000 Employees



DISTRICT-WIDE PROFESSIONAL DEVELOPMENT

Cultural Intelligence (CQ) Training (as of November 2nd)

- 74 Sessions
- 9,615 Participants
- 224 Schools
- 11 Executive Leadership Team Members

CQ Webinar

- 1,158 Registrations
- Next Webinar: December 7th

EXPANDING CQ TO THE DALLAS ISD COMMUNITY

WEBINARS: Dismantling Racism & Creating an Anti-racist School Community



TOWN HALLS: Community Conversations on Dismantling Racism

MEASURING THE WORK

CQ Capabilities Assessments

- Pre- and post-assessment
- Aggregate/Disaggregate Data
- Individual Action Plans

Climate Surveys

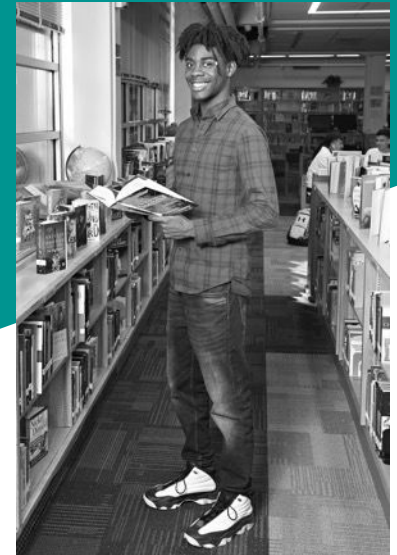
- Students
- Parents & Caregivers
- Staff

Data from Academic Performance

- Common Assessments
- Assessment of Course Performance (ACP)
- EOY State Assessments

Interdepartmental Progress Team (IPT)

- Bi-monthly check-ins
- Monthly group meetings



OVERVIEW OF PILLARS AND PLANNED UPDATES

Pillar	Topic	Briefing Dates
→ Culturally Competent & Diverse Workforce	Foundation for Success: Invest in Equity Mindset	October 8, 2020
→ Instructional Equity	Big Idea: Teaching Quality	December 3, 2020
→ Facility & Location Equity	Student and Family Resource Centers	January 14, 2021
→ Programmatic Equity	Big Idea: Equity of Access	February 11, 2021 - Discipline & SPED May 13, 2021 - Choice
→ Internal & External Community Partnerships	Foundation for Success: Meaningfully Engage Stakeholders	March 11, 2021
→ Equitable Leadership & Operations	Big Idea: School Leadership Quality Big Idea: Coordination & Coherence Foundation for Success: Monitor Progress	April 8, 2021 - Budget June 10, 2021 - Principals
→ Equitable Academic Outcomes	STAAR	August 12, 2021



November 5th Board Update focuses on actions since Black Lives Matter Resolution

THANK YOU

Questions?





City of Dallas

1500 Marilla Street
Dallas, Texas 75201

Agenda Information Sheet

File #: 20-2246

Item #: C.

Equity: Overview of Dallas Truth, Racial Healing, and Transformation's Initiatives
[Jerry Hawkins, Executive Director, Dallas Truth, Racial Healing, and Transformation]

DALLAS TRUTH RACIAL HEALING & TRANSFORMATION





@dallastrht
#HowWeHeal
#DallasTRHT
dallastrht.org



Jerry Hawkins
Executive Director
[@jerryleads](#)

Mission

To create a radically inclusive city by addressing race and racism through narrative change, relationship building and equitable policies and practices.

Vision

A Dallas where no North and South divisions exists in terms of race, wealth, arts, culture, health, safety, education and opportunity, and communities actively, honestly and openly acknowledge, repair and heal from its past and present racial inequities.

Dallas Truth, Racial Healing & Transformation

Racial Equity NOW Cohort



To support and educate the community on the necessity of racial equity training, understanding and policy implementation, Dallas TRHT facilitates and leads the Racial Equity NOW Cohort. The Cohort is designed to provide organizations with training/information sharing, case study presentations, policy review and development, coaching and outcomes development.

In the pilot year, Racial Equity Now had 47 applicants. The final Racial Equity Now Cohort hosts 16 agencies from across Dallas, in an 18-month cohort providing learning opportunities for personnel at all levels of the organization with a requirement that participants include a Board member (for at least ½ of the sessions), senior level decision-making staff member and direct service staff member.



Dallas Truth, Racial Healing & Transformation

Racial Equity Now Cohort Members



The Power of Faithful People



Metropolitan Dallas



DALLAS TRHT SOCIAL COMMUNITY EVENTS



Google



RACIAL EQUITY AND COVID-19

Join us @DALLASTRHT for a Twitter Chat about the racial equity implications of the global pandemic, this novel coronavirus, race, racism and our communities.

Wednesday, April 8, 2020 | 10:00 AM CST - 11:30 AM CST

Follow the conversation using the hashtags
#COVIDEQUITYDFW and #HOWWEHEAL on www.twitter.com



RACIAL HEALING AND COVID-19

Join us @DALLASTRHT on Instagram LIVE for a conversation about racial healing and relationship building during this global pandemic, & how we can support our communities now and in the future.

Wednesday, April 22, 2020 | 10:00 AM CST - 11:30 AM CST

Follow the conversation using the hashtags
#COVIDEQUITYDFW and #HOWWEHEAL on Instagram.



THE HISTORY OF RACE IN DALLAS

CONTINUED

Join us @DALLASTRHT for a Facebook LIVE presentation about the racial history of Dallas, including how past pandemics and economic downturns affected Dallas and its communities of color.

Wednesday, May 6, 2020 | 10:00 AM CST - 11:30 AM CST

Follow the conversation using the hashtags
#COVIDEQUITYDFW and #HOWWEHEAL on www.facebook.com

Google



DALLAS TRHT HAPPY HOUR!

Join us DALLAS TRHT on Google Hangouts to meet our staff, including the Executive Director, Jerry Hawkins, and to discuss partnership and racial equity funding!

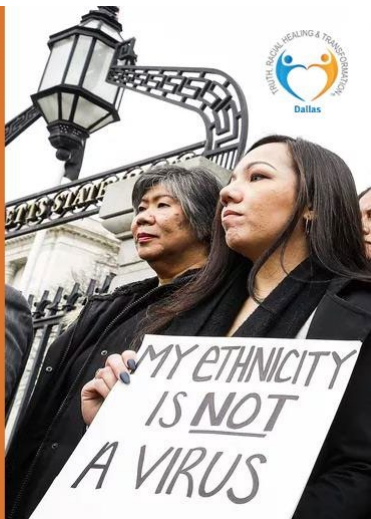
Wednesday, May 13 2020 | 4:00 PM CST - 5:30 PM CST

Join the conversation using this link:
meet.google.com/ssm-zjdo-pvq

Q1

How can we best support our local Asian communities during this #COVID19 global pandemic? In what ways can we stand in solidarity with and advocate for our local Asian communities?

#COVIDequityDFW #HowWeHeal @DallasTRHT



Q2

Why is #COVID19 impacting the Black community at greater rates? What can we do to address this?

#COVIDequityDFW #HowWeHeal @DallasTRHT



Q3

What can we do to highlight, protect and advocate for our frontline #COVID19 workers during and after this pandemic?

#COVIDequityDFW #HowWeHeal @DallasTRHT



Q4

Why is history so important in understanding how #COVID19 is impacting communities of color? What are our American Indian/Native communities experiencing right now?

#COVIDequityDFW #HowWeHeal @DallasTRHT



Introducing...

DALLAS TRHT EQUITY PARTNERSHIPS COMMUNITY BUILDING, SKILL BUILDING AND CAPACITY BUILDING FOR DALLAS



+ **innovan**
NEIGHBORHOODS

EQUITABLE SOCIAL IMPACT SCHOLARSHIP

Are you interested in attending a virtual conference with a "community of multicultural changemakers creating an inclusive impact economy" from June 9-11, 2020? Will you share what you learn with our community? If so...

Apply here by May 29, 2020:
www.dallastrht.org/innovan/

innovan
NEIGHBORHOODS

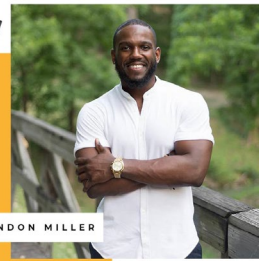


STEFANIE TOVAR

Hanuman Homes, Founder & President



innovan
NEIGHBORHOODS



BRANDON MILLER

Co-Founder, Too Fly Foundation



innovan
NEIGHBORHOODS



MISHON LANDRY

Inclusive Leadership Institute and Culture Consultants, CEO



innovan
NEIGHBORHOODS



MARIAN WILLIAMS

Southfair CDC, Board Chair





invites you to join us for

Dallas Community Against Racism

Gathering and Conversation

Let's talk about this moment in time and our communities' next steps as we remember *George Floyd, Breonna Taylor & Ahmaud Arbery*, and commit to working towards a Dallas without racism and police violence.

We will be in conversation with representatives from local organizations committed to change.

Friday, June 12, 2020
10:00 am - 11:30 am

Dallas TRHT's Facebook Live
<https://www.facebook.com/DallasTRHT/>



#DALLASTRHT #HOWWEHEAL #BLACKLIVESMATTER



→ OUR MISSION IS TO CREATE A RADICALLY INCLUSIVE CITY BY ADDRESSING RACISM THROUGH NARRATIVE CHANGE, RELATIONSHIP BUILDING, & EQUITABLE POLICIES & PRACTICES

WE NEED IMMEDIATE & ACTIONABLE CHANGE!

RICHARDSON INDEPENDENT SCHOOL DISTRICT

STUDENTS & STAFF EXPRESSING THEIR HURT & ANGER

STUDENTS HELD 3-HOUR MEETING WITH RISD SUPERINTENDENT TO PRESENT DEMANDS



2017- RACIST MEMES

OPENED THE DOOR FOR CHANGE & TRANSFORMATION

RACIAL EQUITY POLICY

WE'VE LEARNED THAT POLICYS IS A LENS & MUST BE FOLLOWED WITH ACTION.

FALL: RACIAL EQUITY COMMITTEE

SUPERINTENDENT DR. STONE

"We're in a state of listening to students & staff of color. This time demands us to change."

LEADERSHIP ISD

PULLING THE LEVERS



EQUIPPING LEADERS & ADVOCATES

RACIAL EQUITY LENS

POLICY & BOARD GOVERNANCE



"Our greatest strength is in OUR NEXT GENERATION'S FREEDOM."

SHAWN LASSITER

TERESA COLEMAN WASH



BISHOP ARTS THEATER CENTER

"I'm sick of people thinking that Black people can only have agency over Black things"

THE TIME FOR REPARATIONS IN ALL ITS FORMS IS NOW!

GO BEYOND "DOING GOOD"

PUBLIC ACCOUNTABILITY

SUSAN HOFF & ASHLEY BRUNDAGE

UNITED WAY

REDUCE BARRIERS TO FUNDING FOR GRASSROOTS ORGANIZATIONS

FOLKS THAT DENIED THEIR RACIST PRACTICES & WEAPONIZED THEIR WHITENESS WITH THREATS AGAINST US ARE NOW RELEASING BLM STATEMENTS



10 NEW DIRECTIONS FOR PUBLIC SAFETY & POSITIVE COMMUNITY CHANGE

REACH OUT TO CITY COUNCIL & TELL THEM KNOW YOU SUPPORT DIVESTING FROM POLICE & REINVESTING IN COMMUNITIES.



DAVID LOZANO

"Our POC organizations are the leaders of this moment."

POETIC

"We as a country & people, we did this. We created racist practices & systems to oppress Black people. We, collectively, can undo this."

HAE SUNG HAN

DALLAS COMMUNITY AGAINST RACISM



JERRY HAWKINS

"Our country is tired. We've reached a breaking point of seeing black people killed & lynched by police & white vigilantes. George Floyd. Breonna Taylor. Ahmaud Arbery. Botham Jean. Atatiana Jefferson. Jordan Edwards."

DALLAS IS ON STOLEN LAND

People are rising up to say
Racism & police violence are unacceptable!



CARA MÍA THEATER

"I found myself sitting with discomfort and, frankly, anger at seeing the PERFORMATIVE WOKENESS of these announcements."

ARIANA COOK

THE OFFICE OF EQUITY AND THE
DALLAS TRUTH, RACIAL HEALING, AND
TRANSFORMATION (TRHT) PRESENTS:

BLACK LIVES MATTER
3 PART SERIES

COMMUNITY CONVERSATIONS ON RACIAL EQUITY

JUNE 25
11 A.M.- 12:30 P.M



MODERATED BY:



Jerry Hawkins
Executive Director
TRHT

WITH PANELISTS:



Rolando Blackman
Community Advocate
Former Dallas Mavericks Player



Casey Thomas, II
Dallas Council Member
District 3



Amber Sims
Director of Regional Impact
Leadership for Educational Equity
Co-Founder of Young Leaders
Strong City



Dr. Lindsey Wilson
Interim Equity Officer
City of Dallas

WebEx: bit.ly/CommunityConversationOnRacialEquity

Event Line: **+1-408-418-9388**

Access Code: **146 168 2845**

ASL Interpreter will be provided



The Office of Equity and the Dallas Truth, Racial Healing, and Transformation (TRHT) presents:

BLACK LIVES MATTER

COMMUNITY CONVERSATION ON JUSTICE

JULY 2 | 11 A.M. - 12:30 P.M.



MODERATED BY

WITH PANELISTS:



Cheryl Brown Wattley

Professor of Law and
Director of Experiential Education
UNT Dallas College of Law



Tonya McClary

Monitor
Office of Community Police Oversight



Dr. Pamela Grayson

Director
Collective Activism



Sara Mokuria

Co-Founder
Mothers Against Police Brutality



Jesuorobo Enobakhare

Chairman
Dallas Community Police Oversight Board



@equitydallas

Weblink: bit.ly/31gTGvI (Link will automatically populate password)

Dial: 1-408-418-9388 Access Code: 146 951 6077

ASL interpreter
will be available

The Office of Equity and Dallas Truth, Racial Healing, and Transformation (TRHT) presents:

BLACK LIVES MATTER

COMMUNITY CONVERSATION ON RESILIENCE

JULY 9 | 11:00 A.M. - 12:30 P.M.



MODERATED BY

PANELISTS:



Lady Jade
National Radio Personality
and Philanthropist



T.C. Broadnax
City Manager
City of Dallas



Dr. Njoki McElroy
Professor Emeritus at SMU
Playwright, Storyteller, and Performer



Bemnet Meshesha, MSW
Director of Community Affairs
State Fair of Texas



Dr. Michael Sorrell
President
Paul Quinn College



Dr. Kelvin Baggett
COVID-19 Health and
Healthcare Access Czar



@equitydallas

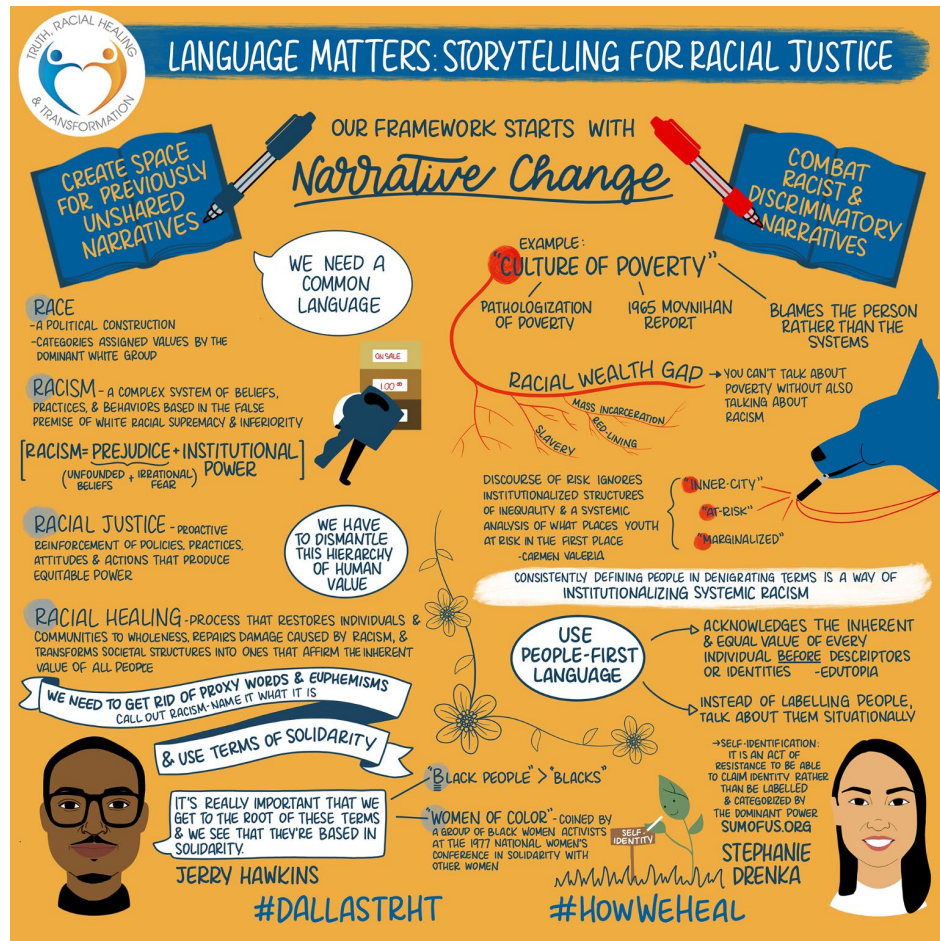
Weblink: bit.ly/2Bk0Sww (Link will automatically populate password)

Dial: 1-408-418-9388 **Access Code:** 146 901 0144

ASL interpreter
will be available

Language Matters:

Storytelling for Racial Justice



Transformation Tuesdays!

ARTS and CULTURE | FAITH | ETC.

TRANSFORMATION TUESDAY

RACE, RACISM & THE ARTS

July 28th, 10:30am-12pm
facebook.com/dallastrht

TRANSFORMATION TUESDAY

RACE, RACISM & FAITH

August 18th, 10:30am-12pm
facebook.com/dallastrht

TRANSFORMATION TUESDAY



RACE, RACISM & ASIAN AMERICANS

September 1st, 10:30am-12pm
[facebook.com/dallastrht](https://www.facebook.com/dallastrht)

TRANSFORMATION TUESDAY



RACE, RACISM & THE LATINX COMMUNITY

October 6th, 10:30am-12pm
[facebook.com/dallastrht](https://www.facebook.com/dallastrht)

TRANSFORMATION TUESDAY

HARD CONVERSATIONS: RACE, RACISM & HOMELESSNESS

October 13th, 10:30am-12pm
facebook.com/dallastrht

TRANSFORMATION TUESDAY

RACE, RACISM & FASHION

October 27th, 10:30am-12pm
facebook.com/dallastrht

DALLAS TRUTH, RACIAL HEALING & TRANSFORMATION
presents

A NEW COMMUNITY VISION FOR DALLAS

VIRTUAL
MINI-CONFERENCE

Wednesday,
October 21, 2020

10:00am-2:00pm

Join Dallas TRHT for the celebration of the first graduating cohort of Racial Equity NOW, the release of the 2020 Dallas TRHT Report, and a keynote and conversation featuring racial equity and public policy expert, Heather McGhee! Register on our website at dallastrht.org!

Featuring
Distinguished Senior Fellow
& Former President of DEMOS,
Board Chair of COLOR OF CHANGE
Heather C. McGhee



A NEW COMMUNITY VISION FOR DALLAS

2020 REPORT

DALLAS TRUTH, RACIAL HEALING & TRANSFORMATION



Dallas Truth, Racial Healing & Transformation

Recent Strategic Funding Partnerships



Texas Instruments Foundation

- \$500,000/2 years



Rainwater Foundation/North Texas Community Foundation

- \$3,100,000/3 years



The Meadows Foundation

- \$150,000/1 year

Future Program Priorities

Racial Equity Now Expansion

The Dallas TRHT Racial Equity NOW Cohort will expand in 2021 – 2023 to provide support, education and capacity for the community on the necessity of racial equity and policy implementation. The Cohort will be expanded to provide organizations within and outside of the nonprofit sector with training, case study presentations, policy review and development, outcomes development and racial equity coaching. Future cohort focus areas include:

- Corporations
- School districts
- Philanthropy
- Nonprofits and Community Organizations
- Racial Equity Leadership



Future Program Priorities

Black Women in Nonprofit Leadership Cohort



This 12-month cohort supports Black women nonprofit leaders and future leaders. The cohort provides training, education and support on issues related to mental health and Black women, navigating the nonprofit sector as a woman, imposter syndrome, racial healing, time management, avoiding cultural bias, plus more. Each cohort member receives 12-months of executive coaching to help participants navigate their personal and professional development goals. This cohort is designed to support Black women at the decision-making table of philanthropy ensuring that more philanthropic dollars and economic dollars reach the black community.

“...women of color face some barriers that are similar to those experienced by white women or men of color, the overlapping discrimination on the basis of race and gender places particularly acute burdens on many women of color.” - 2019 Building Movement Project Report, Race to Lead: Women of Color in the Nonprofit Sector

Future Capital Priorities

The Center for the Study of Race, Healing and History



Dallas TRHT seeks to create **The Center for the Study of Race, Healing and History**. The space will serve as the central offices of Dallas TRHT and provide the community with a history research center, a place where we can collect, share and disseminate community archives and oral history.

The Center will also serve as community convening space to be used for racial healing circles and practice, community meetings for visioning and engagement and finally, as a space for grassroots organizations to utilize meeting space when bringing together community members and leaders. We also envision the space will be utilized as business and nonprofit incubation for leaders of colors that serve communities of color.



How to join our work:

SIGN UP ON OUR WEBSITE

<https://dallastrht.org/join/>

DONATE AND GIVE

<https://portal.cftexas.org/donate-trht>

READ AND LEARN

<https://dallastrht.org/resources/>

FOLLOW US ON SOCIAL MEDIA

Facebook, Twitter, Instagram & LinkedIn



City of Dallas

1500 Marilla Street
Dallas, Texas 75201

Agenda Information Sheet

File #: 20-2251

Item #: D.

Bella Lagos Boundary Adjustment
[Casey Thomas, II, Council Member, District 3]

Memorandum



City of Dallas

DATE November 5, 2020

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

FROM Councilmember Casey Thomas, II

SUBJECT **Bella Lagos Boundary Adjustment**

The Bella Lagos neighborhood is located in the City of Dallas on the west side of Mountain Creek Lake and east of Hardy Road. This remote area is cut off from the rest of the city by Mountain Creek Lake, Hensely Field, and Mountain Creek Lake Park. While Bella Lagos is located in the City of Dallas, homes in this neighborhood have Grand Prairie mailing addresses. Bella Lagos residents claim they have experienced difficulty receiving police and fire services from their remote location and confusion over the city in which the neighborhood is located. I have conducted several community meetings with the neighborhood and the residents of Bella Lagos are requesting a boundary adjustment so that their neighborhood can be included in the city limits of Grand Prairie.

Section 43.015 of the Texas Local Government Code allows adjacent municipalities to make mutually agreeable changes in their boundaries of areas that are less than 1,000 feet in width. A boundary adjustment may be initiated in one of two ways: (1) the property owner may file an application with the director of sustainable development and construction along with \$3,825 fee or (2) the boundary adjustment may be initiated by the city.

I am requesting the city council to approve a resolution authorizing the city manager to enter into negotiations with the City of Grand Prairie concerning a potential boundary adjustment in this area and requesting that the city manager report back to this committee within 90 days about his progress with the City of Grand Prairie.

Sincerely,

Casey Thomas, II
Council Member
District 3

c: T.C. Broadnax, City Manager
Kimberly Bizzor Tolbert, Chief of Staff to the City Manager
Chris Caso, City Attorney
M. Elizabeth (Liz) Cedillo-Pereira, Chief of Equity and Inclusion