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CITY SECRETARY  
DALLAS, TEXAS

**City of Dallas**

1500 Marilla Street, Room 6ES  
Dallas, Texas 75201

**Public Notice**

210110

**POSTED** CITY SECRETARY  
DALLAS, TX



**Workforce, Education, and Equity Committee**

**February 8, 2021**

**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/cityofdallasty](https://bit.ly/cityofdallasty).

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=eb3253bbd1df0bd8d8b3ddb5e665fcbc4>

## 2021 CITY COUNCIL APPOINTMENTS

COUNCIL COMMITTEE	
<b>ECONOMIC DEVELOPMENT</b> Atkins (C), Blewett (VC), Gates, McGough, Narvaez, Resendez, West	<b>ENVIRONMENT AND SUSTAINABILITY</b> Narvaez (C), West (VC), Atkins, Blackmon, Gates
<b>GOVERNMENT PERFORMANCE AND FINANCIAL MANAGEMENT</b> Mendelsohn (C), Gates (VC), Bazaldua, McGough, Thomas	<b>HOUSING AND HOMELESSNESS SOLUTIONS</b> Thomas (C), Mendelsohn (VC), Arnold, Blackmon, Kleinman, Resendez, West
<b>PUBLIC SAFETY</b> Gates (C), Kleinman (VC), Arnold, Bazaldua, Blewett, McGough, Medrano, Mendelsohn, Thomas	<b>QUALITY OF LIFE, ARTS, AND CULTURE</b> Medrano (C), Atkins (VC), Arnold, Blewett, Narvaez
<b>TRANSPORTATION AND INFRASTRUCTURE</b> McGough (C), Medrano (VC), Atkins, Bazaldua, Kleinman, Mendelsohn, West	<b>WORKFORCE, EDUCATION, AND EQUITY</b> Thomas (C), Resendez (VC), Blackmon, Kleinman, Medrano
<b>AD HOC JUDICIAL NOMINATING COMMITTEE</b> McGough (C), Blewett, Mendelsohn, Narvaez, West	<b>AD HOC LEGISLATIVE AFFAIRS</b> Johnson (C), Mendelsohn (VC), Atkins, Gates, McGough
<b>AD HOC COMMITTEE ON COVID-19 RECOVERY AND ASSISTANCE</b> 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.     [21-232](#)       Approval of the January 11, 2021 Workforce, Education, and Equity Committee Meeting Minutes

**Attachments:**   [Minutes](#)

**BRIEFING MEMORANDUM WITH ACTION**

2.     [21-238](#)       Workforce: Workforce Development Collaborations to Maximize Engagement and Efficiency  
[Dr. Eric Anthony Johnson, Chief of Economic Development and Neighborhood Services; Robin Bentley, Interim Director, Office of Economic Development]

**Attachments:**   [Memorandum](#)

3.     [21-237](#)       Equity: Upcoming Office of Equity and Inclusion Agenda Item to Authorize the Execution of a Safe Network Agreement with the Vera Institute of Justice, Inc.  
[Christina da Silva, Welcoming Communities and Immigrant Affairs Officer, Office of Equity and Inclusion]

**Attachments:**   [Memorandum](#)

**BRIEFING ITEMS WITHOUT ACTION**

- A.     [21-233](#)       Equity: Overview of the Office of Equity and Inclusion  
[Liz Cedillo-Pereira, Chief of Equity and Inclusion, City Manager's Office; Dr. Lindsey Wilson, Equity Officer, Office of Equity and Inclusion; Barksdale Haggins, Fair Housing Administrator, Office of Equity and Inclusion; LaToya Jackson, Human Rights Officer, Office of Equity and Inclusion; Genesis D. Gavino, Resilience Officer, Office of Equity and Inclusion; Christina da Silva, Welcoming Communities and Immigrant Affairs Officer, Office of Equity and Inclusion]

**Attachments:**   [Presentation](#)

**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

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**File #:** 21-232

**Item #:** 1.

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Approval of the January 11, 2021 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](http://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:** January 11, 2021

**Convened:** 9:00 a.m.

**Adjourned:** 10:54 a.m.

**Committee Members Present:**

CM Casey Thomas, II 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 (9:00 a.m.)

**1. Approval of the December 14, 2020 Workforce, Education and Equity Committee Meeting Minutes**

**Action Taken/Committee Recommendation(s):** A motion was made to approve the minutes for the December 14, 2020 Workforce, Education and Equity Committee meeting minutes. The motion passed.

Motion made by: MPT Adam Medrano

Motion seconded by: Vice Chair Jaime Resendez

## **BRIEFING ITEM WITH ACTION**

**2. Workforce: Approval of an Amendment to the Dallas City Code to Create a Veterans Affairs Commission**

**Presenters:** Chair Casey Thomas, II

**Action Taken/Committee Recommendation(s):** A motion was made to recommend the draft ordinance to the City Council for approval with the following revision in Sec. 2-170 subsection (c): "...and at least four members must be currently serving or have previously served in the United States military (including the Reserves or National Guard)." The motion passed.

Motion made by: Vice Chair Jaime Resendez

Motion seconded by: MPT Adam Medrano

## **BRIEFING ITEMS WITHOUT ACTION**

**A. Workforce: South Dallas Employment Project**

**Presenters:** Zarin Gracey, Assistant Director, Office of Economic Development; Wes Jurey, Founder and Executive Director, Redemption Bridge

**Action Taken/Committee Recommendation(s):** Assistant Director Gracey and Mr. Jurey provided an overview of the South Dallas Employment Project, established by Redemption Bridge and the State Fair of Texas, which seeks to develop and implement a strategic approach to support individuals returning to or living in South Dallas in five identified zip codes: 75210, 75215, 75216, 75217, and 75228. The South Dallas Employment Project will brings businesses, educational institutions, workforce agencies, and nonprofits together to provide citizens with nationally recognized certifications and wrap-around services and focuses on living wage employment, housing, transportation, digital access, public policy, health, wellness, and recovery, and community connectivity. Committee members asked questions about the City's role in the project, the living wage employment focus, and which zip codes certain pilot projects will target. Chair Thomas requested that Assistant Director Gracey and Mr. Jurey provide quarterly updates on the project to the Workforce, Education and Equity Committee. Information only.

**B. Workforce: Financial Empowerment Centers - Pilot Programming Update**

**Presenters:** Jessica Galleshaw, Director, Office of Community Care

**Action Taken/Committee Recommendation(s):** Director Galleshaw provided an overview of Financial Empowerment Centers planning and implementation strategy, highlighted partnership opportunities, and solicited input from Workforce, Education and Equity Committee members on planned strategy and procurement. Committee members asked questions about the process to partner with non-profit organizations, the procurement process and procurement rules, and the rubric to grade proposals. Information only.

**C. Equity: Drivers of Poverty Projects Update**

**Presenters:** Jessica Galleshaw, Director, Office of Community Care

**Action Taken/Committee Recommendation(s):** Director Galleshaw provided an overview of the Drivers of Poverty project and work to date and updates on current project partner programs and planning for FY21 implementation. Vice Chair Resendez requested that staff focus on limited English proficient individuals. Chair Thomas asked questions about how Dallas ranks nationally in terms of poverty level, the community partners the Office of Community Care has worked with, outreach to partners, and status updates on programs related to the Dallas Resilience Strategy goals. Information only.

**D. Equity: Update on Government Alliance on Race and Equity (GARE) Innovation and Implementation Grant to the Office of Arts and Culture**

**Presenters:** Jennifer Scripps, Director, Office of Arts and Culture

**Action Taken/Committee Recommendation(s):** Chair Thomas provided brief comments regarding the briefing memorandum. Information only.

Adjourn (10:54 a.m.)

**APPROVED BY:**

**ATTESTED BY:**

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Casey Thomas, Chair  
Workforce, Education, and Equity Committee

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Sommer Iqbal, Coordinator  
Workforce, Education, and Equity Committee



# City of Dallas

1500 Marilla Street  
Dallas, Texas 75201

## Agenda Information Sheet

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**File #:** 21-238

**Item #:** 2.

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Workforce: Workforce Development Collaborations to Maximize Engagement and Efficiency

[Dr. Eric Anthony Johnson, Chief of Economic Development and Neighborhood Services; Robin Bentley, Interim Director, Office of Economic Development]

# Memorandum



DATE February 8, 2021

CITY OF DALLAS

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

SUBJECT **Workforce Development Council Resolution**

For the City of Dallas to maximize efficiency and foster collaborative programming with external entities that are focused on workforce development, I have asked the Office of Economic Development to streamline the process for workforce development collaborations. On February 8, 2021, members of the Workforce, Education, and Equity Committee will be asked to consider and to move forward to City Council on February 24, 2021, the attached resolution, authorizing the Office of Economic Development on behalf of the City Manager to enter into interlocal agreements and other agreements as may be necessary to implement and carry out the collaborative programming as they are established, but it does not appropriate any funds to those agreements. Any required appropriation would be handled separately by administrative action or Council resolution, as appropriate.

The need for this resolution was made clear during recent collaborations between the City of Dallas, Dallas ISD, and Dallas College to formalize the entities' participation in Dallas ISD's Pathways in Technology Early College High School (P-TECH) program. This program provides students with exposure to various career pathways. City of Dallas departments that participate in the P-Tech program include Dallas Fire-Rescue, Dallas Police, and ITS. During the process of documenting this relationship, multiple departments were involved. Without a sole department taking the lead on coordination, there were no expectations or timelines set. As a result, it took the City of Dallas 18+ months to move forward on formalizing the collaboration. This process justified the need for a centralized and more nimble process if the the City of Dallas is to improve effectiveness and continue to foster collaborative workforce development programming with external organizations.

The attached council resolution provides for implementing streamlined coordination and approval for workforce development programming and collaborations. The Office of Economic Development will serve, on behalf of the City Manager, to convene, coordinate, provide guidance and track all such agreements entered into by the City and external entities for workforce development programming collaborations. It will also oversee formalizing the collaborative programming relationships. By establishing the framework and tools needed, the City of Dallas will more fluidly collaborate with education, healthcare, and other entities. In turn, this positions the City of Dallas to be better prepared to meet the speed for demand required by potential economic development entities as they look to the City of Dallas for relocation or establishment.

Dr. Eric A. Johnson

Chief of Economic Development and Neighborhood Services

c: Honorable Mayor and City Council Members  
T.C. Broadnax, City Manager  
Chris Caso, City Attorney  
Mark Swann, City Auditor  
Billieae Johnson, City Secretary  
Preston Robinson, Administrative Judge  
Kimberly Bizzor Tolbert, Chief of Staff to the City Manager

Majed A. Al-Ghafry, Assistant City Manager  
Jon Fortune, Assistant City Manager  
Joey Zapata, Assistant City Manager  
M. Elizabeth Reich, Chief Financial Officer  
M. Elizabeth (Liz) Cedillo-Pereira, Chief of Equity and Inclusion  
Directors and Assistant Directors

February 24, 2021

**WHEREAS**, the City of Dallas has an interest in the evolution and solidifying of collaborations with entities, public and private to maximize efficiency and support for cohesive engagement with these entities as it relates to workforce development for youth and adults and economic growth, as well as joint collaborative initiatives; and

**WHEREAS**, The City of Dallas and external entities have a desire to work together and strengthen the possibility for greater joint outcomes as it relates to workforce development for youth and adults and economic growth, as well as joint collaborative initiatives; and

**Now, Therefore,**

**BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF DALLAS:**

**SECTION 1.** The City Manager or his designee is authorized to establish collaborative programming with public and private entities to advance workforce and economic development, enhance engagement, and maximize efficiency for the City's ability to coordinate with these entities as it relates to workforce and economic development.

**SECTION 2.** The City Manager or his designee is authorized, through the Office of Economic Development to execute interlocal agreements and other agreements as may be necessary to implement and carry out the collaborative programming as they are established. It does not appropriate any funds to those agreements. Any required appropriation would be handled separately by administrative action or Council resolution, as appropriate.

**SECTION 3.** The Office of Economic Development shall provide to City Council an annual report outlining interlocal agreements executed and programming established during the respective year, and status of collaborations resulting from this resolution.

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



# City of Dallas

1500 Marilla Street  
Dallas, Texas 75201

## Agenda Information Sheet

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**File #:** 21-237

**Item #:** 3.

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Equity: Upcoming Office of Equity and Inclusion Agenda Item to Authorize the Execution of a Safe Network Agreement with the Vera Institute of Justice, Inc.

[Christina da Silva, Welcoming Communities and Immigrant Affairs Officer, Office of Equity and Inclusion]

# Memorandum



CITY OF DALLAS

DATE February 5, 2021

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

SUBJECT **Upcoming Office of Equity and Inclusion Agenda Item to Authorize the Execution of a Safe Network Agreement with the Vera Institute of Justice, Inc.**

On Wednesday February 10, 2021, the Office of Equity and Inclusion – Welcoming Communities and Immigrant Affairs Division (WCIA) will be presenting the following agenda item for City Council approval:

21-70: Authorize the execution of a Safe Network Agreement with the Vera Institute of Justice, Inc. to **(1)** administer the civil immigration legal services initiative and **(2)** provide in-kind infrastructure support including training and technical assistance, data collection, reporting, program monitoring, and communications assistance, in an amount not to exceed \$100,000.00, for the period September 16, 2020 through September 15, 2022 - Not to exceed \$100,000.00 - Financing: General Fund

## **Recommendation**

WCIA is seeking approval from the Workforce, Education, and Equity Committee to contract with the Vera Institute for Justice, Inc. (The Vera Institute) to continue its participation in the [Safety and Fairness for Everyone \(SAFE\) Network](#) and administer the City of Dallas' civil immigration legal services program.

The Vera Institute is a nonprofit organization with the mission to drive change to urgently build and improve justice systems that ensure fairness, promote safety, and strengthen communities. The Vera Institute is a standard-bearer in the civil rights and access to justice programming. The Vera Institute has long served as a contract provider to the U.S. Department of Justice, Executive Office for Immigration Review to enable its legal access programming and provides technical assistance to municipalities throughout the U.S. to participate in the Network.

The Vera Institute is unique in that it has established and manages the SAFE Network, which includes consultation services that supports access to justice programs initiated by municipal governments. Because of the extremely technical nature of this type of legal work, it is necessary to have the Vera Institute guide the City of Dallas through this program, avoiding unnecessary risk or liability.

## **Background**

### **Welcoming Dallas Strategic Plan**

The [Welcoming Dallas Strategic Plan](#) was approved by Resolution No. 18-1520 on October 24, 2018 pursuant to the study and a survey. The survey assessed quality of life issues of immigrants and refugees in Dallas via a survey, finding a consistent and top concern to be the increased federal immigration enforcement system.



DATE February 5, 2021  
SUBJECT **Upcoming Office of Equity and Inclusion Agenda Item to Authorize the Execution of a Safe Network Agreement with the Vera Institute of Justice, Inc.**

### **U.S. Immigration Enforcement in Dallas**

After reaching its peak in FY 2018, the Dallas enforcement area of U.S. Immigration and Customs Enforcement (ICE) has become the national leader in ICE apprehensions. Many of these apprehensions lead to individuals being placed in removal proceedings in Dallas. [Approximately 14,630 Dallas residents were apprehended by ICE in FY 2020](#), many who were unrepresented before the Dallas Immigration Courts.

Studies show that immigrants who are represented in removal proceedings are up to ten times more likely to establish a right to remain in the United States versus those who are unrepresented.

Since March of 2020, WCIA has partnered with the Vera Institute for the provision of civil immigration legal services, among other services. Through this program, Dallas residents who are pro se and lack sufficient monetary resources are provided access to legal representation before the Dallas Immigration Courts. The Vera Institute has provided program performance, data collection and evaluation throughout the process.

As the administrator of the Safety and Fairness for Everyone network, the Vera Institute has also connected the City of Dallas with best practices and information from other sites participating across the US. Thanks to this partnership, the City of Dallas has been meeting its target service goals, despite the setbacks of the COVID-19 pandemic.

The Vera Institute is administering the SAFE Dallas program through its partnership with local nonprofit and legal service provider, International Rescue Committee Dallas (IRC). Through this collaboration immigrant families who are in deportation proceedings receive legal assistance as well as wrap around services for their families. In addition to securing an attorney for Dallas residents in ICE hold, families are assigned with a bilingual social worker staffed by IRC to provide case management services.

Families have been referred to resources such as the RAICES Bond Program, COVID-19 Emergency Financial Assistance, Emma Lazarus Resilience Fund, the Office of Community Care's Short-Term Rental Assistance Program, and International Rescue Committee's Mental Health Program.

This program was initiated during COVID-19, requiring the IRC to adapt to the ways in which it has impacted Dallas residents. The Vera Institute and International Rescue Committee found creative ways to identify and represent eligible clients including expanding their referral system and filing petitions for humanitarian release.

### **Budget**

The Dallas City Council approved the FY 2021-2022 WCIA budget to include funds for the creation of a fund to provide civil immigration legal services for Dallas residents. The City of Dallas civil immigration legal services fund was established to support affordable and available access to legal services to City of Dallas residents in removal proceedings, including pathways to citizenship. These services are currently included as one of the 44 initiatives on the FY 2020-2021 Budget Accountability Report.

DATE February 5, 2021  
SUBJECT **Upcoming Office of Equity and Inclusion Agenda Item to Authorize the Execution  
of a Safe Network Agreement with the Vera Institute of Justice, Inc.**

Should you have any questions or concerns, please contact me or Christina da Silva, Welcoming Communities and Immigrant Affairs Officer, Office of Equity and Inclusion, at [christina.dasilva@dallascityhall.com](mailto:christina.dasilva@dallascityhall.com).



Liz Cedillo-Pereira  
Chief of Equity and Inclusion

[Appendix]

c:	Honorably Mayor and City Council Members	Majed A. Al-Ghafry, Assistant City Manager
	T.C. Broadnax, City Manager	Jon Fortune, Assistant City Manager
	Chris Caso, City Attorney	Joey Zapata, Assistant City Manager
	Mark Swann, City Auditor	Dr. Eric A. Johnson, Chief of Economic Development and Neighborhood Services
	Biliera Johnson, City Secretary	M. Elizabeth Reich, Chief Financial Officer
	Preston Robinson, Administrative Judge	Directors and Assistant Directors
	Kimberly Bizzor Tolbert, Chief of Staff to the City Manager	

DATE February 5, 2021  
SUBJECT **Upcoming Office of Equity and Inclusion Agenda Item to Authorize the Execution of a Safe Network Agreement with the Vera Institute of Justice, Inc.**

## **Appendix**

Welcoming Dallas Strategic Plan:

<https://dallascityhall.com/departments/wcia/DCH%20Documents/COD-WCIA-Booklet.pdf>

Immigration and Customs Enforcement Local Statistics FY 2020:

<https://www.ice.gov/doclib/news/library/reports/annual-report/ero-fy20-localstatistics.pdf>

Vera Institute for Justice SAFE Network Website:

<https://www.vera.org/initiatives/safe-initiative/why-safe>

Profile of the immigrant population at risk for deportation in Dallas, Texas:

<https://www.vera.org/downloads/publications/profile-of-foreign-born-population-dallas.pdf>

SAFE Network Fact Sheet 2019:

<https://www.vera.org/downloads/publications/due-process-for-all-year-2-safe-network.pdf>

American Immigration Council – Impact of COVID-19 on Noncitizens

<https://www.americanimmigrationcouncil.org/research/impact-covid-19-us-immigration-system>



# City of Dallas

1500 Marilla Street  
Dallas, Texas 75201

## Agenda Information Sheet

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**File #:** 21-233

**Item #:** A.

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Equity: Overview of the Office of Equity and Inclusion

[Liz Cedillo-Pereira, Chief of Equity and Inclusion, City Manager's Office; Dr. Lindsey Wilson, Equity Officer, Office of Equity and Inclusion; Barksdale Haggins, Fair Housing Administrator, Office of Equity and Inclusion; LaToya Jackson, Human Rights Officer, Office of Equity and Inclusion; Genesis D. Gavino, Resilience Officer, Office of Equity and Inclusion; Christina da Silva, Welcoming Communities and Immigrant Affairs Officer, Office of Equity and Inclusion]



**City of Dallas**

# Overview of the Office of Equity and Inclusion

**Workforce, Education, and  
Equity Committee  
February 8, 2021**

Liz Cedillo-Pereira, Chief of Equity & Inclusion,  
City Manager's Office  
Dr. Lindsey Wilson, Equity Officer  
Barksdale Haggins, Fair Housing Officer  
LaToya Jackson, Human Rights Officer  
Genesis D. Gavino, Resilience Officer  
Christina da Silva, Welcoming Communities &  
Immigrant Affairs Officer,  
Office of Equity & Inclusion

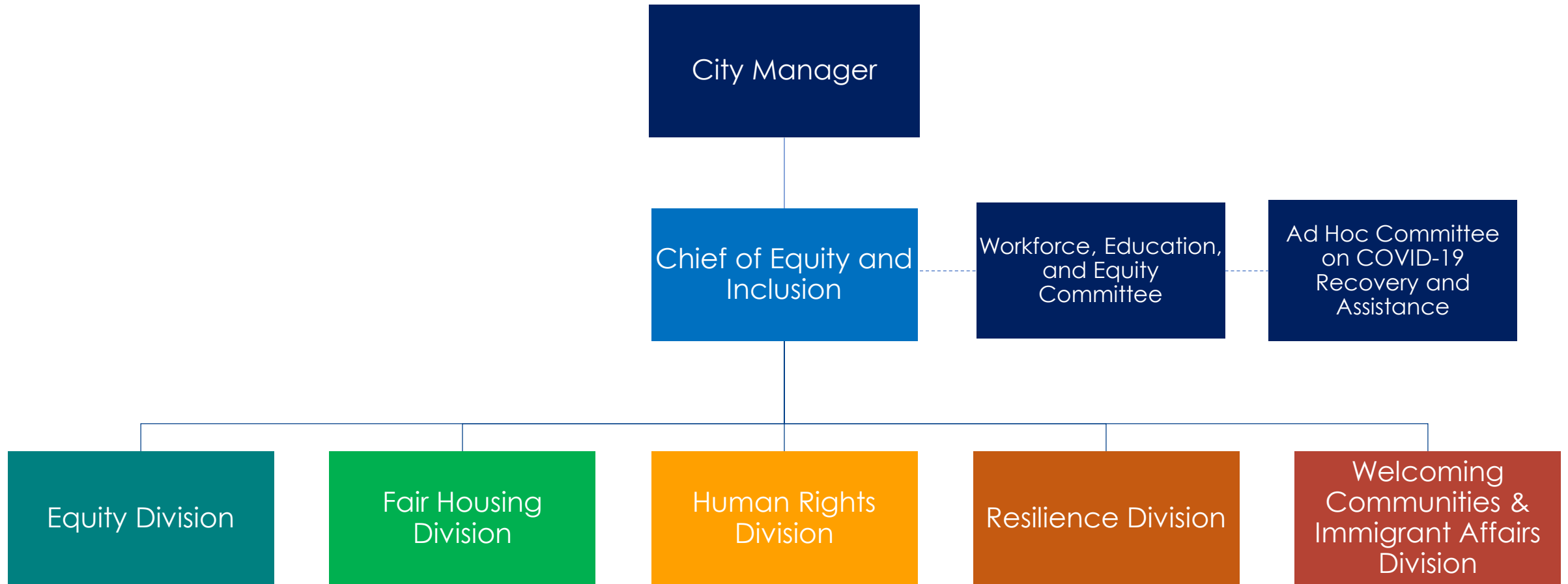
# Presentation Overview



- Organizational Chart
- Overview of the Divisions
  - Equity Division
  - Fair Housing Division
  - Human Rights Division
  - Welcoming Communities and Immigrant Affairs Division
  - Resilience Division
- Next Steps
- Appendix



# Office of Equity and Inclusion Organizational Chart





# Equity Division



Dr. Lindsey Wilson  
Equity Officer  
Office of Equity and Inclusion



# Background – Equity Division



Help shape a city government and community in which everyone has the resources and services to thrive, such that we reduce disparities while improving outcomes for all.



# Framework - Equity Division



- Normalize - A shared analysis, definitions, and sense of urgency around equity efforts
- Organize – Internal infrastructures and partnerships
- Operationalize – Disaggregated data to develop strategies and drive outcomes, racial equity tools



# Equity Division



ARTS

## Redlining's impact on Dallas the focus of new virtual art exhibit

LOCAL NEWS

## City of Dallas to host three-part Black Lives Matter virtual series

Community Corner

## Dallas: Office Of Equity Hosts Four Virtual Exhibit Tours To Explore History Of Redlining

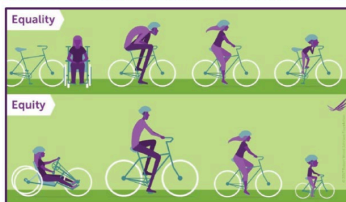
### INTRODUCING EQUITY N' WORK!

Written by Dr. Lindsey Wilson, Office of Equity

The Office of Equity is introducing a new series to be featured in each new edition of DBRIEF! Each month, staff will provide educational information that will provide key definitions, amplify department equity efforts and highlight opportunities for City employees to advance equity. As one of the City's core values of service, the City's goal is for each resident to have access to the resources, services, and opportunities necessary to thrive.

#### Word to Know

**Equity:** Each person has the resources and services necessary to thrive in each person's own unique identities, circumstances and histories; reducing disparities while improving outcomes for all.



\*Equity differs from equality in that it accounts for people's unique identities, circumstances and histories as well as different experiences with systems and institutions.

For more information on how you can highlight your department's equity efforts, contact Dr. Lindsey Wilson in the Office of Equity at [equity@dallascityhall.com](mailto:equity@dallascityhall.com).

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.**

Web: [bit.ly/CommunityConversationsOnRacialEquity](http://bit.ly/CommunityConversationsOnRacialEquity)

Event Line: 1-408-418-9388

Access Code: 146 901 0144

WITH PANELISTS:

ROLANDO BLACKMAN, Community Advocate, Former Dallas Mavericks Player

CARY THOMAS, II, Dallas Council Member, District 3

JERRY HAWKINS, Executive Director, TRHT

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

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.**

Web: [bit.ly/2BkOSWk](http://bit.ly/2BkOSWk) (Link will automatically populate password)

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

MODERATED BY:

LADY JADE, National Radio Personality and Podcast Host

T.C. BROADNAX, City Manager, City of Dallas

DR. NJOKI MCILROY, Professor Emerita at UT, Playwright, Storyteller, and Performer

PANELISTS:

BENNET MESHESHA, MSW, Director of Community Affairs, State Bar of Texas

DR. MICHAEL SORRELL, President, Four Queens College

DR. KELVIN BAGGETT, COVID-19 Health and Wellness Access Care

ASL interpreter will be available

2<sup>nd</sup> Annual **Equity Indicators Symposium**

Building an Equitable and Inclusive Bounce Back

Join the City of Dallas and Communities Foundation of Texas in a critical conversation on building an equitable and inclusive economic bounce back.

**Friday, January 22 8:30 a.m. to noon**

This event will be virtual RSVP at [bit.ly/2021EquitySymposium](http://bit.ly/2021EquitySymposium)

The Symposium will consist of three panels:

- Business Strategies that Promote Equity
- Current State of Racial Equity in Dallas
- A Blueprint for an Equity Bounce Back

For more information contact: Equity Division at [equity@dallascityhall.com](mailto:equity@dallascityhall.com)

## UNDERSTANDING INSTITUTIONAL and STRUCTURAL RACISM

Hosted by the City of Dallas Office of Equity & Inclusion - Equity Division in partnership with the Center for Urban and Racial Equity (CURE)

This full-day virtual training aims to develop participants' analysis of race, racism and racial equity. Attendees will gain an understanding of the difference between internalized, interpersonal, institutional, and structural racism and how these concepts apply to their engagement with peers, as well as the people and communities they serve.

For more information and to register for the event, visit: <http://bit.ly/CURETraining>

**Monday, December 7 | 9 a.m. to 5 p.m.**

This virtual event is open to everyone. ASL is available upon request; please contact [kevin.acosta@dallascityhall.com](mailto:kevin.acosta@dallascityhall.com) at least 48 hours before the event to make arrangements or with any additional questions.

## BUDGETING FOR EQUITY

BROUGHT TO YOU BY  
The Office of Equity & Inclusion - Equity Division and Office of Budget

The Equity Division and Office of Budget are continuing their collaboration to prepare each department to use the Budgeting for Equity (BfE) Tool during the FY2021-22 budget development process.

- All departments are required to submit the Budgeting for Equity Tool
- Training and Technical Assistance sessions will be offered through the month of February
- The submission deadline for the BfE Tool is Friday, February 26, 2021

### Budgeting for Equity Tool Virtual Presentations:

- Thursday, January 28, 2021 | 10:00-11:00 AM
- Tuesday, February 9, 2021 | 1:00-2:00 PM



# Priorities and Initiatives



- Budgeting for Equity (BfE)
- City's Equity Indicators
  - Update Equity Indicators Report
  - Equity Indicator Symposium
  - Dallas365 Goal
- Develop a Comprehensive Racial Equity Plan in collaboration with community partners







# Fair Housing Division

Barksdale Haggins  
Fair Housing Administrator  
Office of Equity and Inclusion



# Fair Housing Investigations



- The Fair Housing Division is an “enforcement agency” tasked with addressing issues and investigating complaints of alleged “housing discrimination.”
- The discrimination must have occurred due to a person's or group's membership in any one of the following protective classes:
  - Race
  - Color
  - Religion
  - National origin
  - Sex (gender)
  - Familial Status
  - Disability
- Under our local ordinance we also offer protections if someone has been discriminated against because of their sexual orientation, sexual identity or preference and/or if someone is denied housing because of their source of income.



# Fair Housing Investigations



- Our division has been deemed “substantially equivalent” with the U.S. Department of Housing and Urban Development (HUD), meaning we have the authority to engage in the same enforcement actions and activities as the federal government to investigate and seek redress for victims of housing discrimination.
- After collecting the evidence and information as part of the investigation, we produce a summary of that investigative process and what we’ve found.
- The case and evidence collected is then sent to the City Attorney’s Office for review and determination.
- After its review CAO makes a determination of either “cause” meaning a violation has occurred or “no cause” meaning there is no violation or discriminatory act attributed to the respondent party or entity.



# Fair Housing Investigations



Complaints can be filed with the Fair Housing Division any of the following ways:

- **By phone:** 214-670-FAIR (3247)
- **Email:** [fairhousing@dallascityhall.com](mailto:fairhousing@dallascityhall.com)
- **Fax:** 214-670-0665
- **Via HUD** (who will forward the complaint to our office)





# Eviction Assistance Initiative



- In December 2020, the City partnered with Legal Aid of NorthWest Texas to provide community outreach, education, and legal services to residents negatively affected by the COVID-19 pandemic.
- In December 2020, Fair Housing spoke to 65 tenants threatened with eviction
  - Provided the CDC Tenant Declaration forms to present to landlords to avoid eviction
- Fair Housing visited various properties to meet with either apartment management or long-term stay hotel management
  - Addressed issues related to evictions involving tenants



**DALLAS EVICTION ASSISTANCE INITIATIVE**  
OUTREACH & COMMUNITY EDUCATION · LEGAL REPRESENTATION

SERVICES	TO APPLY	ELIGIBILITY
<ul style="list-style-type: none"><li>• Community Outreach and Education</li><li>• Legal Representation</li></ul> 	<ul style="list-style-type: none"><li>• Call 1-888-529-5277</li><li>• Visit <a href="http://www.lanwt.org">www.lanwt.org</a></li></ul> 	<ul style="list-style-type: none"><li>• Must live in Dallas</li><li>• Must be at or below 200% of federal poverty guidelines</li><li>• Must be negatively impacted by COVID-19</li></ul> 

For additional information on rental and mortgage assistance resources, visit [dallascityhall.com/covid19](http://dallascityhall.com/covid19) or call 214-670-INFO (4636).





# Eviction Assistance Initiative



- Legal Aid of NorthWest Texas provided community outreach, education, and legal services to residents negatively affected by the COVID-19 pandemic.
- 51 households/persons received evictions assistance in 2020
  - 28 households/persons in December 2020
- 4 eviction assistance outreach events held in December 2020
- 64,000 impressions from C-store in-market community outreach as of January 7, 2021
  - Advertisement found to the right



# Fair Housing Assessment Tool



- **Purpose:** Transparent process for the community and partners that clarifies the City's expectations around how policies, programs, and projects receiving City support will further fair housing choice.
- 2021 Fair Housing Assessment Tool utilizes a 4-part analysis:
  1. Scoring of Assessment Goals
  2. Summary Analysis
  3. City Department Updates
  4. Community Resource Index



# Assessment Goals



**Goal 1:** Increase access to affordable housing in high-opportunity areas

**Goal 2:** Prevent loss of existing affordable housing stock and increase supply of new affordable housing, especially in higher opportunity areas (Incorporates mixed income bands into the project development containing at least 10% market rate units for rehabilitation projects and 15% market rate units for new projects; Provide funds for affordable housing development (TIFs))

**Goal 3:** Increase supply of accessible, affordable housing for persons with disabilities (Provides a reasonable accommodation policy for housing that provides clear direction for persons with disabilities; contains universal design elements for housing accessibility in new construction and renovation; provides a plan for improving public infrastructure (sidewalks, crosswalks, business entrances, etc.))

**Goal 4:** Make investments in targeted neighborhoods and segregated neighborhoods to increase opportunity while protecting residents from displacement (Investment significantly transforms living conditions of residents; Address whether this project continues the development of mixed-income housing that preserves and/or increases the quantity of high-quality affordable housing)

**Goal 5:** Increase supports and services for residents of publicly supported housing and maintain and improve the quality and management of publicly supported housing (Significant provision of services and amenities to residents that meet the specific needs of residents such as transportation, job skills training, educational support)

**Goal 6:** Increase access to information and resources on fair and affordable housing (Detailed plan to partner with a qualified Public Entity or Non-Profit such as the Dallas Housing Finance Corporation, Dallas Housing Authority, Outreach programs)



# Next Steps



- Fair Housing review process will be briefed to the Housing and Homelessness Solutions Committee on March 22, 2021.





# Human Rights Division

LaToya Jackson  
Human Rights Officer  
Office of Equity and Inclusion



# Human Trafficking



- Develop and implement an Anti-Human Trafficking Policy Program throughout the City that includes supply-side protections, training, and public education (PS,1.p.)
  - Partnership building with non-profit community – in progress
  - Human Trafficking material distribution – on hold due to pandemic
  - Human Trafficking panel discussion - complete

THE CITY OF DALLAS PRESENTS

## HUMAN TRAFFICKING AWARENESS PANEL

Leaders from across the human trafficking spectrum come together to draw awareness about human trafficking, discuss those most likely to fall victim of traffickers and learn ways to support human trafficking victims.

JANUARY 21, 2021 11 A.M. [bit.ly/human-trafficking-panel](https://bit.ly/human-trafficking-panel)

**MODERATOR**

**LATOYA JACKSON**  
Human Rights Officer,  
City of Dallas

**PANELISTS**

**BIANCA JACKSON**  
CEO,  
New Friends New Life

**NOEL MENDOZA**  
Community Partnerships  
& Human Trafficking  
Outreach Coordinator,  
Mosaic Family Services

**ASHLEY FAYE**  
Development Director,  
Refugee Services of Texas

**BRADLEY HUDSON**  
Assistant Special Agent  
in Charge,  
U.S. Immigration and  
Customs Enforcement

City of Dallas



# ADA Compliance



- Complete and implement an ADA compliance and infrastructure improvement program (WEE, 7.c.)
  - Compliance assessment and Transition Plan, Phase I – complete
  - ADA compliance training, Phase I – complete
  - High priority barrier removal plan for Phase I – in progress
  - Sidewalk Master Plan, Phase II – in progress
  - Continued compliance assessments, Phase III – in development





# Veterans Affairs Commission



- Mayor Eric Johnson announced a proposal to create a Veterans Affairs Commission to help address issues facing former service members in the city (press release, November 11, 2021)
  - Committee and City Council approval to establish commission – complete
  - Nomination process for commissioners – initiated
  - Establish meeting day/time for commission – TBD



# Next Steps



- Hold discussions with public safety partners for enhanced human trafficking coordination
- Streamline ADA barrier elimination process
- Work on ADA website compliance with ITS and COM (multi-year project)
- Develop calendar of special dates and develop programs
- Confirm and train commissioners and set annual work plan





# Welcoming Communities and Immigrant Affairs Division

Christina da Silva  
Welcoming Communities and Immigrant Affairs Officer  
Office of Equity and Inclusion



# Welcoming Dallas Strategic Plan – Implementation Highlights of 2020



## Leadership & Communication

**Welcoming Community Resource Hub:** In 2020, over 10,870 searches were conducted on the Welcoming Community Resources Hub, which connected individuals with food, shelter, education, workforce and legal assistance. This online resource is multilingual and can be found at [communityresources.dallascityhall.com](https://communityresources.dallascityhall.com).

## Safe, Healthy & Connected Communities

**Universal Legal Defense:** In March 2020, the City of Dallas established a formal partnership with Vera Institute of Justice and International Rescue Committee to provide universal legal representation for Dallas residents going through deportation proceedings. Through this partnership immigrant residents of Dallas can have access to an attorney and their families are provided wrap around services for support during legal proceedings.



WCIA partnered with Dallas PD UNIDOS and local nonprofit, ImmSchools, to distribute age-appropriate educational toys and books for 100 immigrant families this past holiday season.





# Welcoming Dallas Strategic Plan – Implementation Highlights of 2020



## Equitable Access

**Emma Lazarus Resilience Fund:** Dallas WCIA received a grant from the Open Society Foundations and United Way/PepsiCo Foundation to establish the Emma Lazarus Resilience Fund to distribute \$600,000 in direct cash assistance to immigrant and refugee families who did not qualify for federal stimulus programs.

## Civic Engagement

**#MyDallas Citizenship Workshop:** WCIA hosted the first virtual citizenship workshop in partnership with IRC, Catholic Charities of Dallas, AILA, Dallas Hispanic Bar Association, connecting 62 individuals with free legal assistance to become citizens.

## Economic Opportunity & Education

**Financial Literacy Information:** WCIA partnered with La Alianza and the General Consulate of Mexico to host the first Financial Literacy Webinar, which promoted financial resources and information for residents and business owners in Spanish. The video has received over 2,000 views.



*"I was about to lose my truck; due to COVID I had lost days of work and I was behind with payments. I'm a single mother and I have no support from anyone. Thanks to you I was able to solve this problem and help me with things for my children. God bless you more."*

Alicia, beneficiary of the  
Emma Lazarus Resilience Fund  
and participant of

**ROSAesROJO**  
superviviendo

*A Million  
Thanks!*





# WCIA – Next Actions Planned in 2021 and beyond



- **Language Access:** Collaborating with Communication, Outreach, and Marketing's Language Access Center to ensure translation and interpretation services are system wide and available to residents with limited English.
- **Rapid Resilience Community Engagement:** In partnership with The Concilio and ImmSchools, WCIA has a cadre of 15 first generation immigrant neighborhood leaders who will be providing feedback and outreach support by sharing information about pandemic recovery and vaccination among their family, friends and neighborhood networks.
- **Equitable Economic Recovery:** WCIA will be working with its partners and internal municipal divisions to ensure that economic recovery efforts are inclusive of immigrants, including immigrant business owners and workers affected by the pandemic.

Follow us on social  
media to learn about  
our welcoming efforts!

Facebook: @DallasWCIA

Twitter: @Dallas\_WCIA





# Resilience Division

Genesis D. Gavino  
Resilience Officer  
Office of Equity and Inclusion

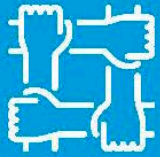




# Resilient Dallas



## Goal 1



Advance equity in City government.

## Goal 2



Ensure Dallas is a Welcoming City to immigrants and all residents.

## Goal 3



Increase economic mobility for Dallas' vulnerable and marginalized residents.

## Goal 4



Ensure Dallas provides residents with reasonable, reliable, and equitable access.

## Goal 5



Leverage partnerships to promote healthy communities.

## Goal 6



Invest in neighborhood infrastructure to revitalize historically underserved neighborhoods.

## Goal 7



Promote environmental sustainability to improve public health and alleviate adverse environmental conditions.





# Resilient Dallas 2020 Highlights



Goal 1  
Advance Equity  
4 Initiatives | 8 actions  
75% Complete

Goal 2  
Welcoming City  
4 Initiatives | 8 actions  
75% Complete

Goal 3  
Economic Mobility  
4 Initiatives | 8 actions  
90% Complete

Goal 4  
Equitable Access  
2 Initiatives | 7 actions  
85% Complete

Goal 5  
Healthy Communities  
3 Initiatives | 9 actions  
85% Complete

Goal 6  
Neighborhood Infrastructure  
1 Initiative | 3 actions  
85% Complete

Goal 7  
Environmental Sustainability  
All Goals  
Learn More

Resilient Dallas Website



City of Dallas

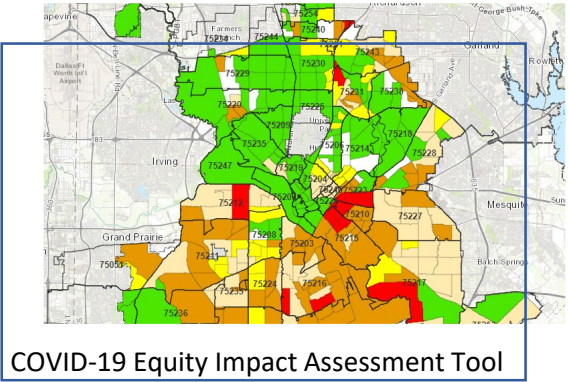
Equity and Inclusion Newsletter

29, 2021 | Issue 22

Message from the City Manager and Chief of Equity and Inclusion

Residents of Dallas,

Equity and Inclusion Newsletter

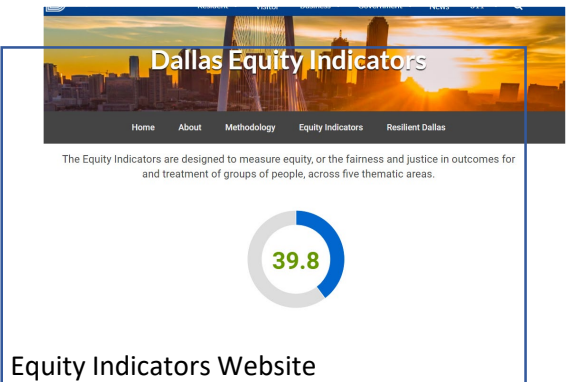


POVERTY ACTION LAB

DSSG SOLVE

City of Dallas

Eviction Analysis



# Priorities and Initiatives



- Resilience 2.0
  - REAL Change and Action
- Equity Indicator Report Update
- Bridging the Digital Divide
  - Digital Equity Plan
  - Digital Navigators
- Fine and Fee Justice Reform



# R.E.A.L. Change and Action



**R** esponsible  
**E** quitable  
**A** ccountable  
**L** egitimate

R.E.A.L. Change and  
Action



Goal 1: Advancing Equity



Goal 2: Welcoming City



Goal 3: Economic Mobility



Goal 4: Equitable Access



Goal 5: Healthy Communities



Goal 6: Neighborhood Infrastructure



Goal 7: Environmental Sustainability



Goal 8: Public Safety





# Equity Indicator Update

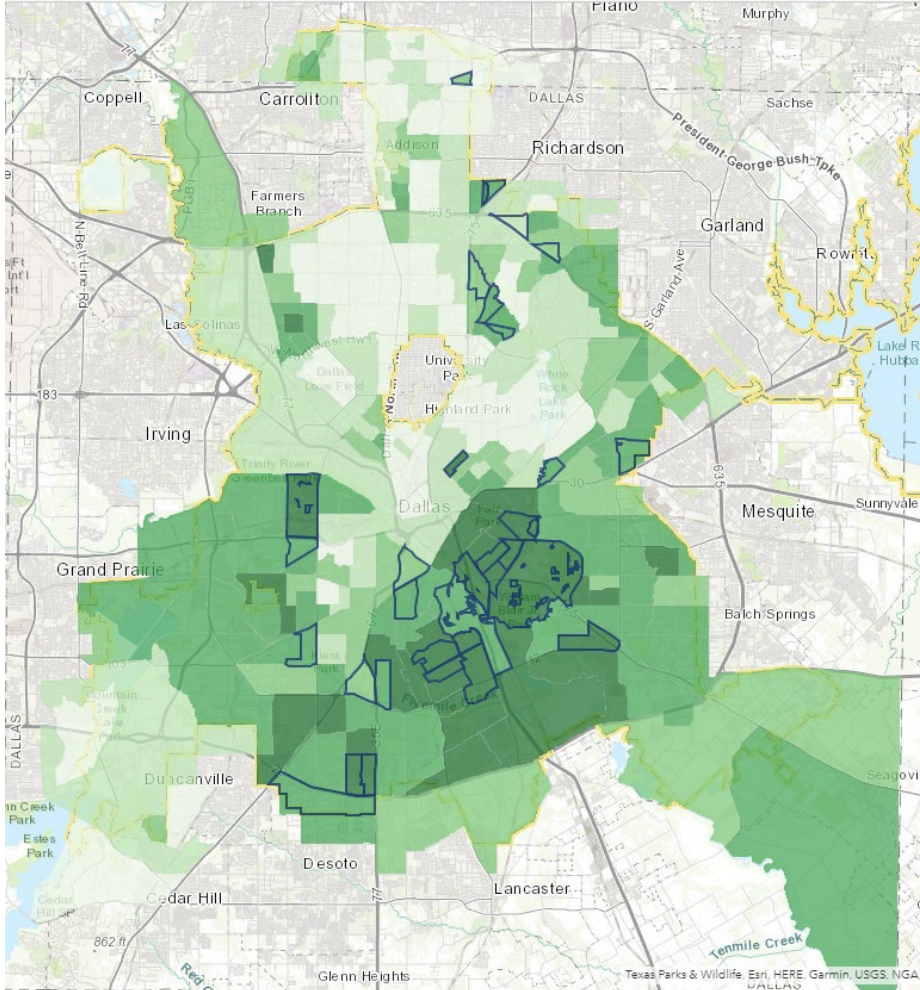


## Indicators:

- #1 – Business Establishments
- #5 – Unemployment
- #12 – Working Poverty
- #26 – Evictions
- #28 – Housing Cost Burden
- #29 – Internet Access
- #30 – Utility Expenses
- #40 – Fines and Fees
- #48 – Domestic Violence
- #49 – Health Care Provider
- #50 – Insurance
- #52 – Chronic Disease
- #58 – Child Food Insecurity



# Bridging the Digital Divide



- Digital Navigators Program
- Fiber Optic/Wireless Broadband Pilot Projects
- Streetlight Upgrades Pilot Project
- Digital Equity Plan





# Fine and Fee Reform



- Fine and Fee Assessment
  - Community Engagement
  - Government Stakeholder Engagement
- Fine and Fee Reform Plan



# City Council Next Steps



- **February 10, 2021:** City Council consideration to authorize a contract with the Vera Institute of Justice, Inc.
- **February 11, 2021:** Digital Divide Projects Update briefing to the Ad Hoc Committee on COVID-19 Recovery and Assistance
- **March 2, 2021:** Resilience 2.0 briefing to the WEE Committee
- **March 2, 2021:** Fine and Fee Reform Cohort Update briefing to the WEE Committee
- **March 22, 2021:** Fair Housing Review briefing to the HHS Committee
- **April 12, 2021:** Equity Indicators and Budgeting for Equity briefing to the WEE Committee
- **April 12, 2021:** Fine and Fee Reform Recommendations briefing to the WEE Committee
- **May 11, 2021:** ADA Compliance briefing to the WEE Committee
- **June 16, 2021:** Fine and Fee Reform Recommendations City Council briefing
- **August 4, 2021:** Digital Equity Plan City Council briefing





# Questions?







# Overview of the Office of Equity and Inclusion

**Workforce, Education, and Equity  
Committee**

**February 8, 2021**



# Appendix



## 2021 City Manager Strategic Priorities for the Office of Equity and Inclusion

Strategic Priority	Goal	Division/ Department
Public Safety	Develop and implement an Anti-Human Trafficking Policy Program throughout the City that includes supply-side protections, training and public education.	Human Rights / DPD
Housing and Homelessness Solutions	Develop for City Council consideration and approval a tenant protection ordinance that will provide tenants with legal recourse if they are harassed by a property owner and provides protections for tenants following the sale of an affordable housing building.	Fair Housing
Workforce, Education, and Equity	Complete and implement an ADA compliance and infrastructure improvement program.	Human Rights
Workforce, Education, and Equity	Update the City's Equity Indicators and develop an action plan and targeted strategies to address disparities identified in the report and develop a comprehensive racial equity plan in collaboration with community partners.	Equity & Resilience
Workforce, Education, and Equity	Develop and implement a digital equity plan to include expanding Wi-Fi infrastructure in targeted areas of the city to increase broadband access to the internet.	Resilience
Workforce, Education, and Equity	Complete a Comprehensive Fair Housing Plan.	Fair Housing
Government Performance & Financial Management	Establish and implement a new virtual language access center and other translation services that ensure residents with limited English proficiency have equal access to programs and services.	WCIA / Communication, Outreach, and Marketing

