

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: December 13, 2021

Convened: 9:05 a.m.

Adjourned: 11:00 a.m.

Committee Members Present:

CM Jaynie Schultz, Chair
CM Casey Thomas, II, Vice Chair
DMPT Jaime Resendez
CM Paula Blackmon
CM B. Adam McGough
CM Omar Narvaez
CM Jesse Moreno

Committee Members Absent:

N/A

Other Council Members Present:

N/A

AGENDA

Call to Order (9:05 a.m.)

1. Approval of the November 8, 2021 Workforce, Education and Equity Committee Meeting Minutes

Action Taken/Committee Recommendation(s): A motion was made to approve the minutes for the November 8, 2021 Workforce, Education and Equity Committee meeting minutes. The motion passed.

Motion made by: Vice Chair Casey Thomas

Motion seconded by: CM Paula Blackmon

BRIEFING ITEMS WITHOUT ACTION

A. Workforce (External/Internal): “Upskilling Dallas: How to Modernize the City’s Workforce for the Jobs of Tomorrow” Report Overview

Presenters: Tyler Hardy, Principal, Cicero Group; Kerri Briggs, Ph.D., Partner, Cicero Group

Action Taken/Committee Recommendation(s): Mr. Hardy and Dr. Briggs provided an overview of the “Upskilling Dallas: How to Modernize the City’s Workforce for the Jobs of Tomorrow” commissioned by Mayor Eric Johnson and produced by Cicero Group. The presentation covered the objective of the report, racial disparity data related to education attainment, earnings, and poverty, and four recommendations for eliminating barriers for Black and Hispanic adults to access better paying jobs in Dallas. Committee members discussed and asked questions about what recommendations the City Council members can play a role in advancing the recommendations, leveraging community workforce navigators and partnerships with anchor institutions, and aligning the report with City work, including the newly established Small Business Center. Informational only.

B. Education/Workforce (Internal): Educational and Training Opportunities for City of Dallas Employees

Presenters: Nina Arias, Director, Human Resources

Action Taken/Committee Recommendation(s): Director Arias provided an overview of education and training programs available for City of Dallas employees, key educational partnerships, the tuition reimbursement program for City employees, the executive leadership development strategy, and the trainings the City of Dallas provides to the public. Committee members discussed and asked questions about the relationship between the Human Resources Department (HR) and Civil Services, the percentage of City employees participating in continuing education or training programs other than mandatory trainings, if HR has enough funding to advance training and educational opportunities, what HR would do with additional funding, how City employees are made aware of training and educational opportunities, sharing tuition reimbursement information through the City

Manager's weekly emails to City employees, and establishing clear metrics and goals for the organization's training and educational attainment. Informational only.

C. Equity (Internal): Racial Equity Plan Quarterly Update

Presenters: Liz Cedillo-Pereira, Chief of Equity and Inclusion, City Manager's Office; Dr. Lindsey Wilson, Equity Officer, Office of Equity and Inclusion; Harold Hogue, Managing Partner, CoSpero Consulting LLC

Action Taken/Committee Recommendation(s): Dr. Wilson and Mr. Hogue provided an overview of the racial equity plan, including the purpose of the plan, the plan development process, assessment criteria to measure the depth of commitment across departments to advancing equity, and community engagement efforts thus far. Committee members discussed and asked questions about the most surprising information gained from the community engagement efforts thus far, what will be done to institutionalize the racial equity plan at the administrative level, appreciation for the historical context of the city taken into consideration in the development of the plan, how the City is helping people build diversity in neighborhood leaders, how communities of color are impacted by the City's budget and policies, and equity training for City executives. Informational only.

Adjourn (11:00 a.m.)

APPROVED BY:

ATTESTED BY:

Jaynie Schultz, Chair
Workforce, Education, and Equity Committee

Sommer Iqbal, Coordinator
Workforce, Education, and Equity Committee