



Texas
Women's
Foundation

A photograph of a woman with long brown hair and a young girl with dark hair, both looking down at a small, clear plastic container held by the girl. The woman is wearing a yellow sweater, and the girl is wearing a black and white striped shirt. The background is softly blurred, suggesting an indoor setting. The image is framed by a white border with a subtle grid pattern, and there are orange and blue geometric shapes overlaid on the left and bottom edges.

Dallas City Council Workforce, Education & Equity Committee

January 10, 2022

Eco Issues Overview



Texas
Women's
Foundation

- Who are Texas Women?
- Women in the Workforce

Pillars of Economic Security

- Education – The Pathway
- Child Care – A Work Support
- Health Insurance – Financial Shield
- Housing – An Anchor

State of the Data



- American Community Survey not published in 2021 - would have been data from calendar 2020.
- Experimental ACS data not comparable.
- Household Pulse Survey for 2021 is available – COVID specific starting in April 2020.

CHILD CARE

A Critical Support
For Working Women



Labor Force Participation

LABOR FORCE PARTICIPATION OF TEXAS MOMS	NUMBER	PERCENTAGE
Women (ages 16–64) in the workforce, with children	2.5 Million	63%
Children under 6 with all parents in workforce	1.3 Million	60%
Children ages 6–12 with all parents in workforce	1.8 Million	63%

National KIDS COUNT analysis of data from the U.S. Census Bureau, Population Reference Bureau, American Community Survey 2018. Children with all available parents in the labor force in Texas. <https://datacenter.kidscount.org/data#TX>

Child Care and OST Gaps

- Affordability of care as families lose expanded child tax credit.
- Staffing crisis at all levels – early childhood and out of school time. Support substitute and bonus pools for city contractors.



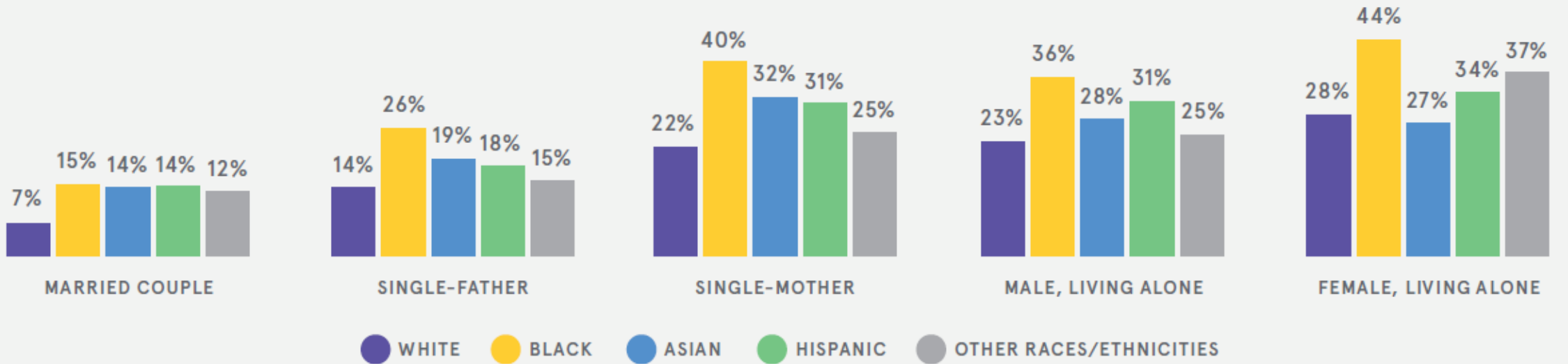
HOUSING

An Anchor for
Economic Security



High Housing Costs

Women of Color, Especially Black Women, Experience Housing Cost Burden in Texas



“If incarceration has come to define the lives of men from impoverished Black neighborhoods, eviction is shaping the lives of women. Poor Black men are locked up. Poor Black women are locked out.”

Mathew Desmond, Ph.D., Eviction Lab, Princeton

Evicted: Poverty and Profit in the American City, Pulitzer Prize 2017

Housing Gaps



- Legal assistance, especially in courthouse where cases are being heard.
- Tenant Bill of Rights – San Antonio is looking at options now.
- Funding to help nonprofits with operating costs related to dispensing rental assistance.



QUESTIONS?

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CHECK OUT THE REPORT WEBSITE!

Featuring stories, audio clips,
and photos – you can hear
directly from the Texas women
highlighted in this report at:

txwfecoissues.org

Period Access Dallas (P.A.D.)

**Workforce, Education,
& Equity Briefing**

January 10, 2021



City of Dallas

Jessica Galleshaw, Director of Community Care
Victoria Moe, Assistant to the City Manager & Chief of Staff

Overview



- Gender Equity Alignment
- The Case for Additional Essential Necessities
- ARPA Funds to Address Period Poverty
- Period Poverty: Defining a Movement
- Period Access Dallas Two-Part Pilot Program
- Next Steps



Gender Equity Alignment



- High child poverty rates spurred the creation of a Mayor's Task Force on Poverty in 2016 leading to the identification of “drivers of poverty”
- Women are more often caretakers; therefore, children and youth should be considered among gender equity issues (i.e. childcare)
- Single Female Headed Households is among the population identified as higher risk living in poverty



The Case for Additional Essential Needs



- During COVID, Office of Community Care, Mayor and Council Office and Office of Equity and Inclusion on Resident Necessities Assistance Program (Operation Pitter Patter)
- Operation Pitter Patter distributed approximately \$500k worth of essential supplies for women, families and seniors, including but not limited to diapers, formula, distilled water, toilet paper, hygiene products and more. COVID-19 has also led caregivers to make difficult choices, forcing greater numbers of women into “period poverty.” Operation Pitter Patter provided feminine and senior hygiene products
- During Operation Pitter Patter, 19 organizations requested period products; approximately 20k worth of sanitary pads and tampons distributed



ARPA Funds to Address Gender Equity Issues



- City Council allocated ARPA funding that will help address gender equity Issues
- \$9.5M allocated in ARPA will help address gender equity issues and essential necessities:

Funding Area	Projects
\$1M for Essential Necessities	<ul style="list-style-type: none">• Period Access Dallas (\$200K)• Diaper Distribution• Other essential items: senior nutrition, hygiene products, baby food, formula, bottles, toilet paper, etc.
\$7.5M for Children and Families	<ul style="list-style-type: none">• Family Violence Prevention and Intervention• Positive Youth Development and Academic Support• Positive Youth Development – Navigators for Opportunity Youth• Universal Home Visiting
\$1M for Child Care Providers Assistance	<ul style="list-style-type: none">• Small grants to providers impacted by pandemic



Period Poverty: Defining a Movement



- What is Period Poverty? Period Poverty is the lack of access to sanitary products, menstrual hygiene education, toilets, hand washing facilities, and/or, waste management
- Period Products are not covered under any assistance program (SNAP, WIC, etc)
- Women may be forced to reuse or overuse products, leading to unsanitary products
- Stigma attached to periods and menstruation makes the subject difficult to discuss



Image from [HUDA Beauty](#) Article

Around the U.S.



- Ann Arbor, Michigan becomes first US City to require free menstrual products in public restrooms
- California, New Hampshire, West Virginia – schools
- New York City – prisons and schools (2016)
- Brookline, Massachusetts – first to put menstrual products in all bathrooms in government owned buildings (2019)





Period Access Dallas

Two-Part Pilot

Period Access Dallas (P.A.D.) - Pilot (Part 1)



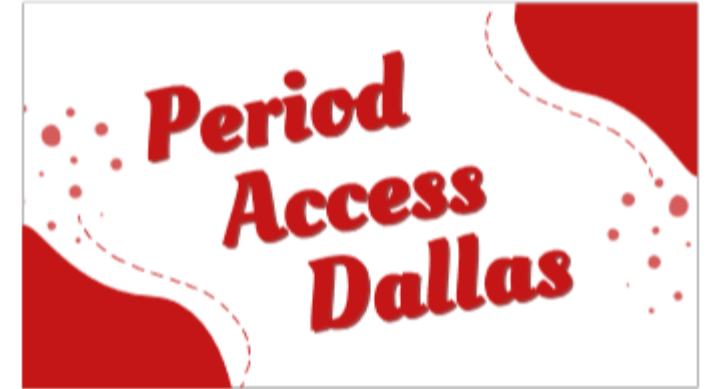
- Part 1 (February 2022 – July 2022)
 - Launching February 2022
 - Pilot funded using appropriated ARPA funding for essential necessities
 - Approximately \$200,000 worth of products to be distributed in Qualified Census Tracts (QCTs)
 - Distributed through public facilities, including libraries, recreation centers and community centers
 - Items distributed in multiples or packages to serve resident needs for multiple days
 - 25 sites targeted in initial launch
- Multi-departmental partnership (City Managers Office, Office of Community Care, Parks and Recreation, Libraries, Equity and Inclusion, Mayor and City Council Office) will make up the Period Access Dallas team
- Program will make available packages of menstruation management products (pads and tampons of varying sizes) as well as stock the restrooms with free products
- P.A.D. team members will train staff at all sites on the program to ensure all constituent requests are handled with sensitivity and that distribution documented according to regulatory requirements (for ARPA-funded components)



How to Request Supplies



- The library, recreation and community centers will now have two options for supplies in all women's restrooms
- Cards will be provided next to the free supplies indicating a month's supply is available at the front desk
- Residents can request period supplies by simply presenting the card, indicating their need and with the following (optional) questions:
 - What zip code they reside in
 - Age range
 - Race/ethnicity
 - Have you ever missed work or school due to lack of access to period products?



Period products for those who need them

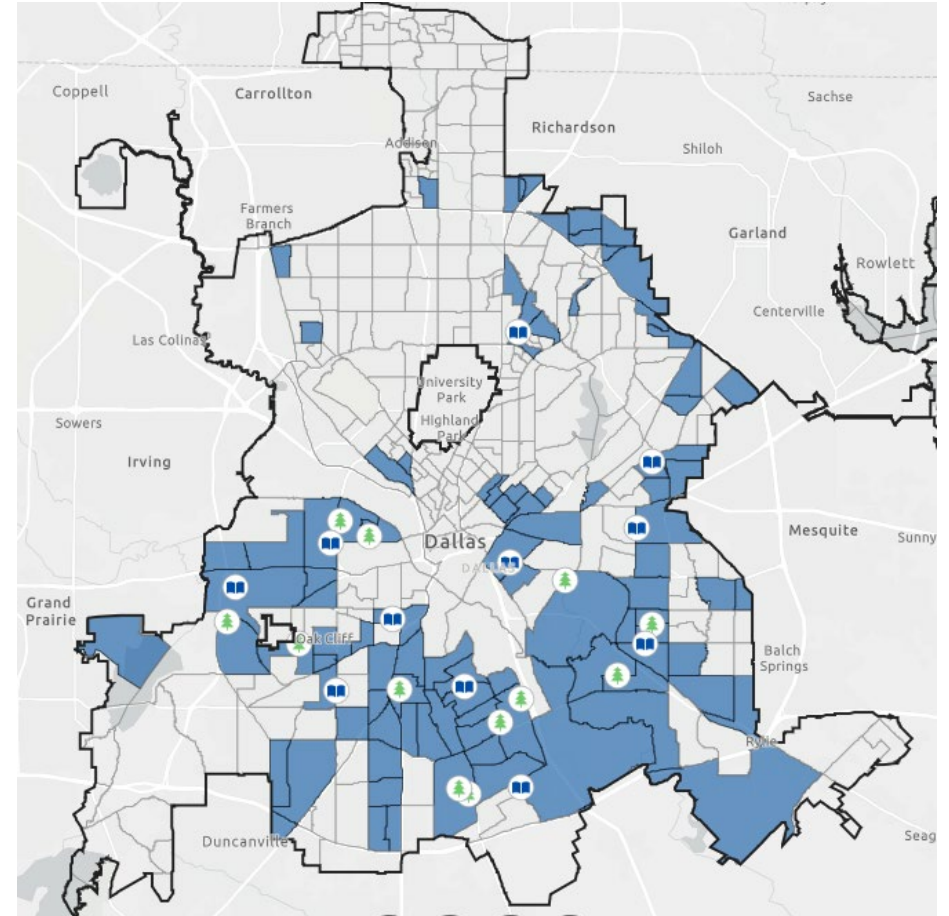
Product preference: <input type="checkbox"/> Regular tampons <input type="checkbox"/> Super tampons <input type="checkbox"/> Mini pads <input type="checkbox"/> Maxi pads	What's your zip code?
Have you ever missed work due not having menstrual products? Y or N	What's your age? <input type="checkbox"/> 11-17 <input type="checkbox"/> 18-25 <input type="checkbox"/> 26-35 <input type="checkbox"/> 36-50 <input type="checkbox"/> Over 50



Pilot Locations (Part 1)



- QCTs are tracts with a poverty rate of at least 25% or in which at least 50% of the households have incomes below 60% of AMI
- [Map](#)
- 25 locations in Part 1



P.A.D. - Part 2 and Beyond



- Part 2 (March 2022 – July 2022)
 - Partnership with Junior League of Dallas to collect menstruation management products for distribution
 - Based on needs and quantity collected, supplement current site supply and/or add additional distribution sites
 - Pursue philanthropic investments to sustain program
 - Look for partner organizations to transition long-term project management
 - Look into eco and wallet friendly options
- Ongoing Programming (July 2022 and beyond)
 - Community partnerships sustain and manage program ongoing
 - Explore opportunities to partner with more local organizations and businesses to continue the donation collections
 - Collection sites in retailers, restaurants, and/or other local business
 - Partner for local “drives”
 - Partner with local Dallas-serving school districts to ensure product availability at their sites
 - Continue to pursue philanthropic investments to sustain program
 - Expand distribution sites City-wide using COVID Equity Tool as a guide, including WIC facilities



- Part 1 Data Collection
 - Recreation Centers – site supervisors
 - Libraries – branch staff
 - Community Centers - managers
 - Sensitivity training for all impacted staff developed by Period Access Dallas Team
 - Use data to adjust distribution levels and sites
- Part 2 Data Collection
 - Evaluate data from Part 1 and adjust distribution and outreach as needed
 - Share data with partners (UNT Dallas, DISD, RISD)
 - Expand distribution to include partners and into additional census tracts
 - Collect data from product collection programs and philanthropic partnerships

Next Steps



- Part 1
 - Stand up pilot program, launching in February, will increase access to free pads and tampons in many low-income communities in Dallas
- Part 2
 - How do we make this sustainable?
 - Exploring philanthropic and governmental partnerships to maintain and expand access to free pads and tampons
 - Exploring additional opportunities for accessible distribution sites, such as WIC clinics or nonprofit partnerships
- Beyond
 - Pads and tampons provided through SNAP and/or WIC could ensure accessibility for the long term (federal)
 - Sisterhood partnerships
- Memos and briefings related to other ARPA projects will be shared via this committee throughout the year



Period Access Dallas (PAD)

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