

Memorandum



CITY OF DALLAS

DATE August 5, 2022

TO Honorable Members of Workforce, Education, & Equity Committee

SUBJECT **Workforce, Education, & Equity Committee Priorities**

Workforce, Education, and Equity (WEE) Committee members,

We have the unique and challenging task among the Council Committees to assist the City in advancing equity and inclusion across city departments to ensure strong futures for every Dallas resident.

We were all briefed on the historic, first City of Dallas Racial Equity Plan that is planned to be voted on at full Council on August 24, 2022. This work has been some of the most important work that I as a Council Member have worked on and will have lasting effects that transcend our service time with the City.

Recently, I provided an update to Mayor Johnson on the 6 WEE Committee priorities he established for the 2022-23 year. Attached to this memo you can find a table providing updates on all the priorities and the next steps to continue moving them forward.

I would appreciate receiving your input on the work we have advanced thus far in the WEE Committee and those efforts you are interested in advancing in the new fiscal year so we can begin the process of forecasting.

Here is some material and data that can continue to inform the work that lies ahead.

- [Dallas Equity Indicators](#)
- [Racial Equity Plan Presentation With Appendix](#)
- [Kellogg Foundation Making the Case for Racial Equity](#)

Thank you,



Jaynie Schultz
Chair – Workforce, Education, & Equity Committee
City Council, District 11

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C: T.C. Broadnax, City Manager
Chris Caso, City Attorney
Mark Swann, City Auditor
Billieae Johnson, City Secretary
Preston Robinson, Administrative Judge
Kimberly Bizer Tolbert, Deputy City Manager
Jon Fortune, Deputy City Manager

Majed A. Al-Ghafry, Assistant City Manager
M. Elizabeth (Liz) Cedillo-Pereira, Assistant City Manager
Robert Perez, Assistant City Manager
Carl Simpson, Assistant City Manager
Jack Ireland, Chief Financial Officer
Genesis D. Gavino, Chief of Staff to the City Manager
Directors and Assistant Directors

Priority	WEE Committee Timeline	Update and Next Steps	Point of Contact
1. Working with the Mayor's workforce czar to implement recommendations from Upskilling Dallas: How to Modernize the City's Workforce for the Jobs of Tomorrow and other upskilling efforts, including at the city's new Small Business Center.	<p>The report Upskilling Dallas: How to Modernize the City's Workforce for the Jobs of Tomorrow was briefed to WEE committee on 12/13/21 and the SBC plan was briefed to committee in February 2022</p>	<p>Updates: Chair Schultz and the executive leadership team, DCM Tolbert and ACM Cedillo-Pereira, along with Joyce Williams hosted a workforce meeting with Lynn McBee, workforce Czar, with a focus on the following goals:</p> <ol style="list-style-type: none"> 1.Researching the workforce skills gaps of the City as one of the largest employers Dallas 2.Deep dive on barriers for workforce (i.e., childcare) in the City of Dallas 3.Use ARPA funded grant to address middle- skill and advance skill employment gaps within Dallas DCM Tolbert and Nina Arias , director of HR, have pilot the Future of Work initiative with a focus on the closing the skills gaps for existing employees and effective training through internal and external partnerships. In addition, there have been preliminary conversations with Texas Workforce Commission on the sponsorship for training 500 or more City employees. <p>The dependent care program was implemented for employees to support childcare needs for City employees up to \$2000.00 per employee.</p> <p>Next Steps: The Upskilling RFP in the amount of \$500K is currently out for solicitation with a projected date for Council approval September 2022. Chair Schultz and ELT to meet with Czar to follow up with goals that have been established in summer 2022.</p>	<p>Small Business Center, Joyce Williams</p>
2. Overseeing coordination with Dallas ISD to ensure city programming and Social and Emotional Learning programs, as recommended by the Mayor's Task Force on Safe Communities, are leveraged for the greatest impact.	<p>Leading non-profit organization on social emotional learning, Big Thought, led briefing to WEE on SEL programs and City partnerships on 4/11/2022</p>	<p>Updates: The Office of Community Care (OCC), in partnership with the City Manager's Office, Dallas Parks and Recreation Department, and Dallas Public Libraries, has launched the Period Access Dallas (PAD) initiative to promote wellness by making menstrual hygiene products free and available in more than 20 public facilities across the City. Through our Drivers of Poverty funds, OCC supports positive youth development programming and mental health services for youth. In FY 2021-22, Big Thought's full year of programming and operations (including coordination with Dallas ISD) is supported by the City of Dallas by \$682,664. To bridge the opportunity gap, Big Thought's programs are centered on empowering youth from all backgrounds to succeed in school and beyond. Strategically, programs are focused on youth outcomes that will allow them to achieve one of four long-term goals: 1) to achieve a post-secondary degree, 2) to earn an accredited certificate, 3) to establish and entrepreneurial venture, or 4) to earn a living wage. They accomplish that through three services: Direct-to-youth Programs, Learning Systems such as the Dallas City of Learning and Learning Partners, and the Big Thought Institute to share best practices.</p> <p>Next Steps: OCC is investing in mental health, making over \$4M in American Rescue Plan Act (ARPA) funds available for local nonprofits to administer mental health services, outreach and education programming.</p>	<p>Office of Community Care, Jessica Gallenshaw</p>
3. Overseeing the development and implementation of the City of Dallas' Racial Equity Plan.	<p>On 3/24/21 City Council adopted the Racial Equity Resolution. On 12/13/21 and on 3/8/22 Racial Equity Plan update was briefed to WEE committee. On 6/13/22 Racial Equity Plan draft measures were briefed to WEE committee. On 8/3/2022 the full Racial Equity Plan is scheduled to be briefed to city council and considered for adoption on August 24, 2022</p>	<p>Updates: On March 24, 2021 the City Council unanimously approved the Racial Equity Resolution, which called for a Racial Equity Plan.</p> <p>The Racial Equity Plan is a strategic framework to support the City in understanding and addressing disparities across Dallas, this is done by collaboration between 42 departments to create plans, policies and initiatives with measurable goals addressing racial/ethnic and socioeconomic equity. To date three WEE briefings have taken place (12/13/2021, 3/8/22, and 6/13/22). On June 13, 2022 the racial equity plan draft measures were briefed to WEE. OEI is now integrating feedback and working to finalize the REP.</p> <p>Next Steps: To seek approval from City Council and develop and coordinate implementation plan.</p>	<p>Office of Equity and Inclusion, Dr. Lindsey Wilson</p>

<p>4. Working with early childhood education and childcare partners and providers to make sure families in Dallas have access to affordable, high-quality early childhood education and childcare options.</p>	<p>On 9/10/21 and 10/8/21 status of childcare services was briefed to WEE committee.</p>	<p>Updates: Annually, the City of Dallas invests in child care services by allocated \$650k in Community Development Block Grant funds to support the ECOST (Early Childhood and Out of School Time program). The City, through the Office of Community Care (OCC), has allocated \$1M in American Rescue Plan Act funds to support an ECOST Providers support program over the next two years. This will provide training, resources and grants to local providers. Finally, the Supplemental Nutrition Program for Women, Infants and Children (WIC) is working to partner with local early childhood programs providers and school districts on outreach and service delivery.</p> <p>Next Steps: OCC is in the process of procuring one or more providers to administer the ECOST Provider Support Program. The WIC team is striving to partner at the organization level, directly with district staff, and at the site level, with individual clinics building relationships with and conducting outreach to schools and early childhood programs in the immediate area. Additionally, \$2M has been allocated to support a universal home visiting program for new families that can help provide critical connections to resources, such as information on, WIC, early childhood programs, etc. , etc. OCC is in conversations with Dallas County and Parkland to finalize a plan for this project.</p>	<p>Office of Community Care, Jessica Gallenshaw</p>
<p>5. Reviewing the city's fine-and-fee structures to ensure residents are treated equitably by municipal courts.</p>	<p>On 6/7/21 the fine and fee effort was briefed to WEE committee.</p>	<p>Updates: City of Dallas is working to eliminate "Unjust" Fines and Fees through the participation of the Cities & Counties Fine and Fee Justice network with PolicyLink. City of Dallas eliminated the City's participation in both the Scofflaw program with Dallas County and the Omni program with the State of Texas was successful thru collaboration with Courts, Judiciary and OEI.</p> <p>Currently, the Courts department is finalizing work with a consultant funded thru the Fines and Fee Justice Network to redevelop community outreach materials that break down barriers and increase access to communities of color and lower income residents who are disproportionately impacted by fines and fees.</p> <p>Next Steps: Implement Court's new community outreach plan and provide a plan to the WEE committee. Provide an update to the WEE Committee in September 2022 and City has been invited to participate in the National League of Cities Fines and Fee Reform Cohort.</p>	<p>Office of Equity and Inclusion, Dr. Lindsey Wilson</p>
<p>6. Examining policies and procedures related to City of Dallas employees to ensure the city government is competitive as it relates to its culture and benefits and is in a position to attract the most talented and reliable workforce in the State of Texas.</p>	<p>On 11/8/21 FreshStart employment program was briefed to WEE committee. On 3/4/22 City of Dallas diversity dashboard was briefed to WEE committee.</p>	<p>Updates: This specific priority has evolved via communications with Mayor's Office and Chairs of WEE and GPFM committees. The City's FreshStart is one of two national efforts implemented to address workforce gaps within municipalities to increase opportunities for underserved and unemployed diverse populations. The program is designed to provide justice-impacted individuals with the opportunity to apply for eligible unfilled positions within the City of Dallas. The diversity dashboard was created to provide monthly updates related to departmental FreshStart hires, separations, and promotions. This data would be useful in the strategic guidance for the current racial equity initiatives, community safety and crime reduction analysis, and driving models for private public partnerships to address workforce issues. Skilled Immigrant Integration Program has collaborated with the city to enhance local workforce development systems, engage employers in recognizing and leveraging skilled immigrant talent, and identifying levers in higher education system to support skilled immigrant immigrants in professional and academic pathways.</p> <p>Next Steps: City is part of a municipal reentry cohort to share and gain promising practices to effectively work with justice-impacted residents. We are looking at issues such as housing, employment, and civic engagement opportunities. We plan to brief WEE committee in Fall 2022. Also seek Council input on the possible development of a Day Labor Center in strategic areas.</p>	<p>Small Business Center, Joyce Williams</p>