

# Memorandum



CITY OF DALLAS

DATE September 9, 2022

TO Honorable Mayor and Members of the City Council

SUBJECT **Racial Equity Plan Community Engagement and Policy Measures**

On Wednesday August 24, 2022, City Council approved the Racial Equity Plan (REP). The Office of Equity and Inclusion (OEI) will continue to engage residents, businesses, nonprofits, philanthropists, and other stakeholders in the REP process through community events, social media campaigns, the OEI newsletter and website updates. This memo serves two purposes 1) provides an update on the next community engagement phase and 2) provides an outline on the policy related measures.

## **Ongoing Community Engagement and Outreach**

OEI held a community engagement event on September 8, 2022, at the West Dallas Multipurpose Center.

As a part of this REP community engagement phase, events are focus on building out the strategic framework for the Big Audacious Goals (BAGs) inclusive of Action Targets, and to highlight next steps for the implementation of the REP. OEI is scheduled to hold another community engagement event on:

- September 10, 2022: Hampton-Illinois Branch Library, 2951 S Hampton Road, Dallas, TX 75224, 11:00 am – 12:00pm

For more additional information on upcoming REP events, please visit the [Office of Equity and Inclusion website](#).

## **Policy Measures**

During the August 8, 2022, Workforce, Education and Equity Committee Vice Chair Thomas requested a breakdown of the REP department progress measures (DPMs) with a policy recommendation with corresponding Council Committee. The following information highlights the approximately 9% of REP DPMs have been identified as policy measures outlined and corresponding committee:

### **Economic Development Committee:**

Convention & Event Services [DPM #1]	Permit mobile food vending areas in 3 equity priority areas with goal of adding 1-2 per year (Per Council Approval)
City Controller's Office [DPM #4]	Per the Responsible Banking Ordinance, CCO will become an annual recipient of a report from the City's depository bank detailing the institution's statement of

DATE  
SUBJECT

September 9, 2022

**Racial Equity Plan Community Engagement and Policy Measures**

	work, including factors related to socially responsible banking according to section 2-78 including commitment to long term community reinvestment strategies, anti-predatory lending practices, community banking needs, community involvement, homeownership and consumer credit needs, small business lending and other community development services in historically disadvantaged communities in Dallas by 2025.
Office of Historic Preservation [DPM #1]	Recommend amendments to the existing Tax Exemption Program or develop a new incentive program aimed at influencing the likelihood that the percentage of resources allocated to historically disadvantaged communities will increase by October 2024.
Office of Historic Preservation [DPM #2]	Make a recommendation to City Council to assess City support for historical homes/structures that are not tied to property value.
Office of Historic Preservation [DPM #4]	Make a recommendation to increase the number of residents from historically disadvantaged communities on the Landmark Commission by October 2026.
Planning and Urban Design [DPM #5]	Make land use recommendations to HOU, ECO and City Council, as needed, to increase the developability of historically disadvantaged communities, with high residential vacancies, at the end of the ForwardDallas Policy development process (estimated June 2023).

**Environment & Sustainability**

Planning and Urban Design [DPM #4]	Work with MCC to recommend changes to the City's Zoning ordinance and rules and procedures for boards and
------------------------------------	---

DATE  
SUBJECT

September 9, 2022

**Racial Equity Plan Community Engagement and Policy Measures**

	commissions to better describe the qualifications and to reflect the city's population in accordance with the City Charter be end of FY22-23.
--	---

**Government Performance & Financial Management**

Civil Services [DPM #5]	By FY23-24, recommend an equitable and inclusive hiring and recruitment policy that includes learnings and feedback from staff equity surveys and employment barriers assessment, in compliance with applicable employment laws.
Mayor and City Council Office [DPM #2]	By December 2022, make a recommendation to City Council to adopt a policy end goal that boards, and commissions would represent the demographics of those most impacted by the decisions.

**Housing & Homelessness Solutions**

Housing & Neighborhood Revitalization [DPM #1]	Complete revisions to the Comprehensive Housing Policy based on the Equity Audit by December 2022.
Office of Homeless Solutions [DPM #2]	In partnership with OGA and OEI, recommend a source of income discrimination legislation by December 2023.
Office of Homeless Solutions [DPM #5]	In partnership with HOU, OCC, MDHA, and Dallas County add an additional 248 units to the availability of permanent supportive housing stock by December 2027.

**Public Safety**

Court & Detention Services [DPM #4]	Based on observation, provide considerations addressing underlying
-------------------------------------	--

DATE  
SUBJECT

September 9, 2022

**Racial Equity Plan Community Engagement and Policy Measures**

	<p>cause of illegal dumping by December 2022:</p> <ul style="list-style-type: none"><li>• Add a Transfer Station in Southern Dallas.</li><li>• Increase the operation of landfills from 1 day a week to 3 days a week for residents in Southern Dallas.</li></ul>
Dallas Fire & Rescue [DPM #3]	Assess and recommend strategies to code enforcement for improving signage and lighting of multi-family dwellings (apartment complexes) in historically disadvantaged communities to help improve response times by an average of 10 seconds by October 1, 2027.
Office of Community Police Oversight [DPM #6]	By December 2024, make a recommendation to DPD to extend the time to make a complaint from 60 days to 90 days.
Office of Emergency Management [DPM #1]	By December 2023, in partnership with Code Compliance, make a formal recommendation to update policies and codes related to increased disaster safety in multi-unit dwellings.

**Quality of Life, Arts, & Culture**

Code Compliance Services [DPM #1]:	Recommend Boarding Home ordinance improvements (related to living conditions, repeat violations, etc.) to City Council by May 2023.
Park & Recreation [DPM #1]	Recommend amendments to governing policy and PKR guidelines to allow for the permitting of mobile food units to include pushcarts and Palateros on park property by Fall 2023.
Sanitation Services [DPM #1]	Make a recommendation to City Council to develop a Dallas Rate Assistance Program to support income-eligible

DATE September 9, 2022  
 SUBJECT **Racial Equity Plan Community Engagement and Policy Measures**

	households with utility fees by October 2023.
--	---

### **Transportation & Infrastructure**

Aviation [DPM #2]	By December 2023, make a recommendation to DART to run earlier (4:30am) dedicated routes to Love Field and Dallas Executive Airport.
Bond & Construction Management [DPM #1]	<p>Provide strategic recommendations to expedite 2017 Bond projects that experience delays within or near Racially or Ethnically Concentrated Areas of Poverty (R/ ECAPs) – in accordance with civil rights and fair housing laws – monthly beginning October 2022 to ensure all project funds are committed by September 2023.</p> <p><i>(BCM will prepare a monthly report to relevant directors that includes project updates from staff responsible for implementation of the 2017 Bond projects located in R/ECAP census tracts to ensure that the City remains on schedule with committing funds and completing projects within an acceptable timeframe. This project management process will be implemented in future programs.)</i></p>
Bond & Construction Management [DPM #3]	Based on the equity-driven selection framework recommend an increase of future bond allocation to address housing needs in Racially or Ethnically Concentrated Areas of Poverty (R/ECAPs) – in accordance with civil rights and fair housing laws – in the next Bond program. [Specific amount to be updated in by December 2023]

### **Workforce, Education, & Equity**

DATE September 9, 2022  
SUBJECT **Racial Equity Plan Community Engagement and Policy Measures**

Communications Outreach, & Marketing [DPM #9]	By November 2024, establish cross-departmental policy recommendation rooted in equity and inclusion by incorporating audit outcomes to explicitly define outreach, engagement, and the processes for meaningful public participation.
Office of Equity and Inclusion	Upon adoption of the Racial Equity Plan, WEE Committee will maintain committee oversight of the overall plan development.

### **Next Steps**

OEI is working on additional community outreach and engagement events to be scheduled throughout of the month of October. Residents, organizations and other stakeholders are encouraged to contact the Office of Equity and Inclusion regarding scheduling an engagement event for their group or business by emailing [equity@dallas.gov](mailto:equity@dallas.gov).

If you have any questions, or need additional information regarding this memo, please contact Dr. Lindsey Wilson, Director of the Office of Equity and Inclusion at [lindsey.wilson@dallas.gov](mailto:lindsey.wilson@dallas.gov).



M. Elizabeth (Liz) Cedillo-Pereira  
Assistant City Manager

c: Chris Caso, City Attorney  
Mark Swann, City Auditor  
Biliera 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  
Dr. 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