

Memorandum



CITY OF DALLAS

DATE September 10, 2021

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

SUBJECT **Office of Equity and Inclusion Racial Equity Plan Update**

On March 24, 2021, the City Council's approval of the Racial Equity Resolution directed the City Manager to work with external stakeholders to develop a racial equity plan. This memo provides an update on the progress for the racial equity plan:

Purpose

The Office of Equity and Inclusion (OEI) – Equity Division, in an effort to institutionalize and advance equity in city government, will lead the development of a Racial Equity Plan (REP) that will collaborate with City departments. The plan will be shaped by an analysis of relevant historical and contemporary data, such as that contained in the 2019 Equity Indicators Report and the 2021 update, the Resilient Dallas Strategy, as well as other sources and guidance gathered through extensive and inclusive community engagement.

Upon completion of external and internal engagement, OEI staff will work alongside departments and consultants to establish a comprehensive plan to capture short-, mid-, and long-term goals to advance racial equity so that a person's race or ethnicity no longer determines outcomes in Dallas. By design, the Racial Equity Plan will be a dynamic document intended to serve as a comprehensive accountability measure for departments' equity measures.

Procurement

The Office of Equity and Inclusion will retain CoSpero Consulting, LLC to support in the development of the comprehensive citywide Racial Equity Plan.

CoSpero Consulting, LLC is a social impact firm that exists to see communities flourish by supporting mission-minded organizations to sustain and advance social impact. CoSpero helps organizations achieve strategic clarity rooted in community context, while giving teams the capacity to accomplish more with less.

CoSpero Consulting, LLC works at the intersection of community engagement and organizational strategy. CoSpero has worked with mission-minded institutions such as the United Way Metropolitan Dallas, Urban Teachers DFW, and various independent school districts throughout the state, to define opportunities, co-design solutions, and strengthen capacity to create lasting change for communities. Services include, but are not limited to, conducting landscape analysis, synthesizing community feedback, hosting

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visioning sessions, leading coalitions, facilitating task forces, and supporting project management.

Timeline/ Next Steps

The initial pre-community engagement with stakeholders has begun. CoSpero Consulting, LLC is set to begin the robust external and internal community engagement in the early fall. The feedback from the community engagement efforts will inform the equity performance goals that will be integrated into the Racial Equity Plan.

The Office of Equity and Inclusion will provide quarterly updates to the Workforce, Education, and Equity committee.

Please do not hesitate to reach out to me at liz.cedillopereira@dallascityhall.com or Dr. Lindsey Wilson, Equity Officer, Office of Equity and Inclusion, at lindsey.wilson@dallascityhall.com if you have any questions about these efforts.



Liz Cedillo-Pereira
Chief of Equity and Inclusion

- c: T.C. Broadnax, City Manager
Chris Caso, City Attorney
Mark Swann, City Auditor
Biliera Johnson, City Secretary
Preston Robinson, Administrative Judge
Kimberly Bizer 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
Dr. Eric A. Johnson, Chief of Economic Development and Neighborhood Services
M. Elizabeth Reich, Chief Financial Officer
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