

Memorandum



CITY OF DALLAS

DATE October 8, 2021

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

SUBJECT **Workforce, Education, and Equity Committee Priorities for Fiscal Year 2021 – 2022**

Thank you for providing your top priorities for the Workforce, Education, and Equity (WEE) Committee at the August 9, 2021 meeting. Your insights have been integrated into the attached draft WEE Committee FY21-22 Work Plan matrix. The work plan is intended to provide structure to the WEE Committee by:

1. Developing internal and external actionable goals for each policy area of workforce, education, and equity; and
2. Aligning the WEE Committee members' priorities to the City Manager's strategic goals, the City's policies, programs, and initiatives, and the [Dallas Equity Indicators Report](#).

If you would like to provide additional input, this item will be discussed at the next WEE Committee meeting on October 12, 2021.

Liz Cedillo-Pereira
Chief of Equity and Inclusion

[Attachment]

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, 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 Directors and Assistant Directors
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Workforce, Education, and Equity Committee: FY 2021 - 2022 Priorities

Mayoral Priorities: In addition to its regular business, this Workforce, Education, and Equity committee will advance the mayoral priorities of a) ensuring that the City of Dallas has a “future-proof” workforce, particularly in those areas of our city where rates of unemployment and underemployment are highest; b) 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; c) working with school district partners to ensure students have the infrastructure available for virtual learning; and d) reviewing the city’s fines and fee structures to ensure they are equitable.

Policy Area	Committee Goals	Councilmember Priority	Equity Indicators	City Policies, Programs, Initiatives
EQUITY	Internal: Integrate equity into the City's policies, programs, and initiatives through the Racial Equity Plan	Review progress of City Racial Equity Plan		Racial Equity Plan (forthcoming) Welcoming Dallas Strategic Plan Resilient Dallas Strategy
		Review Equitable Investment Framework for ARPA funds		Comprehensive Fair Housing Plan (forthcoming) ADA Transition Plan
		Review implementation the ADA Transition Plan	32: Street Quality	Cities for Fine and Fee Justice Reform Broadband and Digital Equity Strategic Plan
		Full integration of Resilience Strategies through an equity impact lens throughout Council Committee's work		Forward Dallas Evictions Assistance Initiative Municipal ID Dallas City-wide Language Access Policy
		Address and improve transportation and micro-mobility issues to meet quality of life, economic development, and mental health goals	32: Street Quality 33: Access to Parks 36: Transit Frequency 37: Sense of Community	
		Monitor progress of increasing language access and language diversity in the workplace	39: Government Service Satisfaction	
		Develop a dashboard to track the progress of the WEE Committee's work		
	External: Collaborate with anchor institutions and partners to close disparities	Review progress of the City's Broadband and Digital Equity Strategic Plan	29: Internet Access	
		Recommend approval of an Updated Welcoming Strategy	37: Sense of Community 38: Representation in Government 39: Government Service Satisfaction	
		Review progress of the City's fine and fee justice reform efforts	40: Fines and Fees	
		Consider elements and programming for Period Poverty Program in coordination with DISD and other stakeholders	10: Child Poverty	
		Monitor accomplishments and metrics for pilot Financial Empowerment Centers	5: Unemployment 12: Working Poverty	
		Recommend approval of a Tenant Protection Ordinance	26: Evictions	
		Monitor progress of the Evictions Assistance Initiative	26: Evictions	
		Consider implementing a City ID	37: Sense of Community 39: Government Service Satisfaction	
		Monitor food access programs	58: Child Food Insecurity	

WORKFORCE		Monitor programming for children and families (family violence)	48: Domestic Violence	Small Business Center Business and workforce inclusion initiatives Skilled Immigration Integration Program Fresh Start Employee Resource Groups
		Develop actions around creating more diverse neighborhoods in Dallas	25: Homeownership 28: Housing Cost Burden 31: Long-Term Residential Vacancies	
	Internal: Make the City of Dallas the premier public service employer	Determine how to provide childcare services for City employees	13: Early Education Enrollment by Race 14: Early Education Enrollment by Income 15: Kindergarten Readiness	
		Opine on national best practices for Best to Place Work designation and related actionable activities		
		Review City of Dallas HR policies and identifying ways local government can be an example of hiring and retaining internationally trained candidates	4: Labor Force Non-Participation 5: Unemployment 6: High-Growth, High-Paying Employment	
		Monitor progress of accomplishments of the Parental Leave program – phase one		
		Review progress of HR initiatives, including Fresh Start	4: Labor Force Non-Participation 5: Unemployment 6: High-Growth, High-Paying Employment	
	External: Ensure middle-skilled jobs in Dallas are filled to create a future-proof workforce	Integration of recommendations from the Mayor's Taskforce of Workforce Development into the Committee's work	1: Business Establishments 2: Business Ownership 3: Long-Term Business Vacancies 4: Labor Force Non-Participation 5: Unemployment 6: High-Growth, High-Paying Employment	
		Understand the City's role in implementing recommendations of the United Way Workforce Equity Blueprint	1: Business Establishments 2: Business Ownership 3: Long-Term Business Vacancies 4: Labor Force Non-Participation 5: Unemployment 6: High-Growth, High-Paying Employment	
		Monitor accomplishments with new workforce development job training services funded through CDBG Funding	5: Unemployment 6: High-Growth, High-Paying Employment	

		Monitor local workforce development systems to ensure resettled refugee populations are getting connected with living wage and high growth job opportunities	5: Unemployment 6: High-Growth, High-Paying Employment	
		Discuss options and policy framework for proposed Day Labor program in alignment with Fresh Start eligibility criteria	5: Unemployment	
		Consider elements and programming for proposed Pre Entry Program for justice impacted residents	5: Unemployment	
		Monitor development and implementation of the Small Business Center Strategic Plan	2: Business Ownership 5: Unemployment 6: High-Growth, High-Paying Employment	
		Monitor accomplishments and progress with community navigation services to support opportunity youth goals	10: Child Poverty	
EDUCATION	External/Internal: Work in partnerships to prepare a diverse workforce for credentialing or training needed to fill middle-skilled jobs	Determine how to allocate community development block grant (CDBG) funds for early childhood initiatives	13: Early Education Enrollment by Race 14: Early Education Enrollment by Income 15: Kindergarten Readiness	Early Childhood and Out of School Time Program Financial Empowerment Centers Broadband and Digital Equity Strategic Plan Small Business Center Youth Commission - Youth Navigation Mobile App, Youth District Leaders Program, Youth Career & College Readiness Lecture Series Mayor's Summer Internship Program Skilled Immigrant Integration Program
		Identify levers in higher education system to support skilled immigrant immigrants in professional and academic pathways	5: Unemployment 6: High-Growth, High-Paying Employment	
		Partner with organizations like YearUp, Employability, Workforce Solutions Greater Dallas, and other job training organizations to develop potential pathways to city employment	5: Unemployment 6: High-Growth, High-Paying Employment	