

# Memorandum



CITY OF DALLAS

DATE July 19, 2019

TO Honorable Mayor and Members of the City Council

SUBJECT **Equity Initiative Overview**

In response to City Council discussion at the special called meeting on Monday, June 24, 2019, staff is providing an overview and backup materials regarding the City's equity initiative, the establishment of the Office of Equity, and associated framework as presented to the Human and Social Needs Committee throughout the current fiscal year.

The Office of Equity was established October 1, 2018, to support City leadership and staff through professional development and training; technical assistance; policy review; and programmatic efforts to support the City in advancing equity.

On November 5, 2018, the Human and Social Needs Committee was briefed regarding the Office of Equity background. On November 28, 2018, the City Council approved a contract with Race Forward dba the Government Alliance on Race and Equity (GARE) to provide training, technical assistance and membership in a national network of jurisdictions and agencies striving to advance racial equity.

On March 18, 2019, the Human and Social Needs Committee was briefed on the status of equity implementation to include GARE training events to more than 250 executives and Office of Budget's development of the "equity in budget" tool. Staff from the Office of Equity and other departments attended the annual GARE Membership Meeting held in Albuquerque, New Mexico on April 16, 2019. The City Council then approved an Equity Resolution on May 22, 2019. A copy of the resolution has been included in the attachments.

In May 2019, the City Manager approved the 54-member Racial Equity Core Team, which is comprised of formal and informal leaders who will be responsible for coordinating and organizing equity plans across the organization. The Racial Equity Core team has undergone extensive training from GARE and has direct communication access to the City Manager and Executive Leadership Team.

Going forward, the Office of Equity, with the assistance of the Racial Equity Core Team and consultation of GARE, will work to address equity in public policy, utilizing an equity lens as it relates to the drafting, approval, and application of policies, procedures, programming, initiatives, and budgetary decisions.

DATE July 19, 2019  
SUBJECT **Equity Initiative Overview**

Please feel to contact myself or Victor Obaseki, Equity Officer, should you have any questions related to the content of this memorandum or supporting materials provided.



**M. Elizabeth (Liz) Cedillo-Pereira**  
Chief of Equity and Inclusion

c: T.C. Broadnax, City Manager  
Chris Caso, City Attorney (Interim)  
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  
Nadia Chandler Hardy, Assistant City Manager and Chief Resilience Officer  
Michael Mendoza, Chief of Economic Development and Neighborhood Services  
M. Elizabeth Reich, Chief Financial Officer  
Laila Alequresh, Chief Innovation Officer  
Directors and Assistant Directors  
Victor Obaseki, Equity Officer

# Memorandum



CITY OF DALLAS

DATE October 29, 2018

Honorable Mayor and Members of the City Council:

TO Mayor Pro Tem Casey Thomas, II (Chair), Deputy Mayor Pro Tem Adam Medrano (Vice Chair), Councilmember Omar Narvaez, Councilmember Mark Clayton, Councilmember B. Adam McGough

SUBJECT **Office of Equity & Human Rights**

## Summary

On Monday, November 5, 2018, you will be briefed on the newly created Office of Equity and Human Rights. The briefing materials are attached for your review.

## Background

On October 1, 2018, the Office of Equity and Human Rights (OEHR) was established. The mission of the Office of Equity and Human Rights is to support City leadership and staff through education and training in the identification and elimination of systemic barriers to fair and just distribution of resources, access to services and opportunity and proper investigation of discrimination complaints.

Additionally, staff will provide an overview of the work plan for FY 2018-19 for the Office of Equity and Human Rights.

Should you have any questions or concerns, please contact myself or Beverly Davis, Director of the Office of Equity and Human Rights.

A handwritten signature in blue ink, appearing to read 'Nadia'.

Nadia Chandler Hardy  
Assistant City Manager and Chief Resilience Officer

c: T.C. Broadnax, City Manager  
Chris Caso, City Attorney Interim  
Carol A. Smith, City Auditor Interim  
Biliera Johnson, City Secretary  
Preston Robinson, Administrative Judge  
Kimberly Bizzor 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  
M. Elizabeth Reich, Chief Financial Officer  
Directors and Assistant Directors

# Office of Equity & Human Rights

Human and Social Needs  
City Council Committee

November 5, 2018

Nadia Chandler Hardy  
Assistant City Manager &  
Chief Resiliency Officer

Beverly Davis, Director  
Office of Equity & Human  
Rights



# City of Dallas

# Presentation Overview

- Office overview
- Background
- Equity as a City priority
- Goals
- Partnerships
- FY2019 Workplan

# Office of Equity and Human Rights

- **Established October 1, 2018**
  - Mission: Support City leadership and staff through education and training in the identification and elimination of systemic barriers to fair and just distribution of resources, access to services and opportunity and proper investigation of discrimination complaints.
- **Essential Duties: Institutionalize the equity concept**
  - Policy oversight and implementation
    - Dallas Resilience
    - Dallas Equity Indicators
    - Poverty Taskforce Report
    - Biennial budgeting and other planning initiatives
  - Compliance
    - Racial equality
    - American Disabilities Act
  - Human Rights Enforcement
    - Fair housing investigations
    - Affirmatively furthering fair housing
    - LGBTQ
    - Gender Identity and expression

# Background Cont.

## Mayor's Task Force on Poverty

- Identified the need for initiatives to increase opportunities for racial minorities and low income residents in the City of Dallas

## Market Value Analysis

- High level assessment of Dallas neighborhoods that have suffered from a lack of investments and poverty

## Assessment of Fair Housing

- Identified neighborhoods that suffer due to high concentrations of poverty and a high degree of racial segregation

## UTA Transportation Equity Study

- Identified major transportation equity issues for low income residents in Dallas

# Background Cont.

## State of Homelessness

- The homeless population continues to increase with a disproportionate representation of African Americans (66%)

## Dallas Resilience Strategy

- Identified the need for strategies to reverse the trend of increasing poverty

## Equity Indicators Report

- Provides objective data on inequities and a road map for improvement

## FY2019 Adopted Budget

- Recognizes the need for operationalizing equity in all city departments



# Background

- Equity and Resilience Charge:
  - Advance equity in City government
  - Ensure Welcoming City to immigrants and all residents
  - Increase economic mobility for Dallas' vulnerable and marginalized residents
  - Guarantee reasonable, reliable, and equitable access
  - Leverage partnerships to promote healthy communities
  - Invest in neighborhood infrastructure to revitalize historically underserved neighborhoods
  - Promote environmental sustainability to improve public health and alleviate adverse environmental conditions.

# Equity as a City Priority

- If Dallas is to continue to grow and prosper it must be proactive and reverse the trend of increasing poverty and lack of opportunity for racial minorities and low income populations
- Institutional policies and practices implemented over decades by various federal, state and local government entities helped to create the conditions that exist today. Those policies and practices included but are not limited to:

Segregation

Redlining

Zoning

Mass  
Incarceration

Discriminatory  
Hiring  
Practices

7

# Equity as a City Priority

- Equity includes acknowledging that governmental policies and practices helped to create the problem and that government is needed to help solve the problem
- Equity recognizes that the well-being of the community increases when everyone has an opportunity to achieve his or her full potential
- Equity provides a framework to strategically plan and build expectations for success

# Best Practices & Research Examples

- **Texas**
  - City of San Antonio
  - City of Ft. Worth
  - City of Austin
- **Other US Cities**
  - City of Portland, OR
  - City of Seattle, WA
  - City of Tacoma, WA
  - St. Louis, MO
- **University of Minnesota, MN**
  - Humphrey School of Public Policy

# Office Goals- Internal Focus

- **Institutionalize the equity concept**
  - Advance equity in budgeting, community engagement and service delivery
  - Actively apply the equity lens in all policy development and review processes
  - Build City workforce that is reflective of the Dallas community
  - Grow capacity for intercultural competence
  - Build awareness and involvement through transformational and purposeful community engagement
  - Improve services for residents and visitors submitting discrimination complaints

# Office Goals

- **External Focus**

- **Institutionalize the equity concept**

- Build awareness and involvement through transformational community engagement
- Support and partner with other institutions and community based efforts to advance equity initiatives
- Partner with organizations whose equity position aligns with that of the City.

# Partnerships

- OEHR will work with the following partners to accomplish goals:

## Government Alliance on Race and Equity (GARE)

- National organization which provides training, research and technical support for member organizations

## Dallas Truth, Racial Healing and Transformation

- Local organization that is funded by the Kellogg Foundation to foster communication and progress on equity issues

## Dallas Independent School District

- DISD has established an office on Educational Equity and adopted an Equity Policy to advance equity in education

12

# Partnerships Cont.

## Community Council of Greater Dallas

- Local organization which will serve as a resource and a repository of data for Resiliency and Equity indicators

## National League of Cities

- National organization which provides resources, data, and training across the country

## City University of New York (CUNY)

- National partner that will continue to be a resource for resiliency and equity



# FY2019 Workplan

- Build staffing capacity
- Establish GARE and other critical partnerships
- Develop Equity Framework
  - Training
  - Policy review
  - Service delivery assessments
- Establish equity network for the Dallas area
- Equity in Budgeting for FY2020

# GARE Contract Agreement

Scheduled for Council Approval on November 28, 2018, for the purpose of accomplishing the following items:

- Provide membership in nationwide organization advancing equity
- Provide consulting services, training and technical support to operationalize equity within the City of Dallas
- Conduct Equity Assessment Survey of city employees and establish benchmarks for improvement
- Provide tools and best practices to achieve equity goals

# Office of Equity & Human Rights

Human and Social Needs  
City Council Committee

November 5, 2018

Nadia Chandler Hardy  
Assistant City Manager &  
Chief Resiliency Officer

Beverly Davis, Director  
Office of Equity & Human  
Rights



**City of Dallas**

# Memorandum



CITY OF DALLAS

DATE March 14, 2019

Honorable Mayor and Members of the City Council:  
TO Mayor Pro Tem Casey Thomas, II (Chair), Deputy Mayor Pro Tem Adam Medrano  
(Vice Chair), Councilmember Omar Narvaez, Councilmember Mark Clayton,  
Councilmember B. Adam McGough, Councilmember Carolyn King Arnold

SUBJECT **Equity Implementation Update**

## Summary

On March 18, 2019, you will be briefed on Equity Implementation for the City of Dallas. The briefing materials are attached for your review.

## Background

On November 28, 2018 the Dallas City Council approved a contract with Race Forward dba Government Alliance on Race and Equity (GARE). The contract provides membership in a National Consortium, training, consulting services and technical assistance to successfully implement an equity framework within the City of Dallas. Staff will provide you with an update on Equity Implementation with GARE.

Should you have any questions or concerns, please contact myself or Beverly Davis, Director of the Office of Equity and Human Rights.

A handwritten signature in blue ink, appearing to read 'Nadia Chandler-Hardy'.

Nadia Chandler-Hardy  
Assistant City Manager and Chief Resilience Officer

c: T.C. Broadnax, City Manager  
Chris Caso, City Attorney (Interim)  
Carol A. Smith, City Auditor (Interim)  
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  
M. Elizabeth Reich, Chief Financial Officer  
Laila Alequresh, Chief Innovation Officer  
Directors and Assistant Directors

# Equity Implementation Update

**Human and Social Needs  
City Council Committee**

**March 18, 2019**

**Beverly Davis, Director  
Office of Equity & Human  
Rights**

**Nadia Chandler-Hardy  
Assistant City Manager  
Chief Resilience Officer**



# City of Dallas

# Presentation Overview

- Background
- Equity Roadmap
  - Context Setting
  - Skill Building
  - Implementation
- Upcoming Activities

# Background

- October 1, 2018 - The Office of Equity and Human Rights was established.
- November 5, 2018 - the Human and Social Needs Committee was briefed on the new office and future plans for Equity Implementation.
- November 28, 2018 - the Dallas City Council approved a contract with the Race Forward dba Governmental Alliance on Race and Equity (GARE) to provide consulting services, technical assistance and membership in a consortium of jurisdiction to implement an equity framework within the City of Dallas.

# GARE Implementation

- GARE is a membership organization of over 102 city, county, and state jurisdictions in the United States that are connected by a commitment to advance racial equity in government.
- GARE provides a customized roadmap for City and other local government organizations to build the capacity to advance racial equity goals through proven techniques and national best practices.



# Context Setting with Senior Leadership

- GARE visited with the City Manager and Executive Leadership Team in January.
- Provided an overview of the GARE process of equity implementation and sought feedback on concerns and priorities.
- Met with Police, Fire, Human Resources and Welcoming Communities and Immigrant Affairs.

# Context Setting - Employee Equity Assessment

- Citywide Equity Assessment Survey is now underway
- Establishes a baseline of where the organization is as it relates to equity.
- Each department responsible for developing a plan to ensure opportunity for all staff to take the survey.
- Survey is voluntary and confidential. Results will be reported at the aggregate level.
- GARE will provide management with a summary of survey results in May.

## Skill Building: Advancing Racial Equity Training

- Six workshops to train approximately 300 executives, managers, and budget staff on the framework needed to advance racial equity.
- Provides a historical foundation and perspective by outlining history of institutional and systematic racism in the United States.
- Opportunity to develop skills to normalize conversations on race.
- Provides training on Implicit Bias.
- Introduces Racial Equity Tool.
- Attended by City Manager departments, as well as City Attorney, City Auditor, Judiciary, City Secretary, and Civil Service departments.

# Implementation: Racial Equity Core Team

- Leadership Team composed of up to 50 total formal and informal leaders.
- Responsible for designing, coordinating, and organizing racial equity plans across the organization.
- Serve as champions and advocates for equity.
- Composed of employees who are diverse across generations, race, ethnicity, gender identity.
- Will develop racial equity action plans for respective departments.
- Will receive additional training on racial equity tool.
- Direct communication access to City Manager Broadnax and Executive Leadership Team

# Implementation: Racial Equity Budget Team

- Composed of budget staff in Office of Financial Services (OFS) and budget staff in city departments.
- Received additional training on utilizing Racial Equity Tool for budget preparation.
- Included instructions for preparation of upcoming budget utilizing racial equity framework.
- Recommendations will submitted for upcoming budget approval.

# Racial Equity Tool Process



# Implementation: Equity in Budget

- Commit more resources to areas and populations where needs are greater, often areas that have been largely ignored for decades
- FY2020-21 Biennial Equity Budget Focus
  - Dallas Animal Services
  - Department of Code Compliance Services
  - Department of Public Works
  - Dallas Public Library
  - Office of Community Care
  - Office of Environmental Quality & Sustainability
  - Office of Homeless Solutions

# Equity Timeline

- **February**
  - **March**
  - **March-August**
  - **May**
  - **August**
  - **November**
  - **December 2019-'20**
- Executive Training (Completed)**  
Core Team/Pilot Area Selection  
All Staff Equity Assessment Survey  
Budget Staff Training on Equity Tool  
Dallas Equity Core Team Training  
Equity Assessment Report Dallas  
Equity Action Plan
- Train the Trainer  
FY2020-21 Equity in Budgeting  
Equity Symposium  
Training for all Dallas Employees



# Equity Implementation Update

**Human and Social Needs  
City Council Committee**

**March 18, 2019**

**Beverly Davis, Director  
Office of Equity & Human  
Rights**

**Nadia Chandler-Hardy  
Assistant City Manager  
Chief Resilience Officer**



**City of Dallas**

# Memorandum



CITY OF DALLAS

DATE May 3, 2019

Honorable Mayor and Members of the City Council:

TO Mayor Pro Tem Casey Thomas, II (Chair), Deputy Mayor Pro Tem Adam Medrano (Vice Chair), Councilmember Omar Narvaez, Councilmember Mark Clayton, Councilmember B. Adam McGough, Councilmember Carolyn King Arnold

SUBJECT **GARE Conference Highlights and Equity Implementation Update**

On Monday, May 6, 2019, the Committee will be briefed by the Office of Equity and Human Rights. Staff will provide highlights from their GARE Conference attendance and updates regarding the City's efforts in operationalizing Equity.

## **Background**

On November 28, 2018, City Council approved a contract with Race Forward dba Government Alliance on Race and Equity (GARE) for consulting, technical assistance and membership in national network of jurisdictions and agencies implementing equity efforts. As a part of the membership in the national network, staff were able to attend the GARE Annual Membership meeting in April 2019 in New Mexico. Staff attended various workshops, learning labs, plenary addresses and other events. As a result, staff are identifying ways to implement the lessons and skills acquired from the conference to the equity work being carried out throughout the City.

Should you have any questions or concerns, please contact myself or Victor Obaseki, Equity Officer, Office of Equity and Human Rights.



Nadia Chandler-Hardy  
Assistant City Manager and Chief Resilience Officer

c: T.C. Broadnax, City Manager  
Mark Swann, City Auditor  
Chris Caso, City Attorney (Interim)  
Biliera Johnson, City Secretary  
Preston Robinson, Administrative Judge  
Kimberly Bizar 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  
Michael Mendoza, Chief of Economic Development and Neighborhood Services  
M. Elizabeth Reich, Chief Financial Officer  
Laila Alequresh, Chief Innovation Officer  
Directors and Assistant Directors

# **GARE Conference Highlights & Equity Implementation Update**

**Human and Social Needs**

**May 6, 2019**

**Victor O. Obaseki, Equity Officer  
Office of Equity and Human Rights**

**Beverly Davis, Director  
Office of Equity and Human Rights**



**City of Dallas**

# Presentation Overview

- Background & History
- GARE Conference
- Equity Office Activities
- Next Steps



# Background & History

- October 1, 2018 – Following the Equity Indicators and Resilience Strategy projects examining Dallas inequities, The Office of Equity and Human Rights was established.
- November 5, 2018 – The Human and Social Needs Committee was briefed on new office and plans for Equity Implementation.
- November 28, 2018 - City Council approved a contract with Race Forward dba Government Alliance on Race and Equity (GARE) for consulting, technical assistance and membership in national network of jurisdictions and agencies implementing equity efforts.
- March 18, 2019 – The Human and Social Needs Committee was briefed to provide Equity Implementation update.

# Background & History Cont.

**Dallas Resiliency Strategy** – Identified need for strategies to reverse trend of increasing poverty.

**Equity Indicators Project** – Provided objective data for inequities and a roadmap for improvement.

**Mayor's Task Force on Poverty** – Identified need for initiatives to increase opportunities for people of color and low-income people in Dallas.

**Assessment of Fair Housing** – Identified neighborhoods that suffer from concentrated poverty and high degrees of racial segregation.

**UTA Transportation Equity Study** – Identified major transportation equity issues for low-income residents in Dallas.

4

# GARE Conference

- GARE Annual Membership Meeting occurred on April 16-18, in Albuquerque, New Mexico, with:
  - More than 483 Individual Attendees
  - 84 of 144 Member Jurisdictions Present
  - 21 of 24 South Region Jurisdictions Present
  - 4 of 4 Texas Jurisdictions Present
  - 85 Individual Attendees from the South, including 9 City of Dallas Attendees.
- Meeting included more than 80 workshops, networking sessions, learning labs, plenary addresses and other professional development events.



# GARE Conference





# GARE Conference Highlights

- One key conference theme was Community Engagement and Relationship Building from the beginning of any equity in government effort.
  - Key Strategies gleaned included fostering processes of:
    - Power-sharing;
    - Uplifting Community Voices; and
    - Increasing Community Ownership of Equity Efforts.

# GARE Conference Highlights Cont.

- Another informative conference session was “Welcoming Residents Back Home & Restoring Drivers’ Licenses: Making Durham a City of Second Chances.”
  - Key Takeaway included steps such as:
    - Systematizing community partner support, including peer and institutional support;
      - Church-provided ‘welcome home’ boxes with gift cards, transit passes, toiletries, etc.;
    - Providing Traditional Housing and Job Support

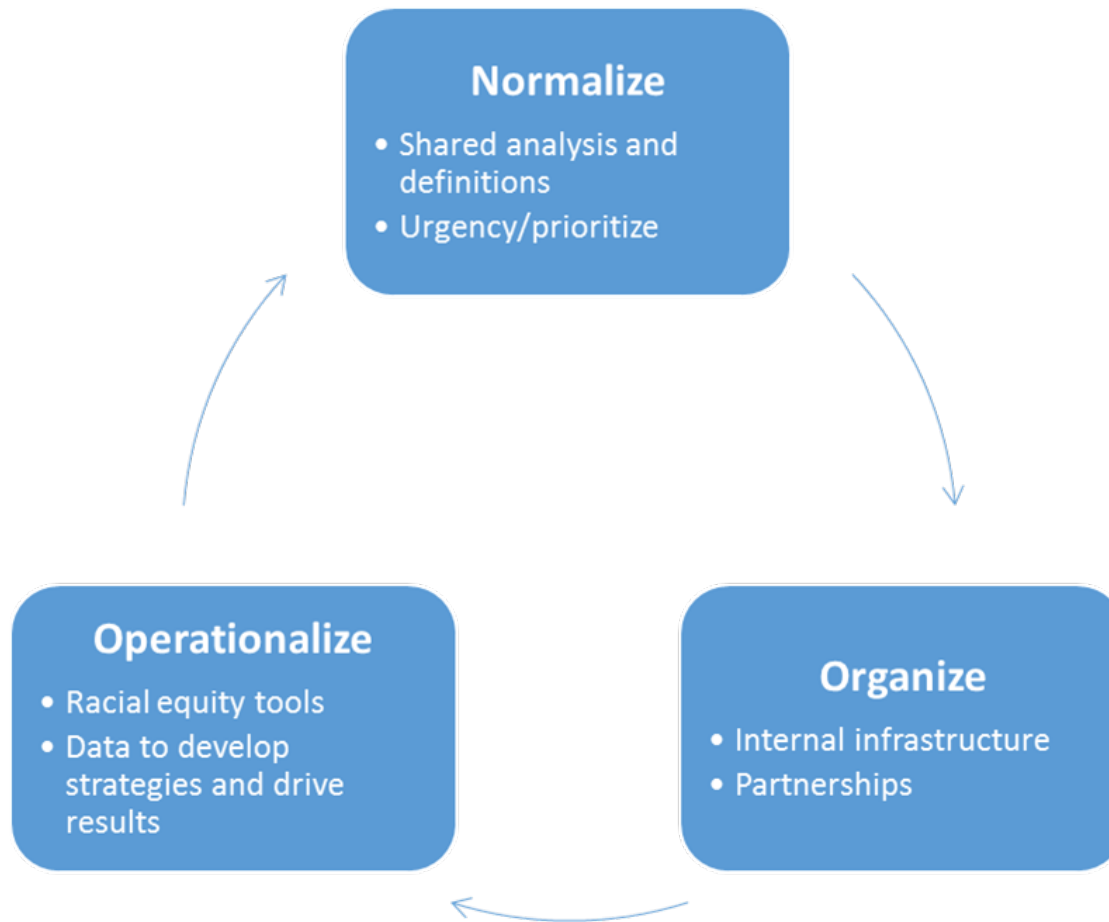
# GARE Conference Highlights Cont.

- South Region Networking Session was critical for our new Office of Equity and Human Rights.
  - Included jurisdictions from states such as North Carolina, Virginia, Florida, Georgia and Tennessee, with:
    - Shared historical governmental and policy contexts; and
    - Growing and diversifying populations.
  - Texas jurisdictions—Cities of Dallas, Waco, Austin and San Antonio—informally agreed to form a Texas GARE Cohort with goals to meet or communicate regularly, share best practices, and serve as an exemplar collective dedicated to statewide equity.

# What Equity Means: A Working Definition

- **Equity occurs when each human being has the space and resources in that human being's identities and social circumstances to maximize in that person's potential.**
- **In government, Equity requires continual assessment, shaping and re-shaping of our policies, practices, procedures and service delivery such that both internally (our employees) and externally (our residents, neighborhoods, communities) people can thrive.**
- **The City of Dallas is always developing, progressing and evolving. This requires permanent Equity work that is attentive to the complex ways our City is changing and that aims to ensure that all who live and work here are thriving.**

# Key GARE Racial Equity Tool



# Racial Equity Core Team

- With the approval of the City Manager, 51 City employees recently became the City of Dallas Racial Equity Core Team.
- Team members include a racially, ethnically and gender diverse set of employees with extremely varied levels of experience and positions across departments and ERGs.
- Racial Equity Core Team members will serve as critical engines of operationalizing equity by designing, coordinating and organizing racial equity work plans at the departmental level, among other responsibilities.

# Racial Equity Core Team Training & Goals

- GARE will provide additional Core Team training on May 21 and 22 and June 25.
- Core Team Train the Trainer sessions will be designed to proliferate and normalize racial equity efforts across departments.
- In the Fall of 2019, the Core Team members will have a Symposium during which they will share ideas and strategies for further operationalization of equity.

# Equity in Budget Development

- Equity will be a consideration for the allocation of budget resources throughout FY 2019-20 budget process
  - All General Fund departments must consider equity for budget enhancement requests and reduction options
  - Eight departments will receive additional review related to the allocation of existing departmental resources
- Office of Budget and key budget staff from various departments received training by GARE on March 1 and 22
- In consultation with GARE, the Office of Budget developed an “equity tool” to be used through budget process and help guide decision making
- Equity will be highlighted in the City Manager’s budget recommendation due to Council in August 2019



# Equity Team Build Out

- Office of Equity and Human Rights staff dedicated to equity currently include 1.5 full-time equivalents, with two positions unfilled.
- The Office expects to hire additional support staff in the new fiscal year, pending City Council approval.

# Next Steps

- The Office of Equity and Human Rights will next:
  - Engage in systematic community and partner relationship-building and engagement for the Office, therein developing an exemplar approach for all City Departments.
  - Oversee further professional development on racial equity, including:
    - All 51 Core Team members receiving training to train others on racial equity implementation.
    - Goal: Training all staff on racial equity by Fall 2020.
    - Goal: Executive-Level Training for Entire City Council and Staff.
  - Provide Policy Assessments and Technical Support for Budget Equity & Human Resources Equity Policy Processes.

# Next Steps Cont.

- Public Policy and Administrative Directives
  - OEHR will initiate an equity review of the following:
    - Hiring Practices (Human Resources & Civil Service)
    - Digital Equity (Library, Office of Community Care, and Information Technology Services)
- OEHR welcomes feedback from HSN on other policies that should be considered for review

# **GARE Conference Highlights & Equity Implementation Update**

**Human and Social Needs**  
**May 6, 2019**

**Victor O. Obaseki, Equity Officer**  
**Office of Equity and Human Rights**

**Beverly Davis, Director**  
**Office of Equity and Human Rights**



**City of Dallas**



Agenda Information Sheet

---

**File #:** 19-702

**Item #:** 52.

---

**STRATEGIC PRIORITY:** Human and Social Needs  
**AGENDA DATE:** May 22, 2019  
**COUNCIL DISTRICT(S):** All  
**DEPARTMENT:** Office of Equity and Human Rights  
**EXECUTIVE:** Nadia Chandler-Hardy

---

**SUBJECT**

A resolution in furtherance of the City of Dallas' efforts to support diverse racial, ethnic, cultural, and socio-economic backgrounds and to promote equity in the Dallas community - Financing: No cost consideration to the City

**BACKGROUND**

On October 1, 2018, the City established an Office of Equity and Human Rights. On November 28, 2018, City Council authorized a contract with Race Forward, dba Government Alliance on Race and Equity (GARE) to assist with equity implementation by Resolution No. 18-1687.

On March 18, 2019, the Human and Social Needs Committee was briefed on the City's equity implementation. During that meeting, Mayor Pro Tem Thomas requested staff draft an Equity Resolution to demonstrate the City Council's commitment to ensuring equity as a priority in all City of Dallas policies, programs, services and practices.

On May 6, 2019, the Human and Social Needs Committee was briefed on a proposed Equity Resolution and voted to move the resolution forward for full City Council consideration.

**PRIOR ACTION/REVIEW (COUNCIL, BOARDS, COMMISSIONS)**

The Human and Social Needs Committee was briefed on May 6, 2019.

**FISCAL INFORMATION**

No cost consideration to the City.

May 22, 2019

**WHEREAS**, the City of Dallas is the ninth most-populous city in the United States and third in Texas composed of residents of diverse racial, ethnic, cultural and socio-economic backgrounds; and

**WHEREAS**, the average household income for the highest quintile in Dallas County increased by 5% from 2006 to 2015 and by stark contrast, the average household income for the lowest quintile declined by 7% during the same period, per a recent study by the Communities Foundation of Texas; and

**WHEREAS**, the Dallas Equity Indicators project reveals extreme challenges confronting African American and Latino residents seeking to improve their economic status; and

**WHEREAS**, since 2000 the number of people living in poverty in Dallas increased by almost 40%, outpacing a population growth of 7.6% and Dallas' poverty rate in 2016 was almost 23% higher than other large cities in Texas and considerably higher than the national average at 15.1% with 30% of Latinos and African Americans living below the poverty line and Dallas ranking third in child poverty among major U.S. cities; and

**WHEREAS**, the Mayor's Taskforce on Poverty produced maps illustrating the significant correlation between race, income, and geographic location reflecting the impact of decades of disinvestment in African American and Latino communities resulting in substantial inequities in basic housing conditions, neighborhood quality and access to necessary amenities; and

**WHEREAS**, studies have shown that the housing cost burden falls disproportionately on African American, Latino, and female-headed households which pay well over the 30% threshold, leaving relatively little income available for other essential needs such as transportation, child care, health care and food; and

**WHEREAS**, the City Council adopted the Resilient Dallas Strategy and established the Office of Equity and Human Rights, effective October 1, 2018 in an effort to institutionalize and advance equity in City government to provide equitable access and opportunities for success for all Dallas residents; and

May 22, 2019

**WHEREAS**, the Mayor's Task Force on Poverty identified the need for initiatives to increase opportunities for racial minorities and low income residents in the City of Dallas; the Market Value Analysis provides a high level assessment of Dallas neighborhoods that have suffered from a lack of investments and poverty; the Assessment of Fair Housing identified neighborhoods that suffer due to high concentrations of poverty and a high degree of racial segregation; the University of Texas at Arlington Transportation Equity Study identified major transportation equity issues for low income residents in Dallas; the State of Homelessness acknowledges that the homeless population continues to increase with a disproportionate representation of African Americans; the Resilient Dallas Strategy identified the need for strategies to reverse the trend of increasing poverty; the Equity Indicators report provides objective data on inequities such as those cited herein and a road map for improvement; and the FY 2018-19 Adopted Budget recognizes the need for operationalizing equity in all city departments; and

**WHEREAS**, the City of Dallas recognizes that as the City population continues to grow and the economy expands, the City must advance equitable opportunities for all Dallas residents by reversing the trend of increased poverty and seeking improved outcomes among African American, Latino, immigrant and other historically-marginalized low-income communities; and

**WHEREAS**, the City recognizes that institutional policies implemented over decades by various federal, state and local government entities helped create the conditions that exists today; such as, segregation, redlining, inequitable zoning, mass incarceration and discriminatory hiring practices; and

**WHEREAS**, the City of Dallas understands that present-day government leadership is needed to evaluate the impact that existing city policies and practices have on equity, evaluate best practices in other cities and develop human-centered recommendations for addressing current race and socio-economic-based inequities in the city because the well-being of the community increases when everyone in the community has the opportunity to achieve his or her full potential; and

**WHEREAS**, Dallas would benefit from taking steps to implement an equity assessment tool that engages community stakeholders and results in shared decision-making and more equitable outcomes that strengthen the entire city and region; and

**WHEREAS**, while it has long been assumed that there is a trade-off between equity and economic efficiency, new evidence shows that regions working toward equity have stronger and more resilient economic growth - for everyone; and

**WHEREAS**, equity provides a framework to strategically plan and build expectations for removing barriers to the improvement of outcomes and affirming Dallas' commitment to all its residents.

**Now, Therefore,**

**BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF DALLAS:**

**SECTION 1.** Context Setting. That the City will establish a baseline of where the organization is as it relates to equity by providing a Citywide Equity Assessment Survey to all City employees. Staff will work with the Race Forward dba Governmental Alliance on Race and Equity (GARE) to analyze and understand survey results.

**SECTION 2.** Equity Training. That the City will provide an equity training to all City employees that will provide a historical foundation and perspective by outlining the history of institutional and systemic racism in the United States. The training will provide an opportunity to develop skills to normalize conversations on race, provide trainings on implicit bias and introduce a racial equity tool.

**SECTION 3.** Equity Core Team. That the City will create an Equity Core Team that will be composed of formal and informal leaders who will be responsible for designing, coordinating and organizing equity plans across the organization. This team will have direct communication access to the City Manager and Executive Leadership Team.

**SECTION 4.** Equity Budget Team. That the City will create an Equity Budget Team composed of staff from the Office of Budget and budgetary staff from other City departments. This team receive training on the utilization of the Equity Tool for budget development purposes.

**SECTION 5.** Equity in Budget. That the City will make every effort possible to commit more resources to areas and populations based on data where needs are greatest, often areas that have been largely ignored for decades.

**SECTION 6.** Equity in Public Policy. That the City will utilize an equity lens as it relates to the drafting, approval and application of policies, procedures, programming, initiatives, and budgetary decision.

**SECTION 7.** That this resolution shall take effect immediately from and after its passage in accordance with the provisions of the Charter of the City of Dallas, and it is accordingly resolved.