



**City of Dallas**



**CITY OF DALLAS  
OFFICE OF EQUITY  
& INCLUSION**

**City of Dallas**

# **Racial Equity Plan**

Advancing racial equity is both a **social goal** and driver of business and **economic growth**.



## Racial Equity Plan

- The Why
  - Historic Policies and Practices
- The Economic Impact
  - Boost Economic Growth
- The How
  - Progress Measures
  - Transformative Measures
  - Residents Role



# Abundance of Opportunities in Dallas



- Dallas is the 9th Largest city in the U.S.
- North Texas is a Thriving Economy with nearly 2 dozen Fortune 500 companies
- Strong network of higher education and healthcare institutions
- National leader in healthcare, tech, financial services, defense and transportation industries
- Diverse demographics





# The Why

1

Q Search

The Dallas Morning News

## Reckoning with the past as Dallas looks to a more just future

The city has made strides in promoting inclusion, but significant gaps remain in addressing equity in key areas.



Dallas has a lot of ground to cover in redressing social injustice. The city has persistent gaps between residents of color and white residents across a wide spectrum of issues, including stable housing, health care, employment and educational opportunities. (Michael Hogue)

By Corbett Smith  
5:45 AM on Jan 19, 2022

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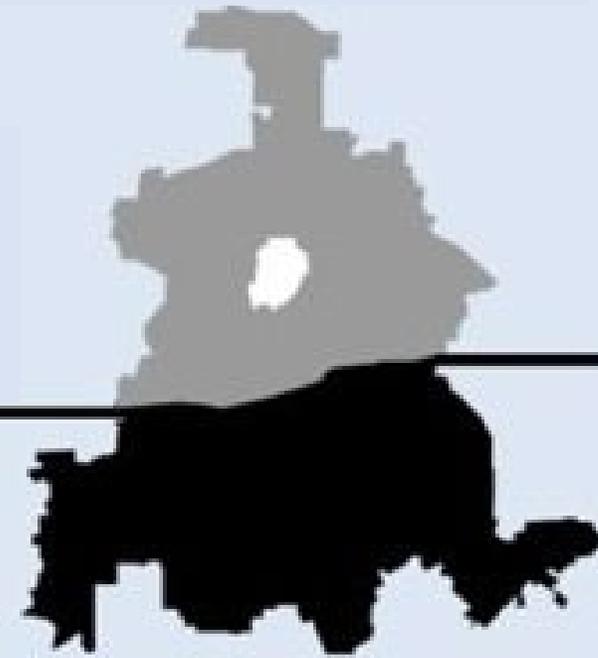
# Racial Wealth Chasm



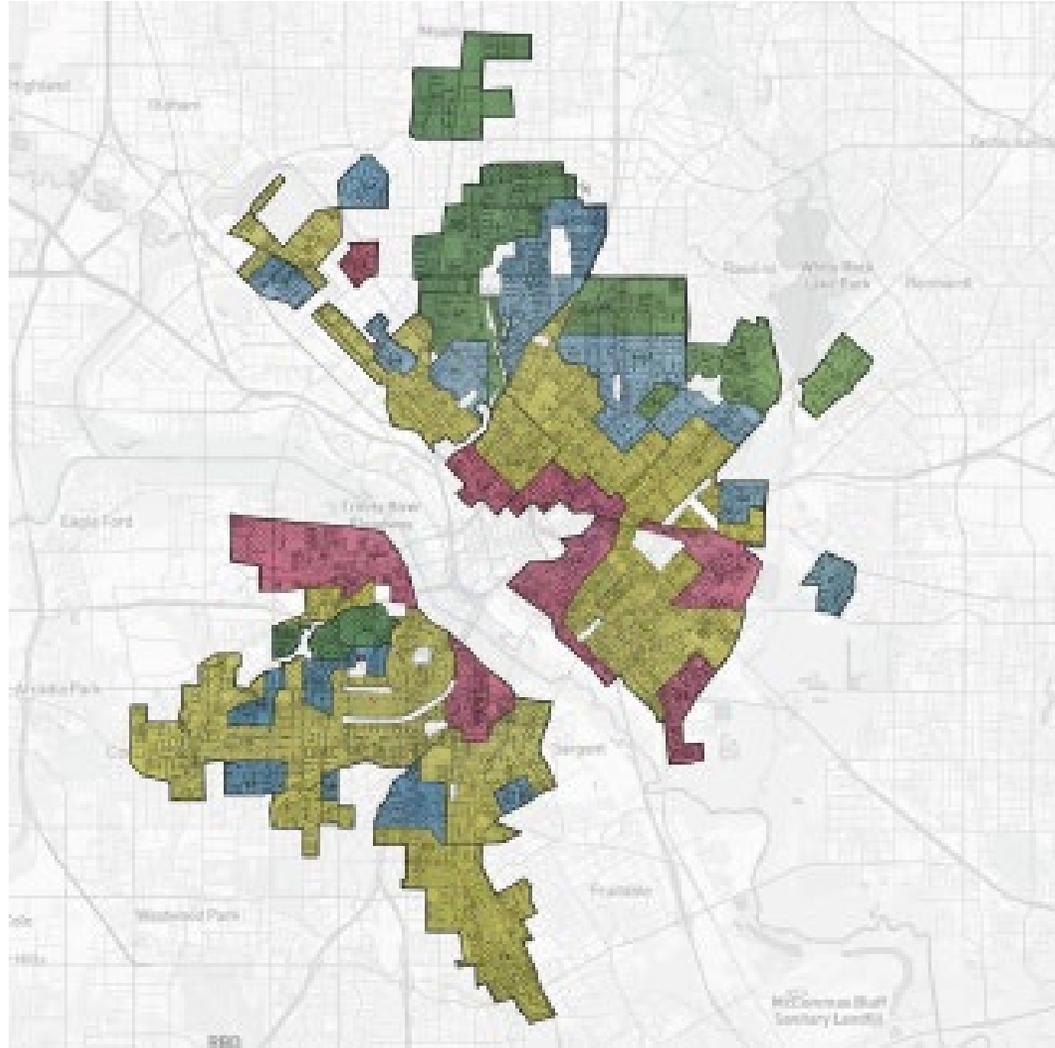
**Dallas's own history of institutional racism and inequitable policies has been instrumental in creating two distinct parts of our city.**

**The divide is largely along racial lines, not just socioeconomic, with wealthier White communities living predominately in the Northern Dallas...**

**...and poorer communities of color living predominately in the Southern Dallas.**



# Redlining History in Dallas



-  First Grade – Exclusively White, 80% Mortgage Value
-  Second Grade – Mostly White, 60-80% Mortgage Value
-  Third Grade – Mixed, Poor, 5% Mortgage Value
-  Fourth Grade – Mostly Black, Ineligible for Mortgage Insurance





## Yellow/Redlined vs. Greenlined

### MEDIAN HOUSE VALUE

\$99,700 vs. \$395,800

### WEALTH GAP

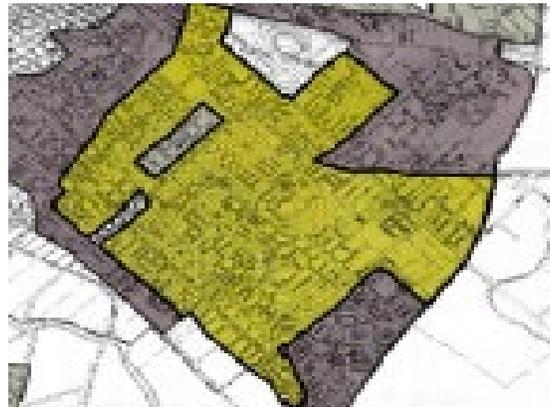
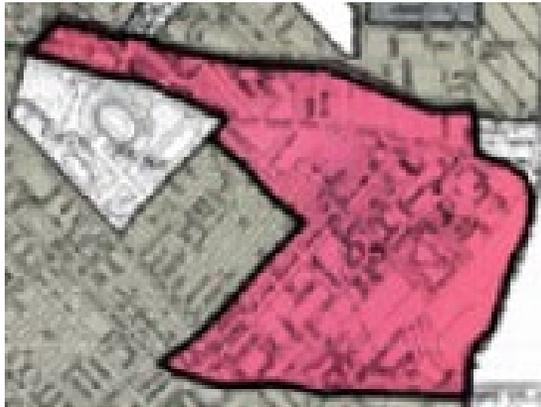
\$19,422 vs. \$103,510

### POVERTY RATE

34% vs. 8%

### EDUCATION RATE

14% vs. 58%



# Examination of Dallas History



## UnDesign The Redline Advisory Group

- Remembering Black Dallas
- Dallas Mexican American Historical League
- American Indian Association
- Jewish Federation – Greater Dallas
- BcWorkshop
- Truth Racial Healing and Transformation – Dallas



# Measuring Disparities in Dallas



## Five Themes



Economic Opportunity



Education



Neighborhoods and Infrastructure



Justice and Government



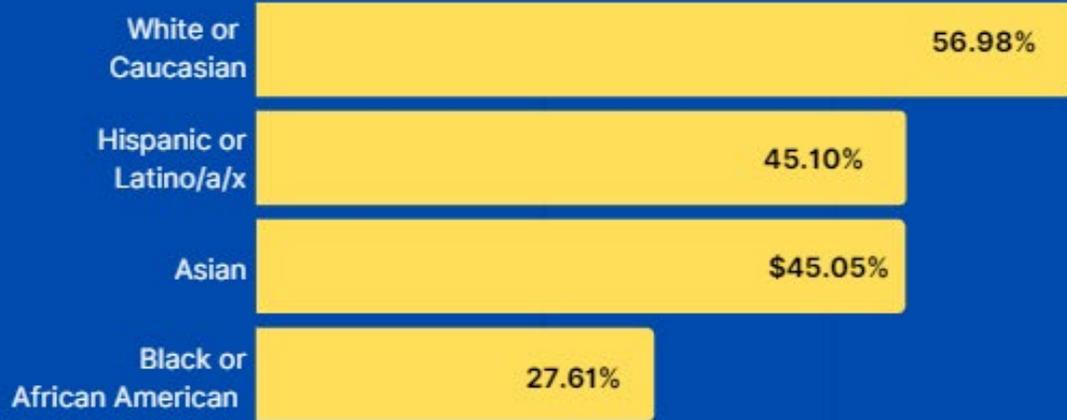
Public Health



# Dallas Equity Indicators: Highlights



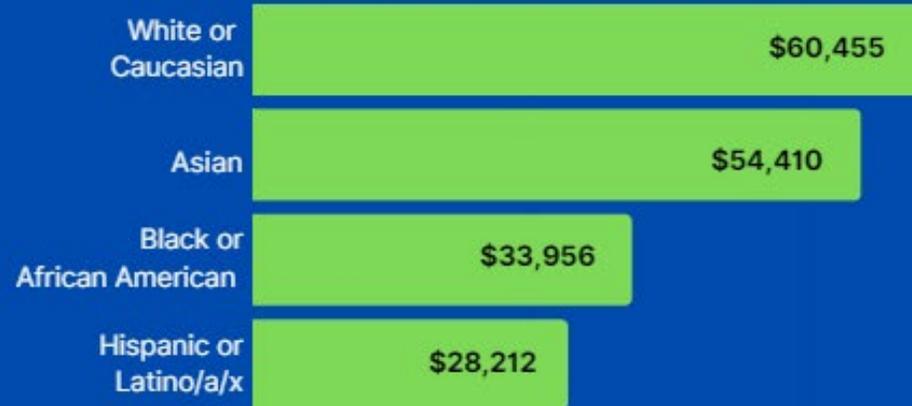
Equity Indicator 25: Homeownership



Equity Indicator 10: Childhood Poverty



Equity Indicator 7: Median Full-time Income





2

# The Economic Impact

Economic Opportunity

Education

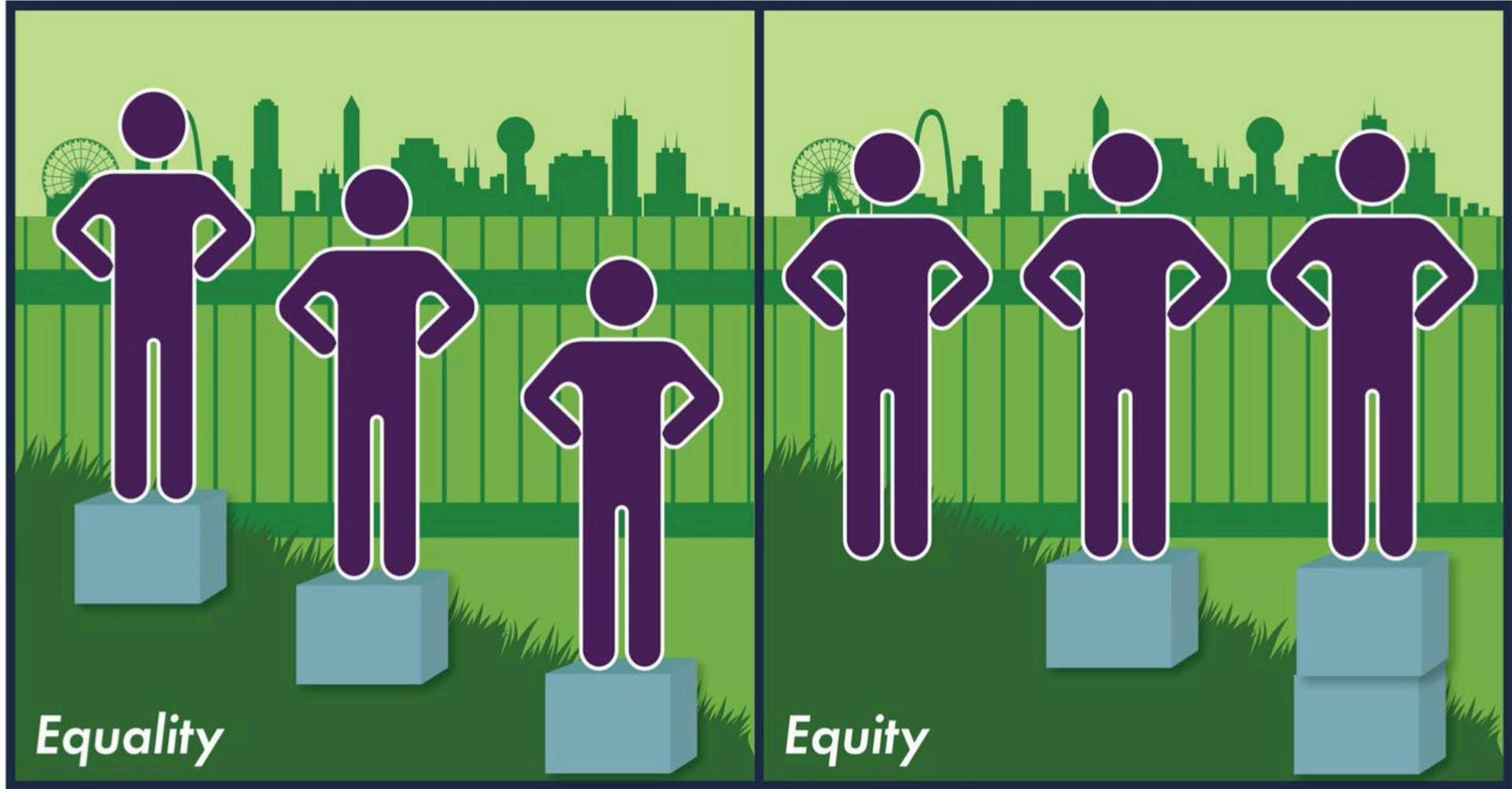
Neighborhood & Infrastructure

Justice & Government

Public Health



# Core Value at the City of Dallas

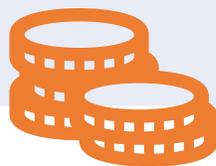


# The Economic Case For Equity



## BOOST DALLAS AND COLLIN COUNTIES ECONOMY

Eliminating racial inequities in income could boost the combined economy of **Dallas and Collin counties** by **\$115 billion** a year.<sup>2</sup>



## DECREASE HEALTH CARE SPENDING

By addressing racial inequities in public health, the country can reduce healthcare Spending and **build a healthier country.**<sup>3</sup>



## BOOST THE ENTIRE COUNTRY'S ECONOMY

By closing the racial equity gap our country stands to realize an **\$8 trillion gain** in GDP by 2050.<sup>4</sup>





# 3

## The How

On March 24, 2021, Dallas City Council unanimously approved the city's first Racial Equity Resolution.

This resolution reaffirmed Dallas' commitment to work towards understanding and addressing racial and ethnic disparities across Dallas.



# Building Blocks of Equity



**Leveraging Government, Private, and Philanthropy Resources**

**Normalizing Equity**

**Resilience Strategy**

**Office of Equity & Inclusion**

**Equity 101 Training**

**Undesign the Redline  
Community Exhibit  
exploring history of  
redlining/segregation in  
Dallas**

**Organizing Equity**

**Equity Core Team**

**Equity Indicators Report**

**Equity Indicators  
Symposiums**

**Undesign the Redline  
Advisory Board**

**Operationalizing Equity**

**Equity Impact  
Assessment Tool**

**Workforce, Education,  
and Equity Committee**

**Budgeting for Equity**

**Racial Equity Resolution**

**Developing and  
Implementing REP  
Measurements**



# Equity Goal



Embed equity principles, practices, and measurements into City policies, programs, and plans, so that all residents thrive, and neither race nor ethnicity statistically predict social outcomes.



# Racial Equity Plan Purpose



The REP will provide City Leaders **with**  
**actionable levers** – by establishing short-, mid-,  
and long-term goals – to minimize inequities for  
Dallas residents so all can thrive in our city.



# What is the Racial Equity Plan?



- Strategic framework to support the City in understanding and **addressing disparities** across Dallas
- Developed in **collaboration with Dallas residents, communities, and other stakeholders**
- Will guide city departments and offices to enhance current plans, policies, and initiatives with **measurable goals** addressing racial/ethnic and socioeconomic equity



# REP Progress Measures Development



## October 2021 – May 2022

### Round 1 *(required)*

- Review REP goals and the equity measures framework:
  - Specific population
  - Baseline Data
  - Three-to-five-year goal
- Departments then had 2 weeks to complete their draft measures

#### Met with:

- 42 out of 42 departments

### Round 2 *(required)*

- Review department's drafted measures and collaborated to:
  - Identify how it would contribute to closing disparities
  - Were measurable
- Departments then had 2 weeks to respond to any unresolved comments and confirm commitment to their draft measures

#### Met with:

- 42 out of 42 departments

### Round 3 *(as needed)*

- Continue working towards further impact
  - Are the goals meaningful to racial equity?
  - What is the transformative impact?
- Incorporating external community feedback

#### Met with:

- 10 departments



# Department Spotlight:

## Office of Integrated Public Safety Solutions



### DRAFT PROGRESS MEASURES

Increase the number of calls responded to by RIGHT Care teams in predominately African American communities by 10% each year.

Increase the percent of behavioral health calls responded to by RIGHT Care teams in predominately African American communities from \_\_\_ to 80% by December 2025.

Increase the number of new or upgraded streetlights in [target areas] from \_\_\_ to \_\_\_ by December 2027.

### ALIGNED EQUITY INDICATORS

#### Indicator 43: Arrests

Black individuals were arrested at the highest rates (83.26 per 1,000) followed by White (30.57) and Hispanic individuals (24.98). Asian individuals were arrested at the lowest rates (7.30).

- Ratio between the number of Black and Asian individuals per 1,000 arrested by the Dallas Police Department.

#### Indicator 47: Violent Crime

Black individuals reported the highest rates of violent crimes (13.53 per 1,000), followed by Hispanic (6.80), White individuals (4.39). Asian individuals were more than four times less likely to be victims of violent crime (3.13)

- Ratio between the number of violent crimes reported by Black and Asian individuals per 1,000 residents.



# Department Spotlight: Dallas Water Utilities



## DRAFT PROGRESS MEASURES

Increases the investment in water and wastewater infrastructure improvements to all occupied, unserved areas from \$\_\_\_ to \$34.7 million (ARPA) by December 2025.

Decrease the number of occupied areas without water and sewer service in DWU's Unserved Areas Program from 11 to 0 by December 2025.

## ALIGNED EQUITY INDICATORS

### Indicator 30: Utility Expenses

Hispanic households spent a larger percentage of their income on utility expenses (4.57%) followed by Black households (4.28%), and White (2.59%) and Asian households (2.55%) all spent similar, but smaller percentages of their household income.

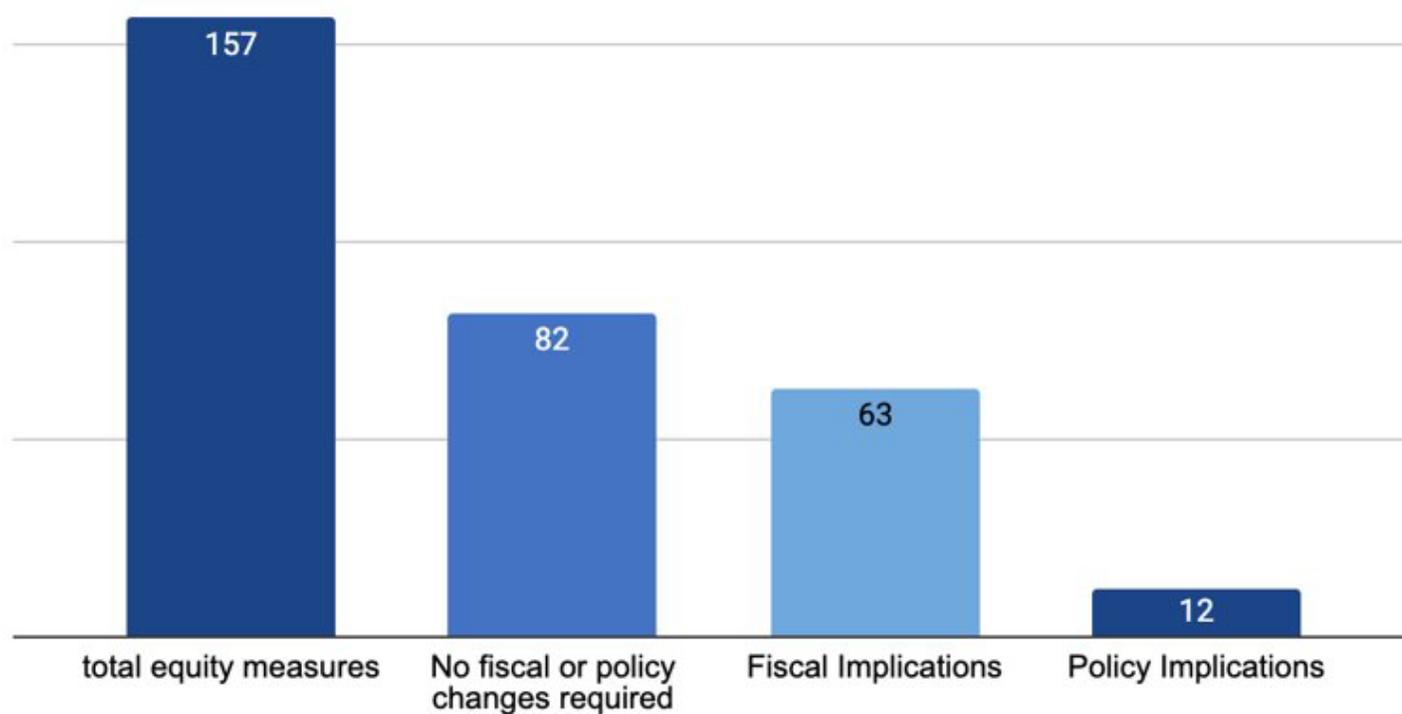
•Ratio between the percentages of household income going to electricity, gas, heating fuel, and water in Hispanic and Asian households.



# Progress Measures Status



## Progress Measures as of 3/18/2022



Of the 157 progress measures that *are* ready for community input:

- 13 collaborative interdepartmental measures
- 40% (63 measures) have a fiscal implication.
- 8% (12 measures) have a possible policy implication
- All are open (82 measures) to revisions following community input



# Gallery Walk – We Need Your Input



Please walk around and **provide your feedback** on the various progress measures.



# Transformative Goals



## Transformative Goals

Infrastructure

Housing

Public Safety

Economic,  
Community, and Workforce  
Development

Environmental Justice

**1. How should the City be investing to address racial disparities?**

**2. How can the City improve services to make Dallas the most equitable City in the nation?**



# WE ARE ONE DALLAS

## WE ALL HAVE A ROLE IN THIS WORK!

The process requires intentional  
work that leads to outcomes.



# Citations



1. City of Dallas, the City University of New York's Institute for State and Local Governance (CUNY IS ISGL), and Center for Public Policy Priorities (CPPP) (2019). Dallas Equity Indicators: Measuring Change Toward Greater Equity in Dallas. <https://dallascityhall.com/departments/pnv/dallas-equity-indicators/DCH%20Documents/equity-indicators-booklet-2019.pdf>
2. Langston, A., Scoggins, J., Walsh, M., (2021). Advancing Workforce Equity in Dallas and Collin Counties: A Blueprint for Action (Report No. 00). PolicyLink and USC Equity Research Institute. [Advancing Workforce Equity in Dallas and Collin Counties: A Blueprint for Action \(nationalequityatlas.org\)](http://nationalequityatlas.org)
3. Turner, A. (2018). Business Case for Racial Equity (Report No. 00). W.K. Kellogg Foundation. [Business Case for Racial Equity \(issuelab.org\)](http://issuelab.org)
4. Turner, A. (2018). Business Case for Racial Equity (Report No. 00). W.K. Kellogg Foundation. [Business Case for Racial Equity \(issuelab.org\)](http://issuelab.org)





# Questions?

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