

# Memorandum



CITY OF DALLAS

DATE March 10, 2022

TO Honorable Members of the Workforce, Education and Equity Committee

SUBJECT **Responses to Questions from the March 4, 2022 Special Called Workforce, Education, and Equity (WEE) Committee Meeting and the March 8, 2022 WEE Committee Meeting**

On Friday, March 4, 2022, the Workforce, Education, and Equity Committee received a briefing memorandum with an update on the City of Dallas Employee Child Care Subsidy Program. During the meeting, staff was asked the following questions:

- **Do we have feedback from employees on their needs regarding childcare subsidies?**
- **Do we have a plan in place to address the reasons the childcare subsidy program is not as successful as we thought it would be? How are we addressing the concerns out of the program?**

The Human Resources Department staff contacted every eligible employee during the 2022 benefits year enrollment period to explain the program, assist with enrollment, and respond to questions and concerns about the subsidy. Employees who declined to enroll were asked about the reason for not taking advantage of the subsidy. Most employees cited concerns about the effect of the subsidy on their taxes or indicated that they did not need daycare, as their children were older and in school, or under the care of family members.

Human Resources staff will continue to gather information from employees on their childcare needs through direct outreach and surveys in preparation for the 2023 benefits plan period. In addition, staff will work with eligible employees to respond to their questions and concerns and offer focused seminars with tax information and other resources to address the concerns cited.

We anticipate that more eligible employees will take advantage of the subsidy on the program's second year, as we will have more time to advertise and promote the program before open enrollment, which begins in September 2022. Also, we will use testimonies from participating employees to encourage others to participate. The childcare subsidy benefit will be an essential component in our recruitment process to attract and retain top talent for the City. Any remaining funding allocated for this program will provide childcare subsidies for employees that meet the established criteria and are hired throughout the year.

On Monday, March 8, 2022, the Workforce, Education, and Equity (WEE) Committee received a briefing the City of Dallas Racial Equity Plan. Please find the following information provided in response to questions posed during the briefing.

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### **Provide information regarding CoSpero Consulting, LLC's workforce diversity?**

CoSpero Consulting, LLC (CoSpero) 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. Attached is a slide detailing CoSpero's workforce diversity.

### **Provide social media and marketing materials for the Racial Equity Plan.**

Links to public service announcements regarding the Racial Equity Plan are listed below.

- City of Dallas Racial Equity Plan: <https://youtu.be/PyMP0cjtGSM>
- El Plan de Equidad Racial: <https://youtu.be/41mj6a73zqQ>
- City of Dallas Racial Equity Plan: How do I get Involved?: <https://youtu.be/O7D0dwQ1Uo0>
- City of Dallas Racial Equity Plan: Use Your Voice!: [https://youtu.be/43AFxy2f\\_A](https://youtu.be/43AFxy2f_A)
- City of Dallas Racial Equity Plan: Use Your Voice! (Vietnamese): <https://youtu.be/SBGmEeG6Wfw>
- City of Dallas Racial Equity Plan Bonus Video: <https://youtu.be/qOv0RYoXNfg>

Should you have any questions or concerns regarding the Racial Equity Plan, please contact me or Dr. Lindsey Wilson, Interim Director, Office of Equity and Inclusion. Should you have questions about the childcare subsidy program, please contact Deputy City Manager Kimberly Bizzor Tolbert or Nina Arias, Director, Human Resources.



Liz Cedillo-Pereira  
Assistant City Manager

[Attachment]

c: T.C. Broadnax, City Manager  
Chris Caso, City Attorney  
Mark Swann, City Auditor  
Billierae Johnson, City Secretary  
Preston Robinson, Administrative Judge  
Kimberly Bizzor Tolbert, Deputy City Manager  
Jon Fortune, Deputy City Manager

Majed A. Al-Ghafry, Assistant City Manager  
Robert Perez, Interim Assistant City Manager  
Carl Simpson, Interim Assistant City Manager  
M. Elizabeth Reich, Chief Financial Officer  
Genesis D. Gavino, Chief of Staff to the City Manager  
Directors and Assistant Directors

# The CoSpero Team

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Partner | *Project Lead*

EXPERTISE: Community Innovation • Facilitation •  
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Bianca Castro MacLaren, She/Her, Latinx  
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