



# RACIAL EQUITY PLAN OVERVIEW



## WHAT IS THE RACIAL EQUITY PLAN (REP)?

- A strategic framework developed in collaboration with communities to support the City in addressing disparities across Dallas.
- The REP is a blueprint for city departments to enhance current plans, policies and initiatives with measurable and aspirational goals addressing racial, ethnic and socioeconomic equity.

## REP PURPOSE & VISION

The purpose of the REP is to provide City leaders with actionable levers by establishing short-, mid- and longer-term goals to minimize inequities for Dallas residents and to inspire and sustain our commitment to economic inclusion and shared prosperity.

## COMMUNITY ENGAGEMENT

Community engagement efforts focus on reaching residents and community stakeholders that have been most impacted by long-standing disparities through intentional, inclusive and impactful ways.

*Various types of engagement methods were offered to accommodate language, schedule, access, digital divide and comfort-level.*

## KEY OVERARCHING KEY THEMES: *COMMUNITY FEEDBACK*

Community members who experience the greatest disparities desire the opportunity to participate in and contribute towards our city's tremendous, **shared prosperity.**

There is a clear community appetite for more progress and fewer plans. Residents are cautiously optimistic that department-level equity progress measures provide an avenue for greater government **accountability and leadership.**

Historically disadvantaged communities are calling for access to safe, healthy and connected communities with **affordable and quality housing.**



Scan QR code to learn more



## HOMEOWNERSHIP IN DALLAS

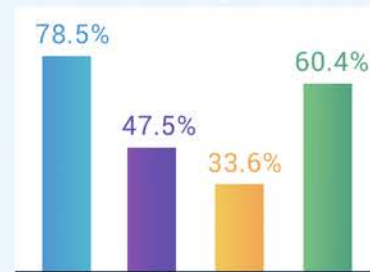
Black residents are far less likely than White residents to own their own homes in Dallas. Experts say housing is a key indicator for success as it impacts families' access to schools, healthcare and other resources.



## WHAT PEOPLE EARN

Dallas is comprised of massive divides along race and class. Black and Hispanic residents are far more likely to earn significantly less than White residents in the city.

### Median Household Income



### Median Hourly Wages



\*Graph Source: City of Dallas based on the 2019 Equity Indicators Report

# MOVING TOWARDS EQUITY

## DEPARTMENT PROGRESS MEASURES (DPMs)

- 3-5 year specific short- and mid-term, department-owned goals to address disparities from the Equity Indicators Report
- Names a baseline, target and demographics

## ACTION TARGETS

- Mid- to longer-term actions
- Require collaboration across several departments & serve as the basis for formulating bold budgets

## BIG AUDACIOUS GOALS (BAGs)

- BAGs are the REP's broader, longer-term goals that serve as a collective commitment to establish equity in Dallas over the next 15-20 years.
- Inclusive of Action Targets, BAGs involve partnership with external partners, anchor institutions, community and cross department collaboration to achieve transformative impact. The five goals include:



## ECONOMIC, WORKFORCE AND COMMUNITY DEVELOPMENT

Become the most economically inclusive City by eliminating the racial wealth gap through workforce and economic inclusion, fostering full participation in cultural and civic life of Dallas by acknowledging contributions of historically disadvantaged communities, and investing in economic and human development in equity priority areas.

## ENVIRONMENTAL JUSTICE

Equitably engage and address the disproportionate impact pollution and climate issues have on historically disadvantaged communities.

## HOUSING

Close the homeownership gap and secure housing stability.

## INFRASTRUCTURE

Close infrastructure gaps where intentional historical disinvestment previously occurred.

## PUBLIC SAFETY AND WELLNESS

Make Dallas communities safe in ways that prevent harm and promote wellness, healing and justice.

