Memorandum

DATE May 3, 2019

TO Honorable Mayor and Members of the City Council:
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)
Bilierae Johnson, City Secretary
Preston Robinson, Administrative Judge
Kimberly Bizor 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

City of Dallas

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.

City of Dallas

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

Human and Social Needs

City of Dallas

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.

City of Dallas

GARE Conference

City of Dallas

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.

City of Dallas

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
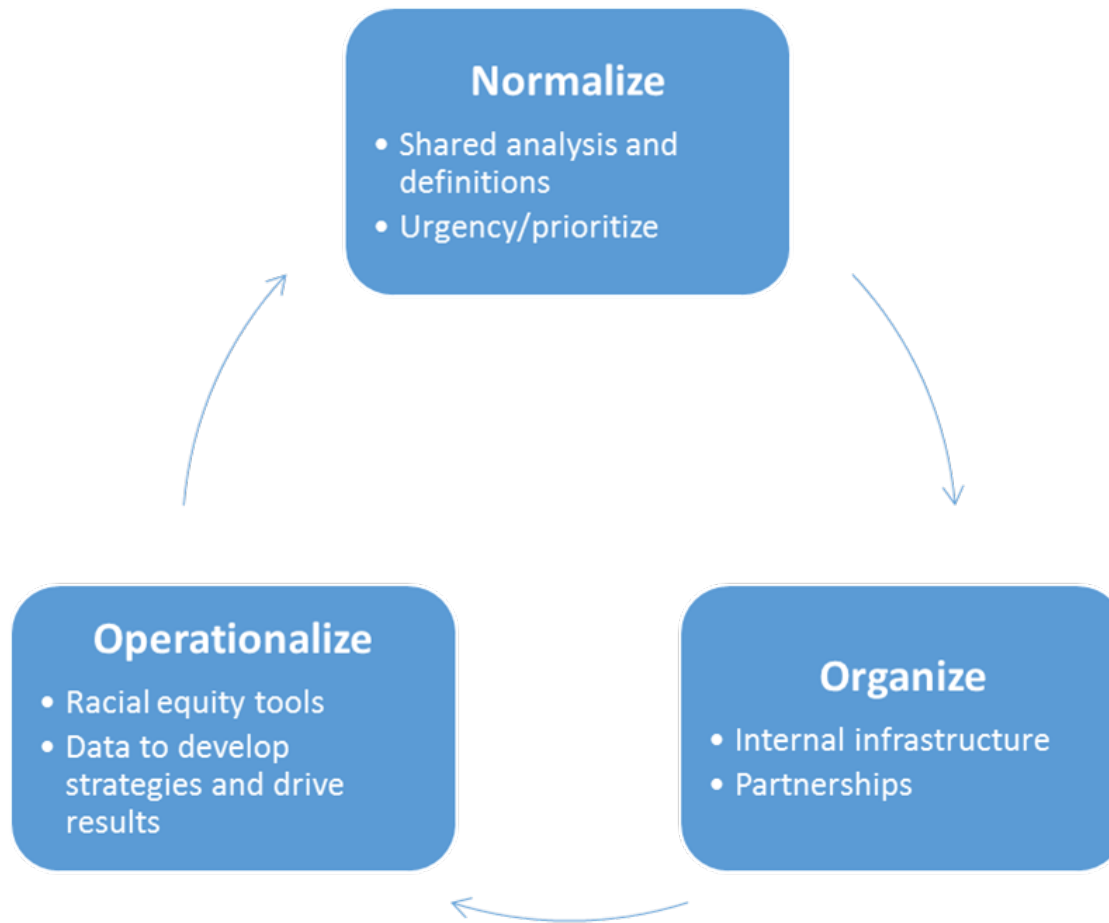
City of Dallas

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.

City of Dallas

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.**

City of Dallas

Key GARE Racial Equity Tool

Normalize
- Shared analysis and definitions
- Urgency/prioritize

Organize
- Internal infrastructure
- Partnerships

Operationalize
- Racial equity tools
- Data to develop strategies and drive results

City of Dallas

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.

City of Dallas

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.

City of Dallas

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

City of Dallas

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.

City of Dallas

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.

Human and Social Needs

City of Dallas

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

City of Dallas

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