Memorandum

DATE May 4, 2018

CITY OF DALLAS

TO Honorable Members of the Human and Social Needs Committee:
Councilmember Casey Thomas, II (Chair), Deputy Mayor Pro Tem Adam Medrano (Vice Chair), Mayor Pro Tem Dwaine R. Caraway, Councilmember Omar Narvaez, Councilmember Mark Clayton, Councilmember B. Adam McGough

SUBJECT **Equity Indicators Project Update**

Summary
On May 7, 2018, I will be briefing the Human and Social Needs Committee on the status of the Equity Indicators project, along with Dr. Tim Bray, Director of the Institute for Urban Policy Research at the University of Texas at Dallas.

Background
The Human and Social Needs Committee received preliminary information on the Equity Indicators project during its October 16, 2017, meeting as part of the "100 Resilient Cities Update" briefing. The Committee provided direction to staff and work continued. On December 4, 2017, staff provided an update to the Committee on their progress, and Committee members provided specific recommendations for further development of the project.

Purpose of the Briefing
The purpose of this briefing is to provide an overview of the Equity Indicators project, present the preliminary findings on equity indicators collected to date, and discuss the project's next steps.

Please contact me if you have questions or require any additional information.

Theresa O'Donnell
Chief of Resilience

c: Honorable Mayor and Members of the City Council
T.C. Broadnax, City Manager
Larry Casto, City Attorney
Craig D. Kinton, City Auditor
Bilierae Johnson, City Secretary
Daniel F. Solis, Administrative Judge
Kimberly Bizor Tolbert, Chief of Staff to the City Manager
Majed A. Al-Ghafry, Assistant City Manager

Jo M. (Jody) Puckett, Assistant City Manager (Interim)
Jon Fortune, Assistant City Manager
Joey Zapata, Assistant City Manager
M. Elizabeth Reich, Chief Financial Officer
Nadia Chandler Hardy, Chief of Community Services
Raquel Favela, Chief of Economic Development & Neighborhood Services
Directors and Assistant Directors

"Our Product is Service"
Empathy | Ethics | Excellence | Equity

Equity Indicators Project Update

Human and Social Needs Committee

May 7, 2018

Theresa O'Donnell
Chief Resilience Officer
City of Dallas

Dr. Tim Bray, Director
**Institute for Urban Policy Research**
University of Texas at Dallas

Overview

- Provide an overview of the Equity Indicators project

- Present the equity indicators and preliminary findings

- Next steps

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Background

- On October 16, 2017, the Human and Social Needs Committee received an update on the Resilient Dallas Phase II scope of work that included an introduction to the Equity Indicators project.

- On December 4, 2017, the Equity Indicators project team sought direction from the Human and Social Needs Committee on proposed domains and indicators.

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Equality vs. Equity

Equality

Equity

www.rwjf.org

City of Dallas
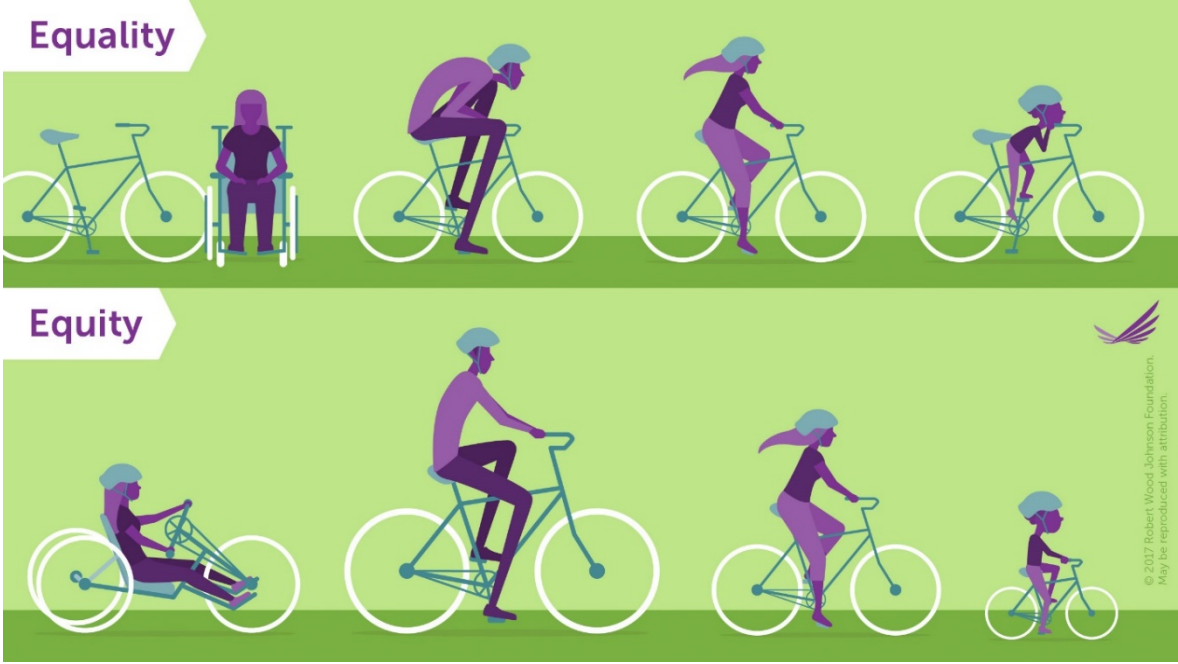
Incorporating Equity Indicators into the Resilient Dallas Strategy

A Resilient Dallas is an equitable Dallas	**Goal 1:** Advance equity in City government.
Dallas is welcoming when we embrace our diversity	**Goal 2:** Ensure Dallas is a Welcoming City to immigrants and all residents.
Dallas works when our people work	**Goal 3:** Expand economic opportunity for Dallas' vulnerable and marginalized residents.
Dallas moves when our people can move	**Goal 4:** Ensure Dallas provides residents with reasonable, reliable, and equitable transportation access.
Dallas is healthy when our people are healthy	**Goal 5:** Leverage partnerships to promote healthy communities.
Dallas thrives when our neighborhoods thrive	**Goal 6:** Invest in neighborhood infrastructure to revitalize historically underserved neighborhoods. **Goal 7:** Promote environmental sustainability to improve public health and alleviate adverse environmental conditions.

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Equity Initiatives

A Resilient Dallas is an equitable Dallas

Goal 1: Advance equity in City government.

Initiatives	
1.1	Build an equitable City administration and workplace culture.
1.2	Support and partner with anchor institutions and community-based efforts to advance equity initiatives across Dallas by recognizing and reconciling a history of inequity and fostering communication of social differences between diverse communities and individuals.
1.3	Incorporate an Equity Lens into the citywide visioning process for Goals for Dallas 2030, creation of the City's Strategic Plan, and development of the biennial budget.
1.4	Commit to identifying and measuring inequity to drive collaborative action across sectors.

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Equity Actions

Initiative	
1.1	Build an equitable City administration and workplace culture.

Action	Lead	Partners	Launch Timeframe
1.1.1 Conduct an internal audit of City policies to develop a common understanding of equity within the organization as an employer and as a service provider to our residents.	City Manager's Office	Equity consultant	Fall 2018
1.1.2 Examine administrative policies and programs through a shared learning process that includes trainings, data collection, and monitoring.	City Manager's Office	City of Dallas departments	Spring 2019

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Equity Actions

Initiative	
1.2	Support and partner with anchor institutions and community-based efforts to advance equity initiatives across Dallas by recognizing and reconciling a history of inequity and fostering communication of social differences between diverse communities and individuals.

Action	Lead	Partners	Launch Timeframe
1.2.1 Engage in external community conversation with Dallas Truth, Racial Healing and Transformation through intentional listening, examination of institutional racism in policies, and commitment to timely change.	Dallas Truth, Racial Healing and Transformation	City of Dallas	Fall 2018
1.2.2 Support the efforts of Dallas ISD's Racial Equity Office by acknowledging race and place matter in educational achievement and collaborating on strategies and actions to drive timely change in neighborhoods where disparate conditions impact a child's ability to learn.	Dallas ISD Racial Equity Office	City of Dallas	Summer 2017 (City collaboration to begin Summer 2018)

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Equity Actions

Initiative	
1.3	Incorporate an Equity Lens into the citywide visioning process for Goals for Dallas 2030, creation of the City's Strategic Plan, and development of the biennial budget.

Action	Lead	Partners	Launch Timeframe
1.3.1 Review City policies and programs to assess opportunities for progress in achieving equity in service delivery.	City Manager's Office	City of Dallas departments, philanthropic organizations	Fall 2018
1.3.2 Integrate Equity Indicators into Dallas 365 to demonstrate effectiveness in achieving equity in service delivery over time.	Office of Resilience, Office of Budget	City of Dallas departments	Summer 2018

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Equity Actions

Initiative	
1.4	Commit to identifying and measuring inequity to drive collaborative action across sectors.

Action	Lead	Partners	Launch Timeframe
1.4.1 Work with the City University of New York's (CUNY) Institute for State and Local Governance and the University of Texas at Dallas' (UTD) Institute for Urban Policy Research to design and publish Equity Indicators that measure and assess progress toward achieving greater equity in Dallas over time.	Office of Resilience	CUNY Institute for State and Local Governance, UTD Institute for Urban Policy Research	Spring 2018
1.4.2 Work with the Community Council of Greater Dallas, universities, philanthropic foundations, nonprofits, and service providers to develop and maintain an open-access platform for curated, community-wide data to foster collaboration, align resources, drive actions, and measure outcomes in pursuit of shared community goals.	Department of Communication and Information Services, Community Council of Greater Dallas	University and nonprofit data curators	Fall 2018

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Dallas Equity Indicators

- Developed by the City University of New York Institute for State and Local Governance (ISLG)

- Funding has been provided by the Rockefeller Foundation for ISLG to work with five cities
  - Dallas, Tulsa, St. Louis, Oakland and Pittsburgh

- University of Texas at Dallas Institute for Urban Policy Research (IUPR) has been our data partner on this project

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Dallas Equity Indicators

- Goal: To design a framework of indicators to measure progress toward achieving greater equity in Dallas over time
  - Policy tool that can be used by communities, government agencies, researchers, and policy groups
  - Use same methodology as NYC, but working to create a tailored tool for Dallas
- Focus:
  - People who experience inequities
  - The areas in which they experience inequity
  - The current state of equity in these areas
  - How the state of equity changes over time

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Process of Developing Tool

1. Identify goals/objectives and priority areas

- Based on City Council priorities, Resilience Strategy, other planning efforts underway, prior community engagement, etc.

2. Identify relevant inequities and groups

- Experienced locally

3. Develop initial draft of framework

- Themes, topics, and sample indicators
- Disadvantaged groups

4. Test indicators

- To determine availability of data and whether indicators make sense in light of data

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Process of Developing Tool (cont.)

5. Finalize first year tool and release 2018 static scores

6. Potentially revise indicators based on feedback

7. Conduct second round of data collection

8. Release 2019 static scores and 2018-2019 change scores

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Scores Over Time

Four Levels
- City score
- Theme score
- Topic score
- Indicator score

Static Scores
- From 1 to 100 (highest inequity to highest equity)
- Aggregate lower level scores to produce higher level scores

Change Scores
- Increase (+), decrease (-), no change (0)
- Change score = Current year's score - baseline

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Equity Indicators Listening Sessions

UTD convened seven listening sessions and attended two town hall meetings to gather input and hear from Dallas residents, advocates, and service providers about their perceptions of Dallas' current state of equity in the topical areas identified by researchers:

- Justice
- Economic Opportunity
- Housing
- Public Health
- Education
- Transportation
- Arts and Culture

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Resulting Equity Indicators

- The six themes remained the same:
  - Economic Opportunity
  - Education
  - Housing and Neighborhood Quality
  - Justice and Government
  - Public Health
  - Transportation and Infrastructure
- 24 topics – minor variations
- 72 indicators total

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Equity Themes and Topics

ECONOMIC OPPORTUNITY
Business Development
Employment
Income
Poverty

EDUCATION
Early Education
Elementary & Middle
High School
General Population

HOUSING AND NEIGHBORHOOD
Affordability
Community Resources
Quality of Housing
Services

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Equity Themes and Topics

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Preliminary Scores

UTD has provided preliminary indicator and theme scores for four of the six themes. Education and Transportation theme scores are not finalized and are not included here.

Please note, all scores are preliminary and subject to change prior to publication of the final report.

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Economic Opportunity
Theme Score: 28/100

- The sample indicator Job Opportunities is one of the three least equitable indicators with a score of 1

- Racially diverse neighborhoods have access to 17 times the number of jobs (40,000+) within a 30-minute public transit commute as majority-Black neighborhoods (~2,500)

Topic	Score
Business Development	29
Employment	29
Income	37
Poverty	19

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Housing and Neighborhood Quality
Theme Score: 49/100

- The sample indicator Internet Coverage earned a score of 16

- Fewer than 10% of White households lack internet access, compared to more than 30% of African American households

Topic	Score
Affordability of Housing	49
Community Resources	63
Quality of Housing	25
Services	61

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Justice and Government
Theme Score: 46/100

- Whites are five times more likely than Hispanics to serve on a board or commission (Representation in Government)

- Traffic stops involving African Americans are 1.5 times more likely to result in a vehicle search than those involving Whites (Traffic Stops)

Topic	Score
Government	57
Incarceration	43
Law Enforcement	42
Victimization	40

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Public Health
Theme Score: 38/100

- The rate of asthma for Black children is almost eight times the rate for Asians and just more than four times the rate for Whites and Hispanics (Child Asthma)

- The pregnancy rate for Hispanic mothers under the age of 16 is nearly five times higher than the rate for White mothers (Teen Pregnancy)

Topic	Score
Behavioral Risk Factors	36
Health Care	50
Population Health	35
Maternal and Child Health	32

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Next Steps

- Complete indicator scoring and release first report
- Collaborate in an extensive community engagement effort with Truth, Racial Healing and Transformation, as well as other local community groups
- Re-evaluate indicators after receiving feedback and input from the community
- Second round of data collection will begin Summer 2018
- Second report with an analysis of change (or no change) by the first quarter of 2019

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Equity Indicators Project Update

Human and Social Needs Committee

May 7, 2018

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Appendix

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Listening Session: Justice

Participant Concerns:

- Policing practices
- Presence of law enforcement in neighborhoods
- Response times
- Warnings/tickets issued vs. arrests
- Tenant vs. landlord legal disputes
- Criminalization of homelessness

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Listening Session: Economic Opportunity

Participant Concerns:

- Develop a racial equity toolkit for economic development initiatives

- Establish local hiring policies for marginalized persons and groups

- Barriers to employment for people of color that remain regardless of available training programs

- Jobs and training programs that are inaccessible due to location or language barriers

- Child poverty/child homelessness

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Listening Session: Housing

Participant Concerns:

- City commitment to affordable housing opportunities

- Incompatible land uses within close proximity to neighborhoods of color

- Inadequate infrastructure in low-income neighborhoods: sidewalks, lighting, internet

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Listening Session: Public Health

Participant Concerns:

- Barriers to health insurance and the rate of uninsured/under-insured people

- Food deserts

- Reproductive health/maternal health

- Environmental health effects of industrial/heavy commercial land uses within close proximity to low-income neighborhoods

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Listening Session: Education

Participant Concerns:

- The impacts of gentrification on student displacement and academic achievement

- Educational opportunities that address the gap of college readiness

- Disciplinary measures that disproportionately impact students of color

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Listening Session: Transportation

Participant Concerns:

- Accessibility of public transportation

- Holistic approach to housing, transportation, economic development, and public health

- Safety of public transportation and pedestrianism is impacted by driving culture, inadequate sidewalks, and facilities

- Transportation should be viewed as a tool for public access

- Priority should be given to transportation infrastructure

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