

# Memorandum



CITY OF DALLAS

DATE November 30, 2017

Honorable Members of the Human and Social Needs Committee:  
TO 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 Update**

## Summary

On December 4, 2017, the Human and Social Needs Committee will hear a briefing titled "Equity Indicators Update" presented by Theresa O'Donnell, Chief Resilience Officer, and 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 background information on the Equity Indicators during the October 16, 2017 committee briefing titled "100 Resilient Cities Update."

## Coordination

The Office of Resilience has coordinated with internal staff, the City University of New York Institute for State and Local Government, the University of Texas at Dallas as our lead data research agency, and additional universities and data experts.

## Staff Request

The Office of Resilience is seeking feedback from the Human and Social Needs Committee on proposed equity domains and indicators.

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

A handwritten signature in black ink that reads "Theresa O'Donnell".

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  
Billerae Johnson, City Secretary (Interim)  
Daniel F. Solis, Administrative Judge  
Kimberly Bizar 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

# Equity Indicators Update

Human and Social Needs Committee

December 4, 2017

Theresa O'Donnell,  
Chief Resilience Officer  
City of Dallas

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



# Presentation Overview

- Recap of Equity Indicators Project
- Seek Committee Guidance on Proposed Domains and Indicators
- Timeline and Next Steps

# Dallas Equity Indicators

## Equity Indicators Project is funded by the Rockefeller Foundation

- City University of New York, Institute for State and Local Governance
- Partnering with University of Texas at Dallas as lead data research agency
- Additional universities and data experts will participate on an advisory basis – UTA, SMU, UNT, Community Council of Dallas, Commit, etc



The  
**ROCKEFELLER  
FOUNDATION**



# 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 tailored tools 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?



# Process of Developing Tool

## 1. Identify goals/objectives and priority areas

- Based on City priorities, Mayor's Taskforce on Poverty, Resilience Strategy, prior community input, etc.

## 2. Identify relevant inequalities and groups

- Local and national

## 3. Develop initial draft of framework

- Themes, topics, and sample indicators
- Disadvantaged groups

## 4. Solicit feedback and suggestions, including for indicators

- Human and Social Needs Committee, Dallas residents, City departments, universities, data researchers and policy groups



# Process of Developing Tool

## 5. Revise framework and create initial list of indicators

- Framework revisions based on feedback and suggestions
- Initial list of indicators within each topic

## 6. Test indicators

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

## 7. Create full tool and solicit feedback

- Themes, topics, indicators, and groups identified

## 8. Finalize tool



# 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

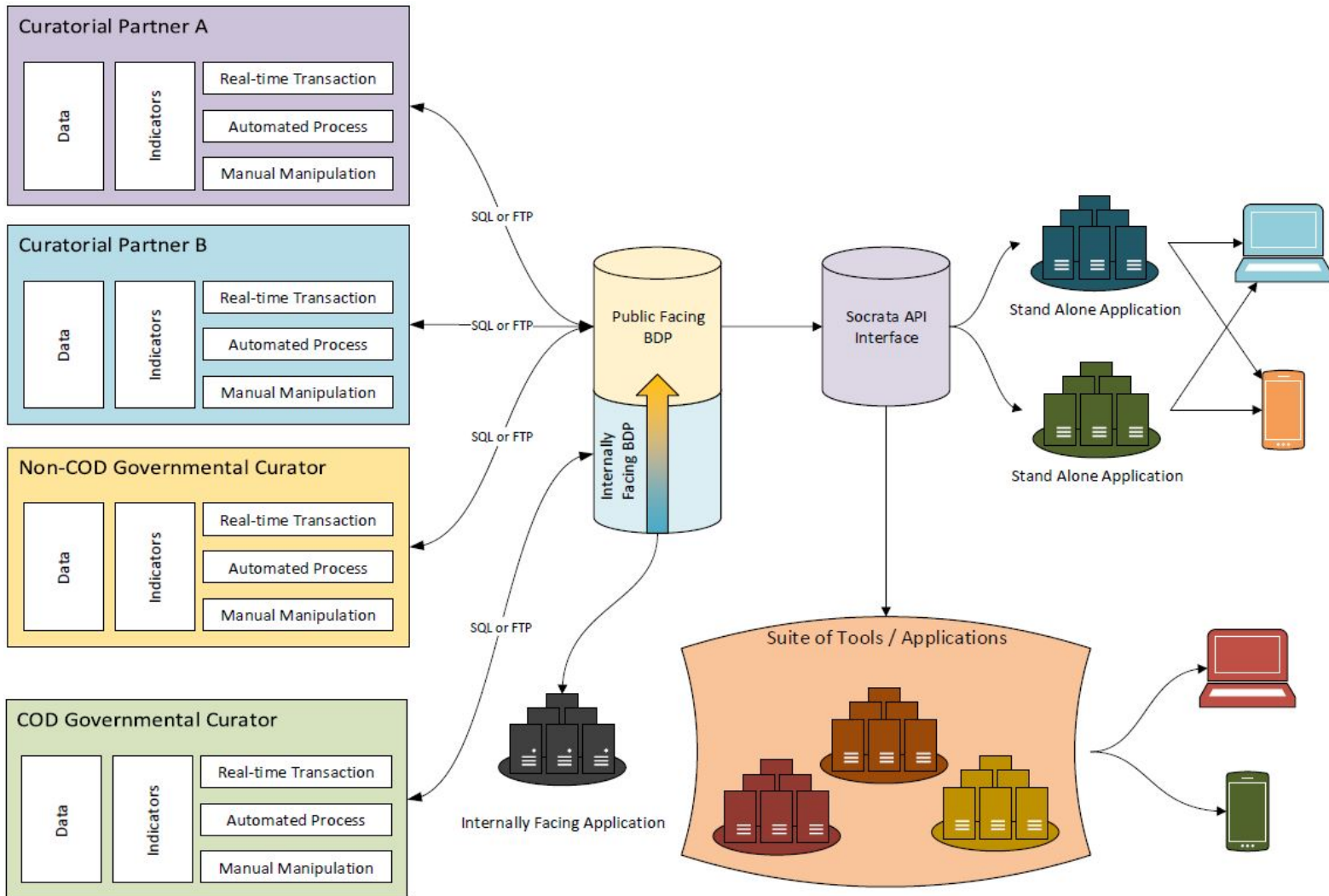


# Data Sharing and Collaboration

Numerous organizations have expressed a strong desire to share data and collaborate on an Equity Indicators project



# Potential Data Sharing Model



# Equity Domains and Indicators

Want to look at:	What is a group that might be affected?	Indicator
Access to transportation	Transit dependent workers	Distance to bus stop or rail station from home
Public Health	Teen girls	Ratio between the percentages of African American and non-Hispanic white teen pregnancy
Arrest rates	Racial minorities	Ratio between the arrest rates for African American and non-Hispanic whites

# Potential Equity Domains and Indicators

<b>ECONOMIC OPPORTUNITY</b>	Poverty	Concentrated poverty, child poverty, full-time workers in poverty, asset/liquid asset poverty, food security
	Employment	Unemployment rates, job opportunities (e.g., # of jobs), job types (and skill levels), unemployment by education
	Income	Wages, income for full-time workers, household income, benefits
	Business Development	Business establishment (e.g., # of businesses), business ownership, business revenue
<b>COMMUNITY INFRASTRUCTURE</b>	Housing	Affordability/ cost burdened, ownership, land bank data
	Physical Conditions	Blighted/vacant lots, abandon structures, urban heat islands, building quality, street condition
	Essential Services	Grocery stores, healthcare, day care, internet coverage
	Community Resources	Parks and recreation centers, libraries, places of worship, community spaces, social service providers
<b>PUBLIC HEALTH</b>	Environmental Factors	Flood risk, air quality
	Health Care	Health insurance, access/delivery of primary and preventive care, access to healthy food, teen pregnancy
	Behavioral Risk Factors	Physical activity, smoking rates, substance use
	Population Health	Maternal and child health, contagious and chronic disease, life expectancy and mortality, mental health

# Potential Equity Domains and Indicators

TRANSPORTATION	Access to Transportation	Transit coverage/connectivity, cost, % of transit dependent population living in proximity to transit
	Quality of Transportation	Public transit frequency, level of service, reliability of public transit, capacity
	Access to Services and Opportunities	Commuting time, access to employment, education, health care, food shopping and services, major destinations
	Maintenance	Maintenance of roads, maintenance of bridges, public transit station upkeep (bus shelters/DART stations)
EDUCATION	Early Education	Access, enrollment, quality, funding, kindergarten readiness
	Elementary and Middle School Ed.	Quality, funding, academic performance, student-teacher ratios, teacher experience
	High School Education	Graduation rates, dropout rates, suspensions, academic performance, college readiness
	Education of General Population	Adult Literacy, English proficiency, vocational training
JUSTICE AND GOVERNMENT	Victimization	Violent victimization rates, family violence, rates of hospitalization for injuries
	Law Enforcement	Trust in police, traffic stops, arrest rates, police force diversity, police training
	Incarceration	Jail admission rates, juvenile incarceration rates, length of stay, fines and fees
	Fairness/Legitimacy of Local Government	Trust in government, representation in government, voting rates, political empowerment, transparency, accountability

# Committee feedback and discussion

## Assembling an appropriate list of Domains and Indicators to advance Equity over time

- ✓ Economy opportunity
- ✓ Community  
Infrastructure
- ✓ Housing
- ✓ Public Health
- ✓ Transportation/Mobility
- ✓ Education
- ✓ Justice and Government

# Timeline and Next Steps

- November – December: Finalize framework, identify initial indicators, collect data
- December - January: Analyze data and draft initial report
- January - February 2018: Community engagement meetings coordinated with other City efforts
- February – March: Releasing the final set of indicators and report





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