

# Memorandum



CITY OF DALLAS

DATE October 29, 2018

Honorable Mayor and Members of the City Council:

TO 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

SUBJECT **Office of Equity & Human Rights**

## Summary

On Monday, November 5, 2018, you will be briefed on the newly created Office of Equity and Human Rights. The briefing materials are attached for your review.

## Background

On October 1, 2018, the Office of Equity and Human Rights (OEHR) was established. The mission of the Office of Equity and Human Rights is to support City leadership and staff through education and training in the identification and elimination of systemic barriers to fair and just distribution of resources, access to services and opportunity and proper investigation of discrimination complaints.

Additionally, staff will provide an overview of the work plan for FY 2018-19 for the Office of Equity and Human Rights.

Should you have any questions or concerns, please contact myself or Beverly Davis, Director of the Office of Equity and Human Rights.

A handwritten signature in blue ink, appearing to read 'Nadia Hardy', with a large, stylized flourish.

Nadia Chandler Hardy  
Assistant City Manager and Chief Resilience Officer

c: T.C. Broadnax, City Manager  
Chris Caso, City Attorney Interim  
Carol A. Smith, City Auditor Interim  
Biliera Johnson, City Secretary  
Preston Robinson, Administrative Judge  
Kimberly Bizzor 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  
M. Elizabeth Reich, Chief Financial Officer  
Directors and Assistant Directors

# Office of Equity & Human Rights

Human and Social Needs  
City Council Committee

November 5, 2018

Nadia Chandler Hardy  
Assistant City Manager &  
Chief Resiliency Officer

Beverly Davis, Director  
Office of Equity & Human  
Rights



# City of Dallas

# Presentation Overview

- Office overview
- Background
- Equity as a City priority
- Goals
- Partnerships
- FY2019 Workplan

# Office of Equity and Human Rights

- **Established October 1, 2018**
  - Mission: Support City leadership and staff through education and training in the identification and elimination of systemic barriers to fair and just distribution of resources, access to services and opportunity and proper investigation of discrimination complaints.
- **Essential Duties: Institutionalize the equity concept**
  - Policy oversight and implementation
    - Dallas Resilience
    - Dallas Equity Indicators
    - Poverty Taskforce Report
    - Biennial budgeting and other planning initiatives
  - Compliance
    - Racial equality
    - American Disabilities Act
  - Human Rights Enforcement
    - Fair housing investigations
    - Affirmatively furthering fair housing
    - LGBTQ
    - Gender Identity and expression

# Background Cont.

## Mayor's Task Force on Poverty

- Identified the need for initiatives to increase opportunities for racial minorities and low income residents in the City of Dallas

## Market Value Analysis

- High level assessment of Dallas neighborhoods that have suffered from a lack of investments and poverty

## Assessment of Fair Housing

- Identified neighborhoods that suffer due to high concentrations of poverty and a high degree of racial segregation

## UTA Transportation Equity Study

- Identified major transportation equity issues for low income residents in Dallas

# Background Cont.

## State of Homelessness

- The homeless population continues to increase with a disproportionate representation of African Americans (66%)

## Dallas Resilience Strategy

- Identified the need for strategies to reverse the trend of increasing poverty

## Equity Indicators Report

- Provides objective data on inequities and a road map for improvement

## FY2019 Adopted Budget

- Recognizes the need for operationalizing equity in all city departments

# Background

- Equity and Resilience Charge:
  - Advance equity in City government
  - Ensure Welcoming City to immigrants and all residents
  - Increase economic mobility for Dallas' vulnerable and marginalized residents
  - Guarantee reasonable, reliable, and equitable access
  - Leverage partnerships to promote healthy communities
  - Invest in neighborhood infrastructure to revitalize historically underserved neighborhoods
  - Promote environmental sustainability to improve public health and alleviate adverse environmental conditions.

# Equity as a City Priority

- If Dallas is to continue to grow and prosper it must be proactive and reverse the trend of increasing poverty and lack of opportunity for racial minorities and low income populations
- Institutional policies and practices implemented over decades by various federal, state and local government entities helped to create the conditions that exist today. Those policies and practices included but are not limited to:

Segregation

Redlining

Zoning

Mass  
Incarceration

Discriminatory  
Hiring  
Practices

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# Equity as a City Priority

- Equity includes acknowledging that governmental policies and practices helped to create the problem and that government is needed to help solve the problem
- Equity recognizes that the well-being of the community increases when everyone has an opportunity to achieve his or her full potential
- Equity provides a framework to strategically plan and build expectations for success

# Best Practices & Research Examples

- **Texas**
  - City of San Antonio
  - City of Ft. Worth
  - City of Austin
- **Other US Cities**
  - City of Portland, OR
  - City of Seattle, WA
  - City of Tacoma, WA
  - St. Louis, MO
- **University of Minnesota, MN**
  - Humphrey School of Public Policy

# Office Goals- Internal Focus

- **Institutionalize the equity concept**
  - Advance equity in budgeting, community engagement and service delivery
  - Actively apply the equity lens in all policy development and review processes
  - Build City workforce that is reflective of the Dallas community
  - Grow capacity for intercultural competence
  - Build awareness and involvement through transformational and purposeful community engagement
  - Improve services for residents and visitors submitting discrimination complaints

# Office Goals

- **External Focus**

- **Institutionalize the equity concept**

- Build awareness and involvement through transformational community engagement
- Support and partner with other institutions and community based efforts to advance equity initiatives
- Partner with organizations whose equity position aligns with that of the City.

# Partnerships

- OEHR will work with the following partners to accomplish goals:

## Government Alliance on Race and Equity (GARE)

- National organization which provides training, research and technical support for member organizations

## Dallas Truth, Racial Healing and Transformation

- Local organization that is funded by the Kellogg Foundation to foster communication and progress on equity issues

## Dallas Independent School District

- DISD has established an office on Educational Equity and adopted an Equity Policy to advance equity in education

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# Partnerships Cont.

## Community Council of Greater Dallas

- Local organization which will serve as a resource and a repository of data for Resiliency and Equity indicators

## National League of Cities

- National organization which provides resources, data, and training across the country

## City University of New York (CUNY)

- National partner that will continue to be a resource for resiliency and equity

# FY2019 Workplan

- Build staffing capacity
- Establish GARE and other critical partnerships
- Develop Equity Framework
  - Training
  - Policy review
  - Service delivery assessments
- Establish equity network for the Dallas area
- Equity in Budgeting for FY2020

# GARE Contract Agreement

Scheduled for Council Approval on November 28, 2018, for the purpose of accomplishing the following items:

- Provide membership in nationwide organization advancing equity
- Provide consulting services, training and technical support to operationalize equity within the City of Dallas
- Conduct Equity Assessment Survey of city employees and establish benchmarks for improvement
- Provide tools and best practices to achieve equity goals



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