

# Memorandum



CITY OF DALLAS

DATE May 3, 2019

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, Councilmember Carolyn King Arnold

SUBJECT **Equity Resolution**

## Summary

On May 22, 2019, the City Council will consider an Equity Resolution for adoption.

## Background

On October 1, 2018, the City established an Office of Equity and Human Rights. On November 28, 2018, City Council approved a contract with Race Forward dba Government Alliance on Race and Equity (GARE) to assist with equity implementation. On March 18, 2019, the Human and Social Needs Committee was briefed on the City's equity implementation. During that meeting, Mayor Pro Tem Thomas requested staff draft an Equity Resolution to commemorate the City Council's commitment to ensuring equity is a priority in all City of Dallas policies, program, services and practices. The request was supported by the entire HSN committee. In order to sustain momentum on and reinforce the city's commitment to equity, staff is proposing that an Equity Resolution be adopted.

A draft of the Equity Resolutions has been included for your review.

Should you have any questions or concerns, please let me know.

A handwritten signature in blue ink, appearing to read 'Nadia'.

Nadia Chandler-Hardy  
Assistant City Manager and Chief Resilience Officer

c: T.C. Broadnax, City Manager  
Chris Caso, City Attorney (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  
Michael Mendoza, Chief of Economic Development and Neighborhood Services  
M. Elizabeth Reich, Chief Financial Officer  
Laila Alequresh, Chief Innovation Officer  
Directors and Assistant Directors

May 22, 2019

**WHEREAS**, the City of Dallas is the ninth most-populous city in the United States and third in Texas composed of residents of diverse racial, ethnic, cultural and socio-economic backgrounds; and

**WHEREAS**, the average household income for the highest quintile in Dallas County increased by 5% from 2006 to 2015 and by stark contrast, the average household income for the lowest quintile declined by 7% during the same period, per a recent study by the Communities Foundation of Texas,

**WHEREAS**, the Dallas Equity Indicators project reveals extreme challenges confronting African American and Latino residents seeking to improve their economic status;

**WHEREAS**, since 2000 the number of people living in poverty in Dallas increased by almost 40%, outpacing a population growth of 7.6% and Dallas' poverty rate in 2016 was almost 23% higher than other large cities in Texas and considerably higher than the national average at 15.1% with 30% of Latinos and African Americans living below the poverty line and the Dallas ranking third in child poverty among major U.S. cities;

**WHEREAS**, the Mayor's Taskforce on Poverty produced maps illustrating the significant correlation between race, income, and geographic location reflecting the impact of decades of disinvestment in African American and Latino communities resulting in substantial inequities in basic housing conditions, neighborhood quality and access to necessary amenities;

**WHEREAS**, studies have shown that the housing cost burden falls disproportionately on African American, Latino, and female-headed households which pay well over the 30% threshold, leaving relatively little income available for other essential needs such as transportation, child care, health care and food;

**WHEREAS**, the City Council adopted the Resilient Dallas Strategy and established the Office of Equity and Human Rights, effective October 1, 2018 in an effort to institutionalize and advance equity in City government to provide equitable access and opportunities for success for all Dallas residents; and

**WHEREAS**, the 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; the Market Value Analysis provides a high level assessment of Dallas neighborhoods that have suffered from a lack of investments and poverty; the Assessment of Fair Housing identified neighborhoods that suffer due to high concentrations of poverty and a high degree of racial segregation; the University of Texas at Arlington Transportation Equity Study identified major transportation equity issues for low income residents in Dallas; the State of Homelessness acknowledges that the homeless population continues to increase with a disproportionate representation of African Americans; the Resilient Dallas Strategy identified the need for strategies to reverse the trend of increasing poverty; the Equity

Indicators report provides objective data on inequities such as those cited herein and a road map for improvement; and the FY2019 Adopted Budget recognizes the need for operationalizing equity in all city departments; and

**WHEREAS**, the City of Dallas recognizes that as the City population continues to grow and the economy expands, the City must advance equitable opportunities for all Dallas residents by reversing the trend of increased poverty and seeking improved outcomes among African American, Latino, immigrant and other historically-marginalized low-income communities;

**WHEREAS**, the City recognizes that institutional policies implemented over decades by various federal, state and local government entities helped create the conditions that exists today; such as, segregation, redlining, inequitable zoning, mass incarceration and discriminatory hiring practices; and

**WHEREAS**, the City of Dallas understands that present-day government leadership is needed to evaluate the impact that existing city policies and practices have on equity, evaluate best practices in other cities and develop human-centered recommendations for addressing current race and socio-economic-based inequities in the city because the well-being of the community increases when everyone in the community has the opportunity achieve his or her full potential; and

**WHEREAS**, Dallas would benefit from taking steps to implement an equity assessment tool that engages community stakeholders and results in shared decision-making and more equitable outcomes that strengthen the entire city and region; and

**WHEREAS**, while it has long been assumed that there is a trade-off between equity and economic efficiency, new evidence shows that regions working toward equity have stronger and more resilient economic growth – for everyone; and

**WHEREAS**, equity provides a framework to strategically plan and build expectations for removing barriers to the improvement of outcomes and affirming Dallas' commitment to all its residents.

**Now, Therefore,**

**BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF DALLAS:**

**SECTION 1.** Context Setting. The City will establish a baseline of where the organization is as it relates to equity by providing a Citywide Equity Assessment Survey to all City employees. Staff will work with the Race Forward dba Governmental Alliance on Race and Equity (GARE) to analyze and understand survey results.

**SECTION 2.** Equity Training. The City will provide an equity training to all City employees that will provide a historical foundation and perspective by outlining the history of

institutional and systemic racism in the United States. The training will provide an opportunity to develop skills to normalize conversations on race, provide trainings on implicit bias and introduce a racial equity tool.

**SECTION 3.** Equity Core Team. The City will create an Equity Core Team that will be composed of formal and informal leaders who will be responsible for designing, coordinating and organizing equity plans across the organization. This team will have direct communication access to the City Manager and Executive Leadership Team.

**SECTION 4.** Equity Budget Team. The City will create an Equity Budget Team composed of staff from the Office of Budget and budgetary staff from other City departments. This team will receive additional training on the utilization of the Equity Tool for budget development purposes.

**SECTION 5.** Equity in Budget. The City will make every effort possible to commit more resources to areas and populations based on data where needs are greatest, often areas that have been largely ignored for decades.

**SECTION 6.** Equity in Public Policy. The City will utilize an equity lens as it relates to the drafting, approval and application of policies, procedures, programming, initiatives, and budgetary decision.

**SECTION 7:** That this resolution shall take effect immediately from and after its passage in accordance with the provisions of the City Charter of the City of Dallas, and it is accordingly resolved.