

Racial Equity Plan Overview

**Bond Task Force and
Subcommittees
May 11, 2023**

The logo of the City of Dallas, featuring a stylized white 'D' with a three-lobed leaf inside, set against a dark blue background with fine white diagonal lines.

City of Dallas

Lindsey Wilson, PhD, Director
Office of Equity and Inclusion
City of Dallas



CITY OF DALLAS
OFFICE OF EQUITY
& INCLUSION

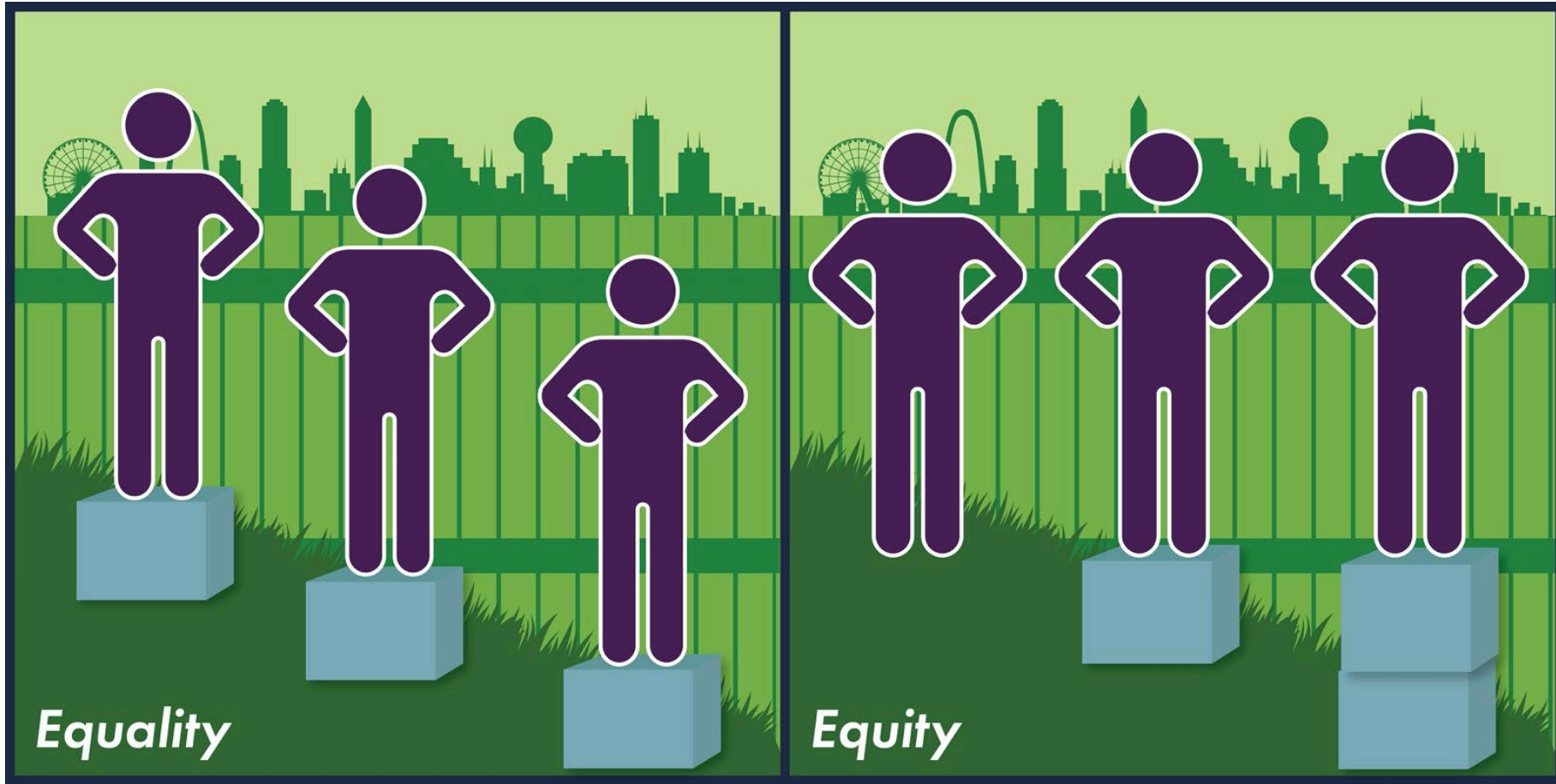
Agenda



- Background Information
- REP Overview
 - Community Engagement
- Racial Equity Plan Measures
 - Department Progress Measures
 - Big Audacious Goals
- Equity is Critical in Bond Decisions



Equality vs. Equity

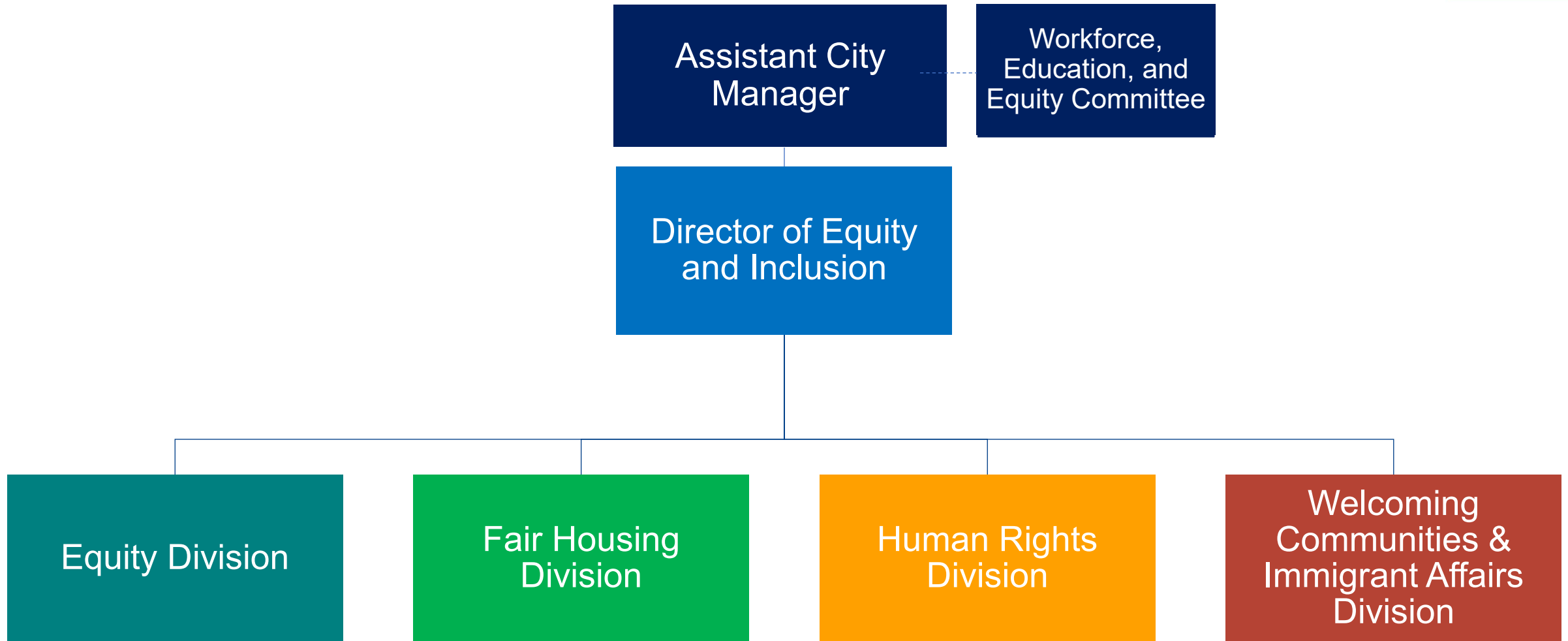


Equality

Equity



Office of Equity and Inclusion Organizational Chart



Dallas' History of Intersectional Equity Initiatives



2018
Resilient Dallas
Strategic Plan



2019
Dallas Equity
Indicators
Report



2020
Equity
Assessment
Tool

EQUITY IMPACT ASSESSMENT TABLE

ZIP CODE	HISPANIC BLACK OR NATIVE AMERICAN POPULATION OVER 70%	15% OR MORE FAMILIES IN POVERTY	HOMES OWNERSHIP RATE LESS THAN 50%	POPULATION 65 OR OLDER MORE THAN 12%	SOCIAL ECONOMIC VULNERABILITY	COMPOUND RISK SCORE BAR
75216	97.20%	27.99%	48.88%	13.27%	High	5
75241	97.14%	23.17%	58.68%	15.02%	High	4
75211	91.37%	21.45%	49.89%	8.07%	High	4
75236	90.00%	16.08%	34.65%	6.09%	High	4
75228	72.68%	17.97%	46.59%	9.38%	High	4
75215	91.72%	26.50%	33.24%	11.82%	High	4
75232	92.19%	23.85%	56.46%	17.40%	High	4
75224	89.74%	22.26%	48.37%	8.17%	High	4
75203	90.69%	26.15%	26.76%	8.77%	High	4
75240	70.57%	19.89%	24.07%	8.30%	High	4
75233	88.80%	19.49%	49.93%	11.32%	High	4
75210	98.96%	34.99%	23.41%	8.30%	High	4
75217	94.11%	26.36%	61.02%	7.20%	High	3
75220	60.83%	14.25%	31.24%	6.57%	High	3
75227	90.34%	22.18%	57.83%	8.06%	High	3
75212	86.38%	29.76%	50.83%	9.77%	High	3
75243	67.64%	20.72%	24.14%	8.14%	High	3
75237	96.32%	32.36%	14.63%	5.91%	High	3
75231	59.87%	21.18%	17.67%	7.72%	High	3
75223	79.99%	24.20%	52.45%	9.94%	High	3
75246	59.39%	23.26%	11.41%	18.33%	High	3

2021
Broadband and
Digital Equity
Strategic Plan



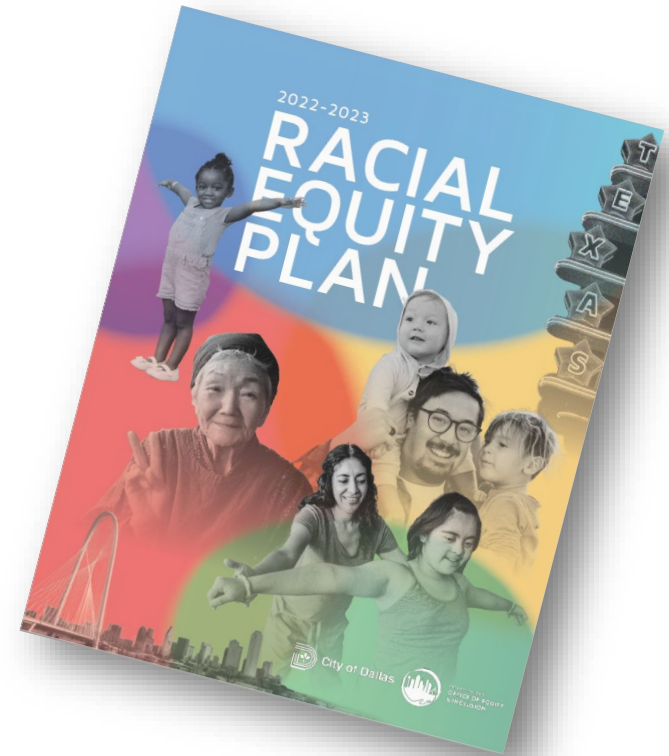
2022
Dallas Racial
Equity Plan





Racial Equity Plan Overview

1



* Racial Equity Plan is available in English, Spanish, Vietnamese, Chinese, Korean, and Amharic.

What is the Racial Equity Plan?



- Strategic framework to support the City in understanding and **addressing disparities** across Dallas
- Developed in **collaboration with communities**
- Guide city departments and offices to enhance current plans, policies, and initiatives with **measurable and aspirational goals** addressing racial, ethnic, and socioeconomic equity



REP Purpose & Vision



The REP will provide City leaders ***with actionable levers*** – by establishing short-, mid-, and longer-term goals – to minimize inequities for Dallas residents and to inspire and sustain our commitment to economic inclusion and shared prosperity.





2

Community Engagement



Inclusive Engagement Efforts



- Spanish-only events*
- Refugee & Immigrant focus groups
- Barbershop talks
- Council Member Community Town Halls
- Urban League: State of Black Dallas
- The Concilio: Power of Latinos DFW Summit
- Asian American & Chinese Chamber of Commerce
- American Indian Community Conversation
- Faith Forward Dallas
- Cultural Centers, Libraries and Multi-purpose Centers
- Dallas Truth and Racial Healing Transformation (DTRHT): Black Women in Non-Profit Leadership Cohort



Overarching Key Themes: Community Feedback



1

Community members who experience the greatest disparities desire the opportunity to participate in and contribute towards our city's tremendous, **shared prosperity**.

2

There is a clear community appetite for more progress and fewer plans. Residents are cautiously optimistic that department-level equity progress measures provide an avenue for greater government **accountability and leadership**.

3

Historically disadvantaged communities are calling for access to safe, healthy and **connected communities** with **affordable and quality housing**.





3

Big Audacious Goals



*Equity is both a process
and an outcome*



Moving Towards Equity



Big Audacious Goals (BAGs)



- 15-20 years – Dallas' transformative vision of an Equitable City
- Involve collaboration with external partners, anchor institutions, community

Action Targets



- Focused mid- to longer-term actions
- Require collaboration across several departments & serve as the basis for formulating bold budgets

Department Progress Measures (DPM)



- 3-5 year specific short- and mid-term, department-owned goals to address known Ei disparities
- Names a baseline, target and demographics

Adoption of the Racial Equity Plan



See REP Appendix for full listing of Action Targets and DPMs

BCM Department Progress Measures



- By December 2023, develop a Community Outreach Strategy that engages residents through neighborhood meetings, social media, surveys, and other mediums to create an effective two-way communication channel between City staff and residents to focus the infrastructure needs of historically disadvantaged communities in the future bond program.
- Based on the equity-driven selection framework recommend an increase of future bond allocation to address housing needs in Racially or Ethnically Concentrated Areas of Poverty (R/ECAPs) – in accordance with civil rights and fair housing laws – in the next Bond program. (Specific amount to be updated by December 2023.) **[\$] [✓] [Ei 25]**

Progress Measures Key:

\$ = Fiscal Impact

✓ = Policy Impact

DEPT = Collaborating Department(s)

Ei # = 2019 Equity Indicator Report Number



Equity is Critical in the Upcoming Bond



- Developing goals and outcomes based on the needs of communities that result in improvements for all residents
- Elevating equity as a core and essential criteria is key to making infrastructure investment decisions
- To disrupting long held patterns of inequities and disinvestment
- Addressing historical disinvestment that can lead to economic growth for all
- Additional guidance on evaluation practices and other data-driven and impact-focused interventions



BIG AUDACIOUS GOAL EXAMPLE



4. BIG AUDACIOUS GOAL INFRASTRUCTURE

Close infrastructure gaps where intentional historical disinvestment previously occurred.

ACTION TARGETS

- 4.1 Prioritize the FY 2023-24 Infrastructure Bonds Package/Proposition to address Infrastructure investments in equity priority areas (e.g., .Jeffries-Meyers, The Bottoms, 5-Mile, etc.).
- 4.2 Build and improve infrastructure services to support historically disadvantaged communities who have been burdened by floods and high energy utility costs.
- 4.3 Address infrastructure needs to ensure future development of affordable and mixed-market homes.
- 4.4 Ensure capacity for current and future developers to recognize the advantage of developing South of I-30 (Specific areas to be identified). This target is here to highlight the economic good and benefit of implementing infrastructure equity (e.g., attracting businesses).
- 4.5 Work with the City of Dallas, DISD, and DART to transition the bus and light duty fleet to 100% electric by 2040.



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