



# AT-A-GLANCE

# CITY OF DALLAS

## RACIAL EQUITY PLAN

ADOPTED ON AUGUST 24, 2022 BY DALLAS CITY COUNCIL

### WHAT IS THE CITY OF DALLAS RACIAL EQUITY PLAN (REP)?

A strategic framework developed in collaboration with communities to support the City in addressing disparities across Dallas. The REP is a blueprint for city departments to enhance current plans, policies and initiatives with measurable and aspirational goals addressing racial, ethnic and socioeconomic equity.



The purpose of the REP is to 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.



Community engagement efforts focus on reaching residents and community stakeholders that have been most impacted by long-standing disparities through intentional, inclusive and impactful ways.



The Racial Equity Plan has two critical components:  
1. Department Progress Measures  
2. Big Audacious Goals

### DEPARTMENT PROGRESS MEASURES (DPMS)

DPMS are defined as the City's short- and mid-term racial equity measures that departments will execute to address disparities.

Department Progress Measures are in alignment with the BAGs and are intentionally crafted to:

Name a specific historically disadvantaged community

Identify a baseline that provides a current or most recent status of the measure

Specify a 3-5 year goal that includes the completion year

### BIG AUDACIOUS GOALS (BAGS)

BAGs are the REP's broader, longer-term goals that serve as a collective commitment to establish equity in Dallas over the next 15-20 years.

Inclusive of Action Targets, BAGs involve partnership with external partners, anchor institutions, community and cross department collaboration to achieve transformative impact. The five goals include:



Economic, Workforce & Community Development



Environmental Justice



Housing



Infrastructure



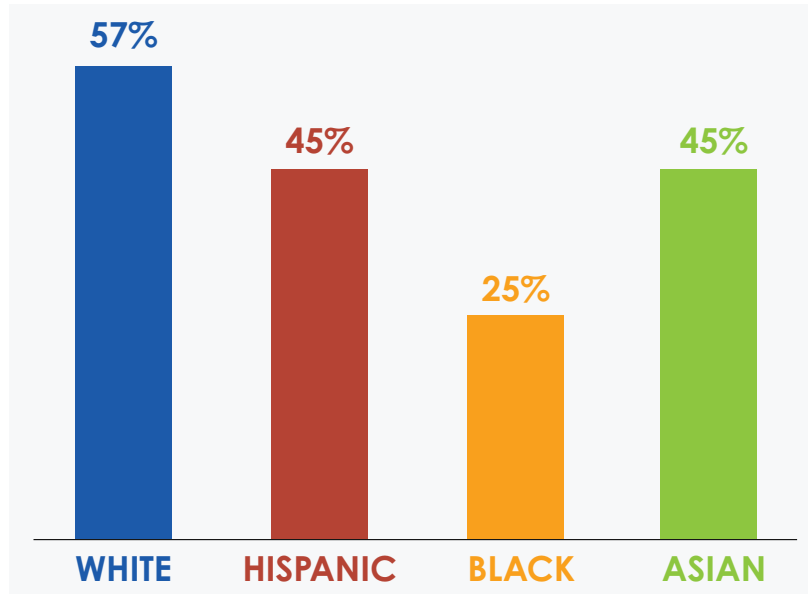
Public Safety & Wellness

# RACIAL EQUITY PLAN

## HOMEOWNERSHIP AND EARNINGS DATA

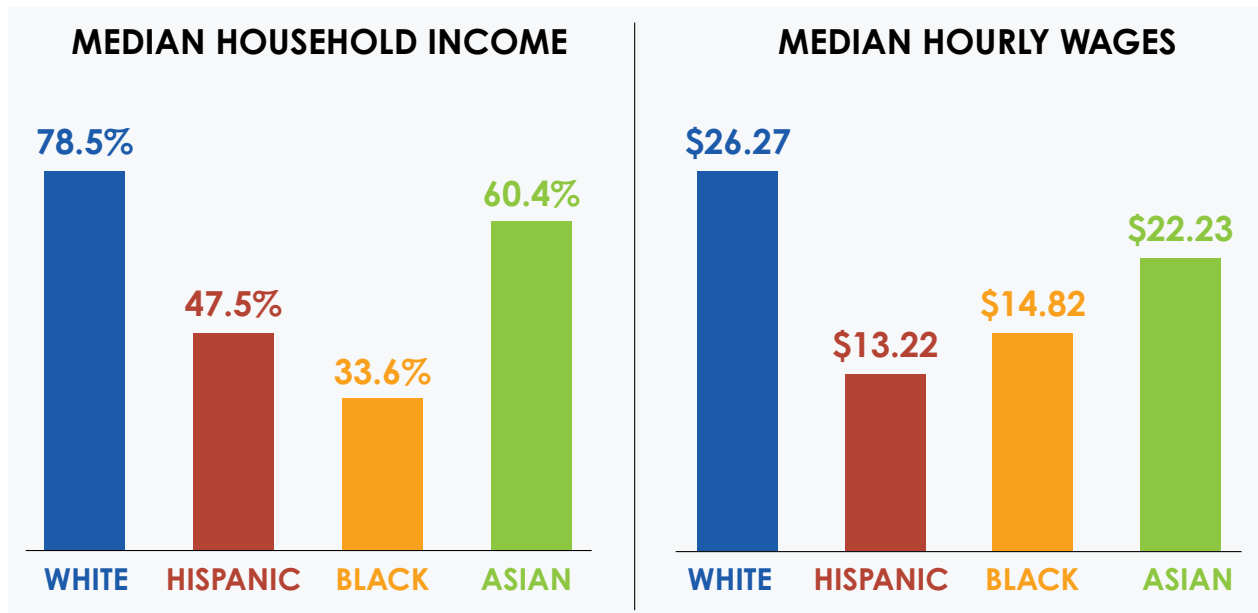
### HOMEOWNERS IN DALLAS

Black residents are far less likely than White residents to own their own homes in Dallas. Experts say housing is a key indicator for success as it impacts families' access to schools, healthcare and other resources.



### WHAT PEOPLE EARN IN DALLAS

Dallas is comprised of massive divides along race and class. Black and Hispanic residents are far more likely to earn significantly less than White residents in the city. Ratio between the median household incomes for White and Black households. Median full-time income and median hourly wages are measures for individuals.

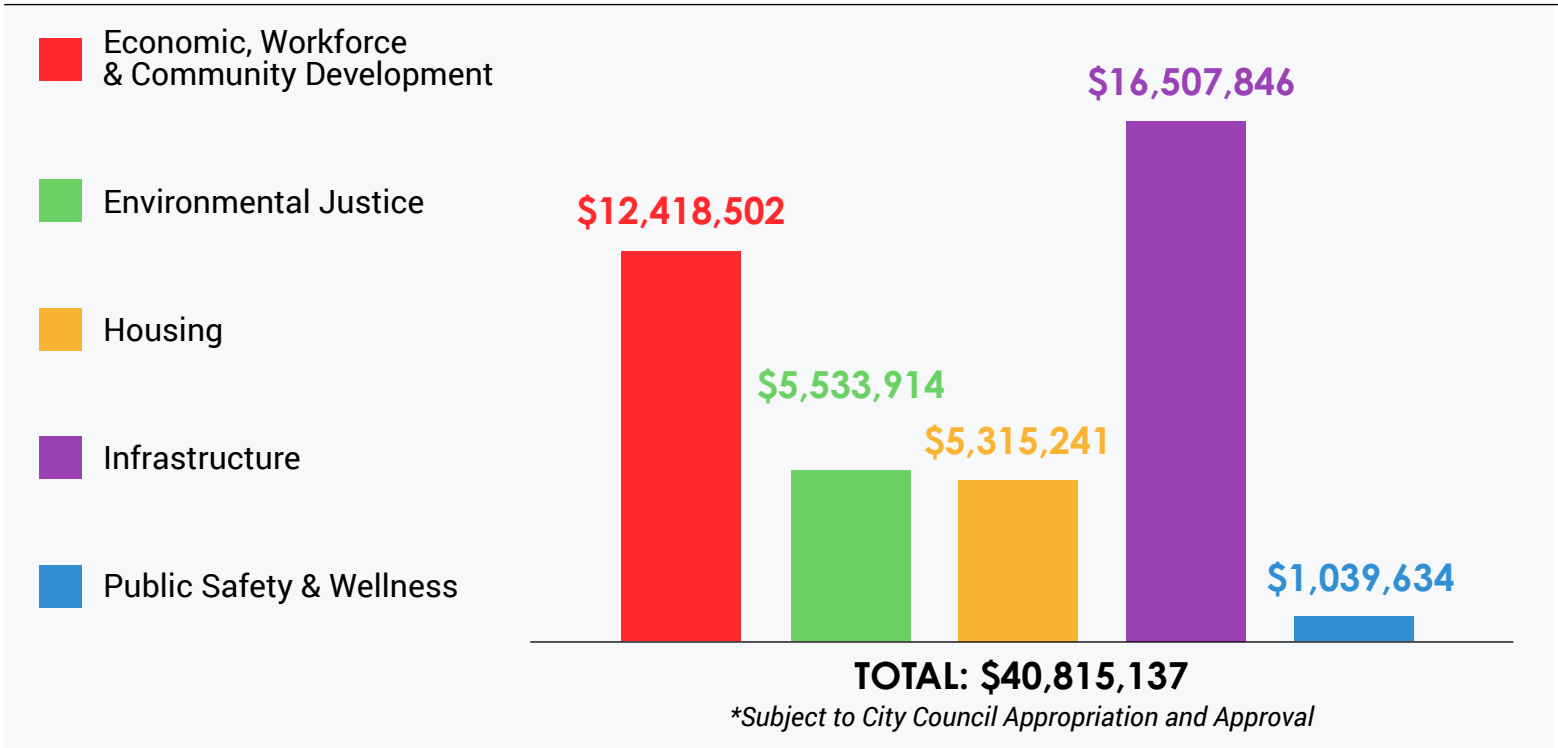


*\*Graph Source: City of Dallas based on the 2019 Equity Indicators Report*  
*\*\* Data from the U.S. Census Bureau. In 2019, this lack of readily available data restricts our ability to measure outcomes for important groups*

# RACIAL EQUITY PLAN

## FISCAL YEAR 2022-2023 IMPLEMENTATION INVESTMENTS

### INVESTMENTS



## BIG AUDACIOUS GOALS



### **Economic, Workforce & Community Development Goal**

Become the most economically inclusive City by eliminating the racial wealth gap through workforce and economic inclusion, fostering full participation in cultural and civic life of Dallas by acknowledging contributions of historically disadvantaged communities, and investing in economic and human development in equity priority areas.



### **Environmental Justice Goal**

Equitably engage and address the disproportionate impact pollution and climate issues have on historically disadvantaged communities.



### **Housing Goal**

Close the homeownership gap and secure housing stability.



### **Infrastructure Goal**

Close infrastructure gaps where intentional historical disinvestment previously occurred.



### **Public Safety & Wellness Goal**

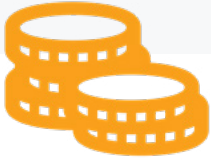
Make Dallas communities safe in ways that prevent harm and promote wellness, healing and justice.

# RACIAL EQUITY PLAN

## THE ECONOMIC CASE FOR EQUITY

### BOOST DALLAS AND COLLIN COUNTIES ECONOMY

Eliminating racial inequities in income could boost the combined economy of **Dallas and Collin counties** by **\$115 billion** a year.



*Langston, Scoggins and Walsh (2021) Advancing Equity in Dallas and Collin Counties*

### DECREASE HEALTH CARE SPENDING

By addressing racial inequities in public health, the country can reduce health care spending and **build a healthier country.**



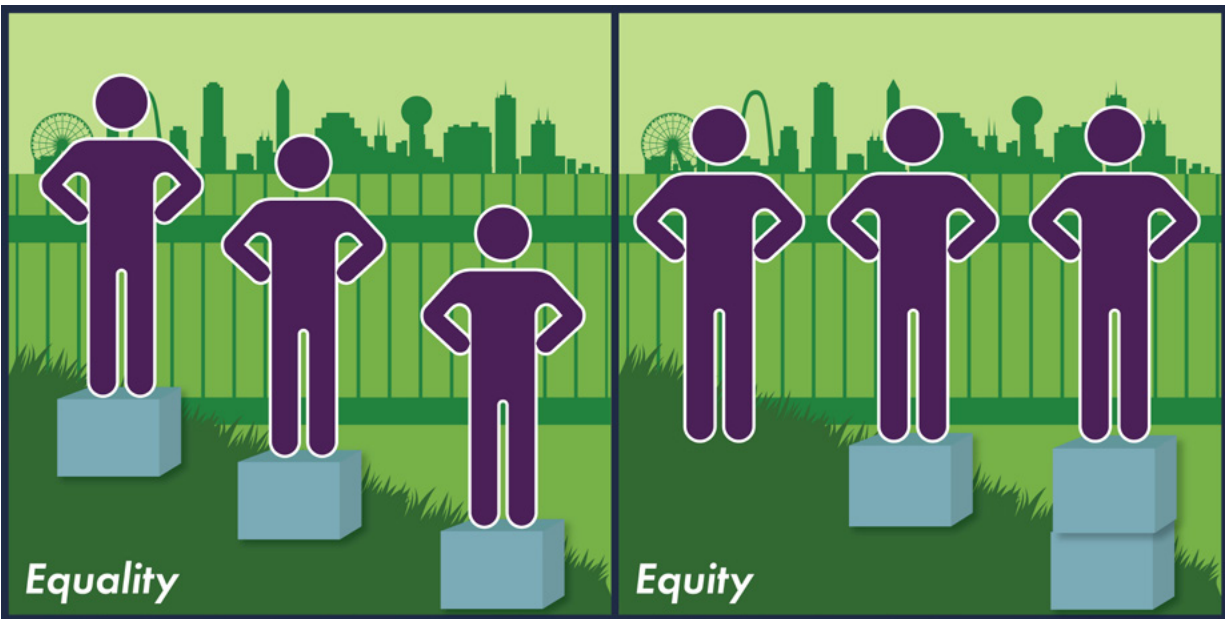
*Turner, A. (2018) Business Case for Racial Equity, W.K. Kellogg Foundation*

### BOOST THE ENTIRE COUNTRY'S ECONOMY

By closing the racial equity gap our country stands to realize an **\$8 trillion gain** in GDP by 2050.



*Turner, A. (2018) Business Case for Racial Equity, W.K. Kellogg Foundation*



## TO LEARN MORE:

 [weareonedallas.org](http://weareonedallas.org)



FY22-23  
Racial Equity Plan  
Budget Investments



Racial Equity Plan  
Website

 [equity@dallas.gov](mailto:equity@dallas.gov)

 **City of Dallas**



CITY OF DALLAS  
**OFFICE OF EQUITY  
& INCLUSION**