



City of Dallas

Federal Compliance Update & Next Steps

October 1, 2025

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Briefing Overview



- Summary of Federal Directives
- Federal Grant Compliance Timeline and Summary
- City Council June 25, 2025, Resolution
- Federal Compliance & Organizational Realignment
- City of Dallas – Omnibus Resolution
- 4 Major Action Items of Current State
- Engagement Summary
- Business Inclusion Development (BID) Policy
- New Framework for BID
- Updates on HUD Consolidation Plan
- Racial Equity Plan
- New Framework for Advancing Opportunities for Dallas Residents
- Drivers of Opportunity Framework
- Next Steps and Questions
- **Appendices:**
 - (1) Departmental Policy, Plan and Program Modifications
 - (2) Website Modifications
 - (3) Business Inclusion & Development (BID) Policy



Summary of Federal Directives



1. Diversity, Equity, and Inclusion (DEI)

EO 14173 – Ending Illegal Discrimination and Restoring Merit-Based Opportunity; Federal Grant Requirements

The City cannot operate programs that promote or advance illegal DEI ideology in violation of federal anti-discrimination laws.

The City cannot allocate contracts or benefits based on suspect classifications, including:

Race, sex, national origin, or religion. (Permissible classifications: veteran, disability, and socioeconomic status)

2. Immigration Compliance

EO 14218 – Taxpayer Subsidization of Open Borders; Federal Grant Requirements

The City cannot operate programs that benefit or incentivize illegal immigration.

HUD funding may not be used in ways that *by design or effect* subsidize or promote undocumented residency.

The City must assist DHS requests to locate, investigate, and deport undocumented residents.

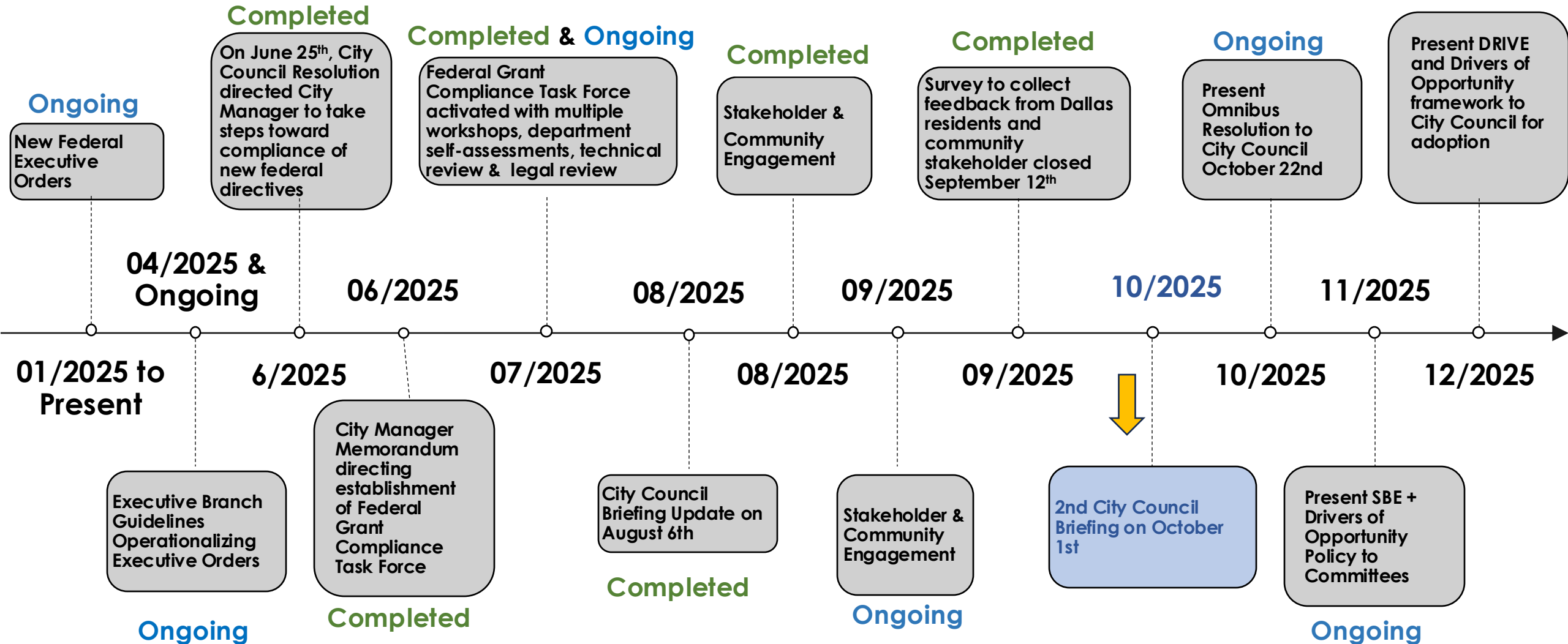
3. Minority & Women Business Enterprise (M/WBE) Contracts

2 CFR § 200.321, EO 14173 Guidance and Federal Grant Requirements

While federal law requires consideration (i.e., inclusion and access) of small, minority-, women-, and veteran-owned businesses, the City cannot use race, sex, national origin, or religion as scoring criteria or add points in proposal evaluations.



Federal Grant Compliance Timeline & Summary



City Council June 25, 2025, Resolution



Council Resolution No. 25-1081 (June 25, 2025)

Directed the City Manager to:

- **Review** and evaluate City programs and policies to determine whether any adjustments may be necessary.
- **Take** any temporary operational actions necessary to ensure city programs and policies are in compliance with federal directives.
- **Brief** City Council no later than August 20, 2025, and present recommendations on any necessary changes.



Federal Compliance & Organizational Realignment



Purpose: Our top priority is to rigorously evaluate policies, plans, and programs adopted by the City Council to ensure alignment with federal directives and compliance standards.

Goal: Drive measurable organizational impact through coordinated policy innovation and operational transformation to address socio-economic disparities and advance economic opportunities for all.



City of Dallas – Omnibus Resolution



Actions Taken

- Self-assessments performed by every department
- Multiple items flagged as needing modification or review
- Technical review by executive leadership
- Extensive legal review by City Attorney's Office
- **On October 22, 2025, the Council Agenda** will include an Omnibus Resolution that ensures continued federal compliance across departments.
- See Appendix (1) – Department Policy, Plan and Program Modifications



4 Major Action Items Discussed



Policy Temporary Suspension

1

Temporary suspension of Business Inclusion Development, Racial Equity Plan, Equity Impact Assessment Tool and relevant portions of City policies, plans and programs adopted by the City Council.

Compliance Controls

2

Multiple policies, plans and programs reviewed and assessed by City Departments with legal compliance review by City Attorney's Office with commitment to ongoing review.

Enhanced Community Engagement for Greater Impact

3

Continued accountability and transparency to address community priorities and investments using evidence-based and rigorous data-driven analytics.

Policy Framework

4

Transition Business Inclusion Development Plan to **Developing Regional and Inclusive Vendor Enterprises (DRIVE)** and the **Dallas Capacity Building Collaborative**, and Develop Drivers of Opportunity & Community Opportunity Assessment Framework to advance economic mobility.



Engagement Summary

Engagement Summary



Policy Temporary Suspension

- Business Inclusion Development (BIP)
- Racial Equity Plan (REP)

Development and Community Engagement

- Policy Transition
- Outreach, Analysis, and Framework

Next Chapter

- Small Business Enterprise (SBE)
- Dallas Drivers of Opportunity



Federal Compliance Engagement Sessions



City of Dallas Seeks Community Input for Federal Compliance

Tuesday, August 26 4:00 PM	Latino Cultural Center – Arts Funding Focus 2600 Live Oak St. Dallas, TX 75204
Wednesday, August 27 6:00 PM	J. Erik Jonsson Central Library – 1st Floor – City Wide 1515 Young Street, Dallas, TX 75201
Thursday, September 4 6:00 PM	Dallas City Hall – Auditorium (L1FN)- Procurement Focus 1500 Marilla Street, Dallas, TX 75201
Saturday, September 6 10:30 AM	Martin Luther King, Jr. Community Center, Building A- Non-Profit Organizations Focus 2922 Martin Luther King Jr. Blvd, Dallas, TX 75216
Tuesday, September 9 9:00 AM	City of Dallas Focused Stakeholder Session – Small & Local Business Framework Kay Bailey Hutchison Convention Center Dallas
Tuesday, September 9 6:00 PM	West Dallas Multipurpose Center – Non-Profit Organization Focus 2828 Fish Trap Rd., Dallas, TX 75212
Tuesday, September 23 11:30 AM	City of Dallas Focused Stakeholder Session – Small & Local Business Framework Kay Bailey Hutchison Convention Center Dallas

***Engagement to continue**

 **SERVICE FIRST, NOW!**

Community Engagement Event

Non-Profit Organization Focus

The City of Dallas invites residents to learn about our work to maintain compliance with federal directives and to share feedback on how Dallas can expand opportunity for all.

Saturday, September 6, 2025 | In-person: 10:30 a.m.
Martin Luther King, Jr. Community Center
2922 MLK Jr. Boulevard, Dallas, TX 75215

Tuesday, September 9, 2025 | In-person: 6 p.m.
West Dallas Multipurpose Center
2828 Fish Trap Road, Dallas, TX 75212



 **SERVICE FIRST, NOW!**

Evento de Participación Comunitaria

Enfoque en organizaciones sin fines de lucro

La Ciudad de Dallas invita a los residentes a conocer cómo trabajamos para mantener el cumplimiento de las directrices federales y a compartir sus comentarios sobre cómo Dallas puede generar más oportunidades para todos.

Sábado, 6 de septiembre de 2025
Presencial: 10:30 a. m.
Martin Luther King, Jr. Community Center
2922 MLK Boulevard, Dallas, TX 75215

Martes, 9 de septiembre de 2025
Presencial: 6 p.m.
West Dallas Multipurpose Center
2828 Fish Trap Road, Dallas, TX 75212



Federal Compliance Community Engagement Sessions



The Grant Compliance Task Force held Community Engagement Meetings Focused on Various Topics to Ensure Community Understanding of Purpose and Goals

I. Arts and Culture Community-

- I. Update on Cultural/Creative Programs Support

II. Citywide Residents –

- I. Resilient Response to Federal Compliance

III. Small Business Community –

- I. 3 Sessions Updates to Business Inclusion Development Policy

IV. Non-Profit Sector -

- I. 2 Sessions on the Introduction of Drivers of Opportunity Framework and Grant Administration Compliance



BID Policy Stakeholder Engagement



- **There was tailored engagement with small business stakeholders:**
 - The City hosted multiple stakeholder engagement meetings with over 180 attendees from:
 - Prime & sub-contractors across all fields
 - Chambers of Commerce
 - Contractors Associations
 - Certification Agencies
 - Community/Outreach Agencies
- 60% of attendees believed the existing BID policy was “very to somewhat effective” in promoting M/WBEs





Community Engagement Survey Results

Survey Overview

Survey Period: August 22 - September 13, 2025

Response Collection: Online and in-person sessions

Session Types: Non Profit, Citywide, Procurement, Arts

Question Structure: 9 fixed + 7 open-ended questions

210

Survey Responses

From 189 unique contributors

250

Session Attendees

Across 5 engagement sessions

777

Website Visitors

1,306 visits, 1,619 page views



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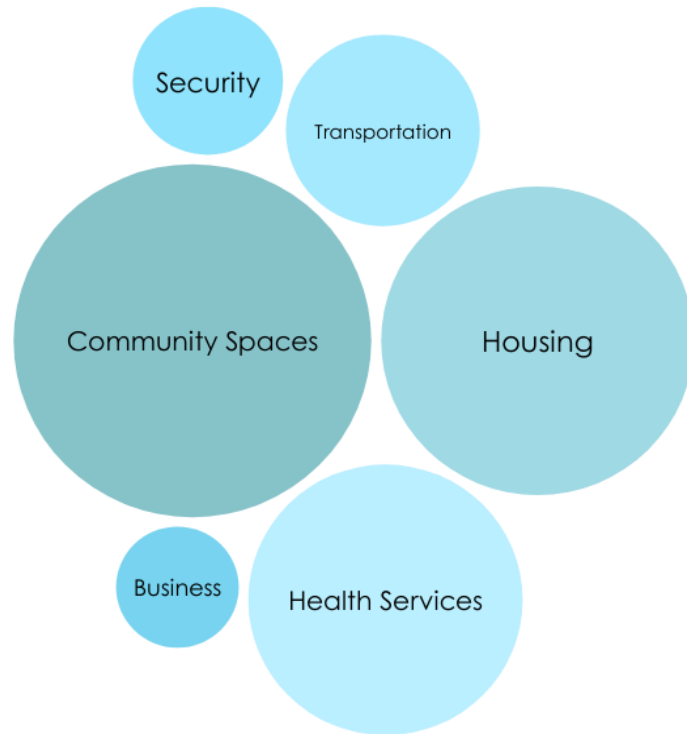


Drivers of Poverty ➡ Drivers of Opportunity

Community Feedback/Input



What Opportunities or Resources are Missing Where you Live?



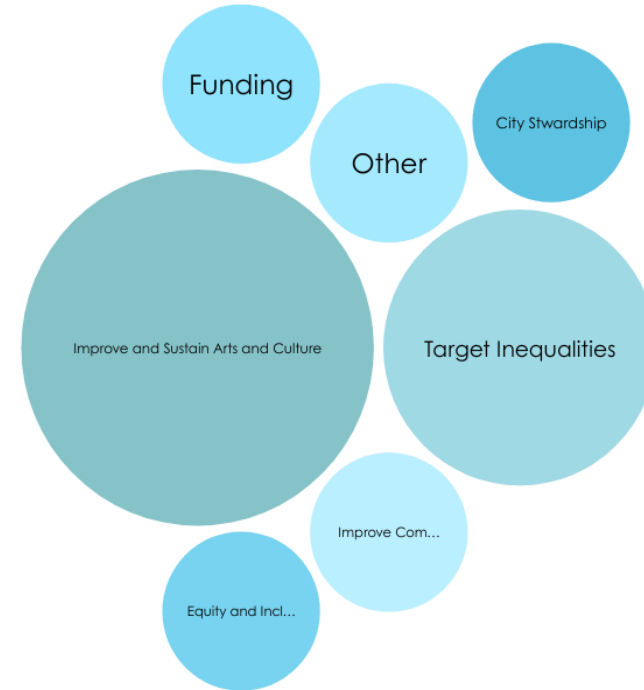
"Grocery Choices, public transportation, childcare, rec center access."

"Affordable housing."

"Access to housing and mental health resources for homeless encampments..."

"Supermarkets with health food options, cultural institutions (art galleries, bookstores, places that invite socializing)."

Share Additional Information



"The arts are, in themselves, drivers of opportunity.."

"Make better use of current Spaces."

"Making sure EVERY district has access to art and culture."

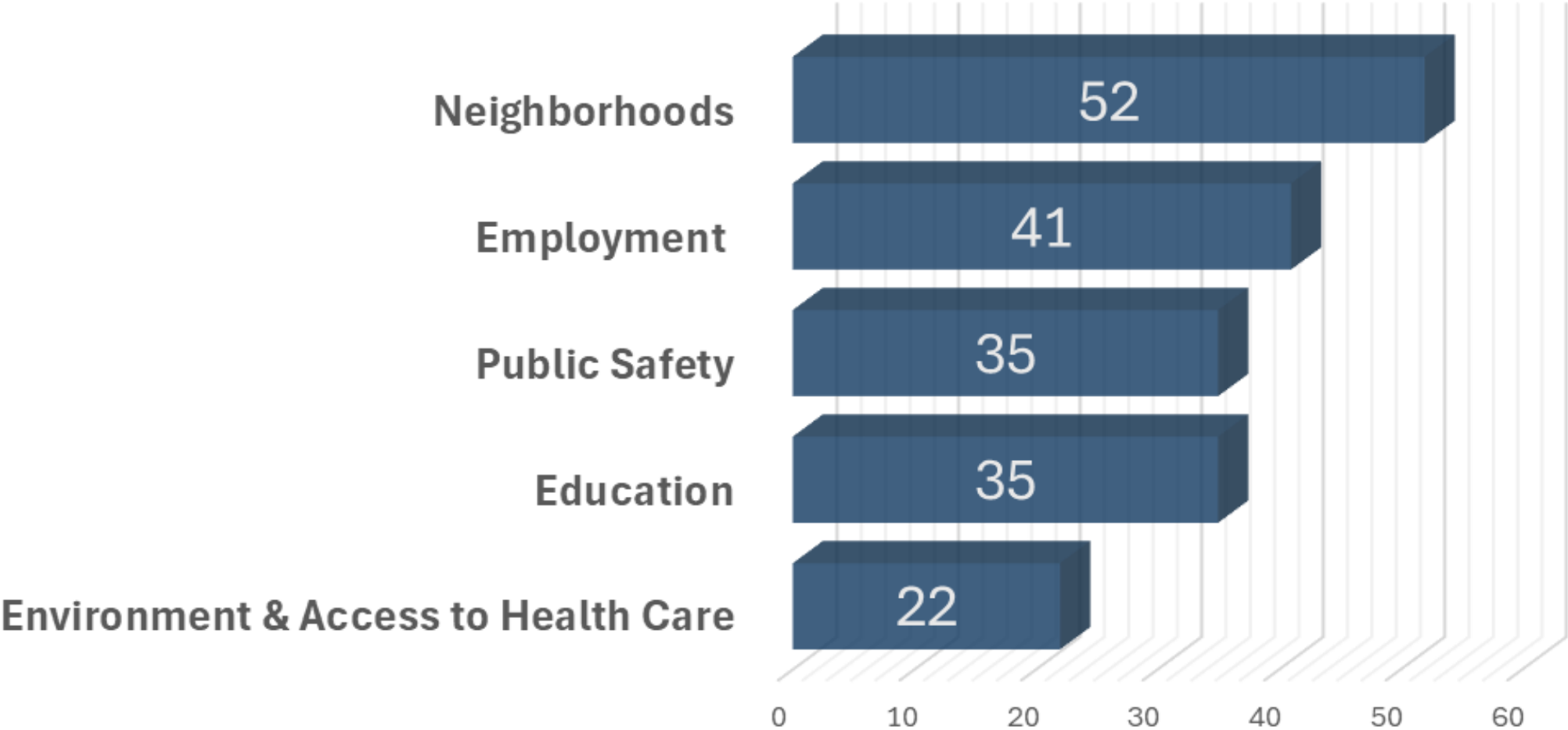
"We need to be better stewards of City-owned facilities."



Drivers of Poverty to Drivers of Opportunity Community Feedback/Input



Top Drivers of Opportunities Identified by Engagement Participants





Updates on HUD Consolidated Plan



Housing & Urban Development (HUD) Consolidated Plan



- HUD Consolidated Plan is a comprehensive analysis and strategic plan:
 - Identifies community needs (see below)
 - Prioritizes needs
 - Details how needs will be addressed



Affordable Housing



Homeless Services



Human and Social
Services



Economic Development



Public Improvements/
Infrastructure

- Includes four grants received by the City from HUD annually
 - ✓ Community Development Block Grant (CDBG)
 - ✓ Home Investment Partnership Programs (HOME)
 - ✓ Emergency Solutions Grants (ESG)
 - ✓ Housing Opportunities for Persons with AIDS (HOPWA)

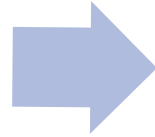


HUD Consolidated Plan



Use of HUD Funds

- Improve quality of life for Dallas residents
- Enhance Economic Resilience
- Promote community development
- Support affordable housing



Actions Taken

- August 6, 2025 – City Council adopted HUD Consolidated Plan Budget
- August 27, 2025 – City Council approved initial consideration and a public hearing for a Substantial Amendment to amend the HUD 5-Year Consolidated Plan Budget
- Substantial Amendment will ensure alignment & compliance with federal directives authorizing the City Manager to make program and policy changes per Council's authorization.



Next Steps

- October 8, 2025- Public Hearing & Final Adoption of Substantial Amendment by City Council



Business Inclusion & Development (BID) Policy

Proposed BID Policy Redesign



- The City is transitioning from the 2008 BID Policy to the **Developing Regional & Inclusive Vendor Enterprises (DRIVE) Policy**, which will:
 - **Expand Inclusion** - engage more small and local businesses to strengthen local participation
 - **Promote Opportunity** – eliminate barriers and ensure an open, accessible procurement process
 - **Build Business Capacity** – support sustainable business growth through mentorship and technical assistance
 - **Drive Economic Impact** – grow small and local business participation to create jobs and boost the economy, and
 - **Strengthen Regional Collaboration** – partner regionally through the **Dallas Capacity Building Collaborative** for cooperative purchasing, outreach, workforce development, and shared technical support.



Small & Local Business Landscape



- Of the 71,000 registered small businesses in Dallas County, 68% are micro businesses
- Less than 2% of small businesses in Dallas County have 250 or more employees, with 92% having less than 50 employees

Dallas County Small Business Count by Size			
Employee Count	Number	%	U.S Census Estimate
Less than 5	37,231	52%	61%
5-9	11,655	16%	16%
10-19	9,029	13%	10%
20-49	7,523	11%	8%
50-99	2,970	4%	3%
100-249	1,837	3%	2%
250-499	570	0.8%	1%
500-999	234	0.3%	0%
1000 or more	133	0.2%	0%
Total	71,182	100%	100%



DRIVE Policy - Program Components



Who qualifies as an SBE? Do we include size standards, geography, or industry-specific requirements?

Scope & Eligibility



What percentage goals are realistic for our market?

Participation Goals



Should we prioritize local businesses in contracting, and how do we define local?

Local Preference



What certifications will we accept and do we include reciprocity?

Certification



Should we offer bid discounts or evaluation points? If yes, how do we apply them?

Evaluation Criteria



What training, mentorship, or tools do small businesses in our community need the most?

Capacity-Building



How will we track and verify participation?
What are the consequences when goals are not met?

Compliance



How do we define and enforce Good Faith Effort (GFE)?

Good Faith Effort (GFE)



Transition Period



BID Policy Suspension (June 26) – Effective Date of DRIVE Policy

Existing Contracts

- Reporting of all sub-contractor payments is required
- Proposed subcontractor and scope of work changes must be submitted and approved by the City per contract terms
- **Identifying a strategy to bridge existing BID contract goals with new policy**

Current Solicitations

- No participation goals or evaluation points are included
- Team Make-up forms required
- Encouraging prime-contractors to form teams that represent the communities we serve by including small and local businesses
- **Identify a strategy to incorporate new policy**

Future Solicitations

- Will include new policy goals and evaluation criteria
- Focus on Small and Local Business Enterprise participation



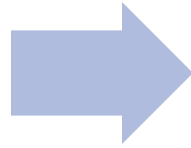


Racial Equity Plan



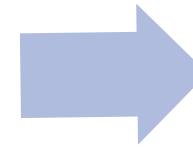
What It Is

- Adopted by City Council in August 2022
- City-wide plan
- Addressed racial and ethnic disparities in outcomes across Dallas
- Identified short, mid and long term Big, Audacious Goals (BAGs) and Department Progress Measures (DPMs).
- DPMs are specific actionable goals established to drive measurable improvements.



Task Completed

- REP & Equity Impact Assessment Tool temporarily ceased operationally beginning June 26, 2025 to present.
- Multi-departmental review of DPMs to ensure compliance with federal directives.



Tasks in Progress

- Move forward with compliant DPMs that are aligned with regulatory standards and community impact
- Transition to a new framework that can guide City plans & programs by measuring, reporting, and advancing opportunities for residents.





New Framework for Advancing Opportunities for Dallas Residents



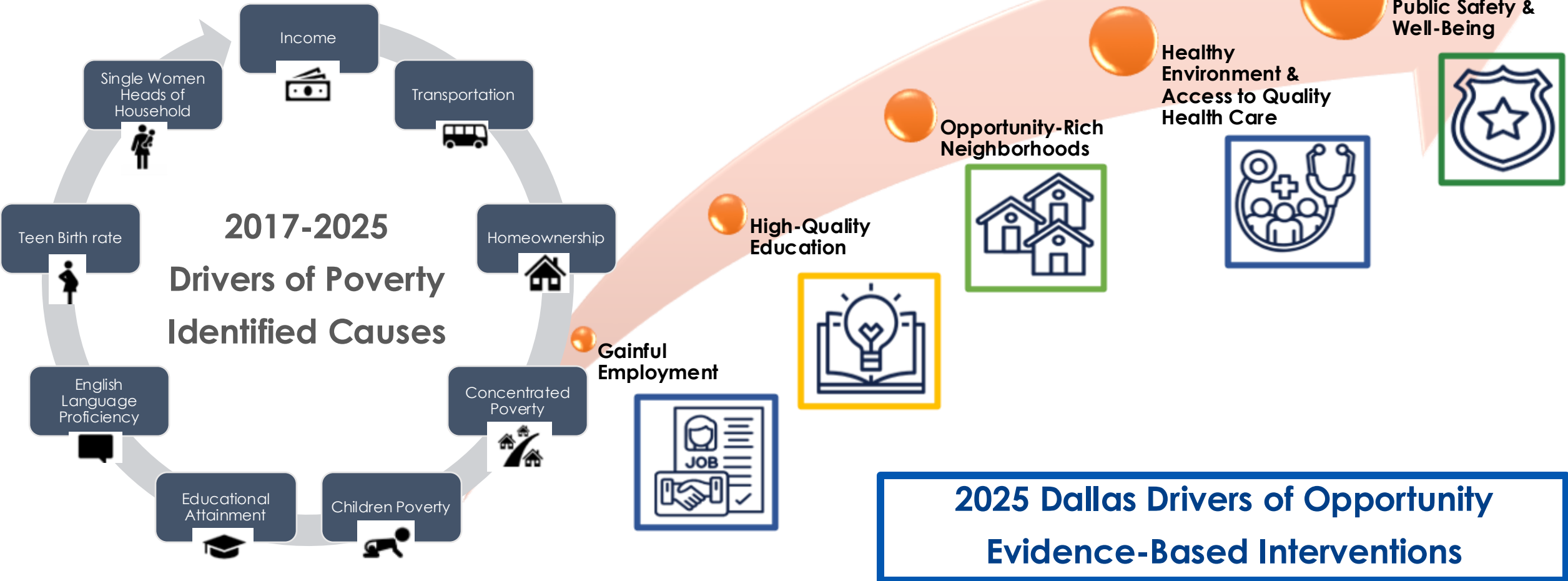
Building on Drivers of Poverty Foundation



- From 2017, the City of Dallas partnered with community leaders and the Mayor's Task Force to create the *Drivers of Poverty* framework to confront the rise in poverty among Dallas residents.
- The Drivers of Poverty framework proved to be foundational in a systemic approach to understanding root causes of poverty and addressing disparities in outcomes across the city.
- These efforts helped the City of Dallas understand conditions that hold communities back.
- Today, we are moving to build on this important work to identifying pathways for opportunity.



Building Pathways to Shared Prosperity



From Barriers to Pathways



Introducing the Dallas Drivers of Opportunity:



Gainful Employment



High-Quality Education



Opportunity-Rich Neighborhoods



Healthy Environment &
Access to Quality Health Care



Public Safety & Well-Being

- **Drivers of Poverty framework** identified barriers holding communities back.
- **Drivers of Opportunity framework** seeks to transform identified barriers into community-driven pathways for opportunity.
- **Progress will be powered** by City Leadership in certain areas, while strengthened through deep collaboration with anchor institutions on others.



**Framework informed by Drivers of Poverty & Urban Institute's Upward Mobility Framework

Collective Accountability, Shared Progress



Advancing **Drivers of Opportunity** through:

- **City-Driven Leadership** – setting City's strategic priorities and investment priorities informed by resident feedback.
- **Collaborative Leadership** –engaging with communities, business, nonprofits philanthropic partners and anchor institutions to address critical local issues and create opportunities for people and places with greatest needs.
- **City Support** – providing visible and responsive advocacy on priorities beyond the City's direct authority yet essential to community well-being.

By working together, we will transform barriers into pathways for opportunities – grounded in collective accountability, data driven insights and shared progress.



Dallas Drivers of Opportunity



Gainful Employment

- Employment opportunities that Strengthen Communities
- Living Wage Jobs
- Pathways to Financial Security
- Opportunities for Wealth-building and Mobility
- Strong Workforce Development

High-Quality Education

- Access to Preschool
- Effective Public Education
- School Socio-Economic Representation
- College Preparedness
- Digital Access

Opportunity-Rich Neighborhoods

- Affordable, Stable Housing
- Economic Opportunity & Growth
- Strong Community Assets & Cultural Hubs
- Welcoming Public Spaces & Vibrant Community Life
- Accessible Transportation & Mobility

Healthy Environment & Access to Health Care

- Clean and Safe Environment
- Accessible Health Services
- Maternal & Child Health
- Trauma-Free Communities
- Healthy Food Access

Public Safety & Well-Being

- Active Civic Participation & Engagement
- Crime Prevention
- Safety from Crime
- Trust-Based Community Policing

Next Steps and Questions



- **Receive** feedback from the City Council today
- Continue conducting community **engagement** and leverage National Night Out events
- **Bring** to the City Council:
 - **October 8, 2025**
 - Public Hearing and final adoption of Substantial Amendments to HUD 5-year Consolidated Plan
 - **October 22, 2025**
 - **Omnibus Resolution** adoption to ensure citywide compliance
 - **November 2025**
 - Brief **Developing Regional & Inclusive Vendor Enterprise Policy (DRIVE)** Framework to Economic Development Committee
 - Brief **Drivers of Opportunity** to Quality of Life, Arts & Culture Committee
 - **December 2025**
 - City Council consideration to adopt DRIVE policy
 - City Council consideration to adopt Drivers of Opportunity policy



Appendices



- (1) Departmental Policy, Plan and Program Modifications**
- (2) Website Modifications**
- (3) Business Inclusion & Development (BID) Policy**



Appendix (1)

Department Policy, Plan and Program Modifications

Aviation Department (AVI)



- **Relevant Policy and/or Plan and/or Program adopted by City Council:**
 - **ACDBE** – Airport Concessions Disadvantaged Business Enterprise (49 CFR Part 23)
 - **DBE** – Disadvantaged Business Enterprise (49 CFR Part 26)
- **Modifications:**
 - N/A - The Department of Transportation requires AVI to report through the Federal Aviation Administration ACDBE and DBE on every contract with federal dollars for Aviation (Updated February 10, 2025)



Budget & Management Services (BMS)



- **Relevant Policy and/or Plan and/or Program adopted by City Council:**
 - FY 2024-25 Adopted Budget (October 1, 2024 – September 30, 2025)
 - HUD Consolidated Plan (FY 2024-25 through FY 2028-29)
- **Modifications:**
 - The FY 2024-25 Adopted Budget document includes performance measures, goals, etc. that support the Racial Equity Plan (REP)
 - Added disclaimer language to the footnote in the Table of Contents, and in the Foundational Structure section
 - Disclaimer language – “To comply with federal directives, the Racial Equity Plan has been suspended, and City departments are undergoing review of their department progress measures to ensure compliance. Future budgets will not include these measures as a new framework is under development.”
 - The HUD Consolidated Plan (FY 2024-25 through FY 2028-29) includes references to REP, Housing Policy, Drivers of Poverty, and Business Inclusion Development (BID) Policy
 - Updates to the HUD Consolidated Plan will follow City Council approval of new framework



City Controller's Office (CCO)



- **Relevant Policy and/or Plan and/or Program adopted by City Council:**
 - Responsible Banking Ordinance ("RBO") No. 32211, approved by the City Council on May 25, 2022.
- **Modifications:**
 - The City Controller's Office is working with the City Attorney's Office to ensure that the city's socially responsible banking ordinance (Article VII of Chapter 2 of the Dallas City Code) remains in compliance with federal grant requirements. If it is determined that any part needs revision, the City Controller's Office will work with the City Attorney's Office to bring forward an ordinance making the necessary amendments.



Convention and Event Services (CES)



- **Relevant Policy and/or Plan and/or Program adopted by City Council:**
 - Kay Bailey Hutchison Convention Center Dallas (KBHCCD) Master Plan Visit Dallas Renewed Contract
- **Modifications:**
 - Coordinating with project management/owner's representative teams for all components to ensure that all existing procured teams are aware of the City's modifications and that all language on websites and additional procurements align with Federal compliance standards. Amended the Visit Dallas contract through CAO to align with Federal compliance standards.



- **Relevant Policy and/or Plan and/or Program adopted by City Council:**
 - The Library Strategic Plan mission statement

Modifications:

- The Dallas Public Library Strategic Plan mission statement was modified to ensure clarity that all are welcome.

Dallas Water Utilities (DWU)



- **Relevant Policy and/or Plan and/or Program adopted by City Council:**
 - Procurement policies
- **Modifications:**
 - Issued addendums to all open project solicitations notifying vendors of the BID criteria removal, updated evaluation criteria. Will adopt a new procurement policy.



Office of Arts and Culture (OAC)



- **Relevant Policy and/or Plan and/or Program that was adopted by City Council:**

- Dallas Cultural Plan (last adopted in 2018)
- Cultural Organizations Program Guidelines (operational funding program)
- Community Artist Program Guidelines (neighborhood engagement funding program)
- Arts Activate Guidelines (project-based funding program)

- **Modifications:**

- Cultural Policy – Vision and mission of OAC updated to center on supporting artists and arts and culture organizations and enriching artistic and cultural experiences for all Dallas residents and visitors. References to equity removed, adjusted to center around arts and culture engagement.
- FY 2025-26 Cultural Organizations Program – Panel and administrative scoring updated to exclude evaluative criteria based on race or equity
- FY 2025-26 Community Artist Program – Panel and administrative scoring updated to exclude evaluative criteria based on race or equity
- Arts Activate 2026 Program – Panel and administrative scoring updated to exclude evaluative criteria based on race or equity





- **Relevant Policy and/or Plan and/or Program adopted by City Council:**
 - Procurement policies
- **Modifications:**
 - Will adopt a new procurement policy.

Office of Community Police Oversight (OCPO)



- **Relevant Policy and/or Plan and/or Program adopted by City Council:**
 - SEC. 37-31 (a) of Article III of Chapter 37 of the Dallas City Code
 - SEC. 37-36 (b) of Article III of Chapter 37 of the Dallas City Code
 - Racial Equity Plan (REP) by Resolution 21-0503
- **Modifications:**
 - SEC. 37-31 (a) - Remove the intent provision sentence.
 - SEC. 37-36 (b) - Proposed amendment eliminates ethnic diversity as a requirement for board appointments. However, the board is not prohibited from being ethnically diverse."
 - REP - Focused on community, outreach, and engagement events in underserved communities or economically disadvantaged areas.





- **Relevant Policy and/or Plan and/or Program adopted by City Council:**
 - City of Dallas Economic Development Policy (EDP), Council Resolution No. 23-0220
 - City of Dallas Economic Development Incentive Policy, Council Resolution No. 23-0220 and reauthorized by Council Resolution No. 25-0162
- **Modifications:**
 - EDP framework revised with language refined to align with federal compliance standards and to clarify support of a place-based policy.
 - Update supports consistent interpretation and data driven implementation.
 - Language updated to reinforce universal access, socioeconomic considerations, and current City organizational structure and priorities.
 - Incentive Policy framework revised to align with federal compliance standards and emphasize a place-based incentive policy
 - Continued commitment to access and opportunity for all.



Office of Environmental Quality and Sustainability (OEQS)



- **Relevant Policy and/or Plan and/or Program adopted by City Council:**
 - Comprehensive Environmental and Climate Action Plan (CECAP)
 - Comprehensive Urban Agriculture Plan (CUAP)
- **Modifications:**
 - CECAP framework retained, with language refined to align with federal compliance standards.
 - Update supports consistent interpretation and data driven implementation.
 - Language updated to reinforce universal access, socioeconomic considerations, and consistent support and resources across the City.
 - CUAP framework reviewed with efforts to preserve its overall structure and intent.
 - References to the Racial Equity Plan removed to meet current compliance requirements.
 - Continued commitment to access and opportunity for all.





- **Relevant Policy and/or Plan and/or Program adopted by City Council:**
 - Dallas Housing Policy 2033 (DHP33) by Resolution 23-0443
 - Dallas Housing Resource Catalog (DHRC) by Resolution 23-0444
 - Program Statement: CDBG Drivers of Poverty Childcare Program (tied to FY25 funding) by Resolution 24-1782
 - Racial Equity Plan (REP) by Resolution 21-0503
 - Welcoming Dallas Strategic Plan by Resolution 18-520
 - Commission on Disabilities by Ordinance 32070
 - Eviction Assistance Initiative by Resolution(s) 22-0986 and 24-0667

Office of Housing and Community Empowerment (OHCE) Continued



- **Modifications:**

- DHP33 – Keep the pillars and framework from DHP33, rework target areas and SMARTIE goals to align with the new Housing Pathways Framework
- DHRC – remove DHP33 policy name from all Program Statements
- Program Statement CDBG DOP - Amend CDBG DOP Program Statement language to enable program completion and closeout
- REP - Adopt Drivers of Opportunity as updated framework, and maintain legally-compliant DPMs from the REP
- Welcoming Dallas Strategic Plan – Ground programs, services, and activities in needs of all residents, and consider only legally-compliant classes like socio-economic status in eligibility for services
- Commission on Disabilities - Replace reference to OEI with Office of Housing and Community Empowerment
- Eviction Assistance Initiative - Base program eligibility on socio-economic considerations alone without regard to equity priority areas. Include residency status as eligibility prerequisite.



Office of Procurement Services (OPS)



- **Relevant Policy and/or Plan and/or Program adopted by City Council:**
 - Business Inclusion & Development Policy adopted in 2008
- **Modifications:**
 - Extended solicitations and removed BID criteria.
 - BID compliance suspended for active contracts and notified contractors.
 - Pending contract awards were appended.
 - Developing new federally compliant policy for Council consideration.
 - Review of departmental websites to ensure information and terminology aligns with federal directives.



Park and Recreation (PKR)



- **Relevant Policy and/or Plan and/or Program adopted by City Council:**
 - Procurement policies
- **Modifications:**
 - Issued addendums to all open project solicitations notifying vendors of the BID criteria removal, updated evaluation criteria. Will adopt a new procurement policy.



Planning & Development (PDD)



- **Relevant Policy and/or Plan and/or Program adopted by City Council:**
 - ForwardDallas 2.0
 - Historic and Cultural Preservation Strategy
 - South Dallas/Fair Park Area Plan
- **Modifications:**
 - ForwardDallas 2.0 includes language that prioritizes historically disadvantaged communities and environmental justice
 - Updated language will shift focus of priority from historically disadvantaged communities to economically disadvantaged communities and areas experiencing environmental and infrastructure challenges
 - The Historic and Cultural Preservation Strategy discusses reducing racial disparities and preserving stories of certain marginalized communities
 - Updated language will shift focus from specific groups to all underinvestment in historic resources
 - The South Dallas/Fair Park Area Plan promotes recommendations to be through an equitable lens
 - Updated language shifts will shift recommendations based on an equity lens to recommendations to help support small businesses and entrepreneurs and areas with a history of underinvestment on infrastructure.



Sanitation Services (SAN)



- **Relevant Policy and/or Plan and/or Program adopted by City Council:**
 - Local Solid Waste Management Plan
 - Adopted by City Council: June 22, 2022
- **Modifications:**
 - Section *Environmental justice and equity*.: Amend to streamline terminology, focusing on environmental justice in solid waste planning.



Transportation and Public Works (TPW)



- **Relevant Policy and/or Plan and/or Program adopted by City Council:**

- Connect Dallas Strategic Mobility Plan, Sidewalk Master Plan, Vision Zero Action Plan, Dallas Bike Plan, Dockless Vehicle Program, On-Street Parking and Curb Management Policy, Complete Streets Manual

- **Modifications:**

- Realignment with a new Accessibility principal considering factors such as socioeconomic status, transit dependency, or high percentages of vulnerable populations such as individuals with disabilities, seniors, or young children, among other criteria
- For the Dockless Vehicle Program, race will be removed as a criteria for identifying Equity Opportunity Zones and new priority areas will be identified, and the fee will be directed to infrastructure projects that support multi-modal travel and active transportation



Departments without Council-Adopted Relevant Policies, Plans, or Programs



- Code Compliance Services (CCS)
- Communications & Customer Experience/311 (CCX)
- Civil Service (CVS)
- Dallas Animal Services (DAS)
- Dallas Fire-Rescue (DFR)
- Dallas Municipal Court (CTS)
- Dallas Police Department (DPD)
- Data Analytics and Business Intelligence (DBI)
- Emergency Management & Crisis Response (ECR)
- Equipment and Fleet Management (EFM)
- Facilities & Real Estate Management (FRM)
- Human Resources (PER)
- Information and Technology Services (ITS)
- Marshal's Office (MSH)
- Office of Government Affairs (OGA)
- Office of Risk Management (ORM)



Appendix (2)

Website Modifications

Website Modifications



- **Disclaimer message added to City webpages**

- “On June 25, 2025, the City Council adopted Resolution No. 25-1081, which (a) directed the City Manager to review and evaluate City programs and policies to determine whether any adjustments may be necessary to ensure compliance with federal directives, and (b) authorized the City Manager to take any temporary operational actions necessary to ensure City programs and policies are in compliance with federal directives. The City of Dallas is undertaking this review and has ceased operational enforcement and/or use of programs or policies that could be out of compliance with anti-discrimination laws, federal grant conditions, and federal directives (including but not limited to Executive Orders Nos. 14173, 14218, 14287, 14288, and 14151).”

- **Next Steps:**

- CCX in collaboration with all departments will continue to review of departmental websites and make updates to ensure information and terminology aligns with federal directives.



Appendix (3)

Business Inclusion & Development (BID) Policy

BID Policy Overview



Adopted in 2008 the BID Policy promotes the inclusion of certified M/WBEs in City contracts.

- Participation Goals by Category:

Construction	Architecture & Engineering	Professional Services	Goods	Other Services
32%	34%	38%	32%	0%

- Good Faith Effort (GFE) requirements
- Evaluation points tied to M/WBE participation
- Compliance monitoring
- Certifications accepted



BID Policy Actions Taken



Tasks Completed

- ✓ Solicitations extended & BID criteria removed
- ✓ Pending contract awards amended
- ✓ BID compliance suspended for active contracts
- ✓ Contractors notified of suspension
- ✓ Procurement engaged national public sector procurement consultants to assist with transition to federally compliant program

Tasks In Progress

- Conduct Stakeholder Engagement to inform program design
- Inventory current contracts with M/WBE goals and identify interim strategies
- Present recommendations to City Council for adoption
- Implement ongoing quality assurance to track progress and impact



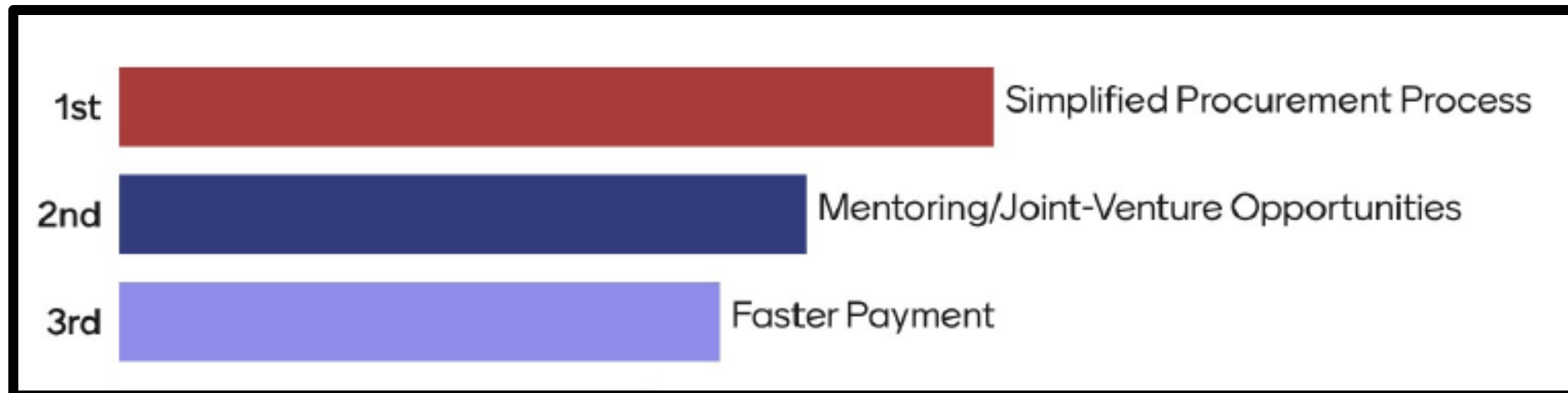
SBE Stakeholder Feedback



What do you think are the Biggest Barriers when competing?



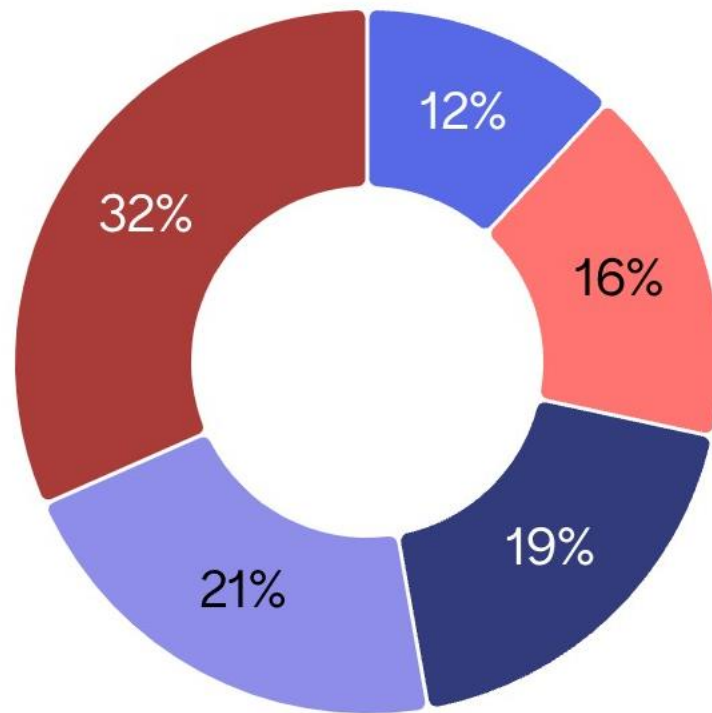
What additional support would help compete more effectively?



What our SBE Stakeholders Said



What Eligibility Criteria should be considered?



- 12% Based on revenue
- 16% Number of Employees
- 19% Based on geography (City Limits, County, MSA, etc.)
- 21% Based on SBA standards
- 32% Vary by category (i.e. A&E, Construction, Goods, Other Services)



Key Insights from Stakeholders



“Local business must be prioritized. Keep our Dallas taxes in the City, or at most, Dallas County.”

“Consider grandfathering option for current MWBEs to become certified SBEs.”

“Teeth, teeth, teeth to anything that is implemented to hold primes accountable and make sure the opportunities happen in reality and not just on paper.”

“Set goals based on the availability of small business, not only those that are certified, but the totality of small businesses by industry so there’s a larger pool to draw from for contracts.”

“Select small businesses to perform small sized contracts.”

“Larger players picked repeatedly for choice projects.”

“Certification can be costly. Allowing certification from a broad list of agencies helps. Simplify certification.”

“Self performing should be considered as at least a portion of the goal.”

“Complex bid process; lack of technical assistance to help with bid process.”



Dallas Capacity-Building Collaborative (DCBC)



- **In collaboration** with community partners, the City is developing a new small business capacity building program called the **Dallas Capacity Building Collaborative (DCBC)**
- **Engage small businesses** and increase local participation, workforce development, and Veteran Disabled businesses
- **Leverage partnerships**, such as Dallas College, U.S. SBA, Civic Marketplace and others to enhance technical assistance and public outreach offerings
- **Outreach** meeting held in September with anchor institutions



Regional Landscape - Support Small/Local Business Enterprises (S/LBEs)



Dallas County

- SBE Program
- Annual aspirational goals

Dallas ISD

- Mentor Protégé Program
- 30–35% goals

Parkland Hospital

- M/WBE Program
- 25–30% goals

DFW Airport

- Project-based goals
- Capacity Building Series

DART

- DBE Program – 29% goal
- Small Business Academy

NCTCOG

- DBE Program
- TxShare Program

City of Dallas

- Dallas Accelerator Program
- *Pending* - S/LBE Program

Dallas College

- Goldman Sachs 10K Small Business
- SBDC, SCORE partnerships





City of Dallas

Federal Compliance Update & Next Steps

October 1, 2025

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