

Memorandum



CITY OF DALLAS

DATE February 26, 2021

TO Honorable Mayor and Members of the City Council

SUBJECT **Racial Equity Resolution**

Please find attached to this memorandum a draft resolution that seeks to reaffirm the City of Dallas' commitment to equity and inclusion and direct the Office of Equity and Inclusion, on behalf of the City Manager, to begin working with external stakeholders to prepare a racial equity plan. This resolution will be considered by the Workforce, Education, and Equity Committee on Tuesday, March 2, 2021.

If you have any questions or require additional information, please do not hesitate to reach out to me or Dr. Lindsey Wilson, Equity Officer, Office of Equity and Inclusion, at lindsey.wilson@dallascityhall.com.

A handwritten signature in black ink, appearing to read 'Liz Cedillo-Pereira'.

Liz Cedillo-Pereira
Chief of Equity and Inclusion

c: T.C. Broadnax, City Manager
Chris Caso, City Attorney
Mark Swann, City Auditor
Billerae 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
Dr. Eric A. Johnson, Chief of Economic Development and Neighborhood Services
M. Elizabeth Reich, Chief Financial Officer
Directors and Assistant Directors

WHEREAS, the City of Dallas' definition of racial equity is a situation that is achieved when people are thriving and race no longer statistically dictates, determines, or predicts one's social outcome or ability to thrive; and

WHEREAS, Dallas is a city with a population of just under 1,344,000, including 24.3 percent African-American residents, 41.8 percent Hispanic/Latinx residents, and 3.4 percent Asian residents; and

WHEREAS, the City of Dallas seeks to provide equitable access and opportunities for success for all of its residents; and

WHEREAS, nationally, numerous data sources demonstrate a lack of equity among people of different races, ethnicities, and national origins; and

WHEREAS, equity is a critical factor in individual, family, neighborhood, and community success over a number of metrics – economic, education, housing, health, and access to public facilities and essential services; and

WHEREAS, the City of Dallas has a deep resolve to promote racial equity, inclusion, and diversity in all aspects of city government; and

WHEREAS, the City's commitment is exemplified by the adoption of the Resilient Dallas Strategy, which helps fosters a practice of resilience thinking by building opportunities for strategic engagement, leveraging community partnerships, and collaborating and strengthening communication with all residents and constituents; the creation of the Office of Equity and Inclusion in an effort to institutionalize and advance equity in city government to provide equitable access and opportunities for success for all Dallas residents; the collaboration with the City University of New York's Institute for State and Local Governance, Every Texan (formerly, the Center for Public Policy Priorities) and the Communities Foundation of Texas for the Dallas Equity Indicators project which helps measure disparities and advance equity in our community to focus public policy efforts on improving outcomes for all residents; and contracting with Race Forward dba Government Alliance on Race and Equity (GARE) to assist with equity implementation across the city; and

WHEREAS, the City Council passed Resolution No. 19-0804 that recognized racial inequities brought on by a legacy of systemic racism and unjust practices and resolved to promote equity and committed to make every effort possible to commit more resources to areas and populations where data demonstrates the needs are greatest by establishing a baseline of where the organization is as it relates to equity, providing equity training to all city employees, creation of an Equity Core Team who is responsible for designing, coordinating, and organizing equity plans across the organization, and creation of an Equity Budget Team that received additional training on the utilization of the equity tool for budget development purposes; and

WHEREAS, racial equity is accepted as an imperative and priority throughout the organization and within the community; and

WHEREAS, the City of Dallas recognizes short and long-term reforms and remedies focused on building racial justice must consider the breadth of issues and interactive relationships between policy areas, extending not only into substantive reform, but also into budget, procurement, and personnel decisions; and

WHEREAS, the City of Dallas pledges to demonstrate its commitment to racial equity through equitable investment and future funding decisions for specific projects, inclusive practices, and socially just policies; and

WHEREAS, the City of Dallas understands that government is needed to help solve the problem created by governmental policies and practices and recognizes that humanity and residents of the City of Dallas are inextricably bound to one another; and

WHEREAS, we desire the City of Dallas to be a place where all are welcome and treated with empathy, respect, fairness, and trust; and

WHEREAS, the City of Dallas seeks a meaningful and thoughtful way to heal the wounds of our past, reconcile the differences of our present, and unify around the path forward toward a future of hope for all of our residents.

Now, Therefore,

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

SECTION 1. The City will continue to promote equity through all policies of the city and enhance educational efforts aimed at understanding, addressing, and dismantling racism and how it affects the delivery of human and social services, economic development, and public safety.

SECTION 2. The City will continue to use equity principles in developing and evaluating the city's budget.

SECTION 3. The City supports groups and initiatives that promote racial equity and will work with the community to find innovative solutions and resources and solidify alliances and partnerships with other organizations that are confronting racism.

SECTION 4. The City will work to progress as an equity and justice-oriented organization, with the City Council and its staff leadership continuing to identify specific activities to further enhance diversity and inclusion and to ensure antiracism principles across the city's leadership, staffing, and contracting.

SECTION 5. The City is committed to continuing to make equity a priority for its residents of all racial, ethnic, and national origins, and will make equity a focal point through all policies, initiatives, and programs of the city.

SECTION 6. The City Council hereby directs the city manager to begin working with external stakeholders to prepare a racial equity plan.

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.

DRAFT