

Memorandum



Date January 2, 2015

To Honorable Members of the Budget, Finance & Audit Committee: Jerry R. Allen (Chair), Jennifer S. Gates (Vice Chair), Tennell Atkins, Sheffie Kadane, Philip T. Kingston

Subject Valuing a Diverse Workforce: Progress Towards Equality

On January 5, the Budget, Finance and Audit Committee will be presented a briefing on Valuing a Diverse Workforce: Progress Towards Equality. The briefing will be presented by Cheryl D. Orr, Ethics and Diversity Officer.

Please let me know if you need additional information.



A.C. Gonzalez
City Manager

Attachment

c: Honorable Mayor and Members of City Council
Warren M.S. Ernst, City Attorney
Craig D. Kinton, City Auditor
Rosa A. Rios, City Secretary
Daniel F. Solis, Administrative Judge
Ryan S. Evans, First Assistant City Manager
Jill A. Jordan, P.E., Assistant City Manager

Joey Zapata, Assistant City Manager
Mark McDaniel, Assistant City Manager
Eric D. Campbell, Assistant City Manager
Jeanne Chipperfield, Chief Financial Officer
Forest E. Turner, Chief Wellness Officer
Sana Syed, Public Information Officer
Elsa Cantu, Assistant to the City Manager

Valuing a Diverse Workforce: Progress Towards Equality

Budget, Finance and Audit Committee

January 5, 2015

Cheryl D. Orr, Ethics and Diversity Officer



Background

- Chronology of 2014 BF&A Briefings
 - January – Briefing on the Financial Benefits and Protections of Marriage
 - February– Briefing on Exploring Opportunities to Broaden Inclusivity and Social Justice
 - February– Briefing on The Municipal Equality Index and Dallas: Understanding the MEI Scorecard and Working Towards 100
 - September– Amendments to Chapter 34 of the Dallas City Code; Personnel Rules



Updates 2014



Equality Resolution by City Council

- In March 2014, the City Council of The City of Dallas passed the following Resolution:
 - Resolution supporting equal rights for the employees of the City of Dallas, citizens within the City of Dallas and visitors to the City of Dallas to address disparate treatment, if any, of lesbian, gay, bisexual and transgender (LGBT) persons.
 - Highlight:

Whereas the City of Dallas will remain competitive as a world-class city by treating all her citizens equally so that all citizens experience Dallas as a fair and just place to live, work, and raise a family;

LGBT Resolution Committee Established— (Internal)

- The City Manager Chairs the Committee
- Created a list of 19 areas which impact LGBT employees
- Bimonthly meetings to track progress

Transgender Health Benefits

- Human Resources Updated the Summary Plan Description (SPD) to Pay for Transgender Services:
 - Psychotherapy for gender identity issues
 - Added Hormone Replacement of the desired gender
 - Laboratory testing to monitor the safety of the continuous hormone therapy
- The City does not cover gender reconstruction surgery



Modified Family Medical Leave Act (FMLA)

- Revised the City's Family Medical Leave Ordinance in May 2014
 - Modified the definition of FMLA to include "designated care recipient".
- Revisions to the Administrative Directive 3-72:
 - Revisions reflect the inclusion of care of a "Designated Care Recipient" to the list of eligible reasons to utilize FML.
- Allows LGBT members who have partners, with whom they reside, to care for their partner -"designed care recipient" if that individual has a serious health condition and meets all the requirements of the Act.

Library

- Library has developed a LGBT book section and sponsored variety of LGBT programs (in conjunctions with members of the LGBT community) during Pride Month – June 2014.
- Programs:
 - SOLID Talk: Building Confidence in You –Oak Lawn Library
 - LGBT Book Club – North Oak Cliff Library
 - Rainbow Family Day at the Dallas Public Library – J. Erik Jonsson Central Library
 - Rainbow Gardening Club of Dallas – Skyline Branch Library
 - 30 Days/30 Books – LGBT Pride Edition – sent out messages to patrons with one book to read in the 30 days of June. #30day30books and #lgbtpridemonth



City of Dallas Legislative Program

The City of Dallas Legislative Program for the 84th Session of the Texas Legislature, approved in October 2014 included:

- Support legislative recommendations from City Task Forces (including, but not limited to, the Domestic Violence Task Force, the Education Task Force, the Fair Park Task Force, **the LGBT Task Force**, the Transportation-for-Hire Task Force and the Poverty Task Force) that are consistent with policies of the City Council.



“Trans and Gender Queer Connect-to-Care Affair”- sponsored by Trans Pride Initiative Nell Gaither, President

- Day of workshops and booths highlighting services for Trans (gender) community.
- Ethics and Diversity Officer attended and gave presentations on the current healthcare policy for trans employees of the City of Dallas.
- Also covered the Health Insurance appeals process to be used when problems in accessing services are identified.



**Trans* &
GenderQueer
Connect-to-Care
Affair!**

Parkland

UT Southwestern
Medical Center

Main location-
1936 Amelia Court, Dallas 75235

November 8, 11-5

Review of Chapter 46 – (Human Rights)

- Chapter 46 which...prohibits discrimination in EMPLOYMENT, PUBLIC ACCOMODATIONS, AND HOUSING based on *sexual orientation. (www.dallasfairhousing.com)
- Chapter 46 was enacted as an enforcement section, created in the City's Fair Housing Office to investigate complaints of discrimination related to sexual orientation.
- Chapter 46 is under review by the Fair Housing Office, Beverly Davis, Director and the City Attorney's Office.
- Recommendations to be presented to the LGBT Task Force in January 2015.

Other Progress

- Diversity Officer hired May 2014
- Dallas Marshall's Office issued General Order which... "has zero tolerance for inappropriate actions, sexual misconduct or sexual harassment directed toward LGBTI detainees (Nov. 2014)
- The Dallas Convention and Visitor's Bureau has developed Diversity and Inclusion Policies and added a Vice President for Diversity and Inclusion, Cheryl Richards.
 - President of the North Texas GLBT is a member of the CVB Executive Committee

Human Rights Campaign (HRC) Municipal Equality Index (MEI) Score - 2014

- The HRC municipal index rates municipalities of varying sizes drawn from every state in the nation. There are 291 Cities with a total population of over 77 million.
- In 2013, on a 100 point scale, the City of Dallas scored 81 points.
- On the 2014 index the City of Dallas scored **91** points.



With 91 points, Dallas is now a Human Rights Campaign All-Star



2014 Municipal Equality Index Scores Texas Cities - Sorted By Overall Score

City	Municipality as an Employer (29 Points Max)	Municipality Equality Index (100 Points Max)
Austin	22	100
Dallas	22	91
Fort Worth	20	83
San Antonio	20	72
Houston	14	54
El Paso	18	52
Waco	10	24
Plano	12	22
Brownsville	10	20
Corpus Christi	0	16
Amarillo	0	14
McKinney	0	12
Arlington	0	11
Grand Prairie	5	11
Garland	0	10
Killeen	0	10
Pasadena	0	10
Laredo	0	2
Irving	0	0
Lubbock	0	0
McAllen	0	0
Mesquite	0	0

City of Dallas LGBT Task Force

- Council Member Adam Medrano Chairs the Task Force
- Members: City of Dallas Employees, The Resource Center, DGL Alliance, GLBT Chamber, Equality Texas, Trans Pride Initiative and Lambda Legal
- Meet monthly



Still working...

- City Pension Plans

- Dallas Employee Retirement Fund (ERF) – Civilian Pension Plan – Allow LGBT members to designate spousal benefits
- Dallas Police Department, Dallas Fire and Rescue Pension Board – Allow same sex spouses to be treated equally with opposite-sex spouses when it comes to pension payments.