

Memorandum



CITY OF DALLAS

DATE July 27, 2018

TO Honorable Mayor and Members of the City Council

SUBJECT **Resilient Dallas Strategy and Equity Indicators**

On Wednesday, August 1, 2018, you will be briefed on the Resilient Dallas Strategy and Equity Indicators. The briefing material is attached for your review.

Please contact me if you have any questions or need additional information.

A handwritten signature in black ink that reads "Theresa O'Donnell".

Theresa O'Donnell
Chief of Resilience

Attachment

c: T.C. Broadnax, City Manager
Larry Casto, City Attorney
Craig D. Kinton, City Auditor
Billierae Johnson, City Secretary
Daniel F. Solis, Administrative Judge
Kimberly Bizer 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
M. Elizabeth Reich, Chief Financial Officer
Nadia Chandler Hardy, Chief of Community Services
Raquel Favela, Chief of Economic Development & Neighborhood Services
Directors and Assistant Directors

Resilient Dallas Strategy and Equity Indicators

City Council Briefing
August 1, 2018

Theresa O'Donnell
Chief of Resilience

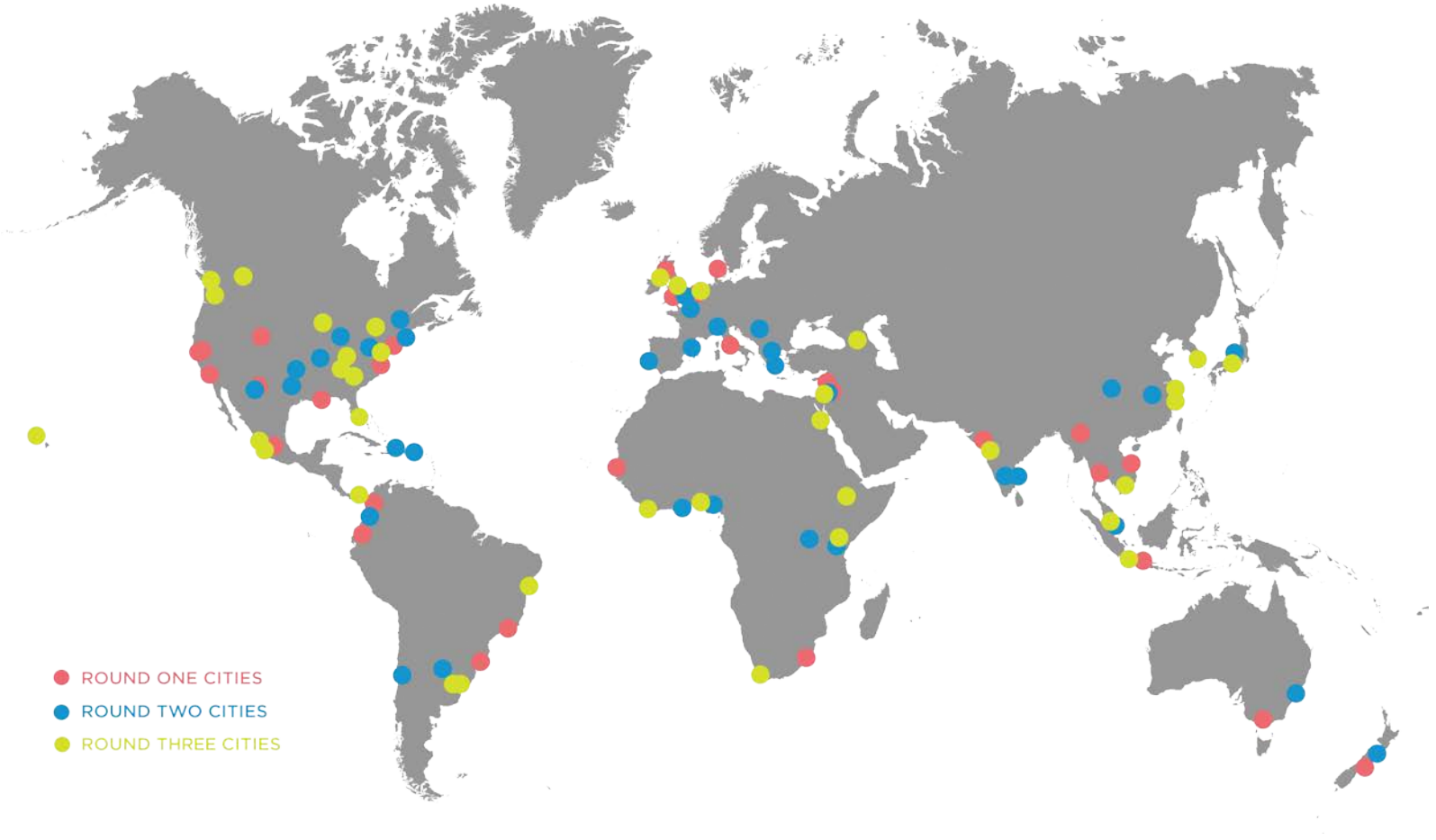


Overview

- 100 Resilient Cities
- Resilient Dallas Strategy
- Equity Indicators
- Next Steps



100 Resilient Cities





100RC partners with cities around the world to help them become more resilient to the social, economic and physical challenges that are a growing part of the 21st century.

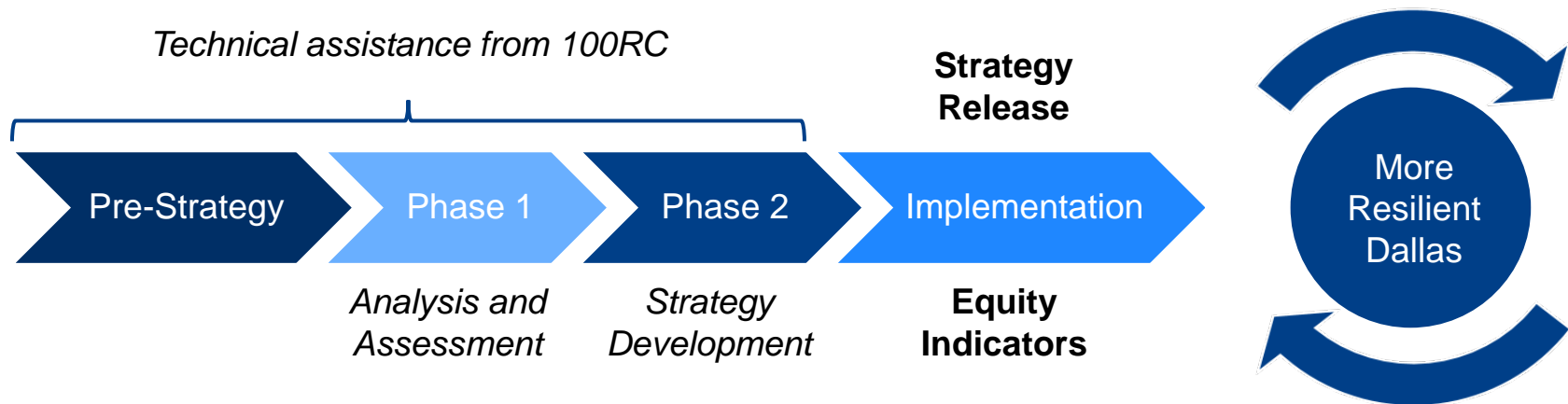


URBAN RESILIENCE:

The capacity of individuals, communities, institutions, businesses, and systems within a city to survive, adapt, and grow no matter what kinds of chronic stresses and acute shocks they experience.

100RC Strategy Process

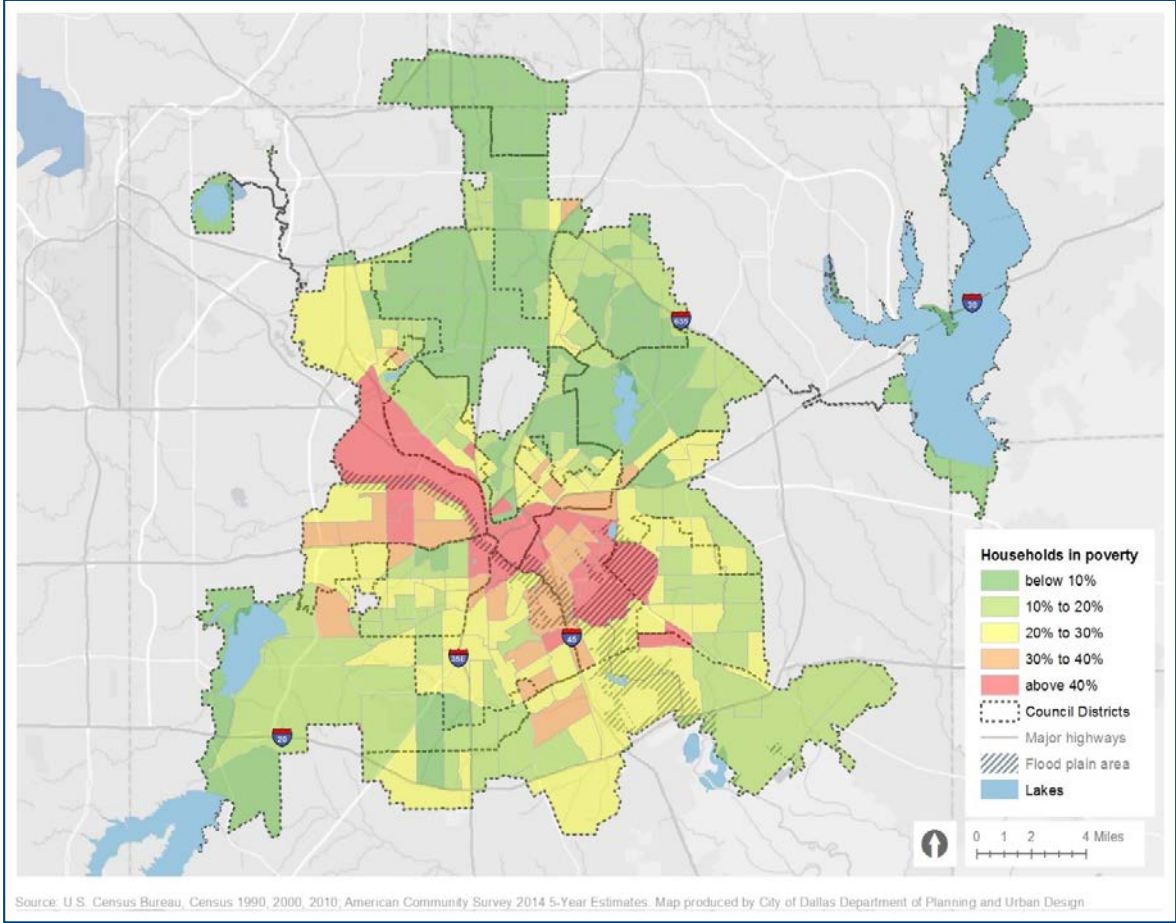
The strategy is a tactical roadmap to build resilience that articulates priorities and specific initiatives for short-, medium-, and long-term implementation.



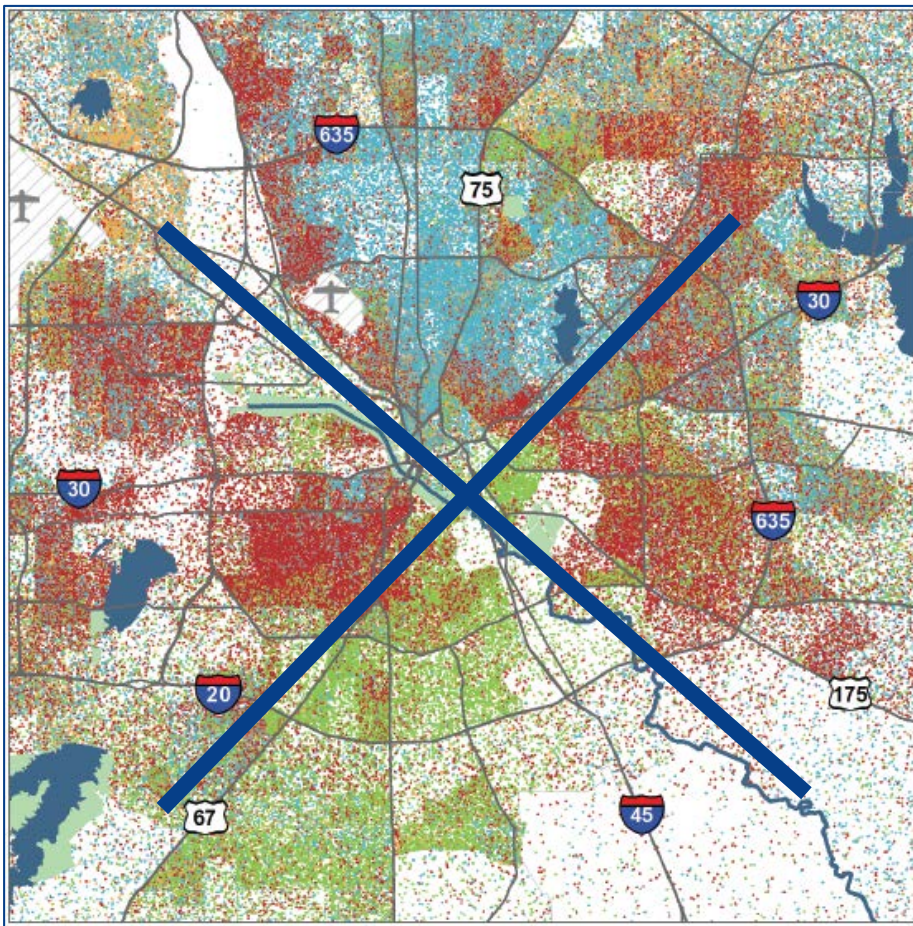
Building a Resilient Dallas

- Equity is the foundational principle of the Resilient Dallas Strategy
- Solutions must be holistic and comprehensive, addressing major “systems” in a coordinated way
 - Economy
 - Health
 - Housing
 - Education
 - Transportation
 - Justice

Poverty in Dallas 2015



Population Density by Race/Ethnicity

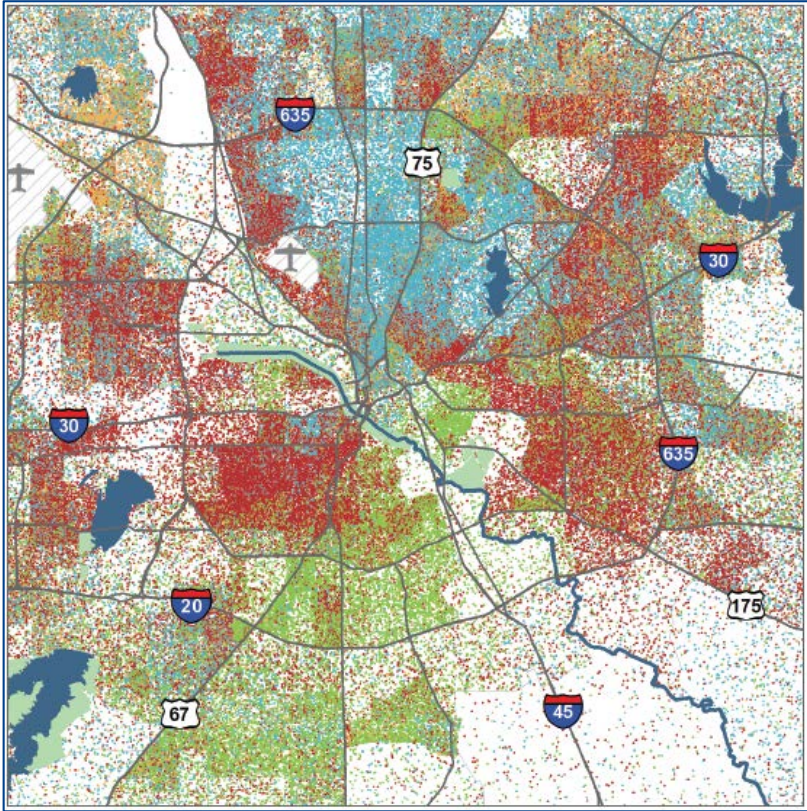
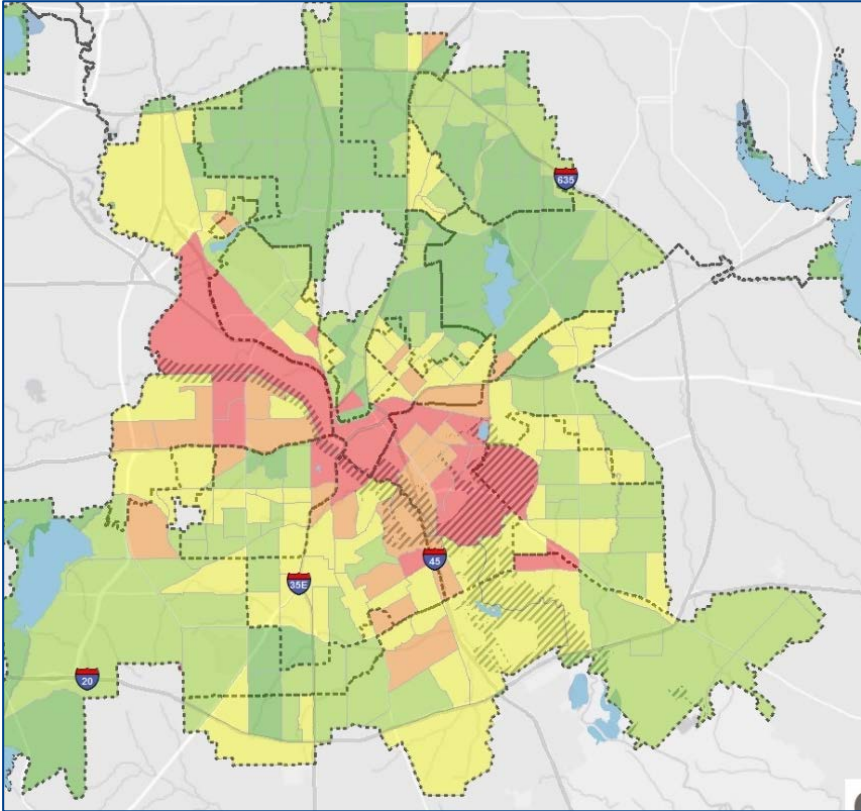


1 DOT = 10 PERSONS

- BLACK
- HISPANIC
- WHITE
- OTHER



Impact of Race/Ethnicity on Poverty





RESILIENT DALLAS

DALLAS' PATH TO SHARED PROSPERITY



GOAL 1: ADVANCING EQUITY

A Resilient Dallas is an equitable Dallas

Goal 1: Advance equity in City government.

1. Build an equitable City administration and workplace culture.
2. Support and partner with anchor institutions and community-based efforts to advance equity initiatives across Dallas by recognizing and reconciling a history of inequity and fostering communication of social differences between diverse communities and individuals.
3. Incorporate an Equity Lens into the citywide visioning process for Goals for Dallas 2030, a 10-year strategic plan that will serve as the basis for development of the biennial budget.
4. Commit to identifying and measuring inequity to drive collaborative action across sectors.



EL PASO CULTURAL CENTER

GOAL 2: WELCOMING CITY

Dallas is welcoming when we embrace our diversity

Goal 2: Ensure Dallas is a Welcoming City to immigrants and all residents.

1. Partner with Welcoming America to become a Certified Welcoming City.
2. Develop a community leadership partnership strategy with a focus on immigration reception and increasing immigrant participation in civic life.
3. Improve immigrant access to government, nonprofit, and educational services and resources to foster well-being and prosperity.



GOAL 3: ECONOMIC MOBILITY

Dallas works when our people work

Goal 3: Increase economic mobility for Dallas' vulnerable and marginalized residents.

1. Prioritize workforce readiness and training, skills development, small business capacity-building, and access to wrap-around services to provide marginalized populations access to living wage jobs and career pathways.
2. Collaborate with the Community Council of Greater Dallas to develop outreach strategies, programs, and workforce services for Dallas residents who experience significant barriers to living wage employment.
3. Champion community efforts that ensure (a) all Dallas students have access to a quality education that provides the skills and knowledge necessary to succeed in the 21st-century workforce; and (b) high school graduates are career- and/or college-ready with access to post-secondary opportunities for education, certification, and employment.
4. Partner with key community stakeholders to explore successful financial empowerment center models that leverage municipal engagement or support.



GOAL 4: EQUITABLE ACCESS

Dallas moves when our people can move

Goal 4: Ensure Dallas provides residents with reasonable, reliable, and equitable access.

1. Ensure the Strategic Mobility Plan incorporates transportation equity into all elements of the plan, including the vision, goals, guiding principles, partnerships, resource allocation, and funding priorities.
2. Regularly convene Dallas members of the Dallas Area Rapid Transit (DART) Board to establish and formalize City goals and policy recommendations to guide decisionmaking and align representation with Dallas' priorities.
3. Improve transportation access to employment, housing, education, health care, and other essential services for Dallas residents by addressing neighborhood infrastructure and system operational standards.



GOAL 5: HEALTHY COMMUNITIES

Dallas is healthy when our people are healthy

Goal 5: Leverage partnerships to promote healthy communities.

1. Develop new collaborative strategies and align resources to address health disparities for children and families living with the toxic stress generated by adverse economic, social, and environmental conditions of poverty and blight.
2. Advance operational strategies and public education models that will effectively reduce non-emergency EMS calls and improve public health outcomes.
3. Strengthen the Office of Emergency Management's capacity to plan for, prevent, respond to, and ensure recovery from pandemic public health emergencies and events.

A blue-tinted photograph of a flooded landscape. In the foreground, two large trees stand in shallow water, their trunks partially submerged. The water reflects the sky and the trees. In the background, more trees and a distant shoreline are visible under a cloudy sky. The overall mood is serene but somber due to the flooding.

**GOAL 6:
NEIGHBORHOOD
INFRASTRUCTURE**

**GOAL 7:
ENVIRONMENTAL
SUSTAINABILITY**

Dallas thrives when our neighborhoods thrive

Goal 6: Invest in neighborhood infrastructure to revitalize historically underserved neighborhoods.

Recognize and institutionalize the need for a multi-pronged, coordinated, place-based approach and the long-term commitment necessary to achieve holistic revitalization in low- and moderate-income neighborhoods.

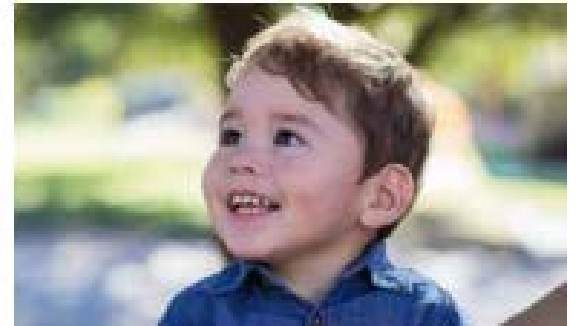
Dallas thrives when our neighborhoods thrive

Goal 7: Promote environmental sustainability to improve public health and alleviate adverse environmental conditions.

1. Support and leverage the leadership of academic institutions, nonprofit organizations, and philanthropic foundations working to fill science and data gaps to bring best practices to Dallas and North Texas.
2. Promote partnership efforts to implement green infrastructure projects in neighborhoods disproportionately vulnerable to the impacts of the urban heat island effect, poor water quality, and poor air quality.

Equity Actions (1.1)

1. Conduct an internal audit of City policies to develop a common understanding of equity within the organization as an employer and as a service provider to our residents.
2. Examine administrative policies and programs through a shared learning process that includes trainings, data collection, and monitoring.

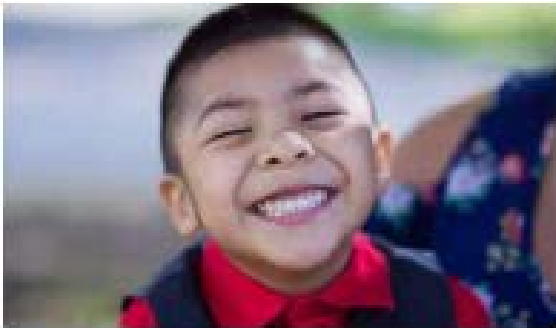


Equity Actions (1.2)

1. Engage in external community conversation with Dallas Truth, Racial Healing and Transformation through intentional listening, examination of institutional racism in policies, and commitment to timely change.
2. Support the efforts of Dallas ISD's Racial Equity Office by acknowledging race and place matter in educational achievement and collaborating on strategies and actions to drive timely change in neighborhoods where disparate conditions impact a child's ability to learn.

Equity Actions (1.3)

1. Review City policies and programs to assess opportunities for progress in achieving equity in service delivery.
2. Integrate Equity Indicators into Dallas 365 to demonstrate effectiveness in achieving equity in service delivery over time.



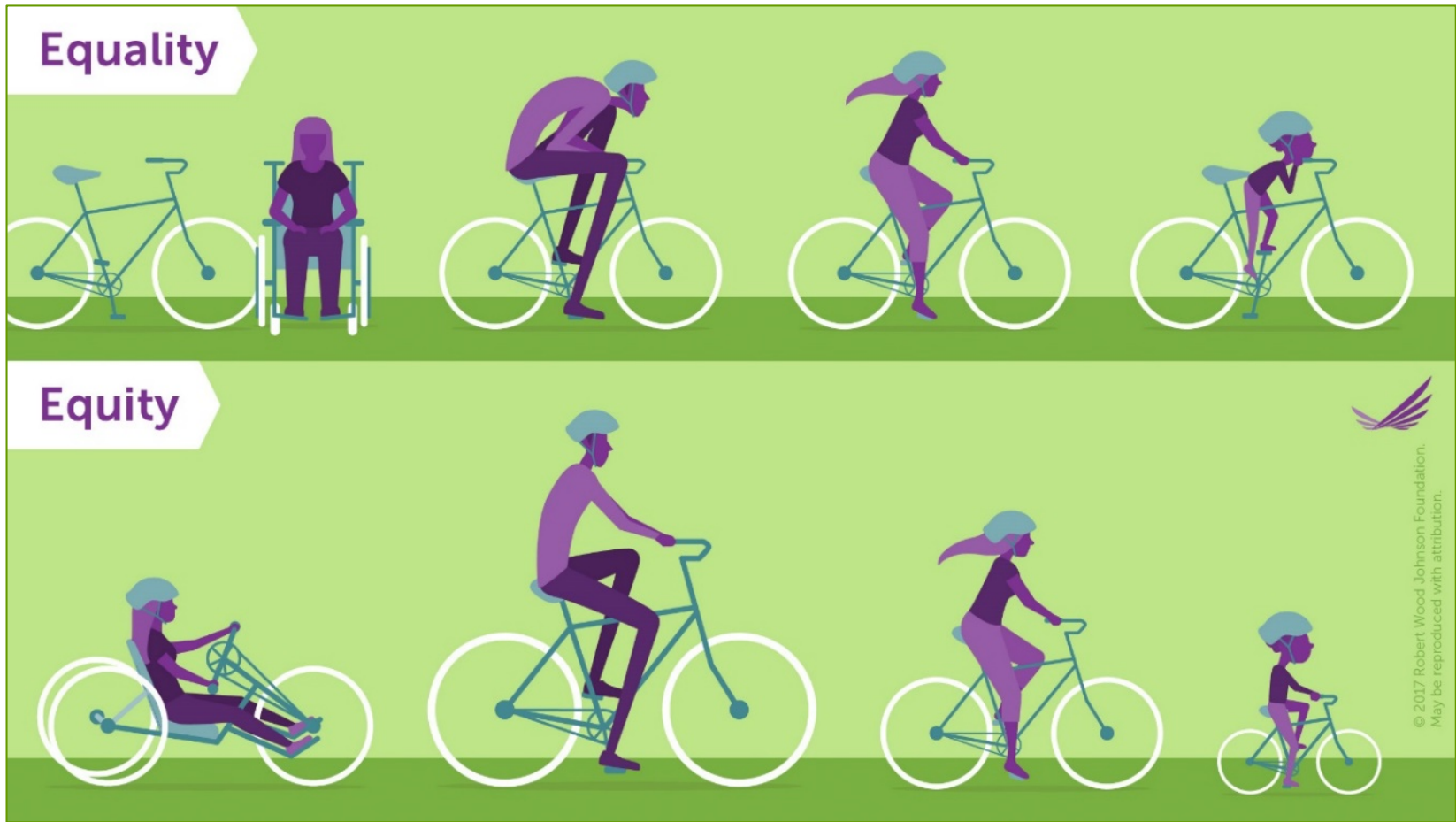
Equity Actions (1.4)

1. Work with City University of New York Institute for State and Local Governance (ISLG) and the UTD Institute for Urban Policy Research to design and publish Equity Indicators that measure and assess progress toward achieving greater equity in Dallas over time.
2. Work with universities, philanthropic foundations, nonprofits, and service providers to develop and maintain an open-access platform for curated, community-wide data to foster collaboration, align resources, drive actions, and measure outcomes in pursuit of shared community goals.

Dallas Equity Indicators

- Goal: To design a framework of indicators that measure progress toward achieving greater equity in Dallas over time
 - Policy tool that can be used by communities, government agencies, researchers, and policy groups
 - Methodology developed by ISLG, but working to create a tailored tool for Dallas
- Focus:
 - People who experience inequities
 - The areas in which they experience inequity
 - The current state of equity in these areas
 - How the state of equity changes over time

Equality vs. Equity



Equity Themes and Topics



ECONOMIC OPPORTUNITY

Business Development
Employment
Income
Poverty



EDUCATION

Early Education
Elementary & Middle
High School
General Population



HOUSING AND NEIGHBORHOOD

Affordability
Community Resources
Quality of Housing
Services

Equity Themes and Topics



JUSTICE AND GOVERNMENT

Fairness & Legitimacy
Incarceration
Law Enforcement
Victimization



PUBLIC HEALTH

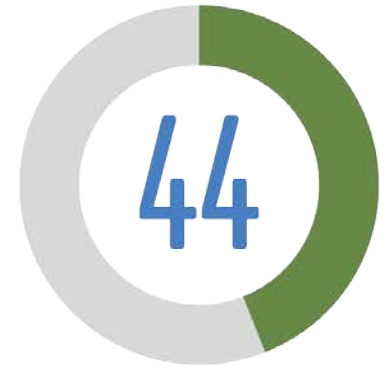
Behavioral Risk Factors
Health Care
Population Health
Maternal and Child Health



TRANSPORTATION & INFRASTRUCTURE

Access to Services
Access to Transportation
Quality of Transportation
Built and Natural Environment

City of Dallas 2018 Equity Score



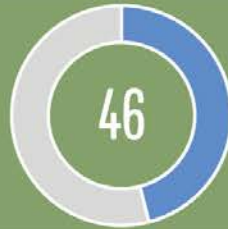
Economic Opportunity



Justice and Government



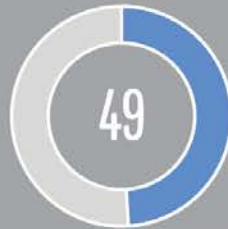
Education



Public Health



Housing and Neighborhood



Transportation & Infrastructure



33



Most Equitable Indicators

- **Trust in Government 93**

Resident responses on the City's Community Survey show only minor deviation between race, ethnicity or gender

- **Graduation Rates 90**

The four-year completion rates provided by TEA indicate students of all racial and ethnic groups have graduation rates within 5 points of each other

- **Service Satisfaction 89**

Average composite satisfaction score on Community Survey shows little variation among respondents according to race, ethnicity or gender

- **Hospital Quality 85**

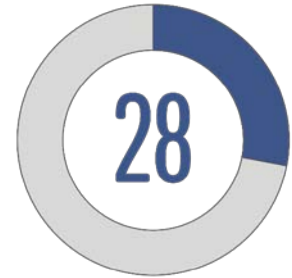
Average quality score for hospitals within close proximity to neighborhoods

Least Equitable Indicators

- **Job Opportunities** 1
Residents in racially diverse neighborhoods have access to 17 times the number of jobs as residents in African American neighborhoods
- **Educational Attainment** 1
44% of Hispanic adults lack a high school diploma compared to only 4% of White adults
- **Overcrowding** 1
More than 15% of Hispanic households have more than two individuals per room
- **Child Asthma** 10
African American children suffer from asthma almost 8 times more than Asian children


Economic Opportunity

Theme Score: 28/100



ECONOMIC OPPORTUNITY

- The sample indicator Job Opportunities is one of the least equitable indicators with a score of 1
- Racially diverse neighborhoods have access to 17 times the number of jobs (40,000+) within a 30-minute public transit commute as majority-Black neighborhoods (~2,500)

 ECONOMIC OPPORTUNITY	Score
Business Development	29
Employment	29
Income	37
Poverty	19


Education

Theme Score: 46/100



EDUCATION

- 45% of Hispanic adults do not have a high school education, compared to only 4% of White adults (Low Educational Attainment)
- White students are nearly three times as likely to be college ready as African American students and two times as prepared as Hispanic students (College Readiness)

 EDUCATION	Score
Early Education	64
Elementary and Middle School	57
High School	52
Education of the General Population	10

Housing and Neighborhood Quality

Theme Score: 49/100



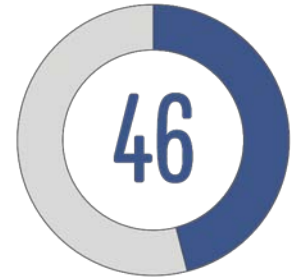
HOUSING AND
NEIGHBORHOOD

- The sample indicator Internet Coverage earned a score of 16
- Fewer than 10% of White households lack internet access, compared to more than 30% of African American households

HOUSING AND NEIGHBORHOOD	Score
Affordability of Housing	49
Community Resources	63
Quality of Housing	25
Services	61


Justice and Government

Theme Score: 46/100



JUSTICE AND GOVERNMENT

- Whites are five times more likely than Hispanics to serve on a board or commission (Representation in Government)
- Traffic stops involving African Americans are 1.5 times more likely to result in a vehicle search than those involving Whites (Traffic Stops)

 JUSTICE AND GOVERNMENT	Score
Government	57
Incarceration	43
Law Enforcement	42
Victimization	40




Public Health

Theme Score: 38/100

- The rate of asthma for Black children is almost eight times the rate for Asians and just more than four times the rate for Whites and Hispanics (Child Asthma)
- The pregnancy rate for Hispanic mothers under the age of 16 is nearly five times higher than the rate for White mothers (Teen Pregnancy)

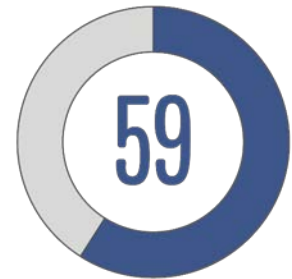


PUBLIC HEALTH

 PUBLIC HEALTH	Score
Behavioral Risk Factors	36
Health Care	50
Population Health	35
Maternal and Child Health	32


Transportation and Infrastructure

Theme Score: 59



TRANSPORTATION AND INFRASTRUCTURE

- Majority-African American neighborhoods have three times the number of vacant residential structures as White neighborhoods
- Neighborhoods of concentrated poverty have four times the number of vacant structures as neighborhoods whose residents earn 185% of the poverty rate (Residential Vacancies)

 TRANSPORTATION & INFRASTRUCTURE	Score
Access to Services and Opportunities	51
Access to Transportation	65
Quality of Transportation	73
Built and Natural Environment	45

Indicator Scores

Theme	Topic	Indicator Name	2018	Topic Scores	Theme Scores
			Score	2018 Topic Score	2018 Theme Score
Economic Opportunity	Business Development	Business Establishments	27	28.67	28.33
		Business Ownership	36		
		Business Revenue	23		
	Employment	Job Opportunities	1	29.33	
		Jobless Rate	58		
		Adults with High-Growth, High-Paying Jobs	29		
	Income	Average Full-Time Income	35	36.67	
		Average Hourly Wage	37		
		Household Income	38		
	Poverty	Child Poverty	31	18.67	
		Concentrated Poverty	11		
		Full-Time Employees Living in Poverty	14		
Education	Early Education	Early Education Enrollment	44	64.00	
		Early Education Enrollment	75		
		Kindergarten Readiness	73		
	Elementary and Middle School	Elementary and Middle School Academic Performance	60	57.33	
		Elementary and Middle School Quality	36		
		Elementary and Middle School Teacher Tenure	76		
	High School	College Readiness	36	51.67	
		Graduation Rates	90		
		Suspensions	29		
	Education of General Population	Low Educational Attainment	1	10.33	
		Impact of Education	14		
		College-Educated Population	16		



Indicator Scores (cont.)

Theme	Topic	Indicator Name	2018	Topic Scores	Theme Scores
			Score	2018 Topic Score	2018 Theme Score
Housing and Neighborhood	Housing Affordability	Home Loan Denial Rates	43	49.00	49.42
		Housing Burden	64		
		Home Ownership	40		
	Community Resources	Libraries	75	62.67	
		Parks	75		
		Cultural and Recreational Amenities	38		
	Quality of Housing	Overcrowding	1	24.67	
		Building Quality	35		
		Utility Expenses	38		
	Services	Internet Coverage	16	61.33	
		Service Satisfaction	89		
		Street Quality	79		
Justice and Government	Government	Voter Turnout	59	57.33	
		Representation in Government	20		
		Trust in Government	93		
	Incarceration	Fines and Fees	73	42.67	
		Jail Admission Rates	31		
		Juvenile Detention Rates	24		
	Law Enforcement	Arrest Rates	37	42.00	
		Police Force Diversity	31		
		Traffic Stops	58		
	Victimization	Property Crime Victimization Rates	61	40.00	
		ER Utilization Rates for Injuries	30		
		Violent Crime Victimization Rates	29		



Indicator Scores (cont.)

Theme	Topic	Indicator Name	2018	Topic Scores	Theme Scores
			Score	2018 Topic Score	2018 Theme Score
Public Health	Behavioral Risk Factors	Consumption of Unhealthy Foods	38	35.67	38.17
		Physical Activity	58		
		Smoking Rates	11		
	Health Care	Delivery of Preventative Care	39	50.33	
		Health Insurance	27		
		Hospital Quality	85		
	Population Health	Chronic Diseases	36	35.00	
		Mortality	37		
		Mental Health	32		
	Maternal and Child Health	Prenatal Care	63	31.67	
		Teen Pregnancy	22		
		Child Asthma	10		
Transportation and Infrastructure	Access to Services and Opportunities	Access to Goods and Services	21	51.00	
		Commuting Time	78		
		Transit Connectivity	54		
	Access to Transportation	Cost Burden	82	64.67	
		Transit Coverage	79		
		Transit Availability	33		
	Quality of Transportation	Capacity	73	73.33	
		Consistency of Service	72		
		Private Vehicle Availability	75		
	Built and Natural Environment	Residential Vacancies	27	45.33	
		Structures in Floodplain	40		
		Home Energy Deficiency Score	69		



Resilient Dallas Strategy Approval

- Human and Social Needs Committee reviewed and approved the Strategy on June 4
- City Council will consider a resolution for acceptance of the Resilient Dallas Strategy and equity recommendations on August 8

Resilient Dallas and Equity Indicators

City Council Briefing
August 1, 2018

Theresa O'Donnell
Chief of Resilience

