

Memorandum



CITY OF DALLAS

DATE February 28, 2020

TO Honorable Mayor and Members of the City Council

SUBJECT **Equity Quarterly Update**

The Office of Equity briefed the Workforce, Education and Equity (WEE) Committee regarding Equity Indicators and Office of Equity work on November 12, 2019 and again as part of the Dallas Resilience Strategy update on January 13, 2020. As requested, this memo is written to provide an Equity quarterly update to the WEE Committee.

The Equity Indicators Symposium on January 14 brought more than 200 people together to spark collaborative energy to eliminate disparities in Dallas. City Manager T.C. Broadnax and WEE Committee Chair Casey Thomas spoke, while WEE Committee Vice Chair Jaime Resendez also attended. Various community experts facilitated five themed workshops based on the sections of the Equity Indicators Report—Education, Economic Opportunity, Neighborhoods and Infrastructure, Justice and Government, and Public Health. In addition to leaders from City departments including the Dallas Police Department, Office of Welcoming Communities and Immigrant Affairs, and Planning and Urban Design Department, facilitators included:

- Dr. Roberto De La Cruz of Parkland Hospital;
- Dr. Philip Huang of Dallas County Health and Human Services;
- Dr. Usamah Muhammad-Rogers of Dallas ISD;
- Dr. Eric Ban of Dallas County Promise;
- Drexel Owusu of Dallas Regional Chamber;
- Prisma Garcia of Social Venture Partners; and
- Lizzie MacWillie of BuildingCommunity Workshop.

The Office of Equity, in partnership with the Office of Resilience and Office of Welcoming Communities and Immigrant Affairs, gathered information and input from the workshops and, over time, from participant survey responses. The Office of Equity and partners are now working to convene the workshop facilitators to ensure there is a full, collective understanding of the equity assets discussed and considered during the Symposium.

As part of its internal effort to advance equity, the Office of Equity is now in the process of conducting this year's Budgeting for Equity (BfE) Tool project. The BfE Tool is designed to advance equity for the City by systematically gathering information about department budgets and operations and developing department staff to focus work on eliminating disparities and advancing equity. To date, City departments have responded to the survey-style BfE Tool and participated in approximately 30 hours of training and intensive technical assistance on the Tool, focused on racial and socioeconomic data, community engagement, and accountability for equity.

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The departments' final draft responses are due March 31 in order to finalize BfE Tool scoring. Scores will be provided to the City Manager's Office for consideration.

We will continue to keep you updated on the Equity Indicators and the Office of Equity's related efforts to advance equity for the City. For questions or concerns, please contact me.

Sincerely,



Liz Cedillo-Pereira
Chief of Equity and Inclusion

c: T.C. Broadnax, City Manager
Chris Caso, City Attorney (Interim)
Mark Swann, City Auditor
Billieae Johnson, City Secretary
Preston Robinson, Administrative Judge
Majed A. Al-Ghafry, Assistant City Manager
Jon Fortune, Assistant City Manager

Joey Zapata, Assistant City Manager
Nadia Chandler Hardy, Assistant City Manager
Michael Mendoza, Chief of Economic Development and Neighborhood Services
M. Elizabeth Reich, Chief Financial Officer
Laila Alequresh, Chief Innovation Officer
Liz Cedillo-Pereira, Chief of Equity and Inclusion
Directors and Assistant Directors