



**City of Dallas**



**CITY OF DALLAS  
OFFICE OF EQUITY  
& INCLUSION**

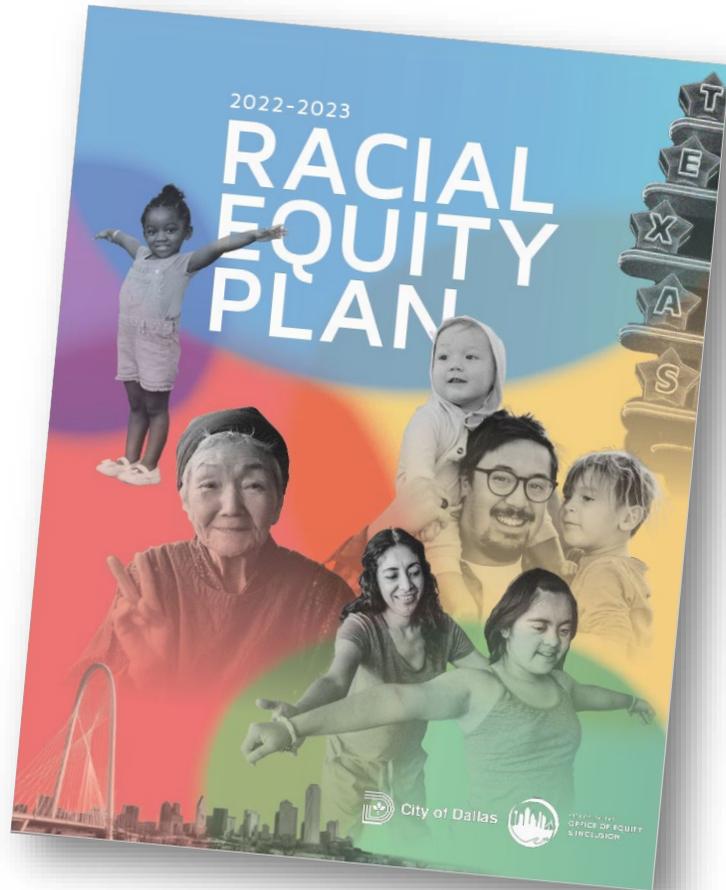
# **Racial Equity Plan: Department Progress Measures**

**Workforce, Education and  
Equity Committee  
December 11, 2023**

Dr. Lindsey Wilson, Director  
Dr. Lisa Rainey, Equity Officer  
Office of Equity and Inclusion

Marissa Garza, GIS Manager  
Data Analytics and Business Intelligence

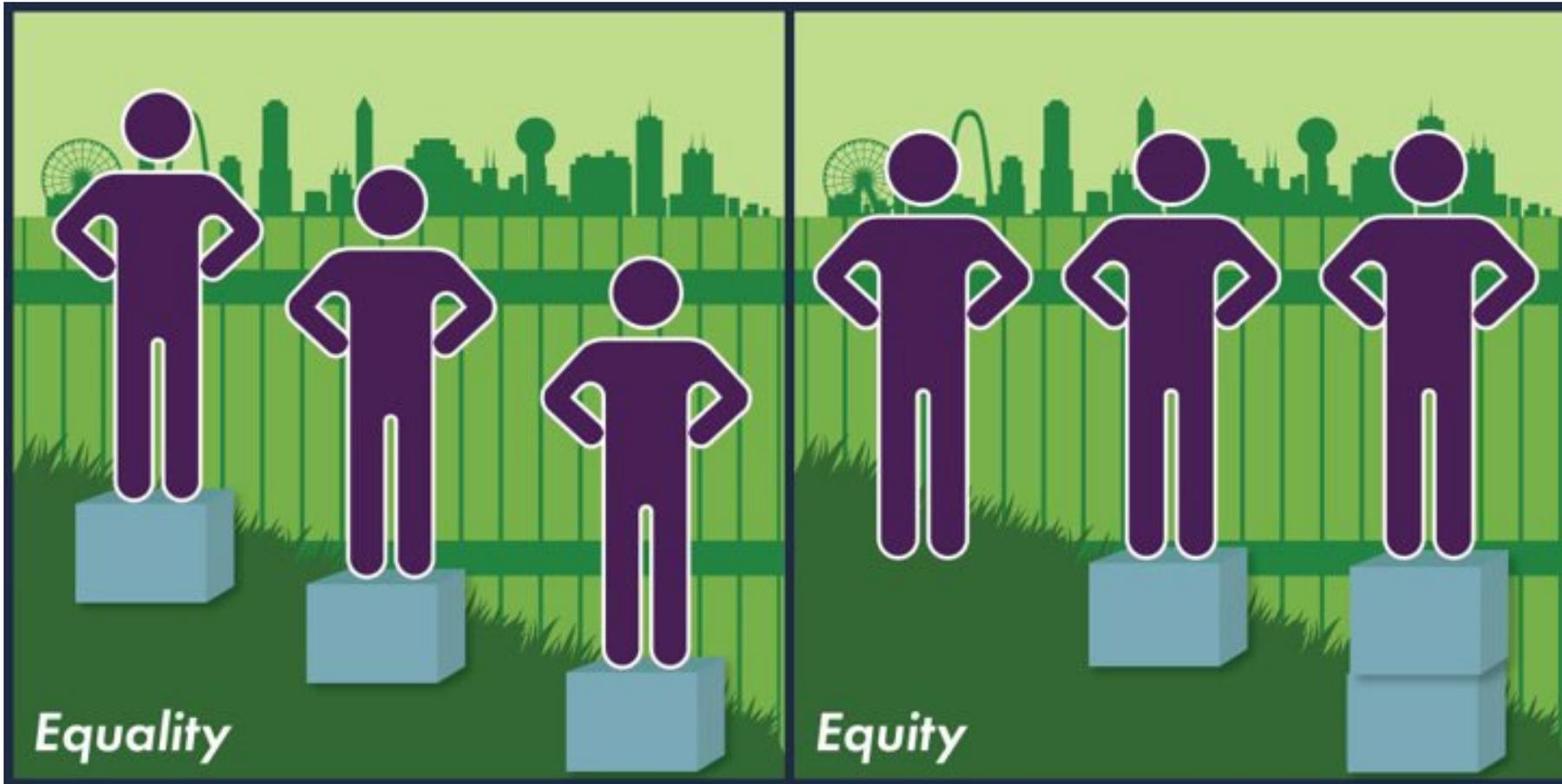
# Presentation Overview



- Equality vs. Equity
- Department Progress Measures
  - Addressing Disparities, Analysis, Numbers and Feedback
- Department Progress Measures
  - Accountability Dashboard Live Demo
- Department Progress Measures
  - System Planning Process
- Next Step



# Equality vs. Equity

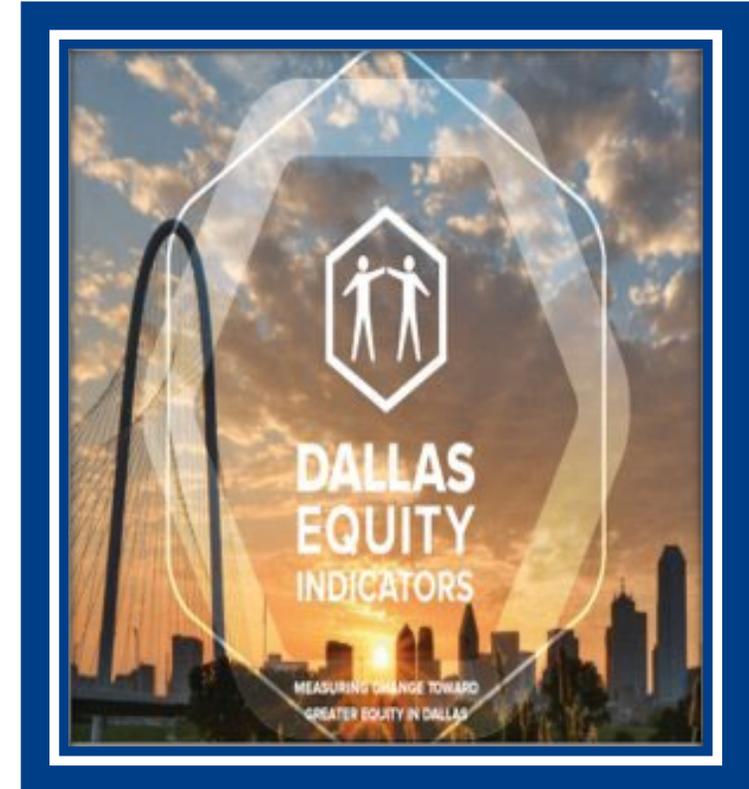


# Department Progress Measures (DPMs)



Short to mid-term measures driven by City departments to address disparities by:

1. Naming communities with greatest need
2. Identifying a baseline
3. Setting a 3–5-year goal that includes completion year



# Addressing Disparities Through DPMS



Department	Progress Measure	Equity Indicator
<b>OFFICE OF PROCUREMENT SERVICES</b>	Increase the amount or percentage of large contracts broken down to smaller contracts targeting M/WBE from 0 to 15 by 2023.	2: Business Ownership  12: Working Poverty





# 2023 DPMs At-a-Glance



<b>1.</b>	<b>Cross Department Collaboration</b>	<b>20</b>
<b>2.</b>	<b>Procedural Shift</b>	<b>25</b>
<b>3.</b>	<b>Policy Impact</b>	<b>9</b>
<b>4.</b>	<b>Fiscal Impact</b>	<b>23</b>

## Big Audacious Goal Alignment

Economic, Workforce and Community Development	45
Environmental Justice	2
Housing	4
Infrastructure	9
Public Safety & Wellness	4

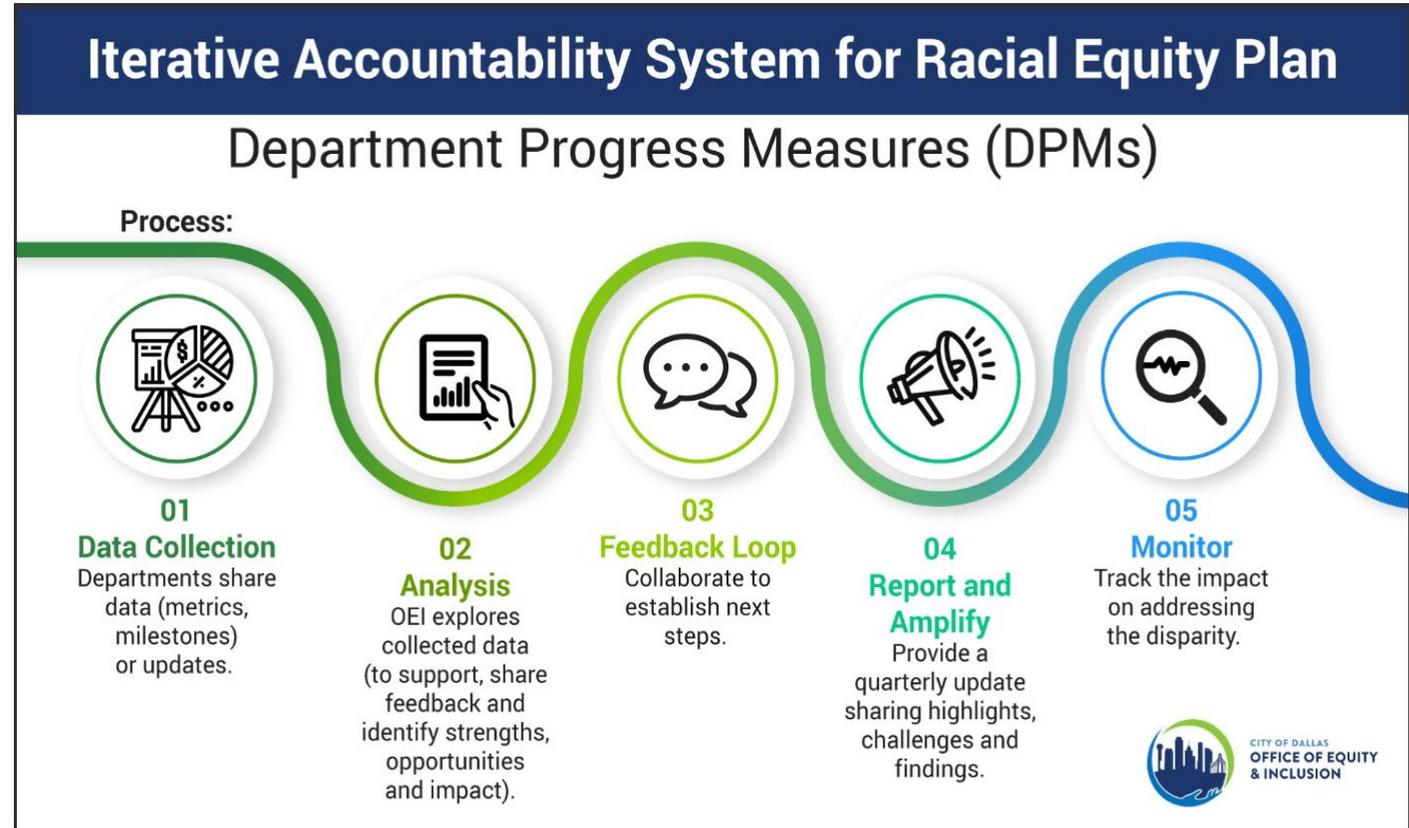


\*Exhibit A highlights each 2023 DPM



# DPMs Planning System

- Proactive process to track and monitor DPMs for completion, needed support and impact.
- Provides real-time data analysis and accountability for outcomes.
- Assists in facilitating informed decision-making for effectiveness and efficiency.

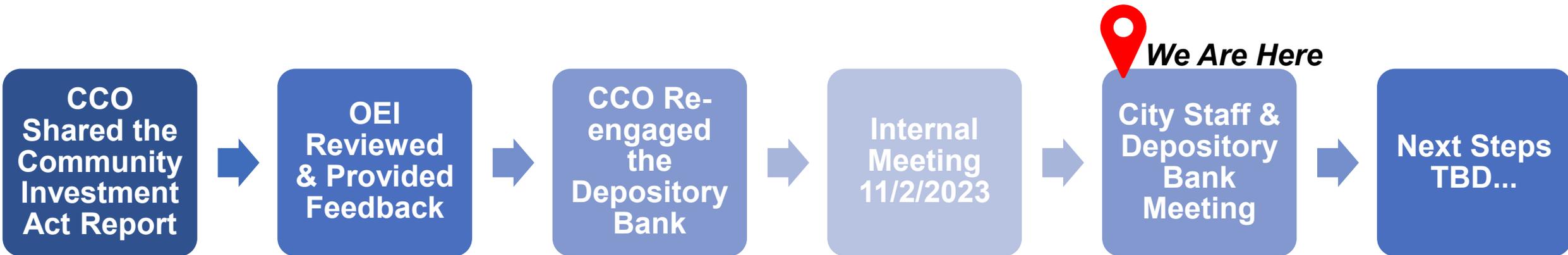


# Analysis and Feedback Loop Example



## City Controller's Office (CCO.4)

The City's depository bank will provide a report detailing the institution's statement of work, including factors related to socially responsible banking to reinvestment in Dallas by 2025.



# Racial Equity Plan Hubsite



The screenshot shows the homepage of the Racial Equity Plan Hubsite. At the top is a purple navigation bar with links: Home, Economic, Workforce & Community Development, Environmental Justice, Housing, Infrastructure, Public Safety & Wellness, Overall Racial Equity Progress, How to Video, and Resources. Social media icons for Instagram, Twitter, and Facebook are on the right. The main heading is 'Racial Equity Plan' in large white text on a dark grey background. Below this is a vibrant, colorful mural titled 'WELCOME TO DALLAS' with 'VISITDALLAS.COM' underneath. The mural features various symbols: a water tower, a guitar, a robot, a large eye, a red unicorn, and the letters 'R', 'G', and 'THING HAPPENED'. A small caption below the mural reads: 'Mural completed in Deep Ellum by TracyLocke with help of fellow creative, Brynner Aldrich, and the mural painters, Sergio and Tax of IC Crew.' Below the mural is a white text box with the following text: 'Dallas is a vibrant, diverse city known for a true sense of community and a growing economy. However, research has demonstrated there are racial, ethnic and socioeconomic disparities impacting the ability for residents to reach their full potential. The Racial Equity Plan seeks to provide City Leaders with actionable levers - by establishing short-, mid-, and longer-term goals --- to minimize inequities for Dallas residents so all can thrive in our city. As a part of the process, the Racial Equity Plan (REP) Hub is paramount for accountability, trust, and transparency.' Below this text box is another line of text: 'This website provides information to residents on the progress of city departments' measures addressing equity and allows for engagement, questions or comments about the site.'

The Hubsite was developed to increase transparency, accountability and to foster trust with residents regarding the action of the Racial Equity Plan.



# Next Steps



- Support departments on completing their 2023 DPMs
- Focus on interdepartmental collaborations to align DPMs to BAGs
- Advance partnerships with Philanthropy and Private Sector
- Finalize the 2023 update Equity Indicators Report
- Coordinate the 2024 Equity Indicators Symposium (January 12, 2024)





## End of Year 2023 Department Progress Measures and Updates [EOY 2023 REP Department Progress Measures12112023.xlsx](#)





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