



City of Dallas

2021 Redistricting Commission Meeting

**October 6, 2021
12:00 p.m.**

Agenda



- Welcome & Opening Remarks
- Approval of September 13, 2021 Minutes
- City of Dallas Equity and Inclusion
- Commission Process and Procedures Discussion
- Mapping Tool Demonstration
- Redistricting Management Overview
- Questions & Final Remarks
- Adjournment



Welcome & Opening Remarks



Chairman Jesse Oliver





City of Dallas

Office of Equity and Inclusion - Equity Division

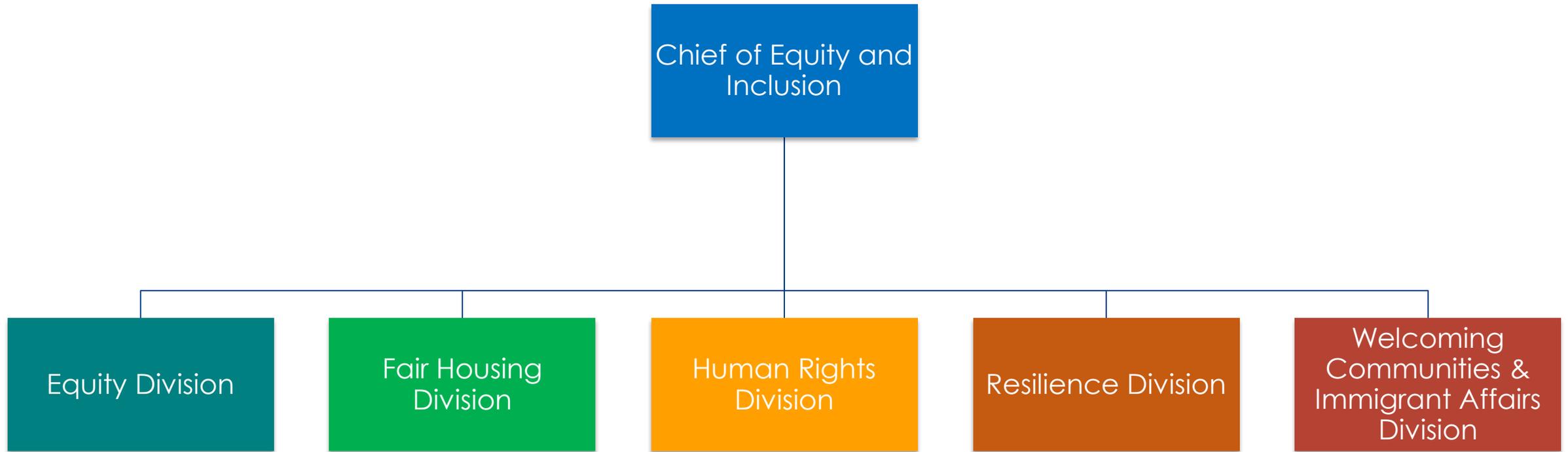
Redistricting Commission

October 6, 2021

Liz Cedillo-Pereira
Chief of Equity and Inclusion
City of Dallas

Dr. Lindsey Wilson, Equity Officer
Office of Equity & Inclusion – Equity Division
City of Dallas

Office of Equity and Inclusion Organizational Chart



Presentation Overview



- Office of Equity and Inclusion
 - Organizational Chart
 - Overview of Equity Division
- Defining and Prioritizing Equity
 - Normalizing
 - Organizing
 - Operationalizing
- Equity in Redistricting
 - Government's Role



Background – Equity Division



Help shape a city government and community in which everyone has the resources and services to thrive, such that we reduce disparities while improving outcomes for all.



Framework - Equity Division



Normalize

- A shared analysis, definitions, and sense of urgency around equity efforts

Organize

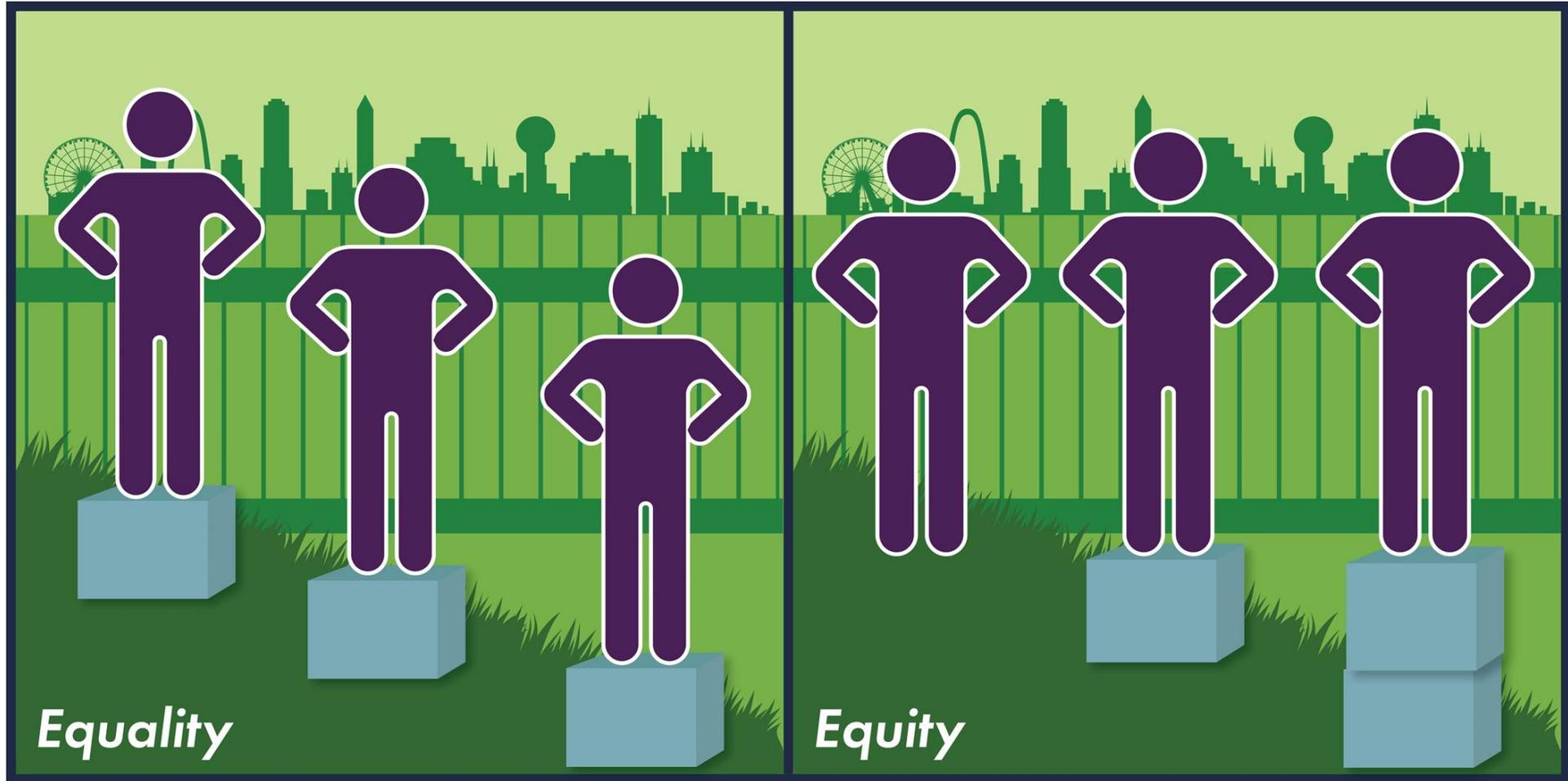
- Internal infrastructures and partnerships

Operationalize

- Disaggregated data to develop strategies and drive outcomes, racial equity tools



Equity Division - Normalizing



Defining and Prioritizing Equity



- **Diversity means** a representation of many different types of individuals across dimensions, including but not limited to race, gender, ability, religion, sexual orientation and socioeconomic status.
- **Inclusion means** the intentional act of welcoming various populations and creating an environment that allows marginalized individuals to feel included.



Defining and Prioritizing Equity



Equality a state of being equal in a universal approach

Equity means each person has the resources and services necessary to thrive in each person's own unique identities, circumstances and histories.



Defining and Prioritizing Equity



Equity is about processes and outcomes

- We ask a different set of questions
- We take a holistic approach to strategy
- We look at root causes



Equity Division - Organizing



2nd Annual Equity Indicators Symposium

Building an Equitable and Inclusive Bounce Back

Join the City of Dallas and Communities Foundation of Texas in a critical conversation on building an equitable and inclusive economic bounce back.

The Symposium will consist of three panels:

- Business Strategies that Promote Equity
- Current State of Racial Equity in Dallas
- A Blueprint for an Equity Bounce Back

Friday, January 22
8:30 a.m. to noon

This event will be virtual
RSVP at bit.ly/2021EquitySymposium

For more information contact:
Equity Division at equity@dallascityhall.com

COMMUNITIES FOUNDATION OF TEXAS

DE. MARTIN LUTHER KING CELEBRATION WEEK

BLACK LIVES MATTER 3 PART SERIES COMMUNITY CONVERSATIONS ON RACIAL EQUITY

THE OFFICE OF EQUITY AND THE DALLAS TRUTH, RACIAL HEALING, AND TRANSFORMATION (TRHT) PRESENTS:

WITH PANELISTS:

MODERATED BY:

Jerry Hawkins
Executive Director
TRHT

Panelists:

- Belinda Buckner
Community Advocate
Former Dallas Mavericks Player
- Casey Thomas, II
Dallas Council Member
District 3
- Ambar Sims
Director of Program Impact
Leadership for Educational Equity
Co-Founder of Young Leaders
Strong City
- Dr. Lindsay Wilson
Interim Equity Officer
City of Dallas

JUNE 25
11 A.M. - 12:30 P.M.

WebLink: bit.ly/CommunityConversationsOnRacialEquity

Event Line: 1-408-418-9308
Access Code: 146 901 0144

BLACK LIVES MATTER COMMUNITY CONVERSATION ON RESILIENCE

THE OFFICE OF EQUITY AND DALLAS TRUTH, RACIAL HEALING, AND TRANSFORMATION (TRHT) PRESENTS:

JULY 9 | 11:00 A.M. - 12:30 P.M.

MODERATED BY:

Panelists:

- Lady Jodie
National Equity Strategist
and Facilitator
- T.C. Broadnax
City of Dallas
- Dr. Ngotti McElroy
Regional Director of P&L
Prospert, Services, and Partners
- Bernnet Meshesha, MSW
Director of Community Affairs
State of Texas
- Dr. Michael Sorell
Assistant
President Quinn College
- Dr. Kelvin Baggell
CEO of Health
Northwest Texas Care

WebLink: bit.ly/28k05rk (link will automatically populate payment)

Event Line: 1-408-418-9308 Access Code: 146 901 0144

All registrants will be emailed.

EQUITY VIRTUAL LUNCH N' LEARN SERIES

Tuesday, May 25
P+UD Equity in Action
bit.ly/DALEQUITY1

Wednesday, May 26
Racial Trauma & Self-Care
bit.ly/DALEQUITY2

Thursday, May 27
Big Brothers Big Sisters
bit.ly/DALEQUITY3

Each session will take place at noon - 1:00 p.m.

WE ALL HAVE A ROLE IN ADVANCING EQUITY!

Equity and Inclusion
Equity Division

Dallas: Office Of Equity Hosts Four Virtual Exhibit Tours To Explore History Of Redlining

City of Dallas to host three-part Black Lives Matter virtual series

INTRODUCING EQUITY N' WORK!

Hosted by Dr. Lindsay Wilson, Office of Equity

The Office of Equity is introducing a new series to be featured in each new edition of DBRIEF! Each month, staff will provide educational information that will provide key definitions, amplify department equity efforts and highlight opportunities for City employees to advance equity. As one of the City's core values of service, the City's goal is for each resident to have access to the resources, services, and opportunities necessary to thrive.

Word to Know

Equity: Each person has the resources and services necessary to thrive in each person's own unique identities, circumstances and histories; reducing disparities while improving outcomes for all.

*Equity differs from equality in that it accounts for people's unique identities, circumstances and histories as well as different experiences with systems and institutions.

For more information on how you can highlight your department's equity efforts, contact Dr. Lindsay Wilson in the Office of Equity at equity@dallascityhall.com

DBRIEF | August 2020 | Page 7

UNDERSTANDING INSTITUTIONAL and STRUCTURAL RACISM

Hosted by the City of Dallas Office of Equity & Inclusion - Equity Division in partnership with the Center for Urban and Racial Equity (CURE)

This full-day virtual training aims to develop participants' analysis of race, racism and racial equity. Attendees will gain an understanding of the difference between internalized, interpersonal, institutional, and structural racism and how these concepts apply to their engagement with peers, as well as the people and communities they serve.

For more information and to register for the event, visit: <http://bit.ly/CURERacismTraining>

Monday, December 7 | 9 a.m. to 5 p.m.

This virtual event is open to everyone. ASL is available upon request; please contact access@dallascityhall.com at least 48 hours before the event to make arrangements or with any additional questions.

Office of Equity & Inclusion | Center for Urban and Racial Equity

BUDGETING FOR EQUITY

BROUGHT TO YOU BY
The Office of Equity & Inclusion - Equity Division and Office of Budget

The Equity Division and Office of Budget are continuing their collaboration to prepare each department to use the Budgeting for Equity (BFE) Tool during the FY2021-22 budget development process.

- All departments are required to submit the Budgeting for Equity Tool
- Training and Technical Assistance sessions will be offered through the month of February
- The submission deadline for the BFE Tool is Friday, February 26, 2021

Budgeting for Equity Tool Virtual Presentations:

- Thursday, January 28, 2021 | 10:00-11:00 AM
- Tuesday, February 9, 2021 | 1:00-2:00 PM

City of Dallas

2019 REPORT

DALLAS EQUITY INDICATORS

MEASURING PROGRESS TOWARD GREATER EQUITY IN DALLAS

City of Dallas



Equity Division - Operationalizing



CITY OF DALLAS EQUITY IMPACT ASSESSMENT TOOL

Dallas is a vibrant, diverse city known for a true sense of community in Dallas' neighborhoods and a growing economy. However, research has demonstrated that there are a multitude of racial and socioeconomic disparities that hinder residents from thriving.

As a Resilient city, Dallas is continuously committed to making the critical strides in communities that have endured the impact of environmental, economic and health hardships as a result of decisions made by institutions governing their outcomes. Now, during our rapid response and recovery efforts, it is crucial that we appreciate and understand the socioeconomic capacity to recover from COVID-19.

Three main factors that affect vulnerability to COVID-19 include race/ethnicity, economic status, and age. The tool is designed to help people assess the overall vulnerability of areas of the city by combining these three key risk factors.

ECONOMIC STATUS

Tied closely to race/ethnicity, economic status in Dallas, including both income and wealth, varies widely from area to area.

Three COVID-19 high risk economic factors for an area include:

1. Income -- having 15% or more of families being at or below 100% of the federal poverty level;
2. Homeownership -- less than 50% of families in an area owning the home they live in; and
3. Economic Resilience -- an area being deemed as having "High" social vulnerability on the Centers for Disease Control and Prevention's (CDC) Social Vulnerability Index, Socioeconomic Level.

RACE/ETHNICITY

The racial diversity of Dallas is one of its great strengths. The city has a dynamic and multicultural Hispanic/Latino, Black/African American, Asian/Asian American, and Native American populations. However, because of structural inequities, there is a correlation between a neighborhood having Black, Hispanic and Native American populations and a lack of health care or economic resources and disproportionate burden of key underlying health conditions that can exacerbate COVID-19.

A high risk factor for an area being disproportionately impacted by COVID-19 occurs where Black, Hispanic and Native American population together exceed 70% of a particular community.

AGE

Age is a key factor for vulnerability to COVID-19. Throughout the country and in Dallas, those over age 65 are more likely than younger people to have underlying health conditions that can worsen COVID-19 and are much more likely to die from the disease.

A high risk factor for an area being disproportionately impacted by COVID-19 is having more than 12% of people in the area who are age 65 years or older.



OFFICE OF EQUITY & INCLUSION - EQUITY DIVISION
In partnership with the Office of Budget
2021-22 | 2022-23

EQUITY IMPACT ASSESSMENT TABLE

ZIP CODE	HISPANIC BLACK OR NATIVE AMERICAN POPULATION OVER 70%	15% OR MORE FAMILIES IN POVERTY	HOMEOWNERSHIP RATE LESS THAN 50%	POPULATION 65 OR OLDER MORE THAN 12%	SOCIAL ECONOMIC VULNERABILITY	COMPOUND RISK SCOREBAR
75216	97.20%	27.99%	48.88%	13.27%	High	5
75241	97.14%	23.17%	58.68%	15.02%	High	4
75211	91.37%	21.45%	49.89%	8.07%	High	4
75236	90.00%	16.08%	34.65%	6.09%	High	4
75228	72.68%	17.97%	46.59%	9.38%	High	4
75215	91.72%	26.50%	33.24%	11.82%	High	4
75232	92.19%	23.85%	56.46%	17.40%	High	4
75224	89.76%	22.26%	48.37%	8.17%	High	4
75203	90.69%	26.15%	26.76%	8.77%	High	4
75240	70.57%	19.89%	24.07%	8.30%	High	4
75233	88.80%	19.49%	49.93%	11.32%	High	4
75210	98.96%	34.99%	23.41%	8.30%	High	4
75217	94.11%	26.36%	61.02%	7.20%	High	3
75220	60.83%	16.25%	31.24%	6.57%	High	3
75227	90.34%	22.18%	57.83%	8.06%	High	3
75212	86.38%	29.76%	50.83%	9.77%	High	3
75243	67.64%	20.72%	24.14%	8.14%	High	3
75237	96.32%	32.36%	14.63%	5.91%		3
75231	59.87%	21.18%	17.67%	7.72%	High	3
75223	79.99%	24.20%	52.45%	9.94%	High	3
75246	59.39%	23.26%	11.41%	18.33%		3
75251	27.21%	25.46%		23.07%		3

*There are 51 zip codes in Dallas zip codes were chosen to assess COVID-19 vulnerability because they are commonly used, efficient geographic areas to analyze differences across the city.

*The Equity Impact Assessment Tool can be used by policy makers and public servants to pinpoint vulnerabilities and help guide policy and service decisions to respond to and recover from the COVID-19 pandemic in Dallas.

Office of Equity
Office Number: 214-670-8951
Email: equity@dallascityhall.com

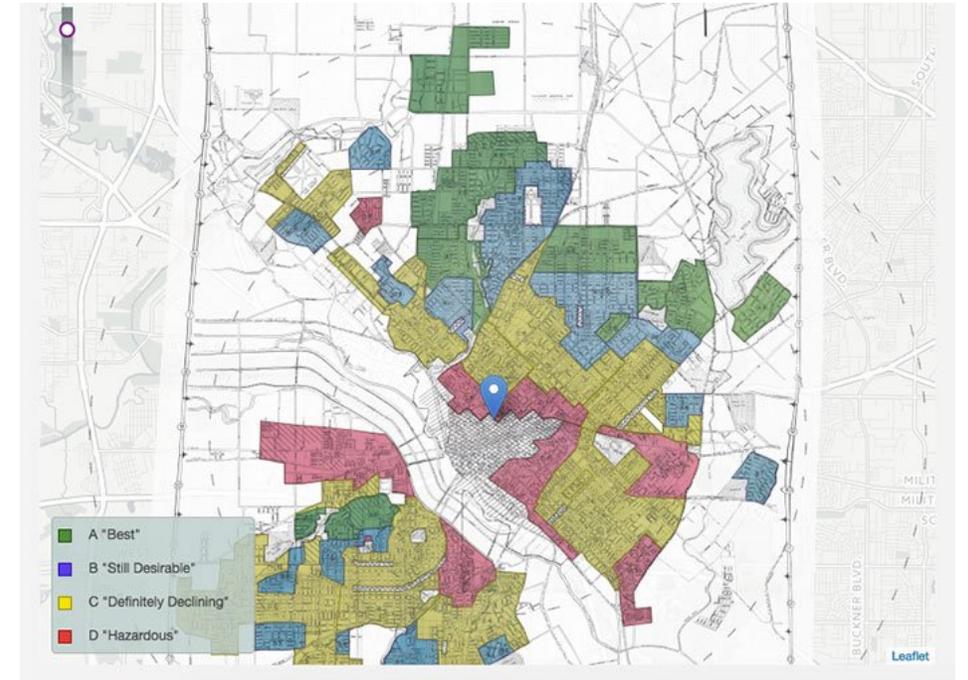
Office of Resilience
Office Number: 214-670-4549
Email: officeofresilience@dallascityhall.com



Why Equity in Redistricting



1. *Government has played a role in the current inequities (i.e. Redlining)*
2. *Lack of intentionality can continue to perpetuate inequities (Focusing on both the process and outcome. Analyzing how COC/LIN can be burden by decisions)*



Why Equity in Redistricting



3. 2021-22 Redistricting Cycle Poses High Risk for Texas

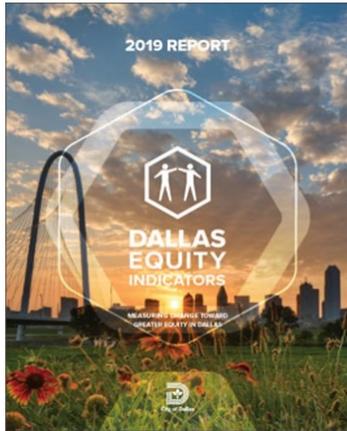
(Risk for abuse in map drawing, where fast population growth and demographic change)

4. Disparities in Census Data

(Underreported communities)



[Equity Indicators Report 2019](#)



[2021-22 Redistricting Cycle Poses High Risk of Racial Discrimination in the South, New Projections Show | Brennan Center for Justice](#)

[Systemic Inequality | Racial Gerrymandering, The For the People Act, and Bronivich: Systemic Racism and Voting Rights in 2021 \(fordham.edu\)](#)



Questions?





Proposed Redistricting Process – 4 Stages

Stage 1 - create a timeline and approve a process for public input, developing and accepting map plans and approving a final map plan

- The process and timeline should be adopted at the next meeting of the Redistricting Commission.

Stage 2 - Host Town Halls throughout the City to gain in-depth knowledge and feedback from City of Dallas constituents.

Stage 3 - Development, acceptance and presentation of plans.

Stage 4 - Approve a final plan for presentation to the Mayor.





Stage 1 - Developing a Timeline & Process (October)

- Redistricting Commission Meetings – Stage 1
 - Days/Times?
 - Frequency of meetings?
 - Public Speakers for each meeting?
- Developing Additional Redistricting Guidelines?





Stage 2 - Host Town Halls (November)

- Number of Townhalls?
- Location and Times?





Stage 3 – Development, Acceptance and Presentation of Plans (December - March)

- Redistricting Commission Meetings – Stage 3?
- Process and Criteria for Accepting Plans?
- Process for Voting on Plans?



Commission Process and Procedures Discussion (cont.)



Stage 4 - Approve Final Redistricting Plan (April - May)

- Process for Voting on Plans?
- Number of Plans Considered?
- Public Input on Proposed Plans?



Mapping Tool Demonstration



Sam Mathur & Priti Mathur
ARCBridge Consulting, Inc.
Redistricting Consultant



Redistricting Management Overview



Roles and Responsibilities

- Redistricting Commission
- Redistricting Consultant – ARCBridge Consulting, Inc.
- City Staff
 - Office of Government Affairs
 - City Attorney's Office
 - Communications, Outreach & Marketing



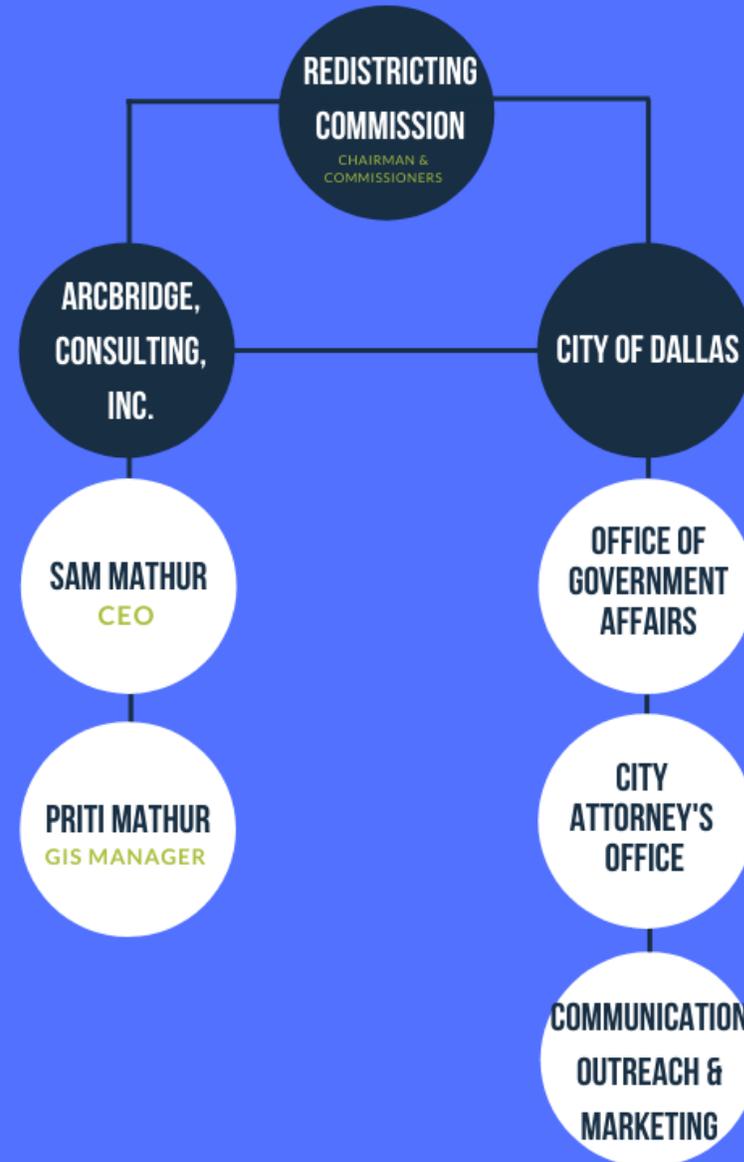
Redistricting Commission Organizational Chart



CITY OF DALLAS
2021 REDISTRICTING COMMISSION
ORGANIZATIONAL CHART

2021 RDC ORG CHART

As required by the City Charter, the City Council appoints a 15-member Redistricting Commission to develop a proposed districting plan, based on the latest decennial counts, in compliance with the City Charter and federal law. The Commission will work with Redistricting consultant, ARCBridge Consulting, Inc. to develop the maps. City staff will support as needed.



Questions & Final Remarks



Chairman Jesse Oliver



Adjournment





City of Dallas

2021 Redistricting Commission Retreat

**October 6, 2021
12:00 p.m.**

Appendix



Current Redistricting Commission Roster



City of Dallas Redistricting Commission Appointed Members

Name	District	Appointment Date
Jesse D. Oliver (Chairman)	Mayor Eric Johnson (District 15)	8/25/2021
Robert Stimson	Chad West (District 1)	1/27/2021
Roy Carlos Lopez	Jesse Moreno (District 2)	5/19/2021
VACANT	Casey Thomas (District 3)	N/A
Kebran Ware Alexander	Carolyn King Arnold (District 4)	3/3/2021
Domingo Alberto Garcia	Jaime Resendez (District 5)	5/20/2021
Ricardo Medrano	Omar Narvaez (District 6)	9/9/2021
Diane Ragsdale	Adam Bazaldua (District 7)	4/7/2021
Randall Bryant	Tennell Atkins (District 8)	2/24/2021
Brent Rosenthal	Paula Blackmon (District 9)	9/1/2021
VACANT	Adam McGough (District 10)	N/A
Matthew R. Garcia	Jaynie Schultz (District 11)	6/2/2021
Jonathan Neerman	Cara Mendelsohn (District 12)	8/25/2021
Barbara Brown Larkin	Gay Donnell Willis (District 13)	4/28/2021
Norma Minnis	Paul Ridley (District 14)	9/22/2021

