City of Dallas

Federal Compliance Community Engagement Sessions

Nonprofit Focus

Saturday September 6th

Martin Luther King Jr. Community Center

City of Dallas Staff Representatives

- **City Staff Represented:**
  - 311/Customer Experience
  - Budget & Management Services (BMS)
  - Office of Arts & Culture (OAC)
  - Office of Community Care & Empowerment (OCCE)
  - Office of Community Police Oversight (OCP)
  - Office of Environmental Quality & Sustainability (OEQS)
  - Office of Equity & Inclusion (OEI)
  - Office of Procurement Services (OPS)

- **Grant Compliance Taskforce**

Session Overview

- Executive Order Overview
- City Council Resolution
- Grant Compliance Task Force Timeline and Summary
- Update on Current State of Policies and Programs
    - Community Development Block Grants
    - Racial Equity Plan
- Collect Feedback from Residents on New Framework for Opportunity
- Next Steps & Questions

Summary of Federal Directives

1. Diversity, Equity, and Inclusion (DEI) *EO 14173 – Ending Illegal Discrimination and Restoring Merit-Based Opportunity; Federal Grant Requirements*	2. Immigration Compliance *EO 14218 – Taxpayer Subsidization of Open Borders; Federal Grant Requirements*	3. Minority & Women Business Enterprise (M/WBE) Contracts *2 CFR § 200.321, EO 14173 Guidance and Federal Grant Requirements*
The City cannot operate programs that promote or advance illegal DEI ideology in violation of federal anti-discrimination laws. **The City cannot allocate contracts or benefits based on suspect classifications, including:** **Race, sex, national origin, or religion. (Permissible classifications: veteran, disability, and socioeconomic status)**	**The City cannot operate programs that benefit or incentivize illegal immigration.** **HUD funding may not be used in ways that *by design or effect* subsidize or promote undocumented residency.** **The City must support DHS efforts to locate, investigate, and deport undocumented residents.**	**While federal law requires consideration (i.e., inclusion and access) of small, minority-, women-, and veteran-owned businesses, the City cannot use race, sex, national origin, or religion as scoring criteria or add points in proposal evaluations.**

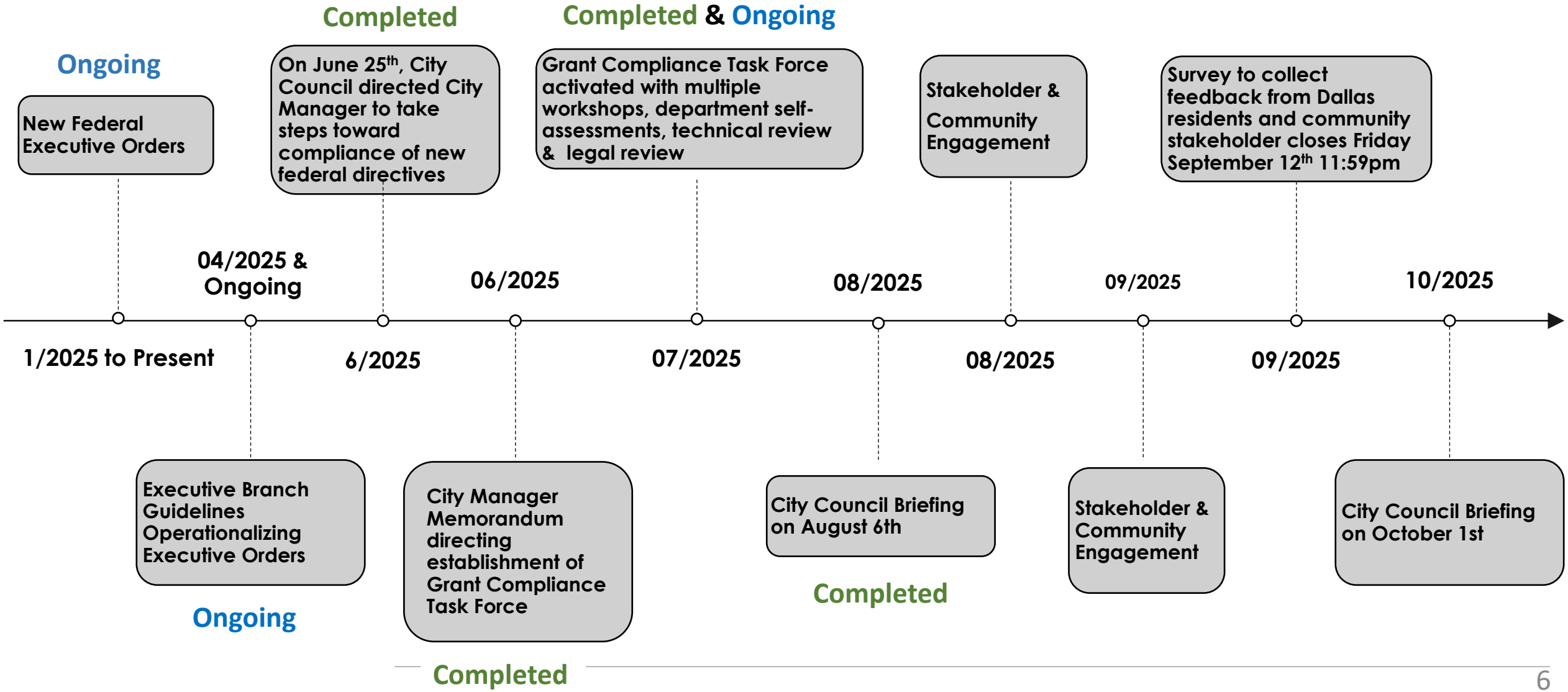
City Council June 25, 2025, Resolution

Council Resolution No. 25-1081 (June 25, 2025)

Directed the City Manager to:

- review and evaluate City programs and policies to determine whether any adjustments may be necessary.
- take any temporary operational actions necessary to ensure city programs and policies are in compliance with federal directives.
- brief City Council no later than August 20, 2025, and present recommendations on any necessary changes.

Federal Grant Compliance Timeline



High-level Summary of Changes



1 BID & REP Policy Temporary Cessation

Temporary suspension of Business Inclusion Development, Racial Equity Plan, Equity Impact Assessment Tool and relevant portions of City policies, plans and programs.

2 New Policy and Framework

Transition BID to Dallas Capacity Building Collaborative and develop Drivers of Opportunity & Community Opportunity Assessment Framework to advance economic mobility.

3 Enhanced Community Engagement & Impact

Continued accountability and transparency to address community priorities and investments using evidence-based and rigorous data-driven analytics.

4 Compliance Controls

Multiple policies, plans and program reviewed and assessed by City Departments with legal compliance review by CAO with commitment to ongoing review.

Update on the Racial Equity Plan
&
Equity Impact Assessment Tool

Racial Equity Plan & Equity Impact Assessment Tool

What It Is

- Adopted by City Council in August 2022
- City-wide plan
- Addresses racial and ethnic disparities in outcomes across Dallas
- Identified short, mid and long term Big, Audacious Goals (BAGs) and Department Progress Measures (DPMs)

What We Did

- REP & EIA Tool temporarily ceased operationally post 6/26/2025
- Multi-departmental review of BAGs, & DPMs to ensure compliance with federal directives

Next Steps

- Transition to a new framework that can guide City plans & programs by measuring, reporting, and advancing opportunities for residents

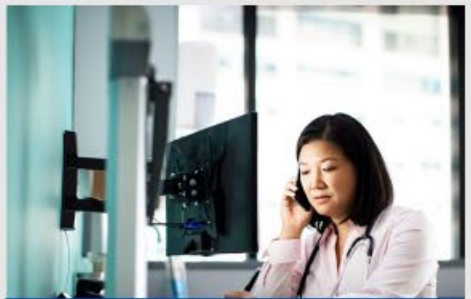
Updates on the US Department of Housing and Urban Development (HUD) Consolidated Plan Grant Programs

HUD Consolidated Plan

- HUD Consolidated Plan is a comprehensive analysis and strategic plan:
  - Identifies community needs (see below)
  - Prioritizes needs
  - Details how needs will be addressed











- Includes four grants received by the City from HUD annually
  - Community Development Block Grant (CDBG)
  - HOME Investment Partnerships Program (HOME)
  - Emergency Solutions Grant (ESG)
  - Housing Opportunities for Persons with AIDS (HOPWA)

HUD Consolidated Plan

Use of HUD Funds

- Improve quality of life
- Enhance Economic Resilience
- Promote community development
- Support affordable housing

Actions Taken

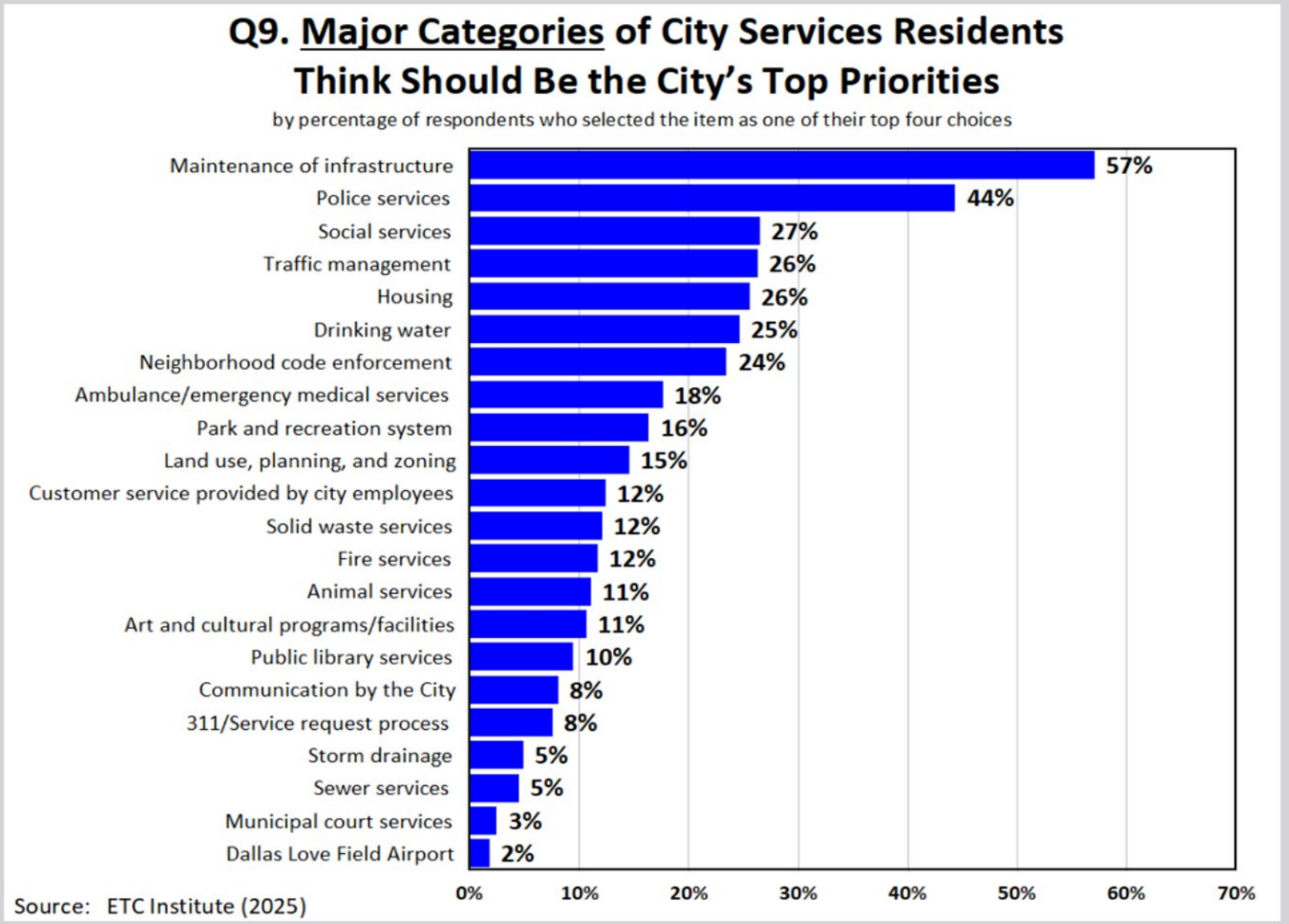
- August 6, 2025 – City Council adopted HUD Consolidated Plan Budget
- August 27, 2025 – City Council approved initial consideration and a public hearing for a Substantial Amendment to amend HUD 5-Year Consolidated Plan Budget
- Substantial Amendment will ensure alignment & compliance with Federal directives

Next Steps

- October 8, 2025- Public Hearing & Final Adoption of Substantial Amendment by City Council

New Framework for Advancing Opportunities for Dallas Residents

2025 City of Dallas Community Survey – What We Heard



During the spring of 2025, ETC Institute administered a Community Survey on behalf of the City of Dallas.

Top 5 Priorities Identified:

- Maintenance of Infrastructure
- Police Services
- Social services
- Traffic Management
- Housing

Thought Partnerships from Dallas Anchor Institutions



1 Analysis

- City of Dallas
- Dallas County
- Dallas Independent School District (DISD)
- Richardson Independent School District (RISD)

2 Public Health

- Parkland Health
- UT Southwestern Medical Center (UTSW)

3 Economic, Civic, and Chamber Organizations

- Dallas Citizen Council
- North Dallas Chamber of Commerce
- Dallas Regional Chamber
- Dallas Black Chamber of Commerce
- Greater Dallas Hispanic Chamber of Commerce

4 Higher Education

- University of North Texas at Dallas (UNT Dallas)
- University of Texas at Dallas (UT)
- Dallas College
- Southern Methodist University (SMU)
- Paul Quinn College

5 Transportation and Infrastructure

- Dallas Rapid Area Transit (DART)
- North Texas Tollway Authority (NTTA)
- Dallas-Fort Worth International Airport (DFW Airport

6 Philanthropic, Research, and Nonprofit

- United Way of Metropolitan Dallas
- Commit Partnership
- Communities Foundation of Texas (CFT)
- Dallas Foundation
- Child Poverty Lab (CPAL)
- Dallas/Fort Worth Minority Supplier Development Council

Building on Drivers of Poverty Foundation

- In 2017, the City of Dallas partnered with community leaders to create the *Drivers of Poverty* framework to confront the rise in poverty among Dallas residents

- Foundational work in understanding root causes of poverty and addressing disparities in outcomes.

Income	Sharp decline in median income and the declining share of middle-income households
Transportation	Lack of affordable transportation
Homeownership	Lack of home ownership/high rental percentage/single family rentals
Concentrated Poverty	Increasing number of neighborhoods of concentrated poverty
Children in Poverty	High number of households with children living in poverty
Educational Attainment	Lack of educational attainment
English Proficiency	High percentage of limited English-proficiency (LEP) residents
Teen Birth	High teen birth rates
Single Women HOH	High poverty rates for single women heads of households with children

Why Drivers of Opportunity?

Drivers of Poverty

- Identified root causes of poverty in Dallas
- Helped the City of Dallas understand conditions that hold communities back

Drivers of Opportunity

- Builds on the foundation of the Drivers of Poverty
- Identifies solutions to address the root causes
- Promotes collective accountability
- Strengthens collaboration
- Gives departments a proactive, forward-looking roadmap.

2017 DRIVERS OF POVERTY Identified Causes	2025 DRIVERS OF OPPORTUNITY Identified Solutions
Income (Decline in median income and middleclass share)	○ Gainful Employment ○ Jobs Paying Living Wages
Transportation (Lack of affordable transportation)	○ Transportation Access ○ Opportunity Rich Neighborhoods
Homeownership (Low ownership, high rental burden)	○ Housing Affordability ○ Housing Stability
Concentrated Poverty (Neighborhood segregation by poverty)	○ Economic Opportunity ○ Community Assets
Children in Poverty	○ Access to Preschool ○ School Socioeconomic Representation
Educational Attainment (Low levels of education)	○ Effective Public Education ○ Preparation for College
English Language Proficiency (High % of LEP households)	○ High-Quality Education ○ Digital Access
Teen Birth Rate	○ Neonatal Health ○ Access to Health Services
Single Women Heads of Household (HOH) (High poverty rates)	○ Wealth Building Opportunities ○ Housing Stability

The City of Dallas' Role in Driving Opportunity for Residents

the City does not need to "own" the outcome to influence opportunity. Examples:



City-Leadership Driven: *Safety from Crime, Civic Participation*



Collaborative Leadership: *Jobs Paying a Living Wage, Neonatal Health*



City Support: *Access to Preschool, Access to Health Services*

This framework helps municipal departments **do better, not more**

by aligning strategies and partnerships to turn ongoing work into **lasting, measurable impact** for Dallas residents.

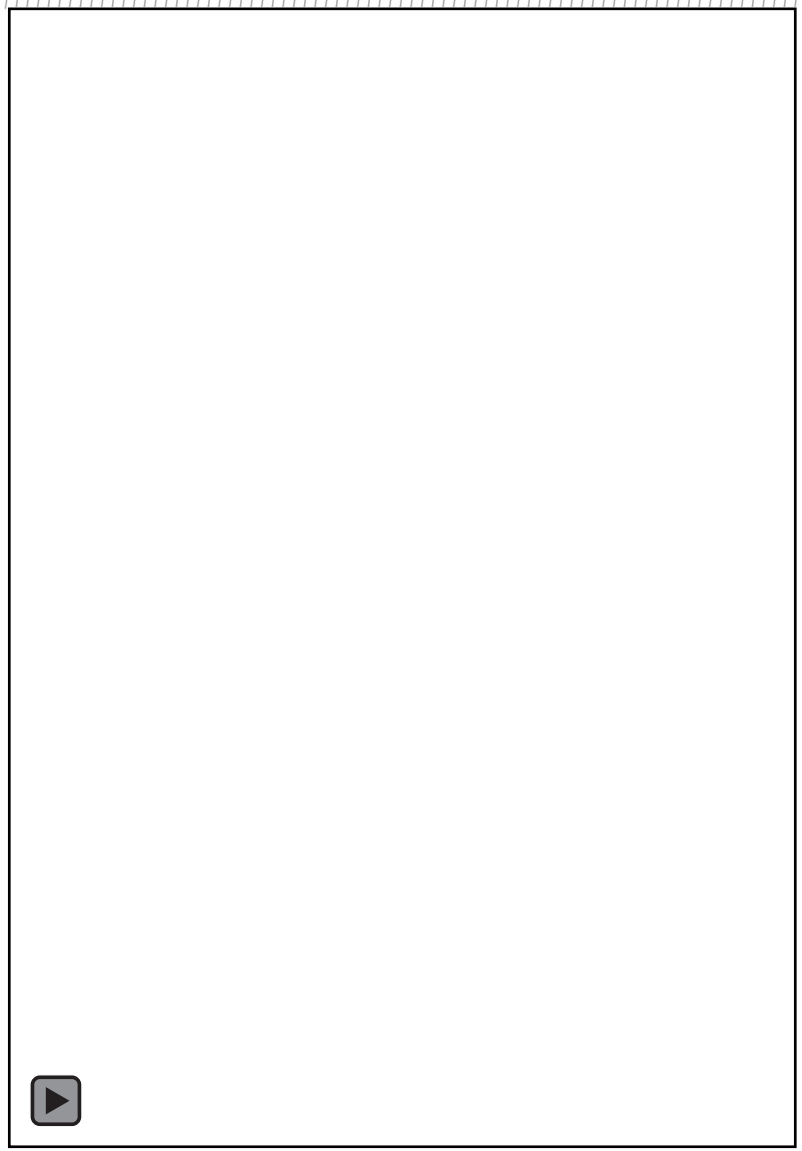
Gainful Employment	High – Quality Education	Opportunity – Rich Neighborhoods	Healthy Environment & Access to Quality Healthcare	Public Safety & Well-Being
Employment Opportunities	Access to Preschool	Housing Affordability	Environmental Quality	Civic Participation
Jobs Paying Living Wages	Effective Public – Education	Housing Stability	Access to Health Services	Safety from Crime
Opportunities for Income	School socio-economic representation	Economic Opportunity	Neonatal Health	Community Policing
Financial Security	Preparation for College	Community Assets	Safety from Trauma	
Wealth Building Opportunities	Digital Access	Transportation Access		

City-Leadership Driven

Collaborative Leadership

City Support

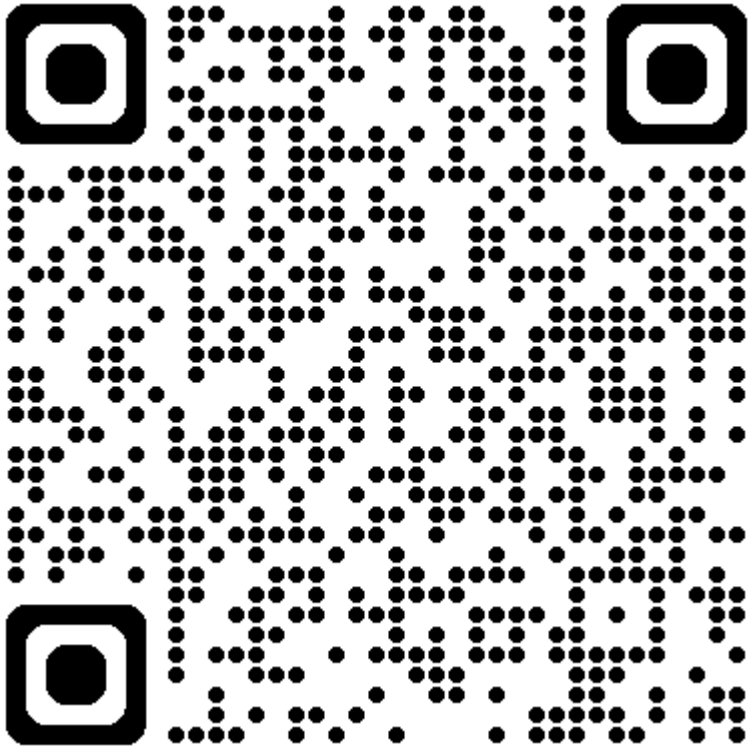
Resident Feedback on the Drivers of Opportunity Framework



Resident Feedback on the Drivers of Opportunity Framework

Link to survey:

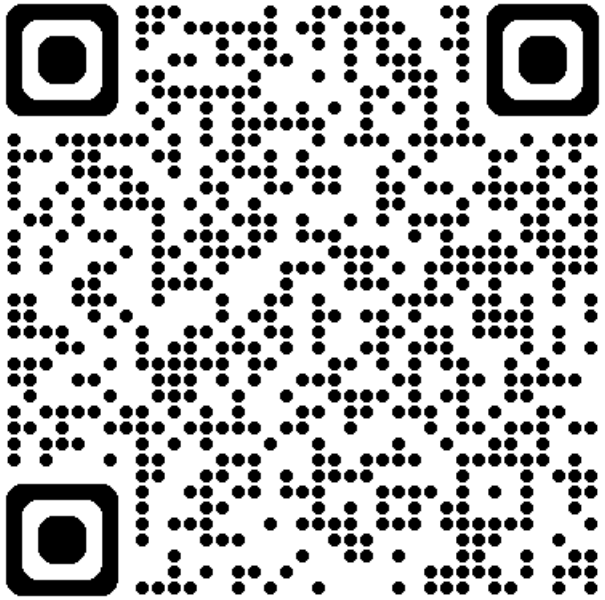
dallasengage.com/communitysessions



Survey Closing Date: Fri, September 12th 11:59 PM


WHAT
HOW
WHY
WHERE
Q & A
WHEN
WHO

Have Questions? Scan the QR Code

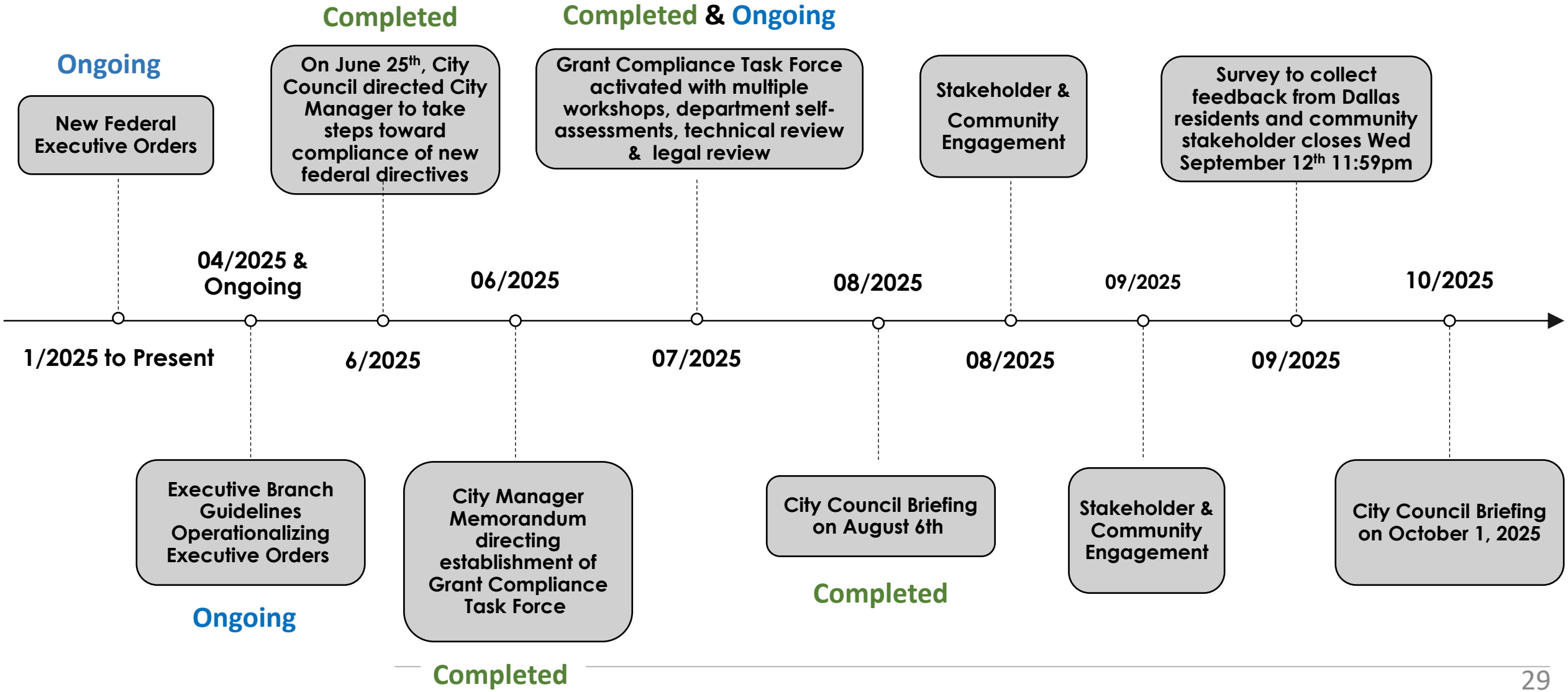




City staff will review questions and answer them in 2 business days

What to Expect Next...

Federal Grant Compliance Timeline



Please share link to survey and sign up to receive updates:

dallasengage.com/communitysessions

Survey Closing Date: Wed, September 12th 11:59 PM

Please Enjoy Coffee & Connections



City of Dallas

Federal Compliance Community Engagement Sessions

Wednesday August 27th, 2025

J. Erik Jonsson Central Library