



City of Dallas Equity 101 Training Part 1



Developed by the Office of Equity and Inclusion – Equity Division
In collaboration with Ethos Equity Consulting

WELCOME TO EQUITY 101



- SHORT WELCOME VIDEO – COMS
 - Really want to highlight Everyone has a role in advancing equity....



SECTION ONE



RACE, ETHNICITY, RACIAL EQUITY, & THE DIMENSIONS OF RACISM

RACE

ETHNICITY

RACIAL
EQUITY

DIMENSIONS
OF RACISM



SECTION ONE



1

DIVERSITY

A representation of many different types of individuals across dimensions.

2

INCLUSION

Intentional act of welcoming various populations & establishing an environment that creates access to decision-making, information and opportunities.

3

EQUALITY

A state of being equal in a universal approach.



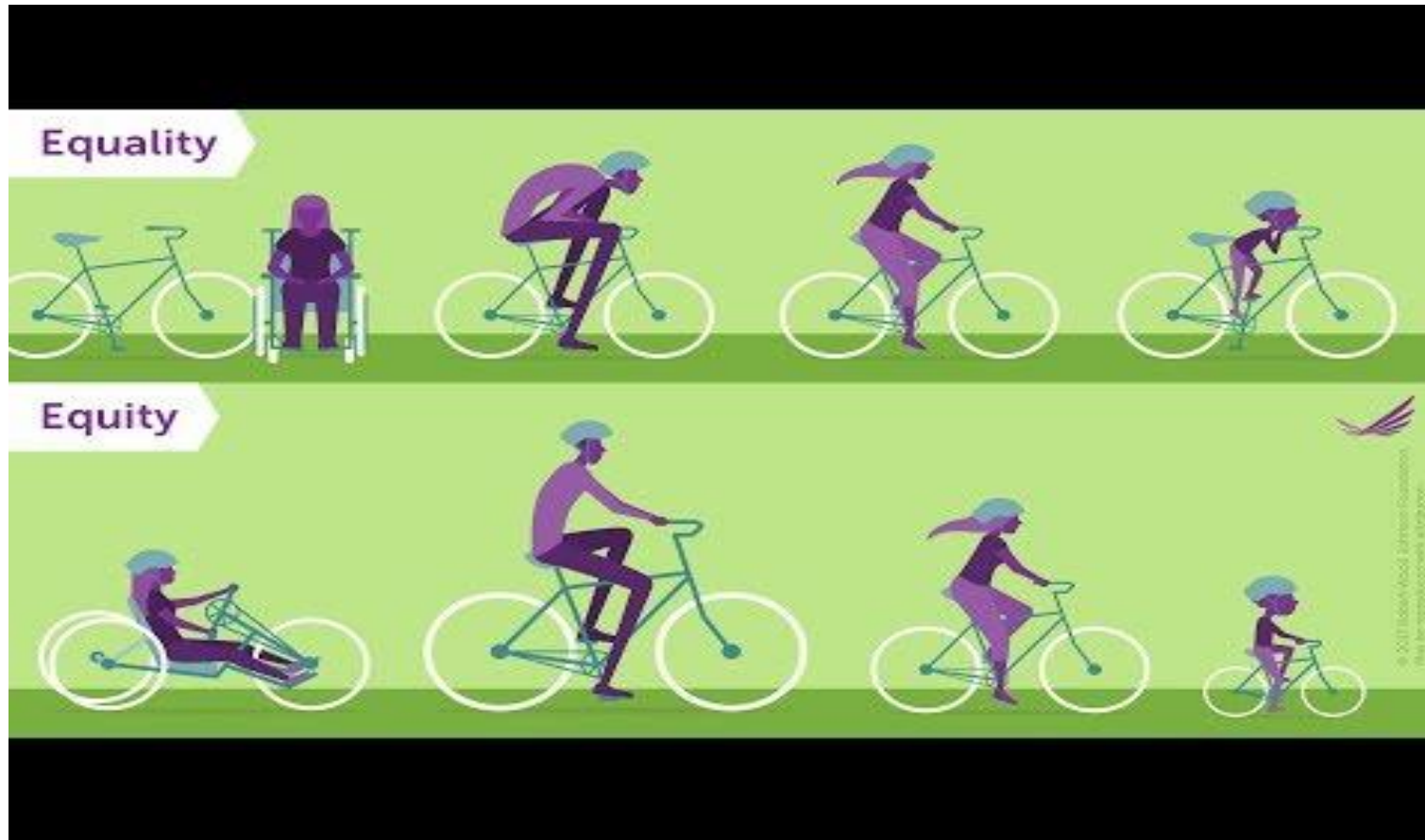


EQUITY

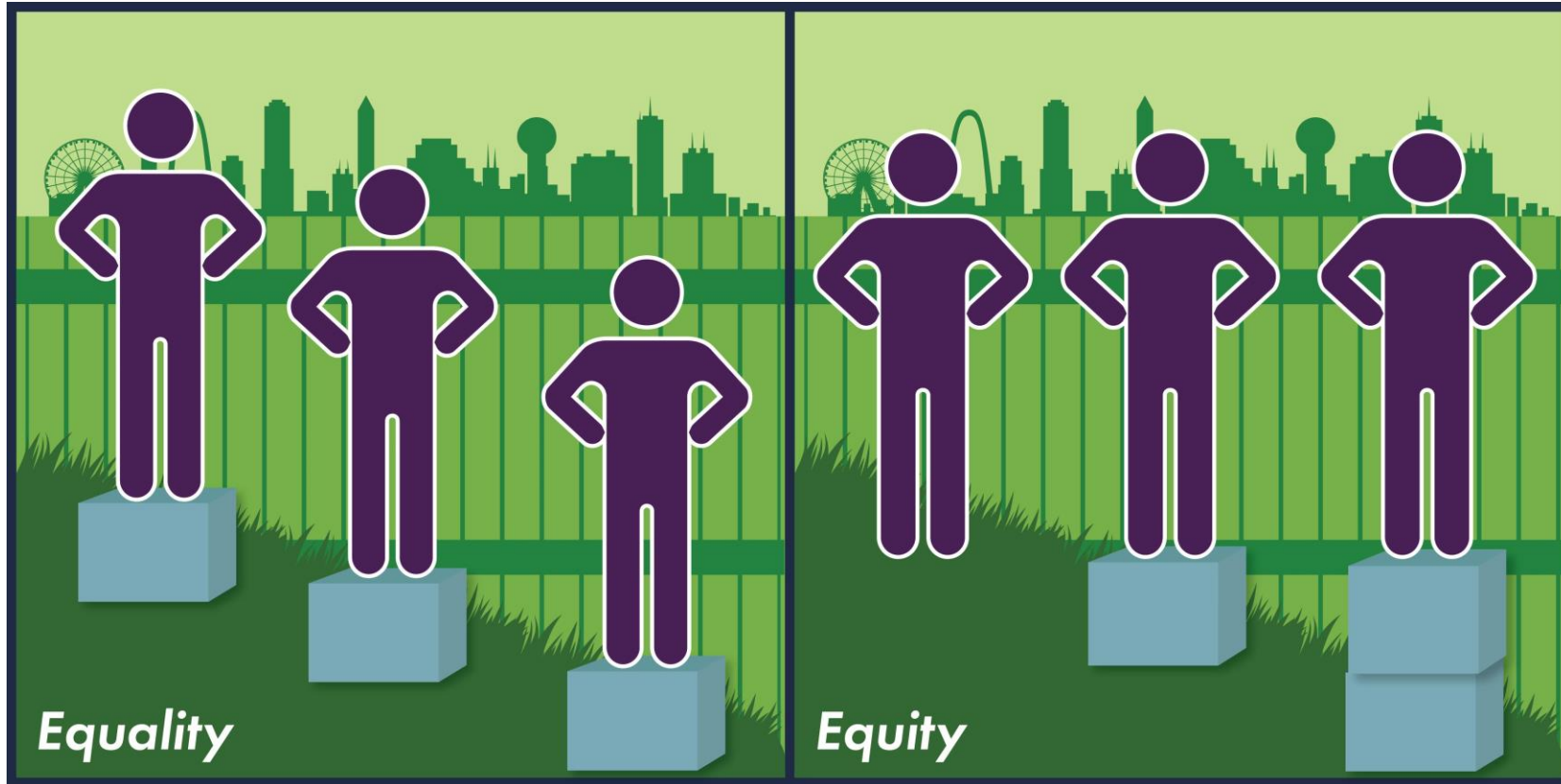
Each person has the resources and services necessary to thrive in their own unique identities, circumstances and histories; reducing disparities while improving outcomes for all.



Equity is about fairness, while **equality** is about sameness.



SECTION ONE



SECTION ONE



Racial Equity is a condition achieved when all people are thriving and neither their race nor ethnicity statistically determines or predicts their social outcomes or ability to thrive.



SECTION ONE



RACE

A social construct that categorizes individuals based on their physical characteristics, particularly skin color and hair texture.

ETHNICITY

A term that refers to an individual's cultural attributes including, but not limited to, nationality, language and ancestry.



SECTION ONE



According to the American Anthropological Association "the 'racial' worldview was invented to assign some groups to perpetual low status, while others were permitted access to privilege, power, and wealth." (May, 1998)



SECTION ONE

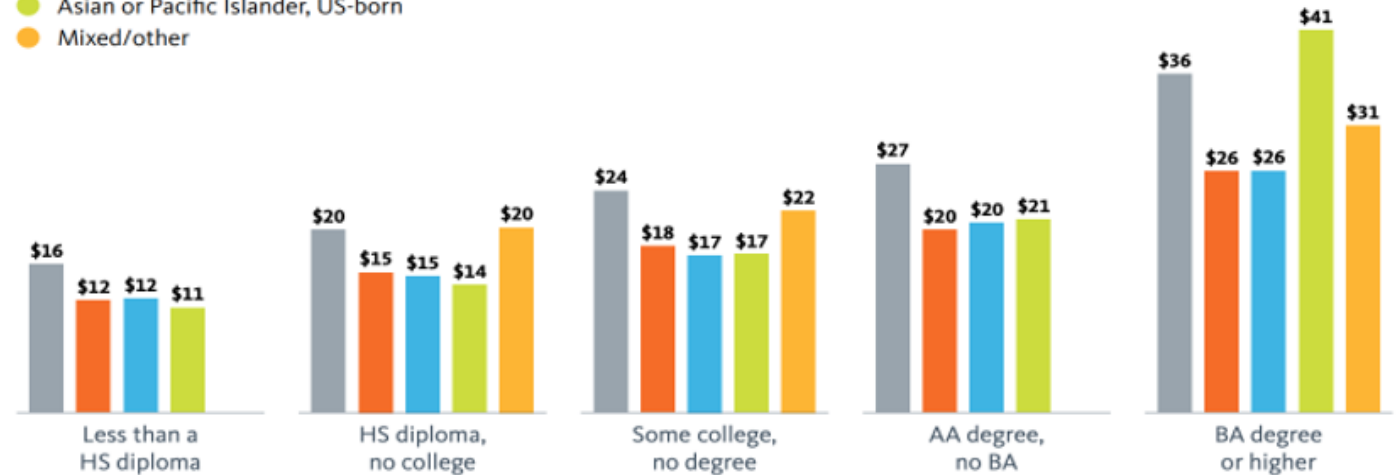


Disparities are a measure that indicates differences between specific groups or populations; the difference is usually unfair.

Black and Latinx workers earn substantially less than their White counterparts at every level of educational attainment.

Median Wages by Educational Attainment and Race/Ethnicity, Dallas and Collin Counties, 2018

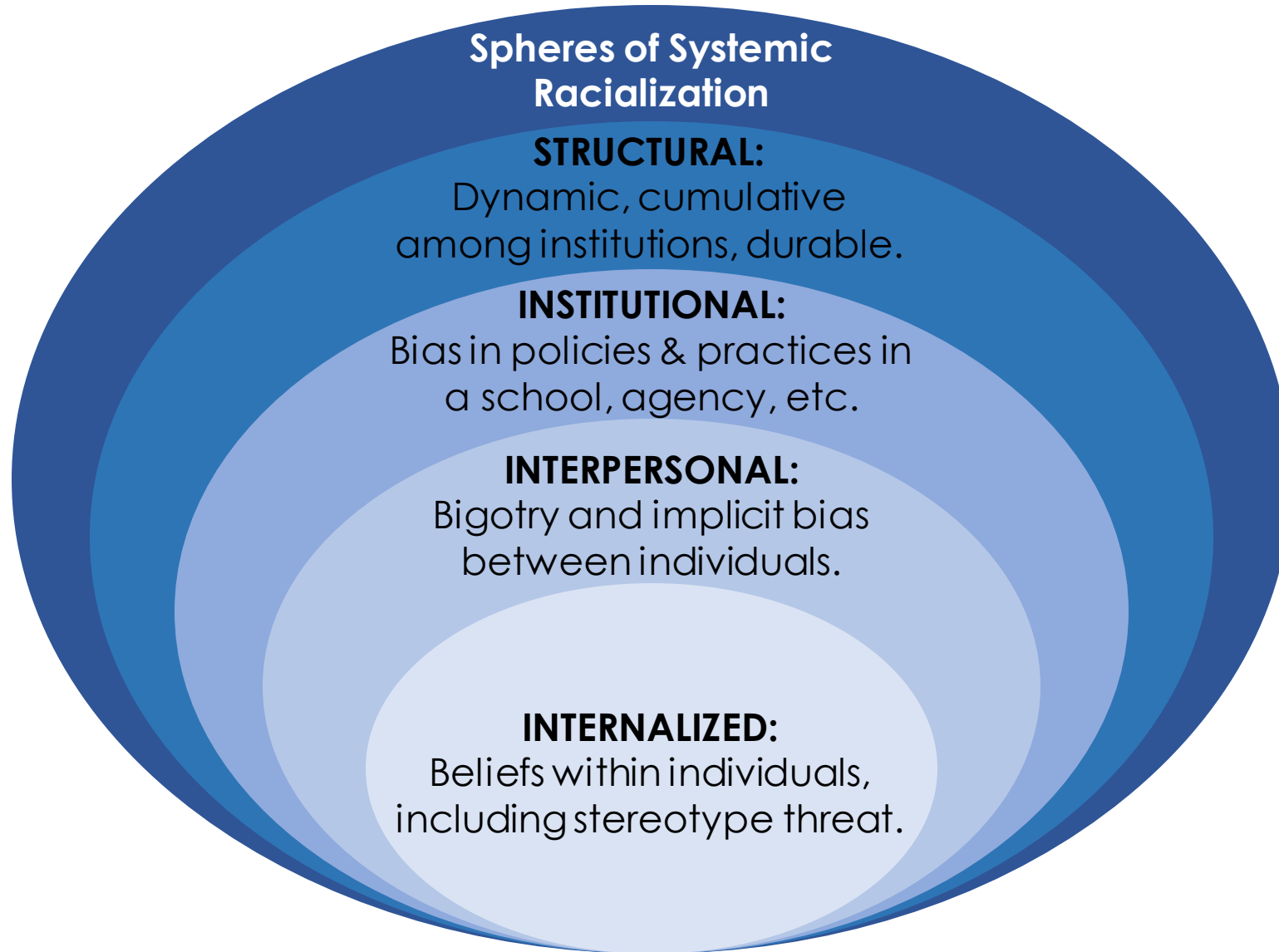
- White
- Black
- Latinx, US-born
- Asian or Pacific Islander, US-born
- Mixed/other



Source: Authors' analysis of the 2018 5-year American Community Survey microdata from IPUMS USA. **Note:** Universe includes civilian noninstitutionalized full-time wage and salary workers ages 25–64 years. Data reflect a 2014–2018 average. Values are in 2018 dollars. Data for Native American workers, and for mixed/other race workers at certain educational levels, could not be analyzed because of small sample size.



THE DIMENSIONS OF RACISM



SECTION ONE



SECTION TWO



BIAS

MICROAGGRESSION

CONSCIOUS
(Explicit)

UNCONSCIOUS
(Implicit)





Bias

The lack of neutrality when forming ideas and making decisions about others.



SECTION TWO



Bias shows up as...

1

Preference a person or group over another.

2

Unfairly categorizes people and information based on one's own experience or lack of experience.

3

Often minimizes the complexity and humanity of others.



SECTION TWO



Bias can be

Conscious (Explicit) or **Unconscious (Implicit)**

Expressed directly

Aware of bias

Operates consciously

Expressed indirectly

Unaware of bias

Operates subconsciously





Conscious (Explicit Bias)

Is characterized by overt negative behavior expressed through physical and verbal harassment or through subtle means such as exclusion.



SECTION TWO



Conscious (Explicit Bias)

- Occurs on a conscious level
- Expressed directly
- Example: A discriminatory sign on an available building that suggests only certain types of people or communities can rent the property.



SECTION TWO



Conscious (Explicit Bias)

- Conscious bias, though illegal today, is examined because equity requires government to live up to the foundational belief that all people are created equal.





Unconscious (Implicit Bias)

Occurs from internalized attitudes and stereotypes that unconsciously affect our understanding of others.



SECTION TWO



Unconscious (Implicit Bias)



SECTION TWO



Unconscious (Implicit Bias)

- Expressed indirectly
- Occurs on a subconscious level
- Example: Name bias is the tendency people have to judge and prefer people with certain types of names.



SECTION TWO



Please read the name bias example:

This is one of the most pervasive examples of unconscious bias in the hiring process. One study found that white names received 50% more callbacks for interviews than African American names. Another study found that Asian last names are 28% less likely to receive a callback for an interview compared to white last names. (National Bureau of Economic Research)



SECTION TWO



Unconscious (Implicit Bias)

- Examining unconscious bias helps government leaders address racial inequities as a way to serve all residents better.

Government can address implicit bias by:

- Normalizing the conversations about automatic prejudices—acknowledging everyone has them;
- Implementing training for all staff in implicit bias recognition, testing, and cognitive correction; and
- Being mindful of who is included and what perspectives are missing.



SECTION TWO



Click to learn about Microaggressions



SECTION THREE



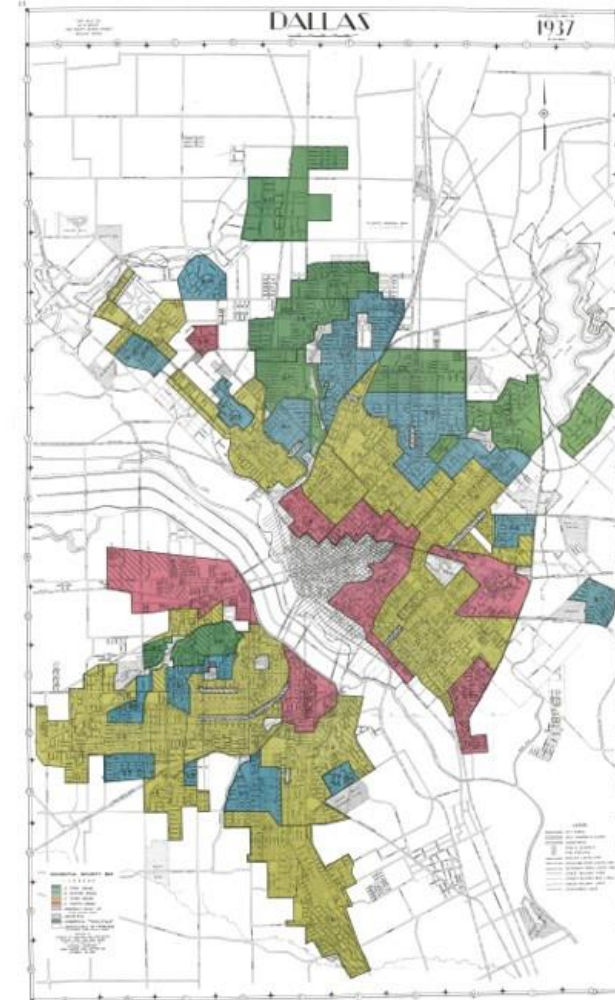
THE GOVERNMENT'S ROLE IN RACIAL EQUITY AND ITS IMPORTANCE

Community Corner

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

ARTS

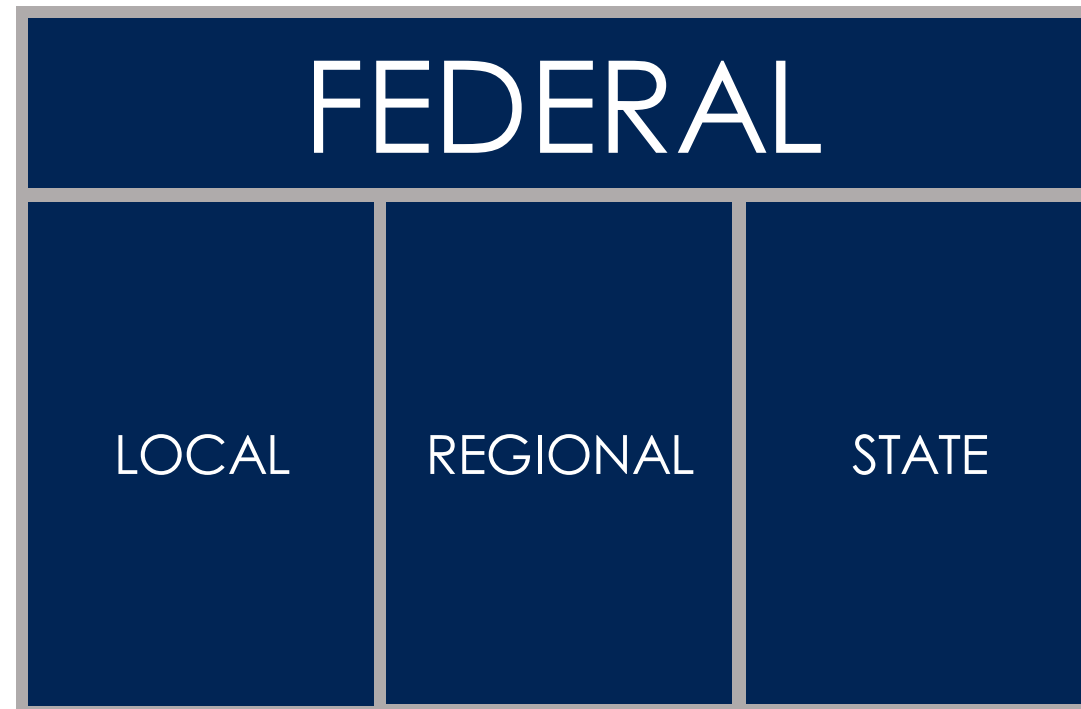
Redlining's impact on Dallas the focus of new virtual art exhibit



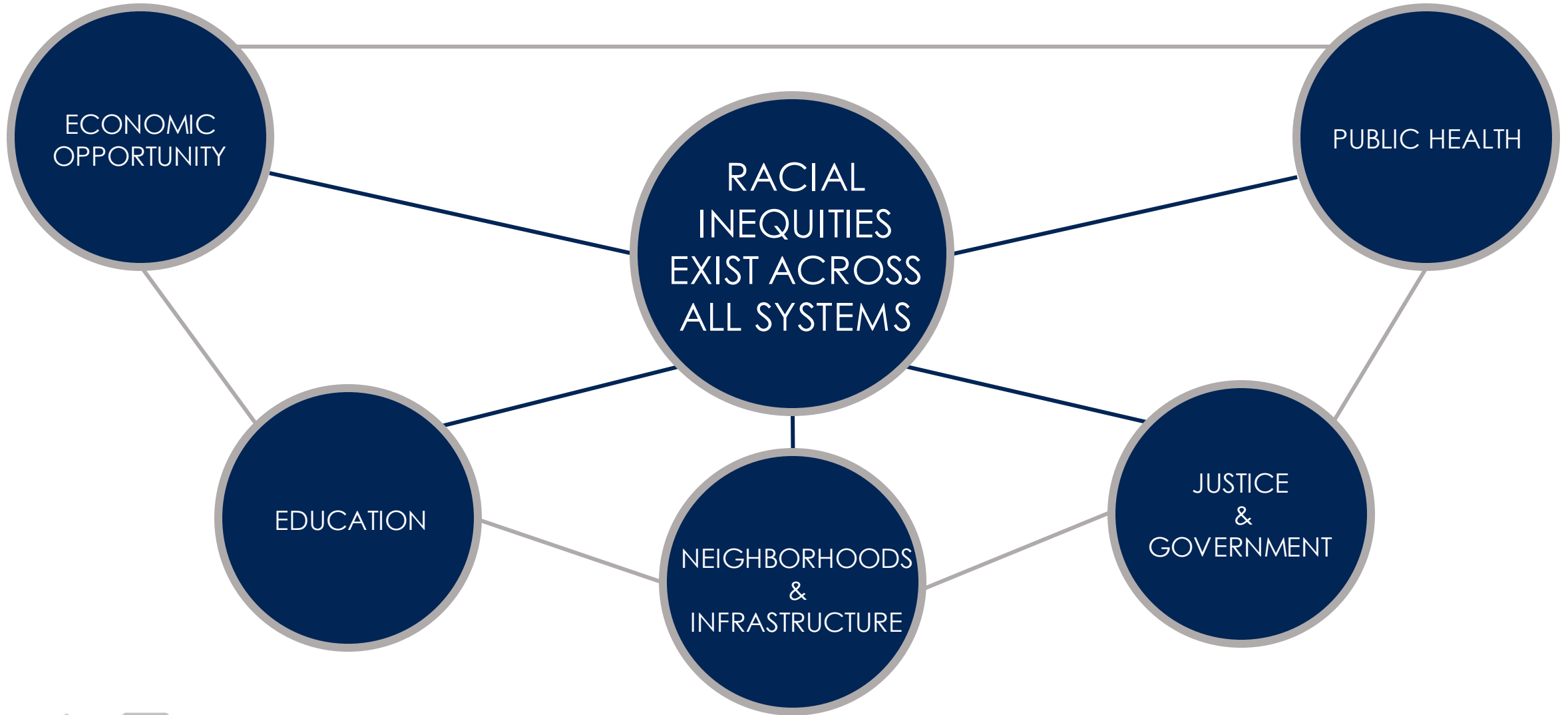
SECTION THREE



Governments at all levels have played a role in creating and maintaining racial inequity!



SECTION THREE



SECTION THREE



Government's role can be captured in **Three Phases...**

FIRST PHASE:

Government was initially explicit in its racial oppression. Government passed and enforced laws that determined:

- Who could vote
- Who could own property
- Where people could live
- Who could be a citizen
- Who was property
- Whose land was whose
- Who could marry whom
- Whose military service would be honored, and whose would not



SECTION THREE



SECOND PHASE:

Government's racism became implicit also described as race neutral:

- Race neutrality has not addressed disparities and has allowed inequities to worsen.
- If government wants to make progress on reducing racial inequity, it is necessary to address and acknowledge race as a key factor to the creation of inequities.



SECTION THREE



THIRD PHASE – CURRENT ERA:

We are entering an era where people in government are making efforts to transform it from the inside:

- Organizations like Government Alliance on Race and Equity (GARE) apply racial equity analysis to their work and create better outcomes for everyone.
- As a City, we have been members of GARE since 2018.
- On March 24, 2021 the City Council passed a Racial Equity Resolution reaffirming the City's commitment to embedding equity in all that we do.



SECTION THREE



As leaders within government, our role is to explicitly implement policy, procedure, and practice changes to advance racial equity.

210503

March 24, 2021

WHEREAS, the City of Dallas' definition of racial equity is a situation that is achieved when people are thriving and race no longer statistically dictates, determines, or predicts one's social outcome or ability to thrive; and

WHEREAS, Dallas is a city with a population of just under 1,344,000, including 24.3 percent African-American residents, 41.8 percent Hispanic/Latinx residents, 3.4 percent Asian residents, and 0.3 percent American Indian residents; and

WHEREAS, the City of Dallas seeks to provide equitable access and opportunities for success for all of its residents; and

WHEREAS, nationally, numerous data sources demonstrate a lack of equity among people of different races, ethnicities, and national origins; and

WHEREAS, equity is a critical factor in individual, family, neighborhood, and community success over a number of metrics – economic, education, housing, health, and access to public facilities and essential services; and

WHEREAS, the City of Dallas has a deep resolve to promote racial equity, inclusion, and diversity in all aspects of city government; and



END OF PART 1 OF 2 EQUITY 101



ETHOS EQUITY
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- Part 1 Quiz Placeholder





City of Dallas Equity 101 Training Part 2



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WELCOME TO EQUITY 101



- SHORT WELCOME VIDEO – COMS
 - Really want to highlight Everyone has a role in advancing equity....



SECTION THREE



Focusing on racial equity requires framework, tools and resources that focus on the experiences of marginalized groups, such as:

CITY OF DALLAS

BUDGETING FOR EQUITY

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%	POPULATION OVER 65	HOUSEHOLD INCOME LESS THAN \$10K	HOUSEHOLD POVERTY RATE	POPULATION 65 OR OLDER	SOCIAL ECONOMIC DISPARITY	COMPOUND RISK SCORE BAR
75216	87.20%	27.99%	48.88%	13.27%	High	High	High
75241	97.14%	23.17%	58.68%	15.02%	High	High	High
75211	91.37%	21.43%	49.89%	8.07%	High	High	High
75236	90.00%	16.08%	34.65%	6.09%	High	High	High
75228	72.68%	17.97%	46.59%	9.38%	High	High	High
75245	91.72%	26.50%	33.24%	11.82%	High	High	High
75232	92.19%	23.81%	36.44%	17.40%	High	High	High
75224	89.76%	22.34%	48.37%	8.17%	High	High	High
75209	90.69%	24.15%	26.76%	8.77%	High	High	High
75240	70.57%	19.89%	24.07%	8.30%	High	High	High
75233	88.80%	19.49%	49.80%	11.32%	High	High	High
75230	98.96%	34.99%	23.41%	8.30%	High	High	High
75217	94.11%	24.34%	61.02%	7.20%	High	High	High
75220	66.83%	16.23%	31.24%	6.57%	High	High	High
75227	90.34%	22.18%	57.83%	8.06%	High	High	High
75212	86.38%	29.74%	50.82%	9.77%	High	High	High
75243	67.64%	20.72%	24.14%	8.14%	High	High	High
75237	96.32%	32.34%	14.63%	5.91%	High	High	High
75231	59.87%	21.18%	17.67%	7.72%	High	High	High
75223	79.99%	24.20%	52.45%	9.94%	High	High	High
75246	59.39%	23.24%	11.41%	18.33%	High	High	High
75251	27.21%	25.46%		23.07%	High	High	High

*There are 111 zip codes in Dallas. Zip codes were chosen to assess COVID-19 vulnerability because they are commonly used, efficient geographically, and to analyze differences across the city.

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

Office of Health
Office Number: 214-510-8861
Email: equity@omh.healthofdal.com

Office of Business
Office Number: 214-510-8861
Email: eb@omh.healthofdal.com

2019 REPORT

DALLAS EQUITY INDICATORS

MEASURING CHANGE TOWARD GREATER EQUITY IN DALLAS



SECTION THREE



KEY CORNERSTONES TO AN EQUITABLE GOVERNMENT





Benefits and Burdens

- Racial, ethnic and socioeconomic inequities are not random or natural.
 - Historical governmental policies led to the intertwined racial and socioeconomic inequities.
 - Still exist today
- Contemporary policies may worsen or sustain inequities unintentionally.
 - We must purposely use equity tools and frameworks to examine the benefits or burdens.



SECTION THREE



Disaggregated Data

- Essential to advancing equity.
 - Highlight the unique circumstances and experiences of various populations, particularly communities of color and other historically marginalized people.
 - Contemporary policies may worsen or sustain inequities unintentionally.
- Reveals the needs and issues of populations, as well as their strengths, assets and priorities.





Community Engagement

- Amplifies the voices of those directly impacted, reviews and understands the unique needs and circumstances of the identified community.
- Moves beyond the attempt of simply educating communities about services and focuses on engaging, consulting and collaborating with the community.





Accountability for Equity

- Requires departments to be responsive to the needs and concerns of those most impacted by the issues - particularly communities of color, low-income neighborhoods and others who have been historically underrepresented in the civic process.
- Requires refocusing the department's evaluation lens to assess any unintended racial or socioeconomic consequences, as well as benefits and burdens.



SECTION FOUR



SECTION FOUR



DISAGGREGATED DATA...

**Essential to
Advancing
Equity**

**Broken
Down in
Smaller
Segments**

**Highlights
Impact to
Communities**



SECTION FOUR



DISAGGREGATED DATA...

Allows governmental departments to focus on race and the intersection of socioeconomic, gender, sexual orientation, ability, zip code, immigration status, and more.

Should include quantitative and qualitative information to understand root causes of inequity.

Reveals both the needs and issues of communities, and also their strengths, assets and priorities.



SECTION FOUR



The Dallas Equity Indicators Report provides a snapshot of the disparities in outcomes across five areas - Economic Opportunity, Education, Neighborhood Infrastructure, Justice and Government, and Public Health.



SECTION FOUR



Disaggregated Data

Quantitative Data

Gathers values of data in the form of numbers or counts usually collected for statistical analysis using surveys, polls, or questionnaires.



Qualitative Data

Incorporates firsthand interactions like narratives and quotes that supplement quantitative data when identifying root causes and equitably reshaping policies and procedures.



SECTION FIVE



INTERSECTIONALITY



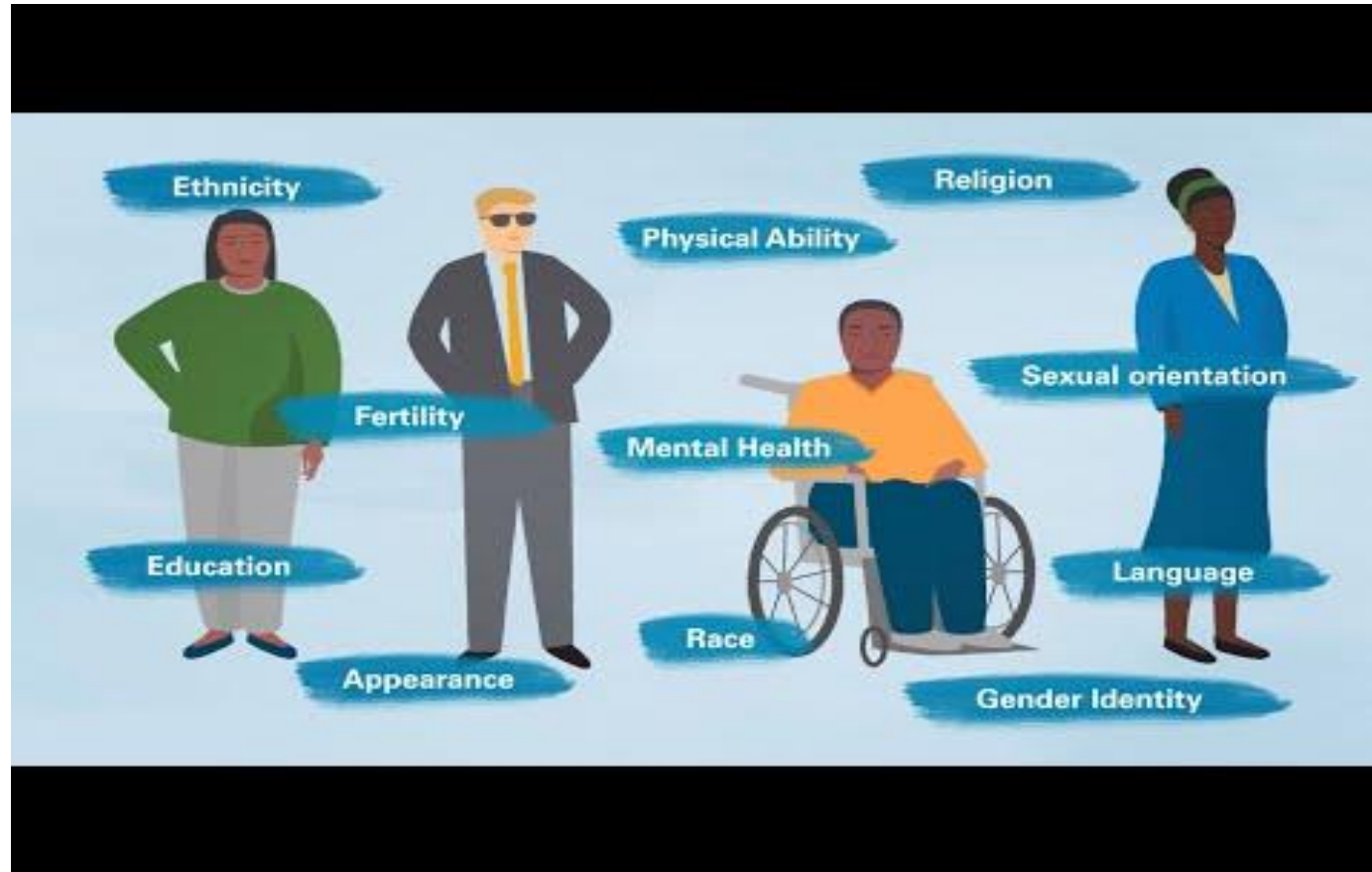


Intersectionality

The intersections in identity (race, gender identity, ability, age, socioeconomic status, religion, level of education, etc.) and its relationship to power.



SECTION FIVE



SECTION FIVE



- **VIGNETTE**



SECTION FIVE



Intersectionality allows for...

1

Increased intentionality when accounting for, and ultimately remedying, oppressive power imbalances in the workplace.

2

A deeper analysis of data that uncovers residents' experiences based on their multiple identities.

3

An understanding of how experiences are shaped and demonstrates the ways that policies award certain privileges simply based on identity.



SECTION FIVE



Intersectionality allows leaders to...

- See and address the many ways an individual or community can be negatively impacted by decisions that fail to account for the unique characteristics of residents multiple identities.
- Recommend policies and establish plans and procedures to alleviate and mitigate disparities based on identity.



SECTION SIX



EQUITY CORE TEAM





Equity Core Team

Equity Core Team members (ECT) are city department liaisons who work in collaboration with the Equity Division to advance equity efforts within their specific departments.

ECT members spend approximately four hours per month collaborating with the Equity Division.



SECTION SIX



Equity Core Team Members

- Serve as the point person for Equity Division's trainings and other resources.
- Facilitate discussions surrounding equity as it relates to departmental work in collaboration with the Equity Division.
- Support in normalizing, organizing, and operationalizing equity efforts.



SECTION SIX



For **ECT Kitchen** - ECT members are divided into working cohorts to engage in intentional practices, principles and conversations that will lead to department outcomes.



SECTION SIX



For Example – June's ECT Kitchen

- Provided a space for ECT members (city department staff) to normalize equity by developing an initial strategy to amplify shared equity language and sense of urgency within departments.

Tools and Resources provided

- [City of Dallas Equity Glossary](#)
- [Government Alliance on Racial Equity \(GARE\) Member Portal](#).



SECTION SIX



Directors should connect with their ECT member:

1

As it relates to departmental work in collaboration with the Equity Division staff.

2

For information about trainings, programs, and internal resources provided by the Equity Division.

3

When reviewing departmental policies to further operationalize equity.



SECTION SIX



Where are opportunities to advance racial equity in your department?

- Customer service
- Hiring and promotion
- Public engagement
- Measuring equity efforts
- Contracting
- Budget
- Policy recommendations
- Other

As a leader, what is one thing you can do differently in your job moving forward?



END OF PART 2 OF 2 EQUITY 101



***We All Have a Role
in Advancing Equity!***



ETHOS EQUITY
CONSULTING





- Part 2 Quiz Placeholder

