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**CITY SECRETARY
DALLAS, TEXAS**



City of Dallas

Public Notice

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POSTED CITY SECRETARY
DALLAS, TX

**COMMISSION ON DISABILITIES
REGULAR MEETING**

**November 28, 2023, at 2:00 P.M.
Dallas City Hall, 6ES Council Briefing Room and Videoconference**

Video Conference:

<https://dallascityhall.webex.com/dallascityhall/j.php?MTID=m4668f1edc5a7881b22245072e5eb2169>

Telephone: (408) 418-9388, Access Code: 2482 055 5623

The City of Dallas will make reasonable modifications to programs and/or other related activities to ensure all residents have access to services and resources to ensure an equitable and inclusive meeting. Anyone requiring auxiliary aid, service, and/or translation to fully participate in the meeting should notify the Office of Equity & Inclusion by calling (214) 670-7311 or TTY (800) 735-2989, forty-eight (48) hours prior to the scheduled meeting. A video stream of the meeting will be available two business days after adjournment by visiting <https://dallascityhall.com/government/Pages/Live.aspx>.

Individuals and interested parties wishing to speak must register with the Office of Equity & Inclusion by calling (214) 670-7311, twenty-four (24) hours prior to the meeting date and time.

La Ciudad de Dallas llevará a cabo Modificaciones Razonables a los programas u otras actividades relacionadas para asegurar que todos y cada uno de los residentes tengan acceso a los servicios y recursos para asegurar una reunión equitativa e inclusiva. Cualquier persona que requiera asistencia adicional, servicio o interpretación para poder participar de forma íntegra en la reunión debe notificar a la Oficina de Equidad y Inclusión llamando al (214) 670-7311 o TTY (800) 735-2989, dos (2) días hábiles antes de la reunión programada. Una transmisión en video de la reunión estará disponible dos días hábiles luego de la finalización de la reunión en <https://dallascityhall.com/government/Pages/Live.aspx>.

Las personas y las partes interesadas que deseen hacer uso de la palabra deben registrarse en la Oficina de Equidad y Inclusión llamando al (214) 670-7311, 24 horas antes del tiempo de la reunión.

AGENDA

I. Call to Order

II. Roll Call

III. Approval of Minutes

- October 24, 2023

IV. Public Speakers

V. Officer Reports

- Chair's Report Christina Puga, Chairwoman District 8
 - Grand Opening of Chic fil A in District 8
 - Texas Rangers and SMU Mustangs Football Team championship

- Southwest Showcase at Cedar Crest November 13-15
- Vice Chair's Report John Kalkanli, Vice Chairman District 15
 - Life Buddy Program at George W. Bush Presidential Center regarding veterans and service animals held November 2.

VI. Commissioners' Reports/Updates

- Reports by each Commissioner regarding events attended relating to the Commission's strategic goals and issues and/or solutions raised by residents within the commissioners' districts

VII. Sub-Committee's Reports

- Transportation -Update on Possible Handicap Parking Enforcement in Dallas–
 - History of handicap parking enforcement in Dallas
 - Other Texas Municipalities w/ Handicap Parking Enforcement Programs
 - Example of Online Parking Enforcement Training Program - www.houstontx.gov/parking/volunteer.html

Commissioner Gay Revi, D1

VIII. Briefings

- Presentation regarding Public Works Infrastructure Improvements - Pavement Conditions, FY24 Funding for Public Works City Projects, and Sidewalk Masterplan Priorities

Alireza Hatefi, Director
Office of Public Works,
City of Dallas
- Presentation regarding Fair Housing Laws and the City's Role Regarding Equitable Opportunities for People with Disabilities

Chiamaka Nwaizu, Sr. Public
Information Representative
Chanlor Akins, Fair Housing
Administrator Office of Equity
and Inclusion, City of Dallas
- Overview Presentation of the City of Dallas' Racial Equity Plan - A Strategic Framework To Help the City Understand and Address Disparities

Dr. Lisa Rainey, Equity Officer
Office of Equity and Inclusion,
City of Dallas

IX. Announcements

- November Disability Awareness Months - Christina Puga, Chairwoman
District 8
 - A. National Alzheimer's Awareness Month
 - B. National Epilepsy Awareness Month
 - C. Pancreatic Awareness Month

X. Adjournment

Handgun Prohibition Notice for Meetings of Governmental Entities

"Pursuant to Section 30.06, Penal Code (trespass by license holder with a concealed handgun), a person licensed under Subchapter H, Chapter 411, Government Code (handgun licensing law), may not enter this property with a concealed handgun."

"De acuerdo con la sección 30.06 del código penal (ingreso sin autorización de un titular de una licencia con una pistola oculta), una persona con licencia según el subcapítulo h, capítulo 411, código del gobierno (ley sobre licencias para portar pistolas), no puede ingresar a esta propiedad con una pistola oculta."

"Pursuant to Section 30.07, Penal Code (trespass by license holder with an openly carried handgun), a person licensed under Subchapter H, Chapter 411, Government Code (handgun licensing law), may not enter this property with a handgun that is carried openly."

"De acuerdo con la sección 30.07 del código penal (ingreso sin autorización de un titular de una licencia con una pistola a la vista), una persona con licencia según el subcapítulo h, capítulo 411, código del gobierno (ley sobre licencias para portar pistolas), no puede ingresar a esta propiedad con una pistola a la vista."

"Pursuant to Section 46.03, Penal Code (places weapons prohibited), a person may not carry a firearm or other weapon into any open meeting on this property."

"De conformidad con la Sección 46.03, Código Penal (coloca armas prohibidas), una persona no puede llevar un arma de fuego u otra arma a ninguna reunión abierta en esta propiedad."

EXECUTIVE SESSION NOTICE

A closed executive session may be held if the discussion of any of the above agenda items concerns one of the following:

1. seeking the advice of its attorney about pending or contemplated litigation, settlement offers, or any matter in which the duty of the attorney to the City Council under the Texas Disciplinary Rules of Professional Conduct of the State Bar of Texas clearly conflicts with the Texas Open Meetings Act. [Tex. Govt. Code §551.071]
2. deliberating the purchase, exchange, lease, or value of real property if deliberation in an open meeting would have a detrimental effect on the position of the city in negotiations with a third person. [Tex. Govt. Code §551.072]
3. deliberating a negotiated contract for a prospective gift or donation to the city if deliberation in an open meeting would have a detrimental effect on the position of the city in negotiations with a third person. [Tex. Govt. Code §551.073]
4. deliberating the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee; or to hear a complaint or charge against an officer or employee unless the officer or employee who is the subject of the deliberation or hearing requests a public hearing. [Tex. Govt. Code §551.074]
5. deliberating the deployment, or specific occasions for implementation, of security personnel or devices. [Tex. Govt. Code §551.076]
6. discussing or deliberating commercial or financial information that the city has received from a business prospect that the city seeks to have locate, stay or expand in or near the city and with which the city is conducting economic development negotiations; or deliberating the offer of a financial or other incentive to a business prospect. [Tex Govt . Code §551.087]

7. deliberating security assessments or deployments relating to information resources technology, network security information, or the deployment or specific occasions for implementations of security personnel, critical infrastructure, or security devices. [Tex Govt. Code §551.089]



**Commission on Disabilities
Regular Meeting Minutes
October 24, 2023
Dallas City Hall, 6ES**

Dallas City Hall, 6ES
Call-in (408) 418-9388
Access Code: 2491 915 4254
Christina Puga Presiding

PRESENT: [8]

Christina Puga, Chair	John Kalkanli, Vice Chair
Gay Revi, District 1	Nancy Immerman, District 11 *
Starlet Ramirez, District 6*	Nicole Munoz Huschka, District 13* **
Beverly White, District 9*	
Shelley Draper Olsen, District 10 *	

ABSENT: [1]

Lydia Apolinar, District 2	

**Note: Members of the Commission on Disabilities participated in this meeting by video conference.*

***Note: Indicates arrival time after meeting called to order/reconvened*

Technical Resource Panel Members Present: [1]

Dr. Priscylla Bento*	

Absent: [5]

Bianca Walker	Carrie Parks
Wade Wilcox	Dylan Rafaty
Dr. Anita Swanson	

The meeting was called to order at 2:16 p.m. with a quorum of the Commission on Disabilities present.

The meeting agenda, posted in accordance with Chapter 551, "OPEN MEETINGS", of the Texas Government Code, was presented.

COMMISSION ON DISABILITIES MEETING MINUTES
OCTOBER 2023

PUBLIC SPEAKERS

The Commission on Disabilities provided “public speakers” opportunities, however, no public speakers were present or signed up for the meeting.

APPROVAL OF MINUTES

The August 2023 Commission on Disabilities meeting minutes were presented with the following edits. Correct Oversight and Community Policing presentation to include introduction, history, board information, and fact finding about accountability; there was no data summary or information referring to communities with disabilities. Remove the word “retreat” in the adjournment section. Chairwoman Puga requested for a motion of approval. Vice Chairman Kalkanli made the motion to accept the August meeting minutes with edits. Motion was seconded by Commissioner Beverly White. Motion passed, and minutes were accepted.

MEETING SUMMARY

Chairwoman Puga inquired if there were any public speakers. Chairwoman Puga encouraged Commissioners and Technical Resource Panelist to share opportunities to speak at Commission meetings.

Chairwoman Puga provided a report of events she attended that focused on communities with disabilities, including the Disabilities Rights Conference in Fort Worth. Chairwoman Puga shared the ADA accommodations that were provided by the Texas State Fair and accessibility parking. Chairwoman Puga shared the installation of the accessibility swing at Flagpole Hill Park.

Vice Chairman Kalkanli mentioned his request to staff to have City of Dallas’ Commission on Disabilities information listed on the Texas Governor’s Committee on Disabilities Website. Vice Chairman Kalkanli reported that he attended the United Nations Day Global Leadership Award Ceremony.

Commissioner Revi, District 1, provided information on having the authority to have ambassadors to be trained as volunteers and give tickets to people parking in disability parking spots illegally as a volunteer. Houston has the adopted the program. Commissioner Revi requested the City of Dallas adopt the Volunteer Parking Enforcement program.

Chairwoman Puga requested if there were any other Commissioners interested in speaking.

Chairwoman Puga moved to the next order of business and introduced Chris Hawkins from DART.

Mr. Hawkins presented new services that DART offers in regard to mobility management services and contractors. The contractors that are working with DART are UBER and Lyft. Mr.

COMMISSION ON DISABILITIES MEETING MINUTES
OCTOBER 2023

Hawkins responded to questions from Commissioners on DART paratransit services.

Chairwoman Puga moved to the next order of business and introduced Celina Chacon from Social Security Administration.

Ms. Chacon, presented on Social Security and the benefits available, how to register on the ssa.gov website, and how the benefits work. Ms. Chacon received questions from Commissioners on over payments. Ms. Chacon mentioned she would follow up through staff and provide a response.

Chairwoman Puga recognized Dyslexia Awareness Month, National Disability Employment Awareness Month, and Stomp Out Bullying Month.

ADJOURNMENT,

After all business of the Commission on Disabilities had been considered, the meeting was adjourned at 3:36 pm.

Drafted by:
Salena Meeks, Executive Assistant
Office of Equity & Inclusion

Date

Approved by:
Christina Puga, Chairwoman
Commission on Disabilities

Date



City of Dallas

Public Works Infrastructure Improvements

**Commission on Disabilities
November 28, 2023**

Ali Hatefi, P.E., Director
Derek White, Ph.D., P.E., Assistant Director (I)
Department of Public Works
City of Dallas

Public Works Assets



Public Works Assets



Streets

Total of 11,753 Lane Miles

→ Improved Streets

→ Unimproved Streets

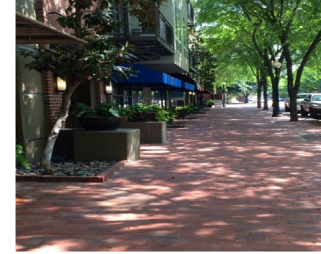


Alleys

Total of 1,400 Miles

→ Improved Alleys

→ Unimproved Alleys



Sidewalks

Total of 4,536 Miles



Bridges

Total of 648 Bridges

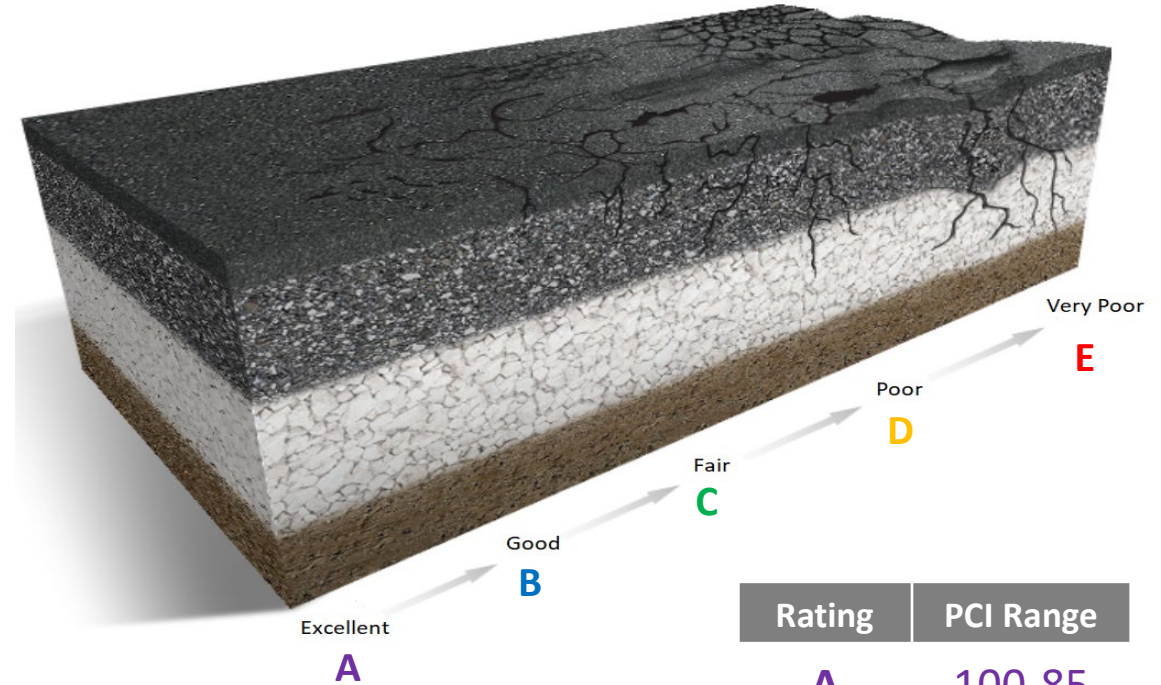


Pavement Condition Index (PCI)



Pavement Condition Index (PCI) is a numerical rating of the pavement condition that ranges from 0 to 100 with 0 being the worst possible condition and 100 being the best possible condition.

Pavement Condition Rating is a verbal description of pavement condition as a function of the PCI value that varies from “failed” to “excellent”



Rating	PCI Range
A	100-85
B	70-84.9
C	55-69.9
D	40-54.9
E	0-39.9



Pavement Condition Index (PCI)



Table 12- Ten-Year IMP Pavement Condition Index Trend Projections

Council District	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031
1	58	57	58	58	59	60	60	61	62	63
2	55	58	60	60	62	63	64	64	66	67
3	69	68	68	68	69	69	70	69	69	69
4	56	55	55	56	57	57	59	59	60	61
5	56	56	55	55	55	57	57	58	60	61
6	61	63	63	63	63	63	63	64	65	64
7	60	60	61	61	61	62	63	64	65	66
8	67	67	67	67	67	67	67	67	66	66
9	56	56	55	55	54	55	57	58	59	60
10	61	60	59	58	59	60	61	61	62	63
11	56	56	56	57	57	58	59	61	61	63
12	65	64	64	64	65	66	67	67	69	70
13	55	56	56	56	56	57	59	61	63	64
14	53	54	57	58	60	62	63	65	65	67



Sidewalk Improvements - DART



List of Sidewalk Projects for DART Excess Sales Tax Revenues

No.	Street (From-To)	CD	Estimated Cost (\$120 / LF)	Focus Area
1	Live Oak St (Adair St to Annex Ave)	2, 14	\$842,688	FA02: Renaissance Oaks & Haskell
2	Audelia Rd (Skillman St to Forest Ln)	10	\$582,912	FA11: Woodridge
3	E Jefferson Blvd (E 6th St to E 7th St)	1	\$88,704	FA06: Southern Gateway
4	Engle Ave (Pierce St to Hampton Rd)	3	\$633,600	FA08: Hampton & Illinois
5	Ewing Ave (E 6th St to E 9th St)	1	\$361,152	FA06: Southern Gateway
6	San Jacinto St (N Washington Ave to N Carroll Ave)	2, 14	\$608,256	FA02: Renaissance Oaks & Haskell
7	Hollywood Ave (Elmwood Blvd to W Illinois Ave)	1	\$323,136	FA08: Hampton & Illinois
8	CF Hawn Freeway (Elam Rd to Hillburn Dr)	5, 8	\$253,440	FA12: Elam Creek
9	N Murdeaux Ln (Olusta Dr to CF Hawn Freeway)	8	\$633,600	FA12: Elam Creek
10	Esperanza Rd (N Central Expwy to Greenhollow Ln)	11	\$861,696	FA10: Coit & 635
11	Glenfield Ave (Chalmers St to S Waverly St)	3, 4	\$887,040	FA08: Hampton & Illinois
12	Metropolitan Ave (Eason St to Malcolm X Blvd)	7	\$399,168	FA01: Martin Luther King, Jr
13	Romine Ave (Latimer St to Malcolm X Blvd)	7	\$291,456	FA01: Martin Luther King, Jr
14	Hillburn Dr (Great Trinity Forest Way to CF Hawn Freeway)	5, 8	\$310,464	FA12: Elam Creek
15	Hillburn Dr (CF Hawn Freeway to Elam Rd)	5	\$253,440	FA12: Elam Creek
16	Samuell Blvd (Valley Glen Dr to Ferguson Rd)	9	\$253,440	FA03: Tenison Park East
17	Leisure Dr (Forest Ln to Skillman St)	10	\$418,176	FA11: Woodridge
18	Morrell Ave (Bonnie View Rd to Cedar Crest Blvd)	4	\$437,184	FA07: Cedar Creek
19	Calypso St (N Hampton Rd to Harston St)	6	\$449,856	FA5: Hampton Crossing
20	Timberglenn Rd (Marsh Ln to Vail St)	12	\$253,440	FA09: Denton County Gateway
21	Adelta Blvd (Skillman St to End)	10	\$715,968	FA11: Woodridge
22	Laughlin Dr (Ferguson Rd to Avenue Q)	7	\$209,088	FA03: Tenison Park East


Total \$10,067,904



Barrier Free Ramp Construction - DART



Curb ramp statistics for DART Excess Sales Tax Revenues

Council Districts 	No. of Ramps in Focus Areas	No. of Missing Ramps	% of Missing Ramps	Estimated Number of Ramps	Cost Estimate
1	95	1,290	7%	1,018	\$3,561,276
2	40	1,101	6%	868	\$3,039,508
3	19	1,249	7%	985	\$3,448,088
4	101	1,795	10%	1,416	\$4,955,419
5	29	948	5%	748	\$2,617,124
6	36	1,593	9%	1,257	\$4,397,762
7	125	1,626	9%	1,283	\$4,488,865
8	16	751	4%	592	\$2,073,270
9	17	1,681	9%	1,326	\$4,640,702
10	52	2,014	11%	1,589	\$5,560,008
11	70	1,021	6%	805	\$2,818,654
12	18	557	3%	439	\$1,537,698
13	56	1,258	7%	992	\$3,472,935
14	88	1,399	8%	1,103	\$3,862,190
Grand Total	762	18,283	100%	14,421	\$50,473,500



2024 Bond Program



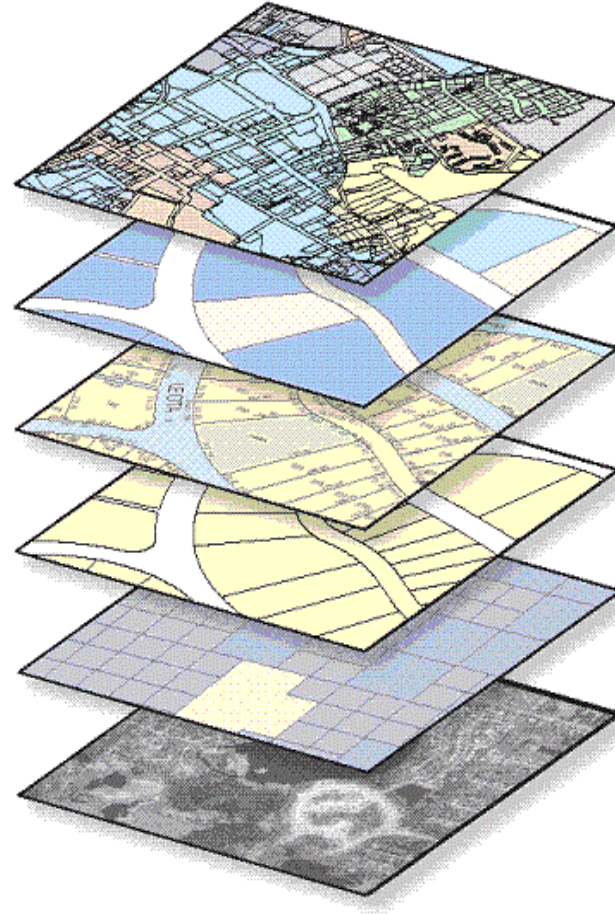
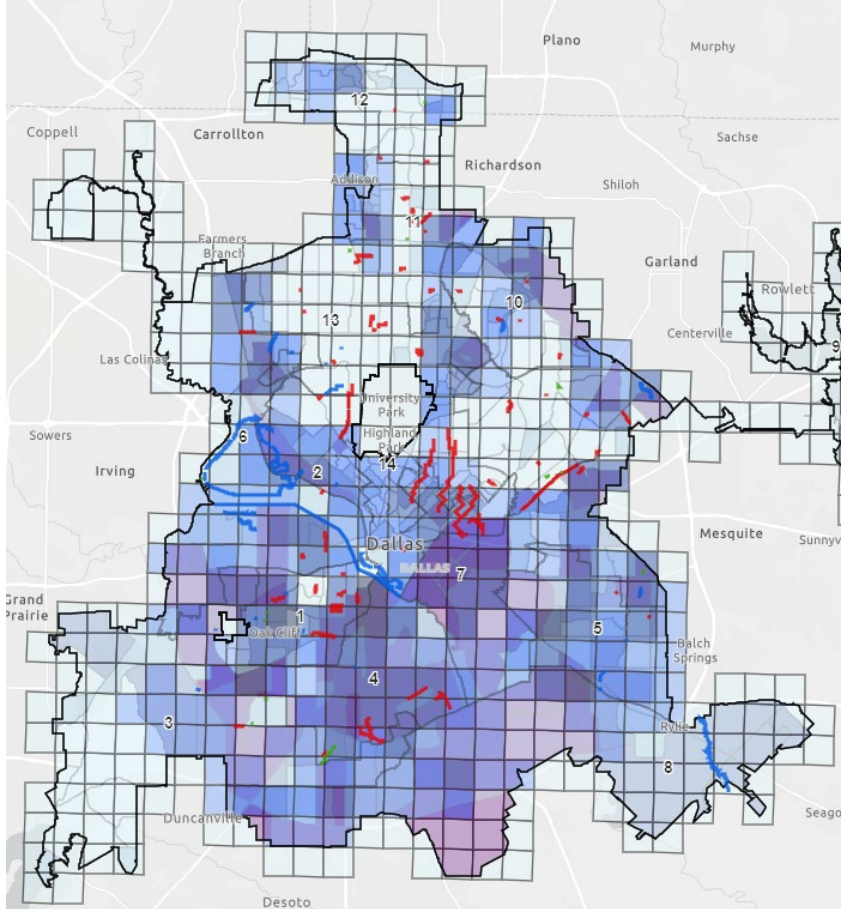
Streets & Transportation Total Budget of \$375M							
Assets	Bridges	Sidewalk	Alleys	Streets		Transportation	Total
Budget Allocation	\$ 37,000,000	\$ 15,000,000	\$ 29,400,000	Streets CW	\$ 110,500,000	\$ 50,000,000	
				Streets per CD	\$ 133,100,000		
Total	\$ 37,000,000	\$ 15,000,000	\$ 29,400,000		\$ 243,600,000	\$ 50,000,000	\$ 375,000,000

Current Budget Per Council District			
CD	Alleys	Streets	Current Total per CD
1	\$ 2,008,084	\$ 8,567,357	\$ 10,575,441
2	\$ 1,999,874	\$ 9,562,064	\$ 11,561,937
3	\$ 1,537,292	\$ 8,344,273	\$ 9,881,565
4	\$ 2,515,486	\$ 13,467,450	\$ 15,982,936
5	\$ 2,290,393	\$ 13,053,795	\$ 15,344,188
6	\$ 1,498,095	\$ 13,104,888	\$ 14,602,982
7	\$ 1,721,946	\$ 8,200,256	\$ 9,922,202
8	\$ 1,149,618	\$ 14,324,737	\$ 15,474,355
9	\$ 3,463,835	\$ 10,113,560	\$ 13,577,395
10	\$ 2,228,984	\$ 4,553,151	\$ 6,782,135
11	\$ 2,243,448	\$ 5,913,345	\$ 8,156,793
12	\$ 1,451,050	\$ 3,980,491	\$ 5,431,540
13	\$ 3,943,621	\$ 12,211,914	\$ 16,155,535
14	\$ 1,348,274	\$ 7,702,721	\$ 9,050,995
Total	\$ 29,400,000	\$ 133,100,000	\$ 162,500,000

Previous Allocation
Previous Total per CD
\$ 23,589,815
\$ 20,754,752
\$ 22,121,475
\$ 35,773,583
\$ 34,373,098
\$ 32,872,405
\$ 22,170,665
\$ 34,936,520
\$ 30,078,518
\$ 10,907,870
\$ 18,031,979
\$ 12,017,383
\$ 35,831,661
\$ 20,276,122
\$ 353,735,847



The priority areas were determined by overlaying multiple data layers (see image below)



Priority Overlays

(2 points each):

1. High Crime Areas
2. TOD (DART sites)
3. Market Value Analysis
4. 311 Service Requests
(calls for flooding, speeding, traffic calming, potholes, street resurfacing, and illegal dumping)
5. Project Overlaps



Parameters Provided by the Bond Office:

- Equity Impact Assessment Score factors are based on the Racial Equity Plan. Each factor is worth 2 points.
 1. >70% of population is Black, Hispanic, or Native American
 2. $\geq 15\%$ of families at or below 100% of the federal poverty level
 3. <50% of households own the home they live in?
 4. Area rated “High” on the CDC’s Social Vulnerability Index
 5. >12% of the area’s residents are 65 or older?



Annual Maintenance Program



FY24 Planned Annual Maintenance Program for Infrastructure Improvements

Item	Annual Budget	Lane Miles		No. of Projects	
		total	equity	total	equity
Improved Alley Maintenance	\$2M	10.4	2.9	54	22
Street Maintenance	\$141M	792.0	158.4	TBD	TBD
Sidewalks	\$4M	7.3 mi	4.4 mi	9	5
Bridges	\$4.4M	n/a	n/a	25	TBD



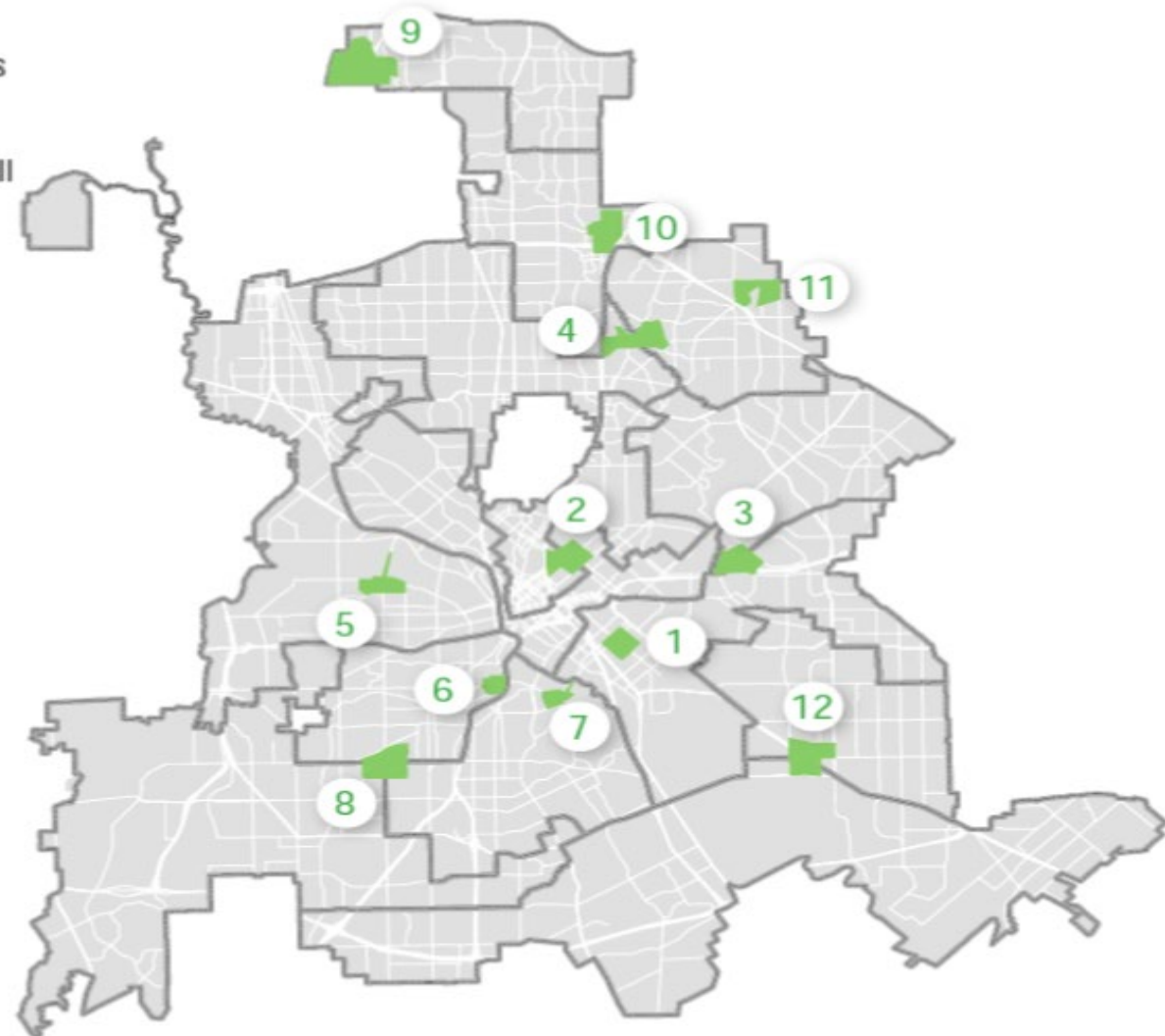
City of Dallas Sidewalk Master Plan



All Focus Area Locations

- # Focus Area Numbers
- Focus Areas
- Council District Boundaries

1. Martin Luther King, Jr.
2. Renaissance Oaks & Haskell
3. Tenison Park East
4. Fair Oaks
5. Hampton Crossing
6. Southern Gateway
7. Cedar Creek
8. Hampton & Illinois
9. Denton County Gateway
10. Coit & 635
11. Woodridge
12. Elam Creek





City of Dallas

Public Works Infrastructure Improvements

**Commission on Disabilities
November 28, 2023**

Ali Hatefi, P.E., Director
Derek White, Ph.D., P.E., Assistant Director (I)
Department of Public Works
City of Dallas



City of Dallas

FAIR HOUSING

**Ensuring Equitable Opportunities for
People with Disabilities**

Chiamaka Nwaizu

Senior Public Information Representative

Chanlor Akins

Fair Housing Administrator

Office of Equity and Inclusion -

Fair Housing Division

Presentation Overview



- The Fair Housing Division Mission
- Pivotal Legislation
- Fair Housing Act
- Section 504 of the 1973 Rehabilitation Act
- Americans with Disabilities Act of 1990
- Reasonable Accommodations & Modifications
- 2022 National Fair Housing Alliance Report
- Questions



Office of Equity & Inclusion



Equity



Fair Housing



Human Rights



Welcoming Communities & Immigrant Affairs

City of Dallas' Fair Housing Division



- Established in **April 1989**.
- Our mission is to ensure that **all residents receive equal housing opportunities**, through engagement, enforcement, education, training, collaboration and oversight.



Laws Protecting People With Disabilities



Pivotal legislation that protects people with disabilities:

- The Fair Housing Act
- Section 504 of the 1973 Rehabilitation Act
- Americans with Disabilities Act of 1990



Fair Housing Act: What We Know



Fair Housing Act: Signed into law April 10, 1968, prohibits discrimination (differential treatment) in housing and /or housing related services based on the protected classes: a person's disability, race, sex, color, national origin, religion, and familial status.



Fair Housing Act: What We Know



The Fair Housing Act defines "Disability" to include the following:

- a person having a physical or mental impairment that substantially limits one or more major life activities
- a person having a history of such an impairment (record)
- a person "regarded as" having such an impairment



Section 504 of the Rehabilitation Act of 1973



- Section 504 of the Rehabilitation Act of 1973 prohibits discrimination based on disability in programs, services, and activities that receive federal financial assistance.
- Goal: to ensure that individuals with disabilities have equal access and opportunities to federally funded housing, education, and health programs.



Americans with Disabilities Act of 1990



- The Americans with Disabilities Act (ADA) is a civil rights law that prohibits discrimination against individuals with disabilities in all areas of public life, including jobs, schools, transportation, and public accommodations.
- Goal: to ensure that people with disabilities have the same rights and opportunities as everyone else.



Protections under the Fair Housing Act



The Fair Housing Act imposes an affirmative obligation to make housing available to people with disabilities.

- Housing providers must make “**reasonable accommodations**” and allow “**reasonable modifications**” necessary to afford a person with a disability equal opportunity to use and enjoy a dwelling.



Reasonable Accommodation



- A Reasonable Accommodation is a change in "rules, policies, practices, or services" when such allowed change may be necessary to afford persons with disabilities equal opportunity to use and enjoy a dwelling.
- Applies to a buyer/renter who is disabled, a person with a disability who will live in the dwelling and a person who is associated with a person w/ disability, such as a family member or caregiver.



Examples of Reasonable Accommodations



- Permitting a tenant to transfer to a ground floor unit.
- Allowing a tenant who is blind to have a guide dog even though the building has a no pet policy.
- Reserving a parking space that is accessible and close to an accessible route for a tenant with a mobility impairment when other tenants must park in spaces on a first come, first served basis.
- Extending rent payment deadlines past the stipulated policy deadline.



Emotional Support Animals



An **Emotional Support Animal** (ESA) is a type of assistance animal that provides comfort and support to individuals with emotional or mental health conditions. Unlike service animals, ESAs are not trained to perform specific tasks or work related to a person's disability. Instead, their primary role is to offer emotional stability and unconditional companionship to their handlers, helping to alleviate symptoms of emotional or mental disabilities.



Emotional Support Animals



- No pet fees.
- No certifications.
- No breed or weight restrictions (without proof of “direct threat” to health or safety).
- Landlords can request verification of the need for the service/assistance animal if the resident's need is not "readily apparent".



When Requests can be Denied



- Generally, an Accommodation is NOT required if the housing provider would experience an undue financial and administrative burden and the accommodation would represent a fundamental alteration of their business program.



Reasonable Modifications



A **Modification** is a structural change made to an existing premise occupied by a person with a disability. Reasonable Modifications can include structural changes to interiors and exteriors of a unit, as well as common areas.



Examples of Reasonable Modifications



- Installation of alternative storage that is reachable, such as storage with pull out drawers/shelves or in an accessible location.
- Removal of carpet and installation of appropriate flooring to make it more maneuverable for a wheelchair or walker .
- Installation of visual alerts for doorbells, alarms, or other systems.

Fair Housing Trends Report 2022



- In 2021 there were 31,216 Fair Housing complains filed nationwide, which was an 8.7% increase from the previous year.
- 53.68% (16,758) of those complaints were filed by individuals alleging discrimination due to disability, which was a 2.51% decrease from the previous year.





City of Dallas

Questions?

How to Contact:

City of Dallas

Office of Equity & Inclusion - Fair Housing Division
1500 Marilla St., Room 1BN
Dallas, TX 75201

Telephone (214) 670-FAIR (3247)

Fax (214) 670-0665

TTY (214) 670-6936

[Email: Fairhousing@dallas.gov](mailto:Fairhousing@dallas.gov)



City of Dallas

Racial Equity Plan

Commission on Disabilities

November 28, 2023

Lisa Rainey, PhD Equity Officer
Office of Equity and Inclusion

Kevin Acosta, Partnership Liaison
Office of Equity and Inclusion

Agenda



1. Background Information
2. REP Overview Update
3. Community Engagement
4. Big Audacious Goals
 - 1) Economic, Workforce and Community Development
 - 2) Department Progress Measures
5. Communication, Transparency and Accountability



2019 Equity Indicators Report



Background



Equity Division

Fair Housing
Division

Human Rights
Division

Welcoming
Communities &
Immigrant Affairs
Division



Background – Equity Division

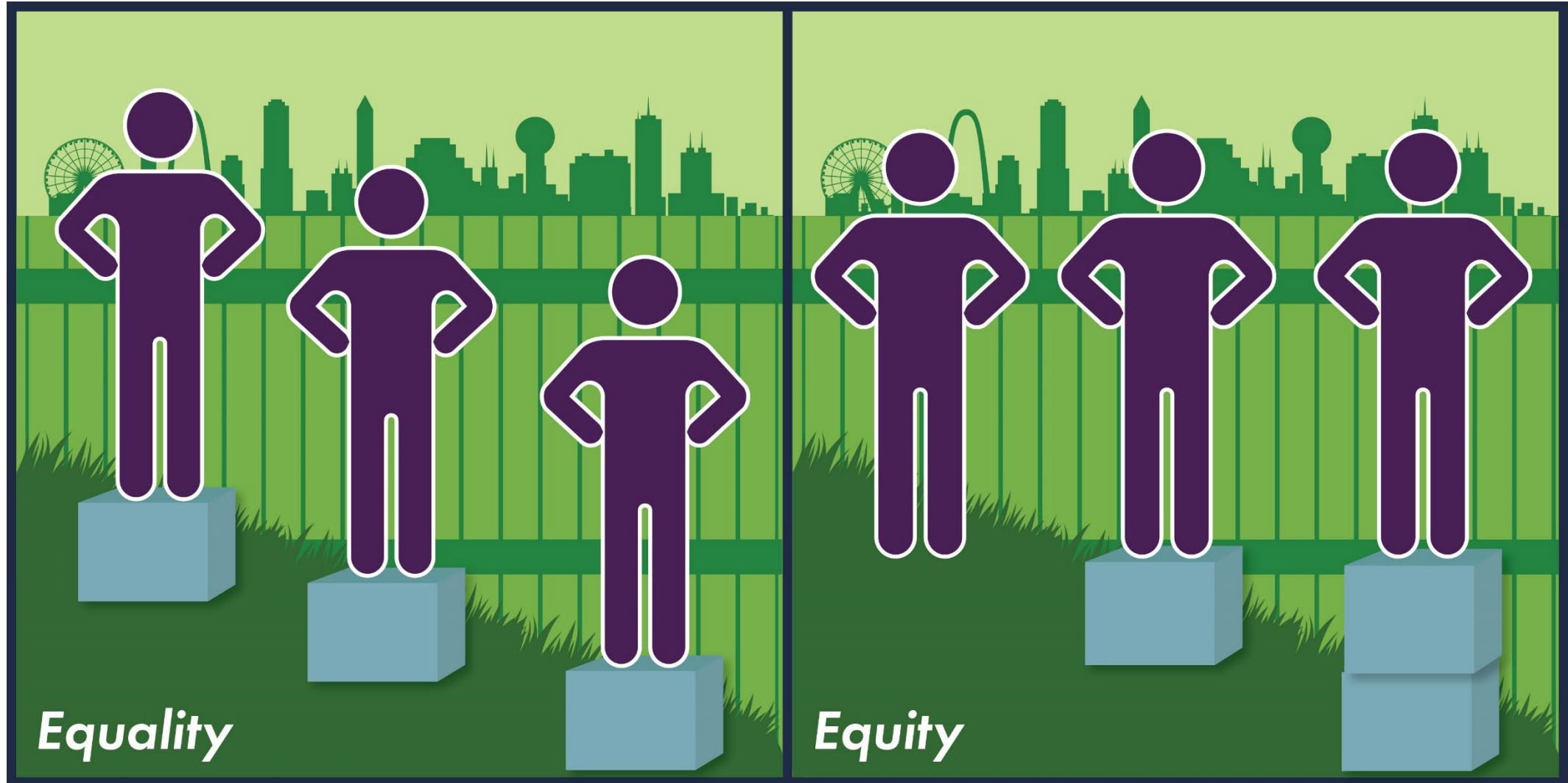


Help shape a city government and community in which everyone has the resources and services to thrive, such that we reduce disparities while improving outcomes for all.

- Normalize
- Organize
- Operationalize



Equality vs. Equity



2

Racial Equity Plan Overview



What is the Racial Equity Plan?



- Strategic framework to support the City in understanding and **addressing disparities** across Dallas
- Developed in **collaboration with communities**
- Guide city departments and offices to enhance current plans, policies, and initiatives with **measurable goals and aspirational goals** addressing racial, ethnic, and socioeconomic equity



3

Community Engagement

Community Engagement Summary

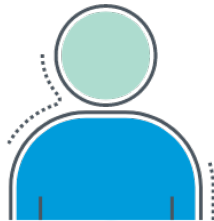


Our engagement efforts focused on reaching community members that have been most impacted by long standing disparities.



8,030

WEBSITE
VIEWS



2,395

EVENT
PARTICIPANTS



808

ONLINE
PARTICIPANTS



23,476

PARTNER
NEWSLETTERS



290

COMMUNITY
POSTERS



Inclusive Engagement Efforts



- Spanish-only events*
- Refugee & Immigrant focus groups
- Barbershop talks
- Council Member Community Town Halls
- Urban League: State of Black Dallas
- The Concilio: Power of Latinos DFW Summit
- Asian American & Chinese Chamber of Commerce
- American Indian Community Conversation
- Faith Forward Dallas
- Cultural Centers, Libraries and Multi-purpose Centers
- Dallas Truth and Racial Healing Transformation (DTRHT): Black Women in Non-Profit Leadership Cohort



*Spanish language support at 100% of events. All languages available on virtual engagements.

Overarching Key Themes: Community Feedback



- 1 Community members who experience the greatest disparities desire the opportunity to participate in and contribute towards our city's tremendous, **shared prosperity**.
- 2 There is a clear community appetite for more progress and fewer plans. Residents are cautiously optimistic that department-level equity progress measures provide an avenue for greater government **accountability and leadership**.
- 3 Historically disadvantaged communities are calling for access to safe, healthy and **connected communities** with **affordable and quality housing**.



Big Audacious Goals



4

Shared
Prosperity

- Economic, Workforce & Community Development

Government
Accountability

- Public Safety & Wellness
- Environmental Justice

Connected
Communities

- Housing
- Infrastructure



Economic, Community & Workforce Development



Become the most economically inclusive City by eliminating the wealth gap through workforce and economic inclusion, fostering full participation in cultural and civic life of Dallas by acknowledging contributions of historically disadvantaged communities, and investing in economic and human development in equity priority areas.



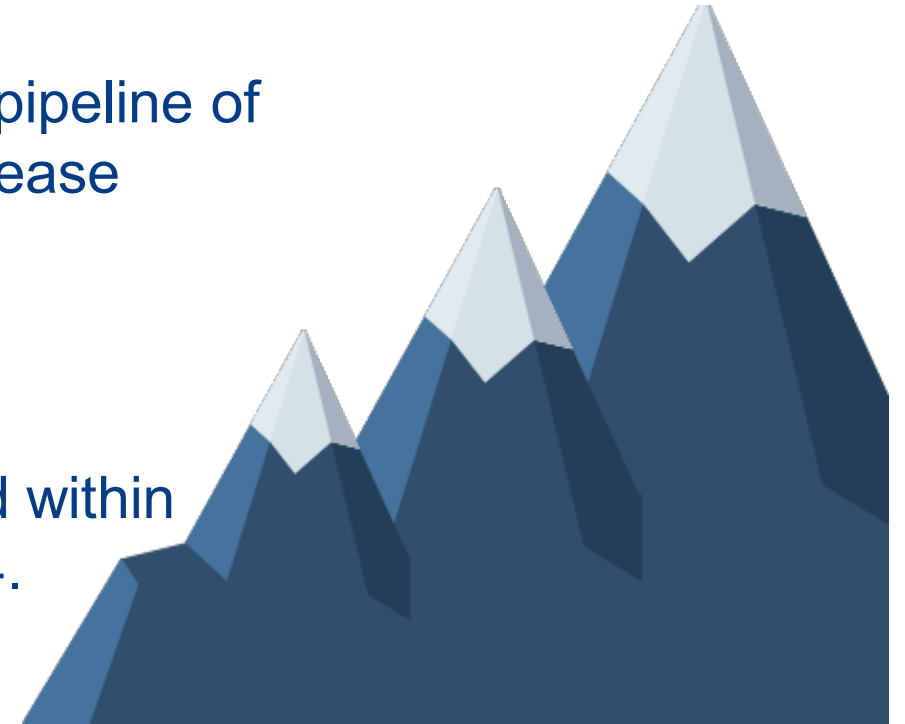
Example Action Target 1.2:

- Increased procurement accessibility by building a pipeline of diverse contractors, vendors, and suppliers to increase economic stability and workforce development.



Example Department Progress Measure OEI.5:

- Increase the percent of ADA service requests in historically disadvantaged communities completed within Service Level Agreement to 85% by October 2024.



Racial Equity Plan Dashboard



- Contains translation tool with over 100 language options to increase accessibility.
- Mobile accessible, print friendly, and easily shareable via social media.





City of Dallas

Racial Equity Plan

Commission on Disabilities

November 28, 2023

Lisa Rainey, PhD Equity Officer
Office of Equity and Inclusion

Kevin Acosta, Partnership Liaison
Office of Equity and Inclusion