RECEIVED
2026 OCT 21 AM 10:57
CITY SECRETARY
DALLAS, TEXAS

City of Dallas

Public Notice

260937

POSTED CITY SECRETARY
DALLAS, TX

Commission on Disabilities
6:00 PM, Tuesday, October 27, 2026
Dallas City Hall, 6ES Council Briefing Room
Video Conference:

https://dallascityhall.webex.com/dallascityhall/j.php?MTID=m8484acdbd693a7aed7d0b18173f018d4

Webex Phone Number: 408-418-9388

Access Code: 2492 057 7513

Public Notice

The City of Dallas provides reasonable accommodations so all residents can fully access City programs, services, meetings, and activities. Anyone who needs language interpretation, an auxiliary aid or service for effective communication, or a modification of policies or procedures to participate should contact the board or commission's Coordinator as soon as possible, but **no later than 48 hours before the scheduled meeting**. Individuals and interested parties wishing to speak must also register with at least **24 hours prior to the meeting date & time**. To request a reasonable accommodation and/or register to speak, please contact the Coordinator at 972-795-2763 (Texas Relay: **1-800-735-2988** or **7-1-1**) or by email at **ada@dallas.gov.** A video stream of the meeting will be available two business days after adjournment by visiting https://dallascityhall.com/government/Pages/Live.aspx.

The **Commission on Disabilities** meeting will be held in-person at **Dallas City Hall, 6ES Council Briefing Room** and online via Webex. Members of the public are encouraged to attend the Commission meeting.

Aviso Público

La Ciudad de Dallas ofrece adaptaciones razonables para que todos los residentes puedan participar plenamente en los programas, servicios, reuniones y actividades de la Ciudad. Si necesita interpretación en otro idioma, ayuda o servicios auxiliares para comunicarse de manera efectiva, o algún cambio en las políticas o procedimientos para poder participar, comuníquese con el Coordinador de la junta o comisión lo antes posible. La solicitud debe hacerse a más tardar **24 horas antes** de la reunión programada. Las personas que deseen hablar durante la reunión también deben registrarse por lo menos **24 horas antes** de la fecha y hora de la reunión.

Para solicitar una adaptación razonable o registrarse para hablar, comuníquese con el Coordinador al 972-795-2763. También puede comunicarse por medio de Texas Relay al **1-800-735-2988** o **7-1-1**, o por correo electrónico a **ada@dallas.gov.**

La grabación en video de la reunión estará disponible dos días hábiles después de que termine la reunión en: https://dallascityhall.com/government/Pages/Live.aspx

La reunión de **Comisión de Discapacidades** se llevará a cabo en persona en el **Dallas City Hall, en la sala de juntas 6ES** y en línea por Webex. Se invita al público a asistir a la reunión de la Comisión.

To join online:
Click: https://dallascityhall.webex.com/dallascityhall/j.php?MTID=m8484acdbd693a7aed7d0b18173f018d4
+ Webinar/Meeting Password: CODmeeting

To join by phone:
Dial: +1-469-210-7159 (U.S. Toll – Dallas) or +1-408-418-9388 (U.S. Toll)
Access Code: 2492 057 7513
Webinar Password (if prompted): 26363384

Agenda

I. Call to Order and Welcome
a. John Kalkanli, Chair of Commission on Disabilities (COD)

II. Advisory Board Member & City Staff Roll Call
a. John Kalkanli, Chair of COD

III. Public Comments on Items IV-X
a. Public speakers are invited to comment on agenda items for up to **3 minutes** each.
b. **Registration**: To participate, contact Gary Copeland by calling 214-671-5228 or ada@dallas.gov at least twenty-four (24) hours prior to the scheduled meeting.

Voting Items

IV. Approval of September 22, 2026, Meeting Minutes

Briefing Items

V. Chairman John Kalkanli's Report
a. John Kalkanli, Chair of COD
b. The Chair may share verbal updates on recent activities, events attended, accessibility observations, or other matters relevant to the Commission's work, as desired. Participation is voluntary.

VI. Commissioners' Report
a. COD Commissioners
b. Commissioners may share verbal updates on recent activities, events attended, accessibility observations, or other matters relevant to the Commission's work, as desired. Participation is voluntary.

VII. Briefing Item: Accessible Voting Methods for People with Disabilities
a. Dallas County Elections Department
b. This briefing provides an overview of how the Dallas County Elections Department ensures accessible voting methods for people with disabilities.

VIII. Briefing Item: Ongoing Required Non-Discrimination Training
a. Chris Graves, Human Rights Officer, City of Dallas Office of Housing and Community Empowerment
b. This briefing will provide an overview of the City of Dallas' Title VI Program Compliance Plan, discuss types of discrimination, explain the scope of Dallas' non-discrimination policy, identify ways to prevent discrimination, and provide an overview of the complaint disposition process.

IX. Briefing Item: Required Components of the 2027 Annual Report and Discussion of Planned Content

a. Chris Graves, Human Rights Officer, City of Dallas Office of Housing and Community Empowerment
b. This briefing will provide an overview of the required components of the 2027 Annual Report, as detailed in Chapter 8 of the City Code. The Commission will further discuss proposed content to include in their 2027 Annual Report.

X. Announcements

a. Announcements may include: Expressions of thanks, congratulations, or condolence; Information about holiday schedules; honorary or salutary recognition of public officials, employees, or citizens, excluding discussions about changes in their status in public office or employment, reminders about upcoming events organized or sponsored by the governing body; information about social, ceremonial, or community events organized or sponsored by entities other than the governing body, attended or scheduled to be attended by members of the governing body or officials/employees of the political subdivision.

XI. Adjournment

Public Notice of Title VI Program Rights

The City of Dallas gives public notice of its policy to uphold and assure full compliance with the non-discrimination requirements of Title VI of the Civil Rights Act of 1964 and related nondiscrimination authorities. Title VI and related Nondiscrimination authorities stipulate that no person in the United States of America shall on the grounds of race, color, national origin, sex, age, or disability be excluded from the participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity receiving Federal financial assistance.

Any person who desires more information regarding the City of Dallas's Title VI Program can contact its Title VI Program Coordinator – Chris Graves – at the information noted below.

Any person who believes they have, individually or as a member of any specific class of persons, been subjected to discrimination on the basis of race, color, national origin, sex, age, or disability has the right to file a formal complaint. Any such complaint must be in writing and submitted within 180 days following the date of the alleged occurrence to:

Chris Graves

Aviso Público sobre los Derechos del Programa del Título VI

La Ciudad de Dallas da aviso público de su política de mantener y asegurar el pleno cumplimiento de los requisitos de no discriminación del Título VI de la Ley de Derechos Civiles de 1964 y de las autoridades relacionadas sobre no discriminación. El Título VI y las autoridades relacionadas sobre no discriminación establecen que ninguna persona en los Estados Unidos de América será excluida de participar en, se le negarán los beneficios de, o será sometida de otra manera a discriminación bajo cualquier programa o actividad que reciba asistencia financiera federal, por motivos de raza, color, origen nacional, sexo, edad o discapacidad.

Toda persona que desee obtener más información sobre el Programa del Título VI de la Ciudad de Dallas puede comunicarse con el Coordinador del Programa del Título VI, Chris Graves, utilizando la información de contacto indicada a continuación.

Cualquier persona que considere que ha sido objeto de discriminación, ya sea individualmente o como miembro de una clase específica de personas, por motivos de raza, color, origen nacional, sexo, edad o discapacidad, tiene derecho a presentar una queja formal. Cualquier

City of Dallas
1500 Marilla Street
Dallas, TX 75201
311 (or 214-671-8878)
TitleVI@dallas.gov

This Public Notice is available in languages other than English and in alternative means of communication (e.g., Braille, large print, audiotape, and American Sign Language) by contacting Chris Graves (contact information provided above), or by contacting Texas Relay at 7-1-1.

queja de este tipo debe presentarse por escrito y enviarse dentro de los 180 días posteriores a la fecha del presunto incidente a:

Chris Graves
City of Dallas
1500 Marilla Street
Dallas, TX 75201
311 o 214-671-8878
TitleVI@dallas.gov

Este Aviso Público está disponible en idiomas distintos al inglés y en medios alternativos de comunicación, como Braille, letra grande, audio cinta y Lenguaje de Señas Americano, comunicándose con Chris Graves, cuya información de contacto se proporciona arriba, o comunicándose con Texas Relay al 7-1-1.

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."

"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."

"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."

Aviso de Prohibición de Armas de Fuego para Reuniones de Entidades Gubernamentales

"De acuerdo con la sección 30.06 del código penal (ingreso sin autorización de un titular de una licencia con una pistol 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."

"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."

"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:

AVISO DE SESIÓN EJECUTIVA

Podrá celebrarse una sesión ejecutiva a puerta cerrada si el debate de cualquiera de los puntos del orden del día mencionados se refiere a uno de los siguientes temas:

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]

1. Buscar el consejo de su abogado sobre litigios pendientes o contemplados, ofertas de conciliación o cualquier asunto en el que el deber del abogado ante el Concejo Municipal bajo las Reglas Disciplinarias de Conducta Profesional del Colegio de Abogados del Estado de Texas claramente entra en conflicto con la Ley de Reuniones Abiertas de Texas. [Código de Gobierno de Texas §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]

2. Deliberar sobre la compra, el intercambio, el arrendamiento o el valor de un bien inmueble si la deliberación en una reunión abierta tendría un efecto perjudicial en la posición de la ciudad en las negociaciones con una tercera persona. [Código de Gobierno de Texas §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]

3. Deliberar sobre un contrato negociado para un posible regalo o donación a la Ciudad si la deliberación en una reunión abierta tendría un efecto perjudicial en la posición de la Ciudad en las negociaciones con una tercera persona. [Código de Gobierno de Texas §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]

4. Deliberar sobre el nombramiento, empleo, evaluación, reasignación, deberes, disciplina o destitución de un funcionario o empleado público; o para escuchar una queja o acusación contra un funcionario o empleado, a menos que el funcionario o empleado que es objeto de la deliberación o audiencia solicite una audiencia pública. [Código de Gobierno de Texas §551.074]

5. Deliberating the deployment, or specific occasions for implementation, of security personnel or devices. [Tex. Govt. Code §551.076]

5. Deliberar sobre el despliegue, o las ocasiones específicas para su implementación, de personal o dispositivos de seguridad. [Código de Gobierno de Texas §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

6. Discutir o deliberar información comercial o financiera que la Ciudad ha recibido de un prospecto de negocios que la Ciudad busca que se ubique, permanezca o se expanda en o cerca de la Ciudad y con el cual la Ciudad está llevando

development negotiations; or deliberating the offer of a financial or other incentive to a business prospect. [Tex Govt . Code §551.087]

a cabo negociaciones de desarrollo económico; o deliberar sobre la oferta de un incentivo financiero o de otro tipo a un prospecto comercial. [Gobierno de Tex . Código §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]

7. Deliberar sobre las evaluaciones de seguridad o las implementaciones relacionadas con la tecnología de los recursos de información, la información de seguridad de la red o la implementación o ocasiones específicas para implementaciones de personal de seguridad, infraestructura crítica o dispositivos de seguridad. [Código del Gobierno de Texas §551.089]

8. Deliberating matters regarding cybersecurity measures, policies, or contracts aimed at protecting critical infrastructure facilities [Tex. Govt. Code §551.0761]

8. Deliberar sobre asuntos relacionados con medidas, políticas o contratos de ciberseguridad destinados a proteger instalaciones de infraestructura crítica [Código de Gobierno de Texas §551.0761]

Commission on Disabilities
Regular Meeting Minutes
September 22, 2026
Dallas City Hall, 6ES
Call-in (408) 418-9388
Access Code: 2497 071 0330
John Kalkanli, Presiding

PRESENT: [7]

John Kalkanli, Chair District 15	Marlissa Collier, District 4
D.R. Rockwell, District 5	Carrie Parks, District 7*
Beverly White, District 9*	Laura Lee Gunn, District 10*
Nancy Deitchman, District 11*	Stephen Huschka, District 13*
Commissioner Heather Paterson-Pearson	

ABSENT: [2]

Selina Glasscock, District 1	Candace Wicks, District 3

**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: **[0]**

Absent: **[2]**

Wade Wilcox	Dr. Priscylla Bento

The September 22, 2026 Commission on Disabilities meeting was called to order at 2:02 p.m. with quorum being met.

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

PUBLIC SPEAKERS

Chairman Kalkanli opened the floor with roll call and for any public speakers.

With no public speakers, Chairman Kalkanli moved to the next order of business.

COMMISSION ON DISABILITIES MEETING MINUTES
SEPTEMBER 22, 2026

DISCUSSION ITEMS

Chairman Kalkanli provided a recap of the planning meeting on July 18, 2026 where the Office of Housing and Community Empowerment convened the Chairs and Vice Chairs of the Boards and Commissions the department manages. Commissioner Parks was previously voted to represent the Commission as temporary Vice Chair during the meeting.

APPROVAL OF MINUTES

Chairman Kalkanli opened the floor to approve minutes from August 25, 2026. Commissioner White moved that the minutes for August 25, 2026 be accepted as read. The motion was approved.

VOTING ITEMS

Chairman Kalkanli open the floor for discussion on the proposed meeting days and times for FY27 (October 2026 to September 2027). Commissioner Huschka made a motion to keep the same day during the month – the fourth Tuesday of every month except July and December – but meet at 6pm instead of 2pm. The motion was approved.

MEETING SUMMARY

COMMISSIONERS' REPORTS

Chairman Kalkanli provided the Chairman's Report.

Commissioners Rockwell, Parks, White, Gunn, Deitchman, and Paterson-Pearson provided Commissioners' Reports.

BRIEFINGS

The Not Forgotten (TNF) 1st, Programs and Services

[**Portia Dawson**, Founder, TNF1st, and **Marcus Dawson**, Collaborator, TNF1st]

The Commission was provided an overview of the programs and services of The Not Forgotten 1st, including advocating for individuals with disabilities and supporting their families through empowerment, inclusion, and community engagement.

Volunteers of America (VOA), Home Repair Program and Services

[**Katrina Barnhill**, Program Manager, VOA, and **Raven Kopru**, Case Manager, VOA]

The Commission was provided an overview of the programs and services of the Volunteers of America and how they support individuals with disabilities in accessing safe, affordable, and accessible housing and maintaining housing stability.

ANNOUNCEMENTS

Chairman Kalkanli and Commissioners Rockwell and Gunn provided closing announcements.

ADJOURNMENT

Chairman Kalkanli adjourned the September 22, 2026 Commission on Disabilities meeting at 3:36pm.

Drafted by Chris Graves, Human Rights Officer Office of Housing and Community Empowerment	Date
Approved by: John Kalkanli, Chairman Commission on Disabilities	Date

City of Dallas

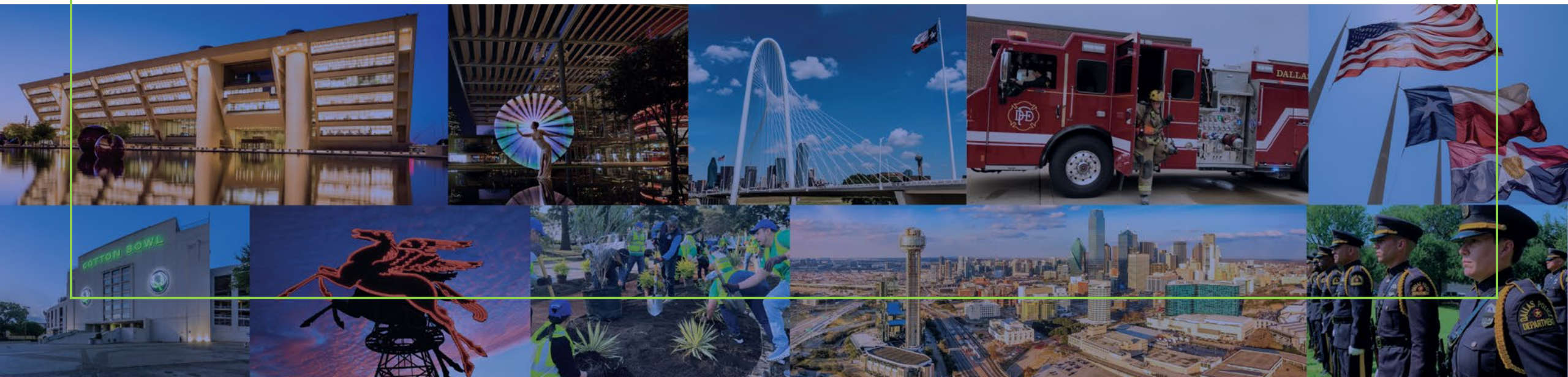
SERVICE FIRST, NOW!

Ongoing Required Non-Discrimination Training

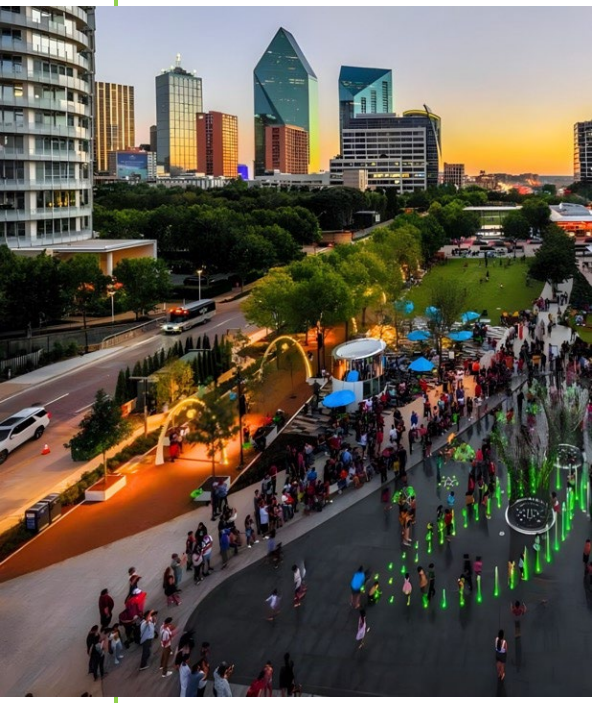
Title VI Program Compliance Plan (FY27)

Month Day, Year

Chris Graves
Human Rights Officer
Office of Housing and Community Empowerment



Presentation Overview



- Section I: Overview of Title VI Program Compliance Plan
- Section II: Types of Discrimination
- Section III: Scope of Program Policy
- Section IV: Preventing Discrimination
- Section V: Complaint Disposition Process
- Section VI: Knowledge Check & Q&A

Short Pre-Presentation Survey

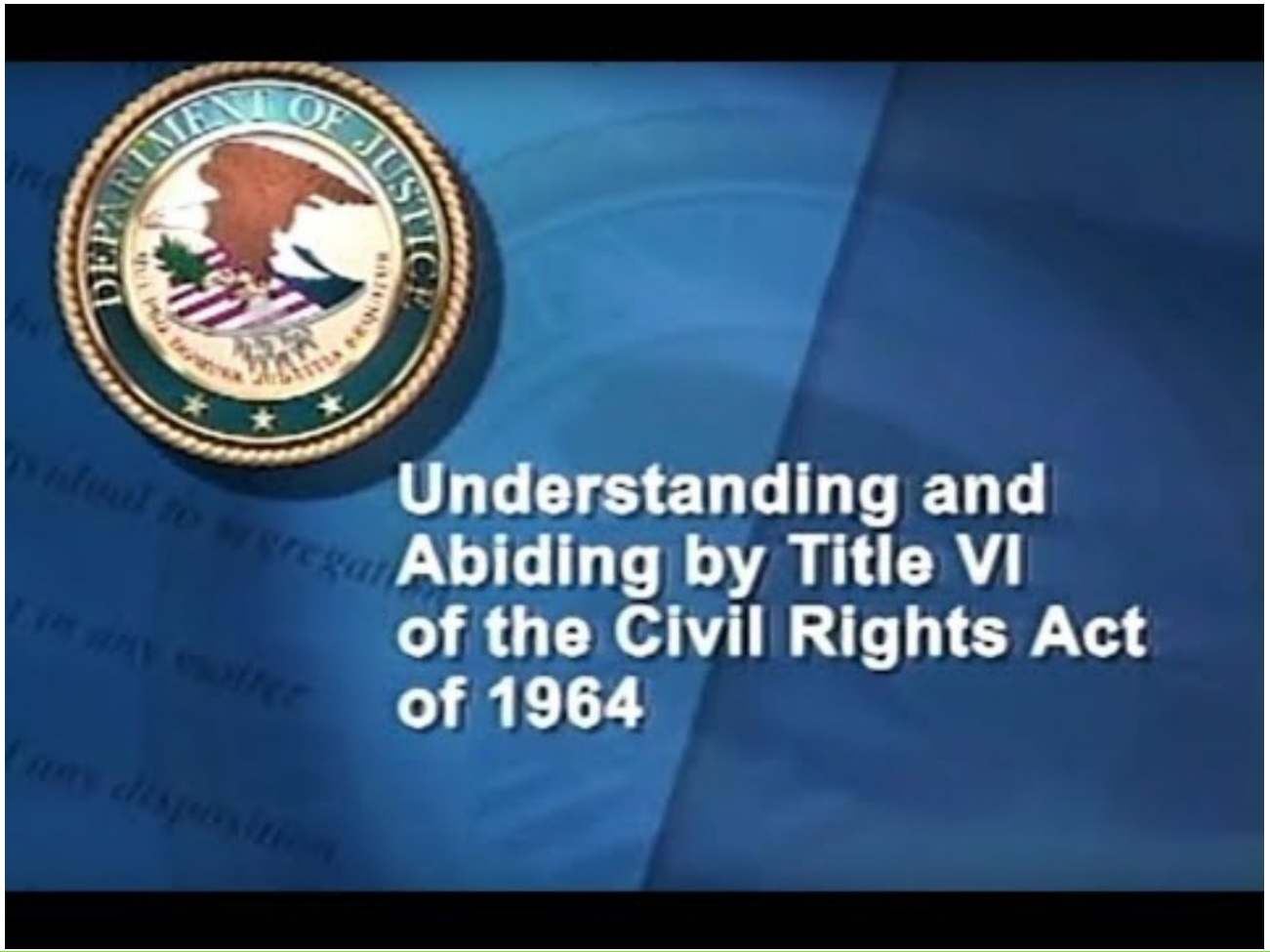
Pre-Presentation Survey (Title VI)

Survey Link

Take 1:30 Minutes

City of Dallas
SERVICE FIRST, NOW!

Introductory Video



Video Link

Stop at 1:50

Although from the DOJ, this video is several years old. While other segments contain information in need of updating, the video is still relevant for historical illustration.



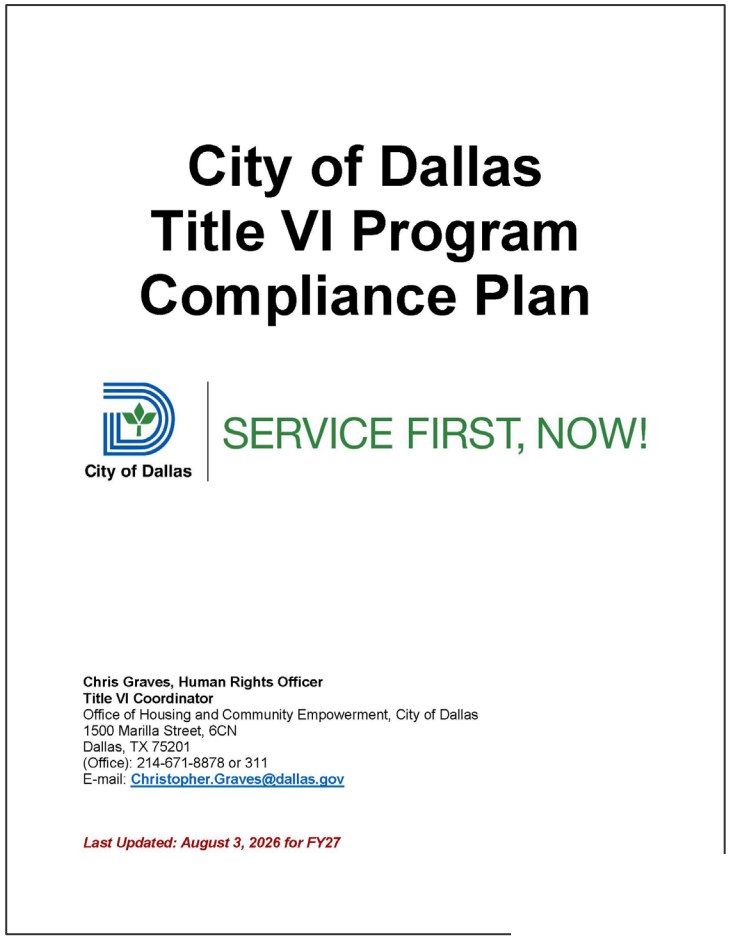
I. Overview of Title VI Program Compliance Plan

City of Dallas

SERVICE FIRST, NOW!

City's Title VI Program Plan

- Updated Plan approved by CMO on August 4, 2026.
- Title VI Program Coordination by Office of Housing and Community Empowerment (OHCE).
- Eleven (11) core elements required by the Federal Motor Carrier Safety Administration.*
- Additional elements to ensure compliance across federal grantors.**



City of Dallas
Title VI Program
Compliance Plan

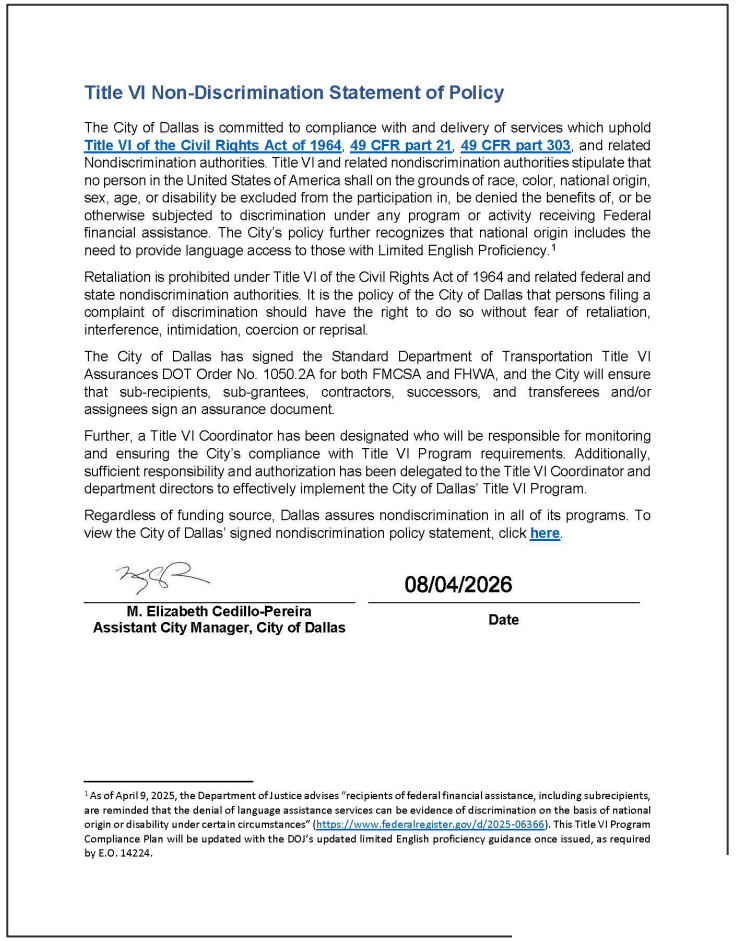
City of Dallas | SERVICE FIRST, NOW!

Chris Graves, Human Rights Officer
Title VI Coordinator
Office of Housing and Community Empowerment, City of Dallas
1500 Marilla Street, 6CN
Dallas, TX 75201
(Office): 214-671-8878 or 311
E-mail: Christopher.Graves@dallas.gov

Last Updated: August 3, 2026 for FY27

City's Title VI Policy Statement

- Committed to compliance with Title VI of the Civil Rights Act of 1964 and related authorities
- Goal of non-discrimination in programs, services, and activities
- Ensures equal access regardless of background and retaliation prohibited
- Title VI Coordinator
- Policy regardless of funding source (*Civil Rights Restoration Act of 1987*)



Title VI Non-Discrimination Statement of Policy

The City of Dallas is committed to compliance with and delivery of services which uphold Title VI of the Civil Rights Act of 1964, 49 CFR part 21, 49 CFR part 303, and related Nondiscrimination authorities. Title VI and related nondiscrimination authorities stipulate that no person in the United States of America shall on the grounds of race, color, national origin, sex, age, or disability be excluded from the participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity receiving Federal financial assistance. The City's policy further recognizes that national origin includes the need to provide language access to those with Limited English Proficiency.[1]

Retaliation is prohibited under Title VI of the Civil Rights Act of 1964 and related federal and state nondiscrimination authorities. It is the policy of the City of Dallas that persons filing a complaint of discrimination should have the right to do so without fear of retaliation, interference, intimidation, coercion or reprisal.

The City of Dallas has signed the Standard Department of Transportation Title VI Assurances DOT Order No. 1050.2A for both FMCSA and FHWA, and the City will ensure that sub-recipients, sub-grantees, contractors, successors, and transferees and/or assignees sign an assurance document.

Further, a Title VI Coordinator has been designated who will be responsible for monitoring and ensuring the City's compliance with Title VI Program requirements. Additionally, sufficient responsibility and authorization has been delegated to the Title VI Coordinator and department directors to effectively implement the City of Dallas' Title VI Program.

Regardless of funding source, Dallas assures nondiscrimination in all of its programs. To view the City of Dallas' signed nondiscrimination policy statement, click here.

08/04/2026

M. Elizabeth Cedillo-Pereira
Assistant City Manager, City of Dallas

Date

[1] As of April 9, 2025, the Department of Justice advises "recipients of federal financial assistance, including subrecipients, are reminded that the denial of language assistance services can be evidence of discrimination on the basis of national origin or disability under certain circumstances" (https://www.federalregister.gov/d/2025-06366). This Title VI Program Compliance Plan will be updated with the DOJ's updated limited English proficiency guidance once issued, as required by E.O. 14224.

Protected Classes under Title VI Program

	• American Indian or Alaska Native, Asian, Black, Native Hawaiian or other Pacific Islander, White, etc.
Color	• Actual or perceived race, color, national origin, ethnicity, or ancestry.
National Origin	• Includes both the place of origin of a person or their ancestors and the actual or perceived cultural or ethnic traits associated with that origin. Language.
Sex	• Encompass biological sex.
Age	• Not defined by a fixed number but by the general category of a person's chronological age; applies to persons of all ages.
Disability	• When an impairment—current, past, or perceived—substantially limits major life activities, regardless of whether it is visible or officially dia

City of Dallas
SERVICE FIRST, NOW!

Defining Forms of Discrimination

- Denial of Service
- Differential Treatment
- Separate Treatment
- Restrictions
- Different Eligibility
- Denial of or Restrictions around Participation
- Denial of Employee Participation in Program if Goal of FFA is Employment

City of Dallas
SERVICE FIRST, NOW!





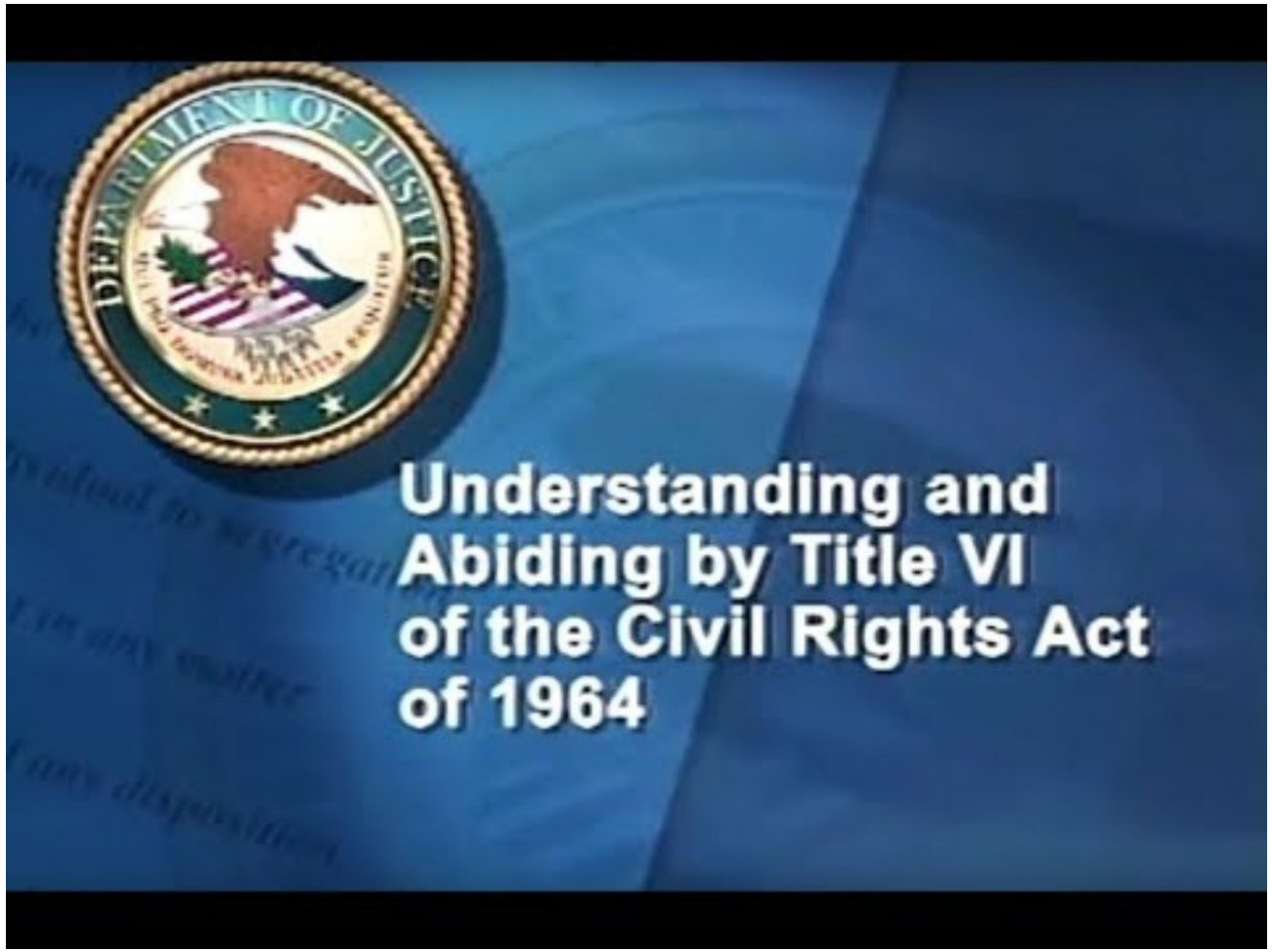
COTTON BOWL






DEPARTMENT

Example of National Origin Discrimination



Video Link

Stop at 16:55

Although from the DOJ, this video is several years old. While other segments contain information in need of updating, the video is still relevant for historical illustration.

Discrimination Based On

Type of Discrimination	Based On
Different Eligibility	*Race*

Example: A Case Manager working for local municipal government helps residents apply for SNAP and other public benefits. For some residents who tend to be Black, the Case Manager requires documentation above and beyond what is required.

City of Dallas SERVICE FIRST, NOW!

Discrimination Based On

Type of Discrimination	Based On
Separate Treatment	*National Origin*

Example: Several Chinese Americans want to attend the community meeting about planned street and drainage improvements by the City's Public Works Department. They had earlier requested interpretation services, but were told the department had already expended all interpretation funds for the year. They still attended, but were told to wait in a separate room where a simplified version of the presentation will be given with no Q&A.

Discrimination Based On

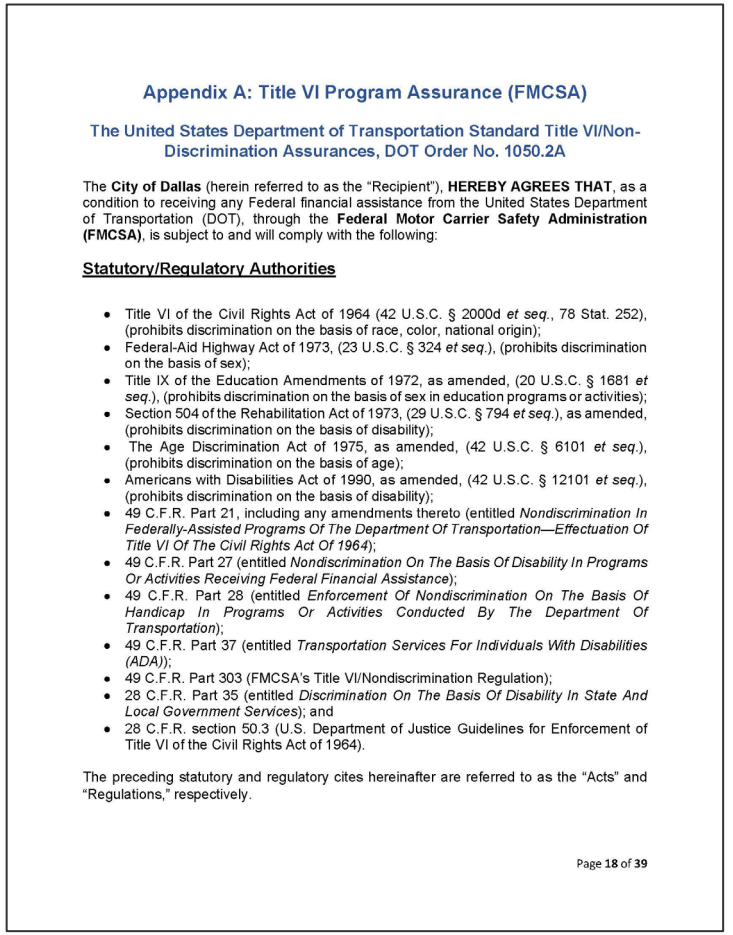
Type of Discrimination	Based On
Denial of Service	*Disability*

Example: A resident in a wheelchair travels to City Hall where he would like to pay his water bill. Upon parking in one of the designated accessible spots, he sees he is actually unable to access the building by himself because there is no curb cut making the path to the entrance inaccessible.

City of Dallas
SERVICE FIRST, NOW!

City's Title VI Program Assurance

- Subject to and will comply with statutory and regulatory authorities
- Pre-condition of receiving federal financial assistance
- General Assurance to ensure non-discrimination institution-wide
- Specific Assurance to FMCSA and FHWA and embedding Title VI in solicitations, contracts, and awards



Appendix A: Title VI Program Assurance (FMCSA)

The United States Department of Transportation Standard Title VI/Non-Discrimination Assurances, DOT Order No. 1050.2A

The **City of Dallas** (herein referred to as the "Recipient"), **HEREBY AGREES THAT**, as a condition to receiving any Federal financial assistance from the United States Department of Transportation (DOT), through the **Federal Motor Carrier Safety Administration (FMCSA)**, is subject to and will comply with the following:

Statutory/Regulatory Authorities

- Title VI of the Civil Rights Act of 1964 (42 U.S.C. § 2000d *et seq.*, 78 Stat. 252), (prohibits discrimination on the basis of race, color, national origin);
- Federal-Aid Highway Act of 1973, (23 U.S.C. § 324 *et seq.*), (prohibits discrimination on the basis of sex);
- Title IX of the Education Amendments of 1972, as amended, (20 U.S.C. § 1681 *et seq.*), (prohibits discrimination on the basis of sex in education programs or activities);
- Section 504 of the Rehabilitation Act of 1973, (29 U.S.C. § 794 *et seq.*), as amended, (prohibits discrimination on the basis of disability);
- The Age Discrimination Act of 1975, as amended, (42 U.S.C. § 6101 *et seq.*), (prohibits discrimination on the basis of age);
- Americans with Disabilities Act of 1990, as amended, (42 U.S.C. § 12101 *et seq.*), (prohibits discrimination on the basis of disability);
- 49 C.F.R. Part 21, including any amendments thereto (entitled *Nondiscrimination In Federally-Assisted Programs Of The Department Of Transportation—Effectuation Of Title VI Of The Civil Rights Act Of 1964*);
- 49 C.F.R. Part 27 (entitled *Nondiscrimination On The Basis Of Disability In Programs Or Activities Receiving Federal Financial Assistance*);
- 49 C.F.R. Part 28 (entitled *Enforcement Of Nondiscrimination On The Basis Of Handicap In Programs Or Activities Conducted By The Department Of Transportation*);
- 49 C.F.R. Part 37 (entitled *Transportation Services For Individuals With Disabilities (ADA)*);
- 49 C.F.R. Part 303 (FMCSA's Title VI/Nondiscrimination Regulation);
- 28 C.F.R. Part 35 (entitled *Discrimination On The Basis Of Disability In State And Local Government Services*); and
- 28 C.F.R. section 50.3 (U.S. Department of Justice Guidelines for Enforcement of Title VI of the Civil Rights Act of 1964).

The preceding statutory and regulatory cites hereinafter are referred to as the "Acts" and "Regulations," respectively.

Page **18** of **39**

Midway Point Check-In

Content Covered

- *Section I: Overview of Title VI Program Compliance Plan*
- *Section II: Types of Discrimination*

Content Remaining

- **Section III: Scope of Program Policy**
- **Section IV: Preventing Discrimination**
- **Section V: Complaint Disposition Process**
- **Section VI: Knowledge Check & Q&A**

Questions so Far?

City of Dallas
SERVICE FIRST, NOW!

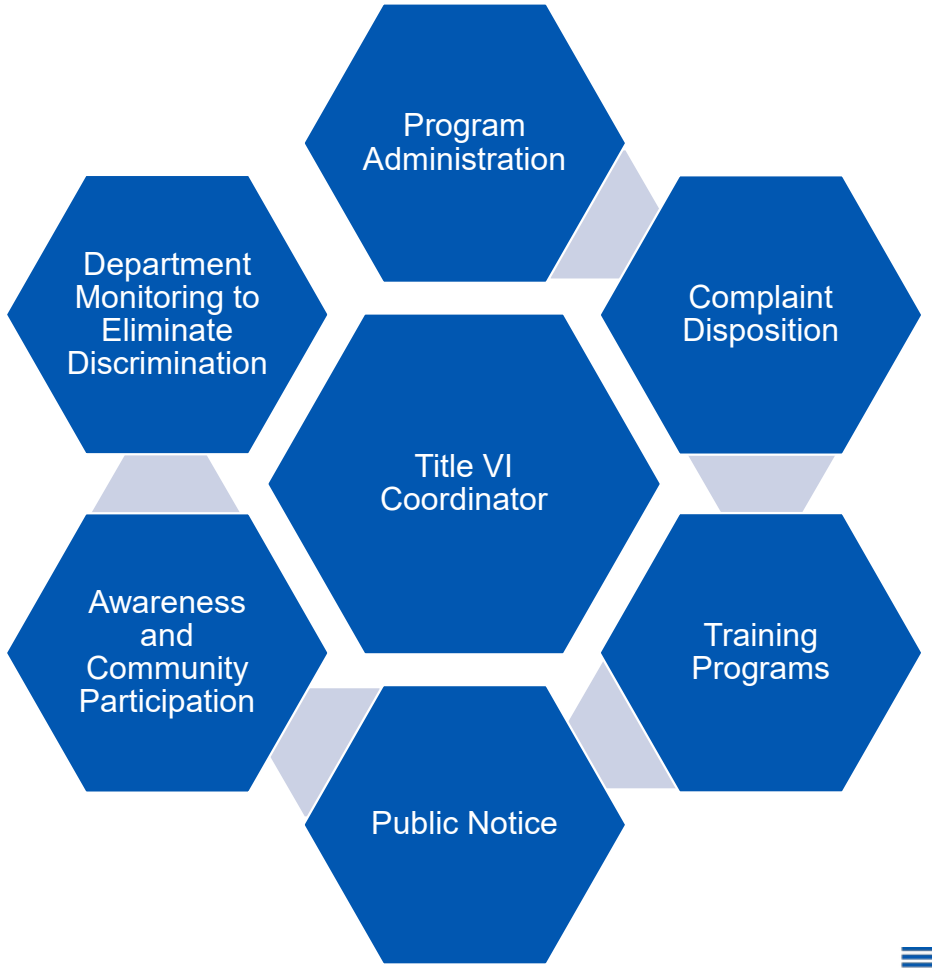


III. Scope of Program Policy

City of Dallas
SERVICE FIRST, NOW!

Scope of City of Dallas' Title VI Program

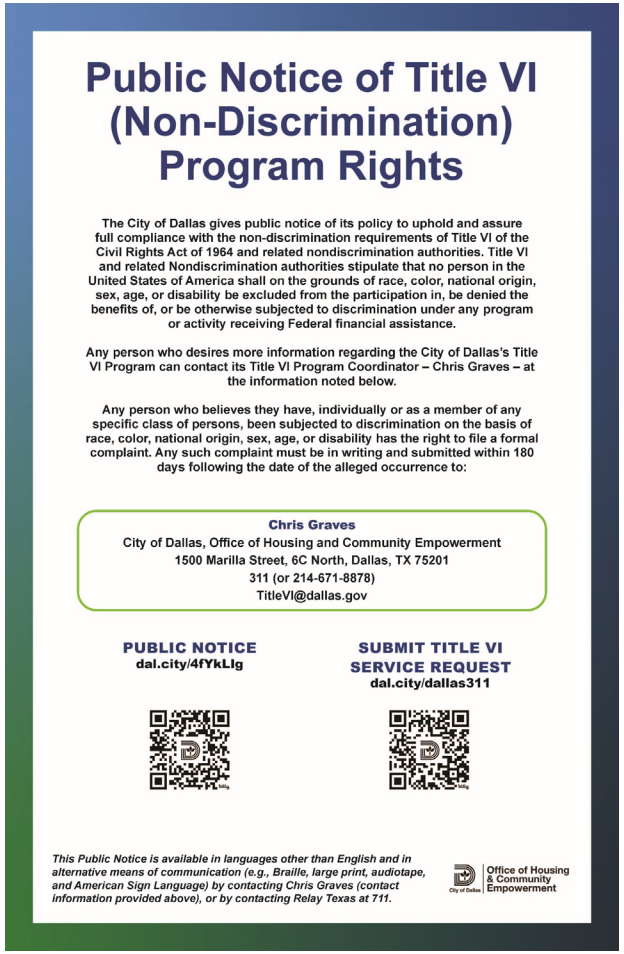
- Title VI Program Compliance Plan applies to all City programs, activities, and services, regardless of funding source.
- Requirements extend to contractors and subcontractors.
- Title VI Compliance ensures continued eligibility for Federal Financial Assistance.
- Additional requirements specific to Federal Motor Carrier Safety Administration and Federal Highway Administration



City of Dallas
SERVICE FIRST, NOW!

City's Title VI Public Notice

- Public notice of Title VI program rights required to be posted in public buildings
- Provides overview of rights, protected classes, instructions for complaints, and Title VI Coordinator information
- Translations and alternative formats can be requested
- Link to Website



Public Notice of Title VI (Non-Discrimination) Program Rights

The City of Dallas gives public notice of its policy to uphold and assure full compliance with the non-discrimination requirements of Title VI of the Civil Rights Act of 1964 and related nondiscrimination authorities. Title VI and related Nondiscrimination authorities stipulate that no person in the United States of America shall on the grounds of race, color, national origin, sex, age, or disability be excluded from the participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity receiving Federal financial assistance.

Any person who desires more information regarding the City of Dallas's Title VI Program can contact its Title VI Program Coordinator – Chris Graves – at the information noted below.

Any person who believes they have, individually or as a member of any specific class of persons, been subjected to discrimination on the basis of race, color, national origin, sex, age, or disability has the right to file a formal complaint. Any such complaint must be in writing and submitted within 180 days following the date of the alleged occurrence to:

Chris Graves
City of Dallas, Office of Housing and Community Empowerment
1500 Marilla Street, 6C North, Dallas, TX 75201
311 (or 214-671-8878)
TitleVI@dallas.gov

PUBLIC NOTICE
dal.city/4fYkLIg

SUBMIT TITLE VI SERVICE REQUEST
dal.city/dallas311

This Public Notice is available in languages other than English and in alternative means of communication (e.g., Braille, large print, audiotape, and American Sign Language) by contacting Chris Graves (contact information provided above), or by contacting Relay Texas at 711.

Office of Housing & Community Empowerment

Language Access

- City's Title VI Statement of Policy recognizes that national origin protection includes need to provide language access for those with Limited English Proficiency.
- Departments can directly request interpretation and ASL services, and written translations.
- Utilizing employees' conversational skills (LSAP AD).
- Contact CCX/311 for more information.







COTTON BOWL






DEPARTMENT

Following City of Dallas' Values of Service

Empathy	Ethics	Excellence	Engagement	Empowerment
• "We demonstrate compassion by listening and understanding." • **Example**: A resident giving public comment voices difficulty with the speaking limits because of their speech impediment. They are granted additional time as a program modification.	• "We believe in being transparent, open, and honest." • **Example**: The City of Dallas' Title VI Program Compliance Plan is available in full on the City's website so residents can hold the team accountable.	• "We are committed to continuous improvement." • **Example**: Residents know their rights under Title VI because the public notice was recently included in the programmatic materials they receive when they enroll for a community program.	• "We seek intentional connection in our communities." • **Example**: Program staff meet with Commissioners from the Youth Commission and Senior Affairs Commission to understand the potential for age discrimination and ways to prevent it from happening.	• "We ensure fairness through access and opportunity for everyone to thrive." • **Example**: Departments make it known on flyers how to contact them to request information in languages other than English.

Non-Discrimination Checklist

Does your department manage a building or facility used by the public?	Does your department serve the public with programming and activities?	Does your department hold events and/or community meetings?	Do the residents you serve have questions about their rights under Title VI?	Do your departments' contractors and subcontractors provide residents services?	Do residents you serve speak in languages other than English?	Are there opportunities where you ask for resident feedback?
Display the Title VI Public Notice.	Include the Title VI Public Notice in the appendix of programmatic materials.	Feature on flyers and on all promotional materials information on how to request program modifications and who the Point of Contact is.	Request a know your rights presentation from OHCE.	Ensure they display the Title VI Public Notice.	Request translations of the Title VI Public Notice.	Include information on how they can file a Title VI complaint with 311.
	Request a Title VI training for management and frontline staff.		Provide them the Title VI Coordinator's contact information.	Request a Title VI training for them.	Provide interpretation during Title VI know your rights presentation.	
					Know how to contact CCX/311 for interpretation / translation.	





COTTON BOWL






DEPARTMENT

Disposition Process

- Any person, group of persons, or authorized representative may file a complaint.
- Complaints may be based on City programs, services, activities, those of sub-recipients, or for retaliation.
- 180-day deadline to file based on alleged date or most recent occurrence.
- Must be in writing.



Disposition Process

Complaint Intake

- Multiple formats available
- Accommodations for those with disabilities or to ensure language access

Fact Finding

- Notification of receipt within 7 business days (ERT)
- Coordination with departmental representatives
- Collecting relevant facts from all parties involved
- Goal of conducting as quickly and efficiently as possible within 30 business days (SLA)

Response

- Develop write-up and recommendation
- Coordination with CAO to issue response
- Provided to relevant state and/or federal agency
- Right to appeal





COTTON BOWL






DEPARTMENT

Short Post-Presentation Survey



Survey Link

Take 1:30 Minutes

Questions

Q&A

City of Dallas
SERVICE FIRST, NOW!

City of Dallas

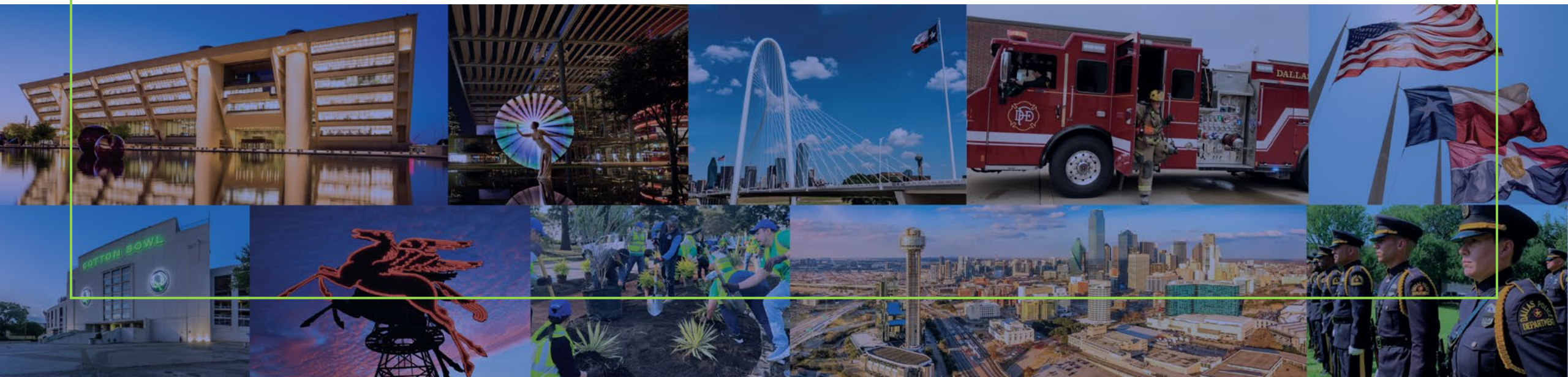
SERVICE FIRST, NOW!

Ongoing Required Non-Discrimination Training

Title VI Program Compliance Plan (FY27)

Month Day, Year

Chris Graves
Human Rights Officer
Office of Housing and Community Empowerment



City of Dallas | SERVICE FIRST, NOW!

Briefing on Requirements for the Annual Report

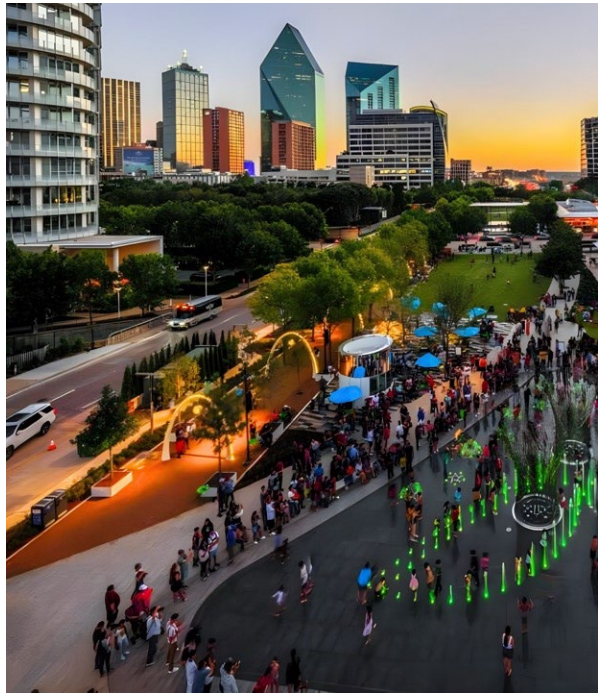
Commission on Disabilities

October 27, 2026

Christopher Graves
Human Rights Officer
Office of Housing and Community Empowerment



Presentation Overview



- Requirements in Chapter 8 of City Code
- Timeline for Commission
- Questions for Commission to Consider
- Q&A and Discussion

City of Dallas
SERVICE FIRST, NOW!

Requirements in Chapter 8 of City Code

- Requirements for the annual report are specified in Chapter 8, Section 8-1.1 of the Dallas City Code. The below points are verbatim.
- By February 1 of each year, each board shall submit to the city manager for distribution to the city council an annual report that has been approved by the board of its activities containing the following:
  - a cover letter transmitting the report, signed by the board chair, addressed to the mayor and city council;
  - a table of contents;
  - a mission statement or the guiding principles of the reporting body;

City of Dallas SERVICE FIRST, NOW!

Requirements in Chapter 8 of City Code (continued)

- a summary of the year just completed including highlights of objectives and accomplishments;
- a list of objectives and programs for the coming year including revised goals;
- a summary of the board's recommendations, including a summary of the recommendations of the minority if there is a minority report;
- other information determined to be necessary by the board.

Requirements in Chapter 8 of City Code (continued)

- Copies of the report should be furnished to the city manager, city secretary, and each member of the board.
- The office of the city manager shall coordinate the preparation of the reports within the applicable city departments and generally give assistance in the development of the reports.
- The following formatting standards shall apply:
  - The report should be 8-1/2 inches by 11 inches in size. Each larger sheet should be folded to this size.
  - Covers should include the city of Dallas logo.

City of Dallas SERVICE FIRST, NOW!

Requirements in Chapter 8 of City Code (continued)

- Minority or dissenting viewpoints should be given full disclosure in the report so that the opinions of each board member are fairly conveyed.
- The minority or dissenting report should be prepared by those holding such viewpoints and it should be incorporated in the report without editing, except in order to achieve compliance with this section.
- If the majority report, including attachments, appendices, and index pages, numbers less than 100 pages, the minority report will be placed after the last page of the majority report.
- If the majority report numbers 100 pages or more, the minority report will be placed after the summary of recommendations and before the body of the full majority report.

Requirements in Chapter 8 of City Code (continued)

- If a board finds it necessary or important to publish a report other than an annual report, the provisions of this section shall apply to the special report.
- On behalf of the city council, the city manager shall analyze and evaluate each report submitted pursuant to this section by March 15 of each year.

Timeline for Commission

October 2026

- Briefing on Requirements
- Discussion and Brainstorming

November 2026

- Staff Draft of Report based on Commission Input

December 2026

- No Meeting
- Circulation of Draft Report for Commission Feedback

January 2027

- Final Edits are Adopted and Commission Approves
- Staff Submit to CSO and CMO by January 31, 2027

City of Dallas
SERVICE FIRST, NOW!

Questions for Commission to Consider

- What does the Commission want to highlight for the previous year's accomplishments and progress made in meeting its objectives?
- What does the Commission propose for next year's objectives and overarching goals?
  - OHCE Leadership expects Commissions to propose and focus on two (2) goals.
- Is there any additional information beyond the required components the Commission wishes to include?
- Please also keep in mind the possibility of a Minority or Dissenting Report to be included.

Additional References

- Commission on Disabilities' 2025 Annual Report
- Commission on Disabilities' 2024 Annual Report
- Commission on Disabilities' 2023 Annual Report
- The City Secretary's Office also hosts a webpage where all other Boards and Commissions' Annual Reports can be found.

Thank You

Questions?

Commission Discussion