

Community Advisory Council Meeting

Meeting Minutes



Federal Reserve
Bank of Dallas

April 4, 2024

Committee Attendees:

Carine M. Feyten, Texas Woman's University (Chair)

Awais Azhar, HousingWorks Austin

Peter Beard, Greater Houston Partnership

Tracee Bentley, Permian Strategic Partnership

Carols Contreras III, Goodwill Industries of San Antonio

Rashida Dawson, United Way of Northwest Louisiana

Kathy Flanagan-Payton, Fifth Ward Community Redevelopment Corporation

Paula Harris, Astros Foundation

Melanie Johnson, Collaborative for Children

Michael Medalla, Toyota North America

Bill Schlesinger, Project Vida

Kara Waddell, Child Care Associates

Gregory D. Williams, Odessa College

Federal Reserve Bank of Dallas Directors in Attendance:

Thomas J. Falk, Retired Chairman and Chief Executive Officer Kimberly-Clark Corp.

Federal Reserve Bank Staff in Attendance:

Lorie Logan, Robert Triplett, Morgan Ackley, Tommy Alsbrooks, Stephen Clayton, Robert Coronado, Molly Hubbert-Doyle, Rick Mase, Heidi Mitchell, Pia Orrenius, Sam Parsons, Emily Perlmeter, Patrick Pruneda, Jane Santa Cruz, Jason Saving, Mike Schetzel

Administrative:

The meeting was called to order at 9:00 AM. Bank senior leadership made introductory remarks. A member of Bank staff provided a reminder that council members should adhere to the antitrust guidelines.



Advance Together Presentation:

Jane Santa Cruz, Senior Outreach Advisor shared a presentation on the Federal Reserve Bank of Dallas' Advance Together initiative and Community Development function. Discussion centered on lessons learned from the Advance Together pilot round, proposed refinements to the second round, and scalability of the initiative. Proposed refinements included responsiveness to community needs, and accounting for economic and demographic shifts.

Service / Operations Delivery:

Council members across the district highlighted that rising insurance costs have negatively impacted business operations and low-to-moderate income communities are struggling to absorb higher interest rates and insurance premiums. Members also noted that the rising cost of housing is affecting council members' ability to recruit talent, especially in rural areas, and provide affordable student housing at higher education institutions.

Council members shared that workplace campaigns for non-profit charitable giving are down across the region except for the Permian Basin. Members discussed that this has been a long-term trend, and non-profits are having to pivot their programs and operations to continue to support those that rely on charitable giving.

Labor Markets:

Council members discussed challenges in the labor market including barriers to filling skilled trade jobs due to a mismatch in skills needed and lack of interest for entering these fields. Council members also expressed that there is a need to re-think how industries are attracting women into skilled trade fields that are seeing growing demand for labor and a need to address the root causes of why women are not participating in these fields.

Members noted that lack of access to Wi-Fi and the skill set to leverage technology to apply for jobs continues to be a barrier for low-to moderate income workers. A council member shared that their non-profit is launching a shuttle service to help support their employees travel to work across the city because the public bus system can't meet the needs of their employees.

Members also shared that although communities across the region are seeing strong job growth and economic activity, low-to moderate income individuals and families are struggling to earn living wages.

Childcare:

Council members discussed that states, workers and businesses continue to struggle with answering the question of who is responsible for childcare and noted that some large corporations are building onsite childcare facilities for their employees while other corporations are buying a portion of

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childcare spots in local childcare centers which helps subsidize the cost of care for those who can't afford childcare.

A council member also noted that there is a growing interest from states to develop models and options to offset the high cost of childcare without increasing cost to families such as the Tri-share model, where childcare expenses are born equally across families, employers and the state.

Members noted that the childcare industry continues to be impacted by generational shifts in families accessing or not accessing childcare for various reasons including shifts to more home-based care, grandparents continue to work versus provide childcare for their family and employees are looking for more flexible and remote work to help offset the cost of childcare.

New, Notable Observations:

Council members discussed that mental health continues to be a community concern and there is a need for more mental health counselors and workers trained in trauma informed care.

Council members also shared that they are seeing an uptick of micro schooling and families in minority communities are opting out of traditional public education and clustering together for home schooling.