Community Advisory Council Meeting
Meeting Minutes

Federal Reserve Bank of Dallas

November 12, 2025

Council Attendees:

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

Awais Azhar, HousingWorks Austin

Peter Beard, US Chamber of Commerce Foundation

Carlos Contreras III, Goodwill Industries of San Antonio

Rashida Dawson, (Formerly with) United Way of Northwest Louisiana

Paula Harris, (Formerly with) Astros Foundation

Melanie Johnson, Collaborative for Children

Kathy Flanagan Payton, Fifth Ward Community Redevelopment Corp.

Kara Waddell, Child Care Associates

Federal Reserve Bank Staff in Attendance:

Lorie K. Logan, Kseniya Benderskaya, Donald Bowers, Erin Bryant, Amy Chapel, Roberto Coronado, Lillian Derr, Julieta Ezeiza, Cali Hix, Molly Hubbert Doyle, Kassandra Huhn, Elisa Johnson, Rachel Jones, Pia Orrenius, Sam Parson, Daron Peschel, Victoria Rosengarten, Jane Santa Cruz, Michael Schetzel, Elizabeth Souder, Mark Wynne, Xiaohan Zhang

Administrative:

Roberto Coronado called the meeting of the Community Advisory Council ("Council") to order at 9:00 AM. President Logan and Dr. Feyten made introductory remarks. Sam Parson provided an annual reminder to council members about the Bank's antitrust guidelines.

Artificial Intelligence and Workforce Implications

Members discussed how artificial intelligence (AI) is transforming workplaces across sectors and training and learning opportunities. A member cited a recent finding from the U.S. Chamber Foundation's survey of small businesses: of the small businesses that are using AI, about 82% have increased their hiring alongside AI adoption, showing that AI use is supplementing ongoing work rather than simply replacing workers. Another member shared how their organization had incorporated AI into their ongoing operations, which saved staff member time on certain

administrative tasks and allowed them to repurpose time towards more planning and client-facing interactions. Based on this experience, the member did not have concerns about jobs being lost to AI in their industry but instead, shifting staff time into higher-level priorities, an overall win for both organizations and the community. Other members emphasized the value and ongoing need to foster durable skills (such as communication, teamwork, persistence, etc.) in both workers and students. Members hear from employers regularly that they are always looking for these skills in prospective employees and therefore, training programs and higher education institutions are identifying opportunities and refining curriculum to incorporate durable skill-building into their programs.

Members raised several concerns around AI implementation including the need for quality governance policies, understanding data and privacy risks, and cost barriers for nonprofit/smaller organizations to access AI tools. Because AI is relatively new to organizations, there may not be structured guidance around how and when to use AI appropriately and what restrictions need to be in place, especially to protect sensitive data (such as personally identifiable data or proprietary data). A member noted that there are increasing costs to access AI tools and platforms, which means that nonprofit organizations, with already limited budgets, may need to spend more on operational costs to fully leverage this technology.

Current Industry and Labor Market Conditions

A member representing a workforce development organization shared that they were experiencing longer timelines for workers to be hired. Recently, their organization has been serving more people in job placement efforts, but the success rate has been lower when compared to previous years. There is a notable exception for the construction industry in that there is high demand for workers and skilled workers can be hired quickly; however, current immigration policies are affecting the overall labor supply. A member focused on the housing industry described concerns about next year's housing outlook due to issues with construction, limited labor supply, and new housing pipelines fading. Furthermore, they noted that nonprofits working closely with the public sector are navigating the negative ripple effects of federal cuts, including staff turnover and instability across federal, state, and local levels.

In terms of the labor force, a member underscored the ongoing need to develop durable skills in workers, especially passion, accountability, and innovation. They noted that workers in their organization have different expectations around remote work since the pandemic, which is creating tensions in their community-focused efforts. Their work relies heavily on positive relationship-building and communication with clients in-person, but workers may expect high levels of flexibility in their jobs now, including options for remote work, despite the in-person nature of their role. Members discussed potential generational differences influencing both workplace expectations and levels of professionalism.

Young Workers in the Age of AI Presentation:

Xiaohan Zhang, Senior Research Economist, delivered a presentation regarding labor market challenges for young workers and to what extent "good jobs" in Texas may be exposed to AI change. For this research, "good jobs" were defined as those that require less than a bachelor's degree and pay a living wage. Discussion centered on how workers with specific skills for a certain job may shift those skills to jobs in other sectors if there's a risk of their job being disrupted by AI. A member observed that the majority of well-paying "good jobs" like electricians, construction roles, and truck drivers are traditionally male-dominated fields, leaving fewer opportunities for women. Members noted that it is important for employers to identify and communicate about what skills they need in their employees so that training programs and higher education institutions can provide targeted skill-building and learning for workers. As noted earlier in the meeting, members discussed that durable skills (such as communication, teamwork, persistence, etc.) are highly valued across all sectors and will remain highly valued, even in the context of wider AI use, for the foreseeable future.