Montgomery County Government

RACIAL EQUITY & SOCIAL JUSTICE ACT
BILL 27-19

Sponsored by Council President Nancy Navarro
Cosponsored by all Councilmembers

Establishes:
- Racial equity & social justice program
- Racial equity and social justice office headed by the racial equity officer
- Racial equity & social justice action plans in all county departments & offices
- Racial equity & social justice impact statements required for decision-making (legislation and budget items)
- Racial equity & social justice advisory committee

Public Hearing October 29 at 1:30 and 7 p.m.
Council Office Building, 100 Maryland Ave., Rockville, Md.
Sign up at www.montgomerycountymd.gov/council
or call 240-777-7803
CREATING A RACIAL EQUITY & SOCIAL JUSTICE POLICY FOR MONTGOMERY COUNTY GOVERNMENT

LEARN
What’s racial equity?
Racial equity and social justice are what we strive to achieve in Montgomery County. The Government Alliance on Racial Equity (GARE) defines racial equity as “when race can no longer be used to predict life outcomes and outcomes for all groups are improved.” Racial equity and social justice are urgent moral and socio-economic endeavors for our community. Our County’s population has changed, both in numbers and in diversity, and this did not happen overnight. Addressing issues of racial equity is not only an ethical obligation; it is essential to ensure the continued economic vitality of our community.

NEED
Why does Montgomery County need a Racial Equity and Social Justice Policy?
Decisions are often made by local government without a full picture of how these decisions impact under-represented communities experiencing inequities across our County. These decisions impact education, housing, health care, transportation and more. A Racial Equity and Social Justice Policy is needed so that County government decisions can be made through a racial equity lens. By requiring an analysis about racial and socio-economic impacts across all communities, leaders can have a better picture of the impacts that these decisions may have on all community members, not just those who are plugged into the system.

LEAD
What’s being done to help foster racial equity and social justice?
Montgomery County leaders recognize that government at all levels has helped to create and maintain systemic racial inequality. These same leaders and community members have committed themselves to envisioning and operationalizing policies to institutionalize new models of governing that use the lessons from the past to create a more equitable future. This process began in 2018 with a Montgomery County Council resolution, which was spearheaded by Council President Nancy Navarro and co-sponsored by County Executive Marc Elrich; and includes reports on racial equity and racial disparities by the Council’s Office of Legislative Oversight; leadership training through the Racial Equity Institute and Leadership Montgomery; and ongoing work among government leaders and staff to create a Racial Equity and Social Justice Policy for Montgomery County Government.

ENGAGE
What’s needed to make change?
Community engagement is essential. Engaging in conversations about racial equity and social justice can be uncomfortable, but leaders need your help to create a Racial Equity and Social Justice Policy that is truly impactful. County leaders need your thoughts about how we can build an even better and stronger Montgomery County that meets the needs of all residents.
**TIMELINE**

- **Sept. 25, 2018**

- **April 24, 2018**
  Resolution 18-1095 adopted affirming the Council’s commitment to creating a Racial Equity & Social Justice Policy for Montgomery County

- **Jan. 10-11, 2019**
  Racial Equity Training for County Leadership

- **Feb. 12, 2019**
  Racial Equity Training Debrief for County Leadership

- **March 13, 2019**
  Kick off Racial Equity & Social Justice Community Engagement Campaign with press conference & community conversation at the Silver Spring Civic Building

- **April 1, 2019**
  Launch of Equity Matters Community Survey & Community Conversations

- **April 8, 2019**
  Youth Forum on Racial Equity & Social Justice Policy

- **June 11, 2019**
  Council meeting on Racial Equity & Social Justice Policy

- **June 26, 2019**
  Racial Equity & Social Justice Community Conversation hosted by County Council President Nancy Navarro and County Executive Marc Elrich at BlackRock Center for the Arts in Germantown

- **Spring/Summer 2019**
  - Community Conversations through July 15, 2019
  - Release of baseline report describing disparities by race & ethnicity in education, employment, housing, health, criminal justice, & other measures of opportunity
  - County Council starts work on developing Racial Equity & Social Justice Policy legislation

- **Fall 2019**
  - Public hearing on proposed Racial Equity & Social Justice Policy
  - Pass legislation enacting Racial Equity & Social Justice Policy

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**ACT**

**What action can I take?**

Community members and organizations are encouraged to host community conversations on racial equity with their friends, neighbors and colleagues and to report their findings back using a survey tool (more information is found in the Racial Equity and Social Justice Community Engagement Toolkit). These structured conversations can take place in homes, community centers, houses of worship, coffee shops, parks or any place you feel comfortable.

Some guiding questions for the conversation include:
- Why does racial equity matter?
- Are you impacted by racial inequity?
- What changes do you want to see to promote racial equity and social justice?

Individuals who host community conversations are asked to complete an online Community Conversation Feedback Report, which can be found at www.montgomerycountymd.gov/council/equitymatters.html. July 16, 2019 is the deadline for submission.

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**CONNECT**

Community members can also share thoughts and start discussions on Montgomery County’s Racial Equity and Social Justice Policy on social media by using #EquityMattersInMoCo.

A resource library has also been created on the Montgomery County Council’s web site. Visit www.montgomerycountymd.gov/council and click on the Equity Matters in MoCo icon.