



# Racial Equity and Social Justice

**APPROVED FY24 BUDGET**

**\$1,398,979**

**FULL TIME EQUIVALENTS**

**8.50**

 TIFFANY WARD, CHIEF EQUITY OFFICER

## MISSION STATEMENT

The mission of the Office of Racial Equity and Social Justice is to establish Racial Equity and Social Justice (RESJ) as a core principle in all County decision making. The Office of Racial Equity and Social Justice will work with all County departments to ensure race is not a predictor of outcomes for Montgomery County residents. The office will assist departments to examine their own policies, procedures, and practices as well as to develop their community engagement plans to determine if they are creating or exacerbating current racial disparities in the County. The office will also assist departments in developing more equitable practices and policies by examining and developing data and creating racial equity assessments and racial equity action plans.

## BUDGET OVERVIEW


The total approved FY24 Operating Budget for the Office of Racial Equity and Social Justice is \$1,398,979, an increase of \$122,539 or 9.60 percent from the FY23 Approved Budget of \$1,276,440. Personnel Costs comprise 82.82 percent of the budget for eight full-time position(s) and one part-time position(s), and a total of 8.50 FTEs. Total FTEs may include seasonal or temporary positions and may also reflect workforce charged to or from other departments or funds. Operating Expenses account for the remaining 17.18 percent of the FY24 budget.

## COUNTY PRIORITY OUTCOMES

While this program area supports all seven of the County Executive's Priority Outcomes, the following is emphasized:

 **Effective, Sustainable Government**

## INITIATIVES

-  Create a data analyst position to help implement the Racial Equity and Social Justice (RESJ) Act requirement to produce a Racial Equity dashboard, establish metrics, and work with departments and the community to determine which metrics should be measured. The data analyst will work with the director as well as internal departments, to determine what data should be disaggregated and reported to the County and the Office of Racial Equity and Social Justice (ORESJ).

## INNOVATIONS AND PRODUCTIVITY IMPROVEMENTS

- ★ ORESJ continues to train and partner with employees on implementing racial equity initiatives and offers a class, "Advancing Racial Equity in Government", twice a month, using employee facilitators who participated in the "train the trainer" cohort delivered by the Government Alliance on Race and Equity (GARE) and ORESJ.
- ★ The department continues to improve its evaluation of the Capital Improvements Program (CIP) and Operating budget analysis process by adding and improving Racial Equity tools every budget cycle. The department is also improving the racial equity tool used to help analyze supplemental appropriations.
- ★ The ORESJ is currently working in conjunction with the Office of Human Resources (OHR) to imbed racial equity and social justice principles into the evaluation and performance management process.
- ★ Starting in FY23, the department is creating self-guided trainings that will allow employees to access trainings at their convenience.

## PROGRAM CONTACTS

Contact Tiffany Ward of the Office of Racial Equity and Social Justice at 240.777.5334 or Anita Aryeetey of the Office of Management and Budget at 240.777.2784 for more information regarding this department's operating budget.

## PROGRAM PERFORMANCE MEASURES

Performance measures for this department are included below (where applicable). The FY23 estimates reflect funding based on the FY23 Approved Budget. The FY24 and FY25 figures are performance targets based on the FY24 Approved Budget and funding for comparable service levels in FY25.

| Measure  | Actual<br>FY21 | Actual<br>FY22 | Estimated<br>FY23 | Target<br>FY24 | Target<br>FY25 |
|--|----------------|----------------|-------------------|----------------|----------------|
| <b>Program Measures</b>  |                |                |                   |                |                |
| Number of County employees who have completed Racial Equity Training (not cumulative)  | 430            | 754            | 1,100             | 1,600          | 2,100          |
| Percent of County departments with a Racial Equity and Social Justice Lead established | 85%            | 85%            | 90%               | 90%            | 90%            |
| Number of Racial Equity Impact Assessments completed                                   | 20             | 73             | 50                | 50             | 50             |
| Percent of County departments with a Racial Equity Action Plan completed               | 0%             | 0%             | 5%                | 10%            | 15%            |

## PROGRAM DESCRIPTIONS

### ★ Office of Racial Equity and Social Justice

After many years of spending on programs and initiatives to close racial disparities in Montgomery County, the Montgomery County Council decided it was time to take an approach that looked at race as the primary determinant of disparities. In April 2018, the County Council passed Resolution # 18-1095 to establish an equity framework for policy and decision making. The resolution required the County to perform a baseline study by the Montgomery County Office of Legislative Oversight (OLO) to describe current racial disparities in education, employment, housing, health, land use, and others. Following the completion of the study, the County Council passed Bill 27-19 to adopt a Racial Equity and Social Justice law. The law mandates 1) the creation of an Office of Racial Equity and Social Justice, 2) that all County employees receive racial equity training, and 3) that all departments examine their policies, procedures, and protocols for racial inequities. In December 2020, the County Council passed Bill 44-20 that requires the Office of RESJ to provide racial equity impact assessments (REIA) on supplemental appropriations. The Office of RESJ will also provide a racial equity analysis of the Montgomery County Public Schools operating and capital

budgets.

The Office of Racial Equity and Social Justice will partner with Montgomery County departments and regional and national non-profit organizations to accomplish the following actions mandated by law:

- perform an equity assessment to identify the County policies and practices that do not advance racial equity and that must be modified to address racial disparities;
- develop metrics to measure the progress in redressing disparate outcomes based on race and social justice;
- work diligently with each Montgomery County department to develop racial equity and social justice action plans to remedy issues adversely impacting County residents that include community engagement;
- provide training to County employees on racial equity and social justice; and develop long- and short-term goals for success in redressing disparate outcomes based on race and social justice as well as their own metrics to measure their success and progress.

## BUDGET SUMMARY

|  | Actual<br>FY22 | Budget<br>FY23   | Estimate<br>FY23 | Approved<br>FY24 | %Chg<br>Bud/App |
|--|----------------|------------------|------------------|------------------|-----------------|
| <b>COUNTY GENERAL FUND</b>                 |                |                  |                  |                  |                 |
| <b>EXPENDITURES</b>                        |                |                  |                  |                  |                 |
| Salaries and Wages                         | 418,169        | 825,461          | 653,231          | 912,812          | 10.6 %          |
| Employee Benefits                          | 103,176        | 203,583          | 163,289          | 245,871          | 20.8 %          |
| <b>County General Fund Personnel Costs</b> | <b>521,345</b> | <b>1,029,044</b> | <b>816,520</b>   | <b>1,158,683</b> | <b>12.6 %</b>   |
| Operating Expenses                         | 114,830        | 247,396          | 247,396          | 240,296          | -2.9 %          |
| <b>County General Fund Expenditures</b>    | <b>636,175</b> | <b>1,276,440</b> | <b>1,063,916</b> | <b>1,398,979</b> | <b>9.6 %</b>    |
| <b>PERSONNEL</b>                           |                |                  |                  |                  |                 |
| Full-Time                                  | 6              | 7                | 7                | 8                | 14.3 %          |
| Part-Time                                  | 0              | 1                | 1                | 1                | —               |
| FTEs                                       | 6.00           | 7.50             | 7.50             | 8.50             | 13.3 %          |

## FY24 APPROVED CHANGES

|  | Expenditures                       | FTEs                  |
|--|------------------------------------|-----------------------|
| <b>COUNTY GENERAL FUND</b>   |                                    |                       |
|  | <b>FY23 ORIGINAL APPROPRIATION</b> | <b>1,276,440 7.50</b> |
| <b><u>Changes (with service impacts)</u></b>   |                                    |                       |
| Add: Data Analyst position (Grade 25) for data management and implementation of a Racial Equity dashboard as required by the Racial Equity and Social Justice (RESJ) Act. [Office of Racial Equity and Social Justice] | 96,069                             | 1.00                  |
| <b><u>Other Adjustments (with no service impacts)</u></b>  |                                    |                       |
| Increase Cost: Annualization of FY23 Lapsed Positions  | 47,965                             | 0.00                  |
| Increase Cost: Annualization of FY23 Compensation Increases  | 35,967                             | 0.00                  |
| Increase Cost: FY24 Compensation Adjustment  | 26,274                             | 0.00                  |

## FY24 APPROVED CHANGES

|   | Expenditures     | FTEs        |
|---|------------------|-------------|
| Increase Cost: Printing and Mail                              | 796              | 0.00        |
| Decrease Cost: Retirement Adjustment                          | (1,471)          | 0.00        |
| Decrease Cost: Elimination of One-Time Items Approved in FY23 | (12,396)         | 0.00        |
| Decrease Cost: Annualization of FY23 Personnel Costs          | (70,665)         | 0.00        |
| <b>FY24 APPROVED</b>  | <b>1,398,979</b> | <b>8.50</b> |

## FUNDING PARAMETER ITEMS

CC APPROVED (\$000S)

| Title  | FY24         | FY25         | FY26         | FY27         | FY28         | FY29         |
|--|--------------|--------------|--------------|--------------|--------------|--------------|
| <b>COUNTY GENERAL FUND</b>   |              |              |              |              |              |              |
| <b>EXPENDITURES</b>  |              |              |              |              |              |              |
| <b>FY24 Approved</b>   | <b>1,399</b> | <b>1,399</b> | <b>1,399</b> | <b>1,399</b> | <b>1,399</b> | <b>1,399</b> |
| No inflation or compensation change is included in outyear projections.  |              |              |              |              |              |              |
| <b>Annualization of Positions Approved in FY24</b>   | <b>0</b>     | <b>24</b>    | <b>24</b>    | <b>24</b>    | <b>24</b>    | <b>24</b>    |
| New positions in the FY24 budget are generally assumed to be filled at least two months after the fiscal year begins. Therefore, the above amounts reflect annualization of these positions in the outyears. |              |              |              |              |              |              |
| <b>Elimination of One-Time Items Approved in FY24</b>  | <b>0</b>     | <b>(5)</b>   | <b>(5)</b>   | <b>(5)</b>   | <b>(5)</b>   | <b>(5)</b>   |
| Items recommended for one-time funding in FY24, including office equipment, will be eliminated from the base in the outyears.  |              |              |              |              |              |              |
| <b>Labor Contracts</b>   | <b>0</b>     | <b>35</b>    | <b>35</b>    | <b>35</b>    | <b>35</b>    | <b>35</b>    |
| These figures represent the estimated annualized cost of general wage adjustments, service increments, and other negotiated items.   |              |              |              |              |              |              |
| <b>Subtotal Expenditures</b>   | <b>1,399</b> | <b>1,453</b> | <b>1,453</b> | <b>1,453</b> | <b>1,453</b> | <b>1,453</b> |

## ANNUALIZATION OF FULL PERSONNEL COSTS

|  | FY24 Approved |             | FY25 Annualized |             |
|--|---------------|-------------|-----------------|-------------|
|  | Expenditures  | FTEs        | Expenditures    | FTEs        |
| Data Analyst position (Grade 25) for data management and implementation of a Racial Equity dashboard as required by the Racial Equity and Social Justice (RESJ) Act. | 91,569        | 1.00        | 115,394         | 1.00        |
| <b>Total</b>   | <b>91,569</b> | <b>1.00</b> | <b>115,394</b>  | <b>1.00</b> |