

Racial Equity and Social Justice (RESJ) Impact Statement

Office of Legislative Oversight

EXPEDITED BOARD OF INVESTMENT TRUSTEES - MEMBERSHIP - BILL 2-23: AMENDMENTS

SUMMARY

The Office of Legislative Oversight (OLO) anticipates Expedited Bill 2-23 will have a minimal impact on racial equity and social justice (RESJ) in the County, as it does not appear to have effects on constituents by race and ethnicity nor on racial and social inequities in the County.

PURPOSE OF RESJ IMPACT STATEMENTS

The purpose of RESJ impact statements (RESJIS) is to evaluate the anticipated impact of legislation on racial equity and social justice in the County. Racial equity and social justice refer to a **process** that focuses on centering the needs, leadership, and power of communities of color and low-income communities with a **goal** of eliminating racial and social inequities.¹ Achieving racial equity and social justice usually requires seeing, thinking, and working differently to address the racial and social harms that have caused racial and social inequities.²

PURPOSE OF EXPEDITED BILL 2-23

The purpose of Expedited Bill 2-23 is to replace the Director of the Office of Human Resources (OHR) with the Chief Labor Relations officer as an ex-officio member of the Board of Investment Trustees.³

The responsibility of bargaining and the administration of employee retirement benefits was transferred from OHR to the Chief Labor Relations Officer, whose responsibility is to formulate and implement the County's labor relations policy, including contract negotiations and administration of collective bargaining agreements. As the bargaining responsibilities have been transferred from OHR to the Chief Labor Relations Officer, it is more appropriate for that individual to serve on the Board of Investment Trustees, according to the County Executive.

At the request of the County Executive, Expedited Bill 2-23 was introduced by the Council on January 17, 2023.

ANTICIPATED RESJ IMPACTS

OLO anticipates Bill 2-23 will have a minimal impact on RESJ in the County, as it does not appear to have effects on constituents by race and ethnicity nor on racial and social inequities in the County.

RECOMMENDED AMENDMENTS

The Racial Equity and Social Justice Act requires OLO to consider whether recommended amendments to bills aimed at narrowing racial and social inequities are warranted in developing RESJ impact statements.⁴ OLO anticipates Bill 2-23 will have a minimal impact on RESJ in the County. As such, OLO does not offer recommended amendments.

RESJ Impact Statement

Expedited Bill 2-23

CAVEATS

Two caveats to this racial equity and social justice impact statement should be noted. First, predicting the impact of legislation on racial equity and social justice is a challenging analytical endeavor due to data limitations, uncertainty, and other factors. Second, this RESJ impact statement is intended to inform the legislative process rather than determine whether the Council should enact legislation. Thus, any conclusion made in this statement does not represent OLO's endorsement of, or objection to, the bill under consideration.

¹ Definition of racial equity and social justice adopted from “Applying a Racial Equity Lens into Federal Nutrition Programs” by Marlysa Gamblin, et.al. Bread for the World, and from Racial Equity Tools. <https://www.racialequitytools.org/glossary>

² Ibid

³ Introduction Staff Report for Expedited Bill 2-23, Board of Investment Trustees – Membership – Amendments, Montgomery County Council, Montgomery County, Maryland, Introduced January 17, 2023.

https://www.montgomerycountymd.gov/council/Resources/Files/agenda/col/2023/20230117/20230117_2B.pdf

⁴ Bill 27-19, Administration – Human Rights – Office of Racial Equity and Social Justice – Racial Equity and Social Justice Advisory Committee – Established, Montgomery County Council