

# Racial Equity and Social Justice (RESJ) Impact Statement

Office of Legislative Oversight

## EXPEDITED TRANSPORTATION – PARKING PERMIT FOR SPECIALIZED BILL 29-24: SERVICE PROVIDERS – ESTABLISHED

### SUMMARY

The Office of Legislative Oversight (OLO) anticipates Expedited Bill 29-24 will have a small positive impact on racial equity and social justice (RESJ) in the County. Black community members are likely overrepresented among specialized service providers who would receive a discounted parking permit in the Silver Spring Parking Lot District. As workers in the childcare and homeless services fields often struggle with financial insecurity, a discount on parking could help eligible service providers to improve their financial security by freeing up parking resources to pay for other basic needs.

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### 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.<sup>1</sup> Achieving racial equity and social justice usually requires seeing, thinking, and working differently to address the racial and social inequities that have caused racial and social disparities.<sup>2</sup>

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### PURPOSE OF EXPEDITED BILL 29-24

Montgomery County operates three Parking Lot Districts (PLDs) in Bethesda, Silver Spring, and Wheaton to provide shared public parking facilities and reduce costs and land use for parking. Managed by the Montgomery County Department of Transportation (MCDOT), these districts include parking garages and lots and are funded primarily by parking fees and fines set by the Council.<sup>3</sup>

The purpose of Bill 29-24, according to its sponsor, is to “create a new monthly parking permit for unhoused service providers and childcare providers” in the Silver Spring Central Business District (CBD).<sup>4,5</sup> The Bill would make “specialized service providers” eligible for a discounted parking permit in any garage located in the Silver Spring PLD. The rate would be five percent of the monthly permit rate. Eligible providers include non-profit organizations offering homelessness services, licensed childcare providers, and full-time employees of the County’s Department of Health and Human Services.<sup>6</sup>

The policy would expire “after 7 years (December 31, 2032), or 5 years after the Maryland Transit Administration opens the Purple Line for revenue service, whichever is first.”<sup>7</sup>

The Council introduced Expedited Bill 29-24 on December 10, 2024.

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### ANTICIPATED RESJ IMPACTS

To consider the anticipated impact of Bill 29-24 on RESJ in the County, OLO recommends the consideration of two related questions:

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- Who would primarily benefit or be burdened by this bill?
- What racial and social inequities could passage of this bill weaken or strengthen?

**For the first question,** OLO considered the demographics of specialized service providers who would benefit from a discounted parking permit in the Silver Spring PLD. OLO could not find current demographics on specialized service providers by race and ethnicity. However, available data at the national level suggests Black, Indigenous, and other people of color (BIPOC) may be overrepresented among these workers.

Table 1 summarizes estimates of childcare center and homeless services workers in the U.S. by race and ethnicity. The data shows that nationally, Black people are overrepresented among both groups of workers. Conversely, White and Asian people are underrepresented among these workers, while Latinx people are proportionately represented. Of note, women dominate both fields, respectively comprising 96.7 percent and 77.0 percent of the childcare center and homeless services workforces, compared to 47.0 percent of the U.S. workforce.

**Table 1. Percent of Childcare Center and Homeless Services Workers by Race and Ethnicity, U.S.**

| Race or ethnicity <sup>8</sup> | Childcare Center Workers (2019) | Homeless Services Workers (2023) | U.S. Workers (2021) |
|--------------------------------|---------------------------------|----------------------------------|---------------------|
| Asian                          | 2.6                             | 2.0                              | 6.6                 |
| Black                          | 17.2                            | 18.0                             | 12.3                |
| White                          | 59.1                            | 60.0                             | 77.5                |
| Latinx                         | 16.7                            | 15.0                             | 18.0                |

Source: Analysis of 2019 National Survey of Early Care and Education (NSECE), [“Still Underpaid and Unequal,”](#) Center for American Progress; [“Working in Homeless Services: A Survey of the Field”](#) (2023), National Alliance to End Homelessness; [Table 11](#), Labor Force Statistics from the Current Population Survey (2021), U.S. Bureau of Labor Statistics.

**For the second question,** OLO considered how Bill 29-24 could impact economic disparities in the County. While both childcare and homeless services work are essential,<sup>9</sup> both are low-paying fields whose workers often struggle with financial insecurity. In particular, the overrepresentation of Black women in both fields further reflects the occupational segregation of BIPOC into low paying and undervalued positions.<sup>10</sup>

One study by the Center for the Study of Child Care Employment found that “53 percent of childcare workers or their family members enrolled in at least one public support program” to help make ends meet.<sup>11</sup> Further, a study by the National Alliance to End Homelessness found that large portions of the homeless services workforce were concerned about being able to pay for basic necessities such as housing, food, and utilities.<sup>12</sup> A discount on parking could help improve financial security among specialized services workers in Silver Spring by allowing them to free up resources for basic needs that would otherwise be spent on parking.

OLO anticipates Bill 29-24 will have a small positive impact on RESJ in the County. Black community members are likely overrepresented among specialized service providers who would receive a discounted parking permit in the Silver Spring PLD. As workers in the childcare and homeless services fields often struggle with financial insecurity, a discount on parking could help eligible service providers to improve their financial security by freeing up a small amount of resources to pay for other basic needs.

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### 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.<sup>13</sup> OLO anticipates Expedited Bill 29-24 will have a positive impact on RESJ in the County. As such, OLO does not offer recommended amendments.

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### 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.

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<sup>1</sup> 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>

<sup>2</sup> Ibid.

<sup>3</sup> [Introduction Staff Report for Expedited Bill 29-24](#), Montgomery County Council, introduced December 10, 2024, PDF pg. 3.

<sup>4</sup> “Fact Sheet: Specialized Services Providers Parking Permit – Expedited Bill 29-24,” Introduction Staff Report for Expedited Bill 29-24, PDF pg. 11-12.

<sup>5</sup> A map of the Silver Spring Central Business District is enclosed in the Introduction Staff Report for Expedited Bill 29-24, PDF pg. 15.

<sup>6</sup> Introduction Staff Report for Expedited Bill 29-24, PDF pgs. 4-5.

<sup>7</sup> Ibid, PDF pg. 5.

<sup>8</sup> Disaggregated estimates for Native American and Pacific Islander people were not available for all data points. Estimates of Black and White childcare center workers are non-Latinx.

<sup>9</sup> [“COVID-19: Essential Workers in the States,”](#) National Conference of State Legislatures, January 11, 2021.

<sup>10</sup> Kate Bahn and Carmen Sanchez Cumming, [“Factsheet: U.S. Occupational Segregation By Race, Ethnicity, and Gender,”](#) Washington Center for Equitable Growth, July 1, 2020.

<sup>11</sup> Maureen Coffey, [“Still Underpaid and Unequal,”](#) Center for American Progress, July 19, 2022 citing Caitlin McLean, et. al., [“Early Childhood Workforce Index 2020,”](#) Center for the Study of Child Care Employment, UC Berkeley, 2021.

<sup>12</sup> [“Working in Homeless Services: A Survey of the Field,”](#) National Alliance to End Homelessness, December 5, 2023.

<sup>13</sup> Bill 27-19, Administration – Human Rights – Office of Racial Equity and Social Justice – Racial Equity and Social Justice Advisory Committee – Established, Montgomery County Council