



# Racial Equity and Social Justice

## APPROVED FY21 BUDGET

\$581,304

## FULL TIME EQUIVALENTS

2.00

 TIFFANY WARD, CHIEF EQUITY OFFICER

## MISSION STATEMENT

To establish Racial Equity and Social Justice as a core principle in all County decision making including, legislative decisions, land use, and budget decisions. The Office of Racial Equity and Social Justice will work with all County departments to examine policies, procedures, and practices to determine if they are creating or exacerbating current racial disparities in the County. The Office of Racial Equity and Social Justice will assist departments in developing more equitable practices and policies by examining/developing data and creating racial equity assessments and racial equity impact plans.

## COUNTY PRIORITY OUTCOMES

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

 **Effective, Sustainable Government**

## PROGRAM CONTACTS

Contact Tiffany Ward of the Office of Racial Equity and Social Justice at 240.777.5334 or Veronica Jaua of the Office of Management and Budget at 240.777.2782 for more information regarding this department's operating budget.

## 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 of 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 new 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.

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 the new law:

1. 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;
2. develop metrics to measure the progress in redressing disparate outcomes base on race and social justice;
3. work diligently with each Montgomery County department to develop racial equity and social justice action plans to remedy issues adversely impacting county residents;
4. provide training to county employees of racial equity and social justice; and
5. 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 FY19	Budget FY20	Estimate FY20	Approved FY21	%Chg Bud/App
<b>COUNTY GENERAL FUND</b>					
<b>EXPENDITURES</b>					
Salaries and Wages	0	0	0	248,256	—
Employee Benefits	0	0	0	56,048	—
<b>County General Fund Personnel Costs</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>304,304</b>	<b>—</b>
Operating Expenses	0	0	0	277,000	—
<b>County General Fund Expenditures</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>581,304</b>	<b>—</b>
<b>PERSONNEL</b>					
Full-Time	0	0	0	2	—
Part-Time	0	0	0	0	—
FTEs	0.00	0.00	0.00	2.00	—

## FY21 APPROVED CHANGES

	Expenditures	FTEs
<b>COUNTY GENERAL FUND</b>		
<b>FY20 ORIGINAL APPROPRIATION</b>	<b>0</b>	<b>0.00</b>
<b><u>Changes (with service impacts)</u></b>		
Add: Personnel costs for Department of Racial Equity and Social Justice [Office of Racial Equity and Social Justice]	303,883	2.00
Add: Training and Operating Expenses [Office of Racial Equity and Social Justice]	277,000	0.00
<b><u>Other Adjustments (with no service impacts)</u></b>		

**FY21 APPROVED CHANGES**

	Expenditures	FTEs
Increase Cost: FY21 Compensation Adjustment	3,189	0.00
Decrease Cost: Council Compensation Adjustment	(2,768)	0.00
<b>FY21 APPROVED</b>	<b>581,304</b>	<b>2.00</b>

**FUNDING PARAMETER ITEMS**

CC APPROVED (\$000S)

Title	FY21	FY22	FY23	FY24	FY25	FY26
<b>COUNTY GENERAL FUND</b>						
<b>EXPENDITURES</b>						
FY21 Approved	581	581	581	581	581	581
Subtotal Expenditures	581	581	581	581	581	581

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