

# Advancing Racial Equity in the FY27-32 CIP

July 16, 2025

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Presented by the Montgomery County  
Office of Racial Equity and Social Justice (ORESJ)



MONTGOMERY COUNTY  
OFFICE OF RACIAL EQUITY  
& SOCIAL JUSTICE

# Agenda

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# Racial Equity and Social Justice in the CIP

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- Applying a racial equity and social justice lens to the CIP is required by the RESJ Act (Bill No. 27-19). It is a process that brings conscious attention to racial inequities before CIP decisions are made.
- The CIP Budget Equity Tool (CBET) itself is both a product and a process that encourages departments and decisionmakers to consider the racial equity and social justice impacts of their proposed projects and budget decisions on racial disparities and inequities in the County.
- The CBET makes applying a racial equity lens concrete by providing a structured approach for identifying, analyzing, and interpreting data about historical and current racial disparities and inequities in the County.

# Key Definitions

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- **Racial equity** is the condition that would be achieved if one's racial identity no longer predicts one's life outcomes.
- **Racial inequity** establishes race as the number one predictor of life outcomes – e.g., disproportionality in education (high school graduation rates), jobs (unemployment rate), criminal justice (arrest and incarceration rates), life expectancy, etc.
- **Racial disparity** is an unequal outcome one or more racial or ethnic group experiences as compared to the outcome for another racial or ethnic group and their population relative overall population.
- **Unintended Consequences** is not a concept unique to advancing RESJ and refers to the outcomes of an action that are not anticipated. These occur when the intended goals or outcomes of a particular action or intervention are not fully realized or when unanticipated side effects emerge.



# Why Lead With Race?

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- The creation and perpetuation of advantage and disadvantage based on race (and other racialized identities) is baked into the history and structures of US governmental policies, practices, and procedures, with these deep and pervasive racial inequities existing across all dimensions of success and well-being.
- While *Equity Emphasis Areas* offer a strong start to addressing inequities and social injustices in parts of Montgomery County, there are limitations to leading with this approach.
- Focusing on racial equity is an opportunity to introduce a framework, tools, and resources that can also be applied to other areas of marginalization.
- Leading with race is a strategy to help achieve equity and justice for all, not an attempt to rank oppressions based on severity.
- RESJ Act (Bill No. 27-19) requires the explicit use of a *racial* equity and social justice lens

# The FY27-32 CBET

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- The FY27-32 CBET contains questions about how the proposed project responds to racial disparities, inequities, and unintended consequences.
- Similar to last year, the assessment of CBET responses will focus primarily on project *impact* and will result in a Findings Statement (not a score).
- Not all projects are required to complete a CBET; please refer to ORESJ correspondence and the following slides.



# FY27-32 CBET Required for:

## **Culture and Recreation**

- Shady Grove Westside

## **Public Safety**

- Judicial Center North Tower
- 1st District Police Station Relocation

## **Health and Human Services**

- Medical Respite Facility

## **Conservation of Natural Resources**

- River Falls Storm Drain Improvements
- Implementation of the Comprehensive Flood Management Plan

## **Recycling and Resource Management**

- Future Municipal Solid Waste System Alternative
- Transfer Station Site Maintenance Program

# FY27-32 CBET Required for General Government:

## **Technology Services**

- Library Network Technology Refresh
- Next Generation Technology Refresh
- Passive Optical Network (PON) Replacement
- Public Safety Network Infrastructure Upgrade
- DiagnostX P25 Solution (RCS/MCFRS/MCPD)

## **County Offices and Other Improvements**

- Damascus Depot
- Poolesville Highway Depot
- Reserved Funds



# FY27-32 CBET Required for Transportation:

## **Bridges**

- Greentree Road Bridge No. M-0180
- Parklawn Entrance Bridge M-PK17
- Valleywood Drive Bridge M-0354
- Zion Road Bridge M-0121

## **Roads**

- North High Street Extended

## **Mass Transit**

- Bethesda Metro Station South Entrance
- Burtonsville Park and Ride Improvements
- BRT: Lakeforest Transit Center

# FY27-32 CBET Required for Transportation (cont):

## **Pedestrian Facilities/Bikeways**

- Bicycle-Pedestrian Priority Area Improvements - Purple Line
- Bicycle-Pedestrian Priority Area Improvements - Wheaton CBD
- Fenton Street Cycletrack
- Sandy Spring Bikeway

## **Parking**

- Parking Silver Spring: Public Electric Vehicle Charging Infrastructure



# Tips for Completing the FY27-32 CBET

1. You are not required to complete a CBET for all CIP projects. You are only **required to complete a CBET for the projects listed in the CBET Tab** (department directors also received the list of required projects via email).
2. Before attempting to complete the CBET, please read the tool and rubric in its **ENTIRETY**.
3. Be sure to reference the FY27-32 CBET Guidance Manual early and often throughout the process of completing the tool.
4. We recommend that you **work on your CBET in a separate document and paste your responses in the textboxes or regularly click 'Save' (about every 15 minutes) as you work** directly in the Tab.
5. Respondents are required to **answer each of the questions** that comprise the full FY27-32 CBET.
6. Each response requires a **minimum of 50 characters**. You **will not be able to submit your full CIP budget without responding to each CBET question**, using a minimum of 50 characters.
7. In accordance with the County's Generative Artificial Intelligence Guidelines Summary, please disclose the use of AI in each individual CBET response.
8. Regularly consult with your CORE Team Lead, CORE Team members, and other members of your department who have expertise or received specialized training related to racial equity and social justice.
9. Questions in the *General CBET Questions* section are required.

# The FY27-32 CBET in BASIS

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- **Responses must be at least 50 characters in length** and ideally should be approximately 4-5 sentences of narrative.
- **You will not be able to submit your department's CIP Budget unless you respond to all CBET questions meeting the character minimum for each.**



# BASIS Preview

basis

department

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CategoryPublic Safety

Sub-Category--Select SubCategory--

FY27 CIP budget equity tool

A CIP Budget Equity Tool (CBET) response is not required for every CIP project managed by your department. It is only necessary for specific projects where applying a racial equity analysis will have the most impact. identified these projects below:

All records per page

Search:

Sub-Category	Project Name	Project Number	Action
Other Public Safety	Judicial Center North Tower	P4727N1	
Police	1st District Police Station Relocation	P4727N2	

Showing 1 to 2 of 2 entries

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## FY27 CIP budget equity tool questions

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### Judicial Center North Tower (P4727N1)

Welcome to the Racial Equity and Social Justice Tab of the FY27-32 Capital Improvements Program (CIP) Budget Equity Tool (CBET) in its entirety (each tab), and regularly consult ORESJ's [Budget Equity Tool Resource Page](#) for the FY27-32 Guidance Manual and training materials.

As a reminder, in order for your CIP budget to be considered complete and ready for submission, you must respond to each CBET question. Each response requires a minimum of 50 characters. You will not be able to submit your CIP Budget without responding to each CBET question.

We recommend that you work on your CBET in a separate document and paste your responses in the textbox below or regularly click 'Save' (about every 15 minutes) as you work directly in the Tab. Please make sure to click 'Save', before navigating away from the CBET Tab as not doing so will result in lost work.

In accordance with the County's Generative Artificial Intelligence Guidelines Summary, please disclose the use of AI in each individual CBET response. A sample disclosure may include information on when the content was generated, what AI tool was used, and if it was reviewed such as: "This content was generated in part by Generative Artificial Intelligence and was reviewed by County staff."

Your response to the CBET is our primary source of information for analysis and assessment of whether the project is likely to reduce or expand racial disparities and inequities in the County. Our assessment and project scores will not change once they've been transmitted to OMB, the County Executive, and Department Directors. To ensure your submission is complete, each response to CBET questions should include supporting evidence. Including, but not limited to:

- a. the demographic composition of the residents, workers/employees, or area served—related to your project—including demographic-specific indicators such as race, ethnicity, age, disability, etc.
- b. the geographic location (address, zip code, census tract, neighborhood, County region) of the project, and the location's proximity to communities most impacted by racial disparities and inequities in the County
- c. information garnered from community engagement activities—particularly those experiencing an inequity or disparity related to your project. These community members might include (but are not limited to) business owners, faith-based groups, community service agencies, those who identify as Black, Indigenous and People of Color (BIPOC), Lesbian, Gay, Bisexual, Trans, Queer (LGBTQ+), women, people with disabilities
- d. research about the intersection of your issue area and racial equity and social justice, including: ORESJ Racial Equity Impact Assessments (REIAs), Montgomery County Office of Legislative Oversight (OLO) Racial Equity and Social Justice Impact Statements
- e. context and background that highlights relevant details from Master Plans and other foundational documents (and whether the approaches used in those plans considered racial equity and social justice)

For a more detailed set of instructions, please visit the [Budget Equity Tool Resource Page](#) where the FY27 CBET, Guidance Manual, and Training Slides will be posted.



# FY27-32 CBET Questions

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## Step 1

1. What need does this project fulfil and what benefit (or outcome) does this project seek to create in the community?
2. What informed the project request— how did you learn about this need?

## Step 2

3. What does data, community feedback, and broader research (historical and/or current) tell you about who is most impacted/burdened by what this project seeks to address?
4. What unintended consequences does this project have the potential to create (at any point in the lifespan of the project) for communities of color and other marginalized groups?

## Step 3

5. What racial disparities or inequities will this project impact if implemented /and/or completed?
  - a. Please use data, community feedback, and broader research (historical and/or current) about racial disparities to tell us who is most impacted/burdened by what this project seeks to address and whether implementation will help to reduce, widen, or maintain racial disparities and inequities.
6. Based on your previous response, how will the adoption of the project help to reduce/widen/maintain racial disparities and inequities?
7. How will you mitigate any unintended consequences, for communities of color and other marginalized groups, resulting from the development, construction, or implementation of the project?

# FY27-32 CBET Questions

## General Questions

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1. Who and what resources did you consult in the preparation of this Budget Equity Tool response? Please use the prompts below to describe your research and process of completing this tool.
  - a. Have you consulted with your Racial Equity CORE Team or CORE Team Lead? (If yes, please provide their name(s).)
  - b. Have you consulted with the Montgomery County Office of Racial Equity and Social Justice? (Names of ORESJ staff that you consulted with and dates, and/or resources shared by ORESJ.)
  - c. Have you reviewed any Racial Equity Impact Assessments (or other related equity analyses)?
2. Please provide the name(s) of those involved in the completion of this assessment. Please use the prompts below to describe your research and process of completing this tool. (required 10 character minimum)
  - a. Assessment completed by: (Name(s), Title(s), Department)
  - b. If different from above, Departmental Director: (Name)
3. Please upload any documents that will aid in the explanation of how the proposed budget aligns with the County's policy of reducing and eliminating racial disparities and inequities.



# Assessing FY27-32 CBET Projects

ORESJ will analyze CBET responses and assess the extent to which the project is likely to:

- Advance Equitable Outcomes
- Maintain Status Quo
- Exacerbate Inequities

Factors ORESJ will consider in its assessment of project impact include:

- the identification of specific racial disparities and inequities in the County;
- the use of data, supplemental research, and community engagement in the analysis of those disparities; and
- the formulation of the project; and the strength of the connection between the project and its ability to advance equitable outcomes in the County.

# Rubric For The FY27-32 CBET *Finding Statement*

## Your project will receive one of the following Finding Statements:

- **Advances Equitable Outcomes** – The project is designed to reduce existing racial disparities and inequities. It prioritizes and centers the needs and experiences of BIPOC and low-income communities. Disaggregated data, research, and community outreach informed the planning and design of the project and steps for mitigating unintended consequences were articulated.
- **Maintains Status Quo** – The project largely continues current policies, practices, and resource allocations that maintain existing inequities rather than proactively working to reduce them. Projects that “Maintain Status Quo” may exist in areas where BIPOC and low-income communities reside, however the project plan, design, or intended use lacks an intentional and comprehensive approach to addressing specific racial disparities and advancing racial equity.
- **Exacerbates Inequities** – Analysis shows the project risks worsening racial disparities or creating new inequities through its design, planning, construction, or operations. The project does not adequately identify and mitigate potential unintended negative consequences for BIPOC and low-income communities. Resources may be allocated in a way that disadvantages or overlooks BIPOC and low-income communities.
- **More Information Needed** – More information is needed – this CBET response did not meet the minimum standard for evaluation by ORESJ. There is insufficient data, analysis or evidence provided to fully evaluate the project's impact on advancing equitable outcomes, either positive or negative. More information is required to determine how the project advances, maintains, or exacerbates equitable outcomes. *It is important to note that the provision of additional information would not inherently result in a project producing more equitable outcomes nor a project exacerbating inequities. At this time, ORESJ will not be providing a resubmittal period.*



# Rubric For The FY27-32 CBET

## *Narrative Explanation*

Along with the Finding Statement, ORESJ will provide a brief justification in narrative form based on the following considerations:

- Examination of who benefits from, or is potentially harmed by, the implementation or absence of this project.
- The level of detail and clarity about the project, project context, and goals.
- The depth of supporting evidence, including the use of disaggregated data, community engagement, research on racial disparities and inequities, and best practices for advancing racial equity to make decisions about the project—its planning and/or implementation.
- The resources-- CORE Team leads, ORESJ, or outside experts—that were consulted during budget development. As well as supplemental documentation and resources that further justify the necessity of the project and its ability to address racial disparities and other inequities in the County.

# Assessment in BASIS

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Judicial Center North Tower (P4727N1)

CIP Project or Amendment Finding Statement

...Select CIP Project or Amendment Finding Statement..

Narrative Justification

Along with the finding statement, ORESJ will provide a brief justification in narrative form based on the following considerations:

- the identification of specific racial disparities and inequities in the County;
- the use of data, supplemental research, and community engagement in the analysis of those disparities; and
- the formulation of the project or amendment; and the strength of the connection between the project and its ability to advance equitable outcomes in the County.

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# What to Expect

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- CBET Finding Statement will be provided to departments, the Office of Management and Budget, and the County Executive's office in early October (in alignment with the overall CIP deliberation process).
- **Findings Statements are final once they are transmitted**; ORESJ therefore recommends taking advantage of technical assistance offerings, consulting the FY27-32 CBET Guide, and referring to this presentation.

# Where To Find Help

- ORESJ will hold 30-minute technical assistance sessions, by appointment only, during the time blocks provided on the right.
- To secure a 30-minute appointment during one of these time blocks, please complete the CBET TA Assistance Form, which will be shared through email. An Outlook invitation confirming the appointment date and time will follow.

**Wednesday, July 30<sup>th</sup>, 2pm-4pm**

**Wednesday, August 6<sup>th</sup>, 10am-12pm**

**Wednesday, August 13<sup>th</sup>, 10am-12pm**

**Wednesday, August 20<sup>th</sup>, 2pm-4pm**



# Contact Us

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- Tiffany Ward, Director [Tiffany.Ward@montgomerycountymd.gov](mailto:Tiffany.Ward@montgomerycountymd.gov)

# Questions

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# Thank You!

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**MONTGOMERY COUNTY**  
**OFFICE OF RACIAL EQUITY**  
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