

# **Advancing Racial Equity in the FY24 CIP**

July 22, 2022

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**Presented By:  
Montgomery County  
Office of Racial Equity and Social Justice (ORESJ)**



# Agenda

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- Key Definitions
- Why Lead With Race?
- Examining The CIP Through The Lens Of Equity
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# 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.
- **Race Equity Lens** is the process of paying disciplined attention to race and ethnicity while analyzing problems, looking for solutions, and defining success. A race equity lens critiques a “color blind” approach, arguing that color blindness perpetuates systems of disadvantage in that it prevents structural racism from being acknowledged. Application of a race equity lens helps to illuminate disparate outcomes, patterns of disadvantage, and root cause.

# 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.
- 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.



# Examining The CIP Through The Lens Of Equity

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- Applying a racial equity and social justice lens to the CIP process 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, project amendments, and budget decisions on racial disparities and inequities in the County.

# The FY24 CBET

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- This year's CBET is comprised of approximately 6 questions with accompanying prompts intended to spark departments' thinking about how their project relates to racial disparities and inequities in the County and encourage reflection about aspects of the project that either enable or prevent equitable access and outcomes for all County residents.
- It is the expectation of ORESJ that each response be approximately 4-5 sentences of narrative and include details that address the listed prompts.



# The FY24 CBET Cont.

- When completing the CBET, be sure to address all questions marked with an \* as these are required in order for the assessment to be considered complete.
- Responses to Question 1 will dictate subsequent questions and prompts.
  - Should departments respond 'yes', they will be required to complete all of the remaining questions within the CBET.
  - Should departments respond 'no', they will be required to use the textbox to justify their response and then be prompted to answer Question 6.

1. \* Does this project align with the county's policy to reduce and eliminate racial disparities and inequities?

☐ Yes (Please use the prompts below to explain how.)

☐ No (If you believe the project does not align, please use the space below to explain why) Explain why your project does not align with the county's goal of reducing and eliminating racial disparities and inequities.

## [A Note on Question 1](#)

We recognize that applying a racial equity and social justice lens to budget and project development and decision-making is an ongoing learning process. We also recognize that some projects conceived prior to the passage of Bill 44-20 may not necessarily reflect the County's current policy of reducing and eliminating racial disparities and inequities. We, therefore, ask departments who answer 'no' to question 1, to please use the textbox provided to explain why. You will then be prompted to answer Question 6.

# **Sample OAG Responses To The FY24 CBET**

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# Scoring Rubric For The FY24 CBET

## Rating Scale:

- ★★★★★ **Strongly Aligns** with Montgomery County's policy to reduce and eliminate racial disparities and other inequities
- ★★★★☆ **Aligns** with Montgomery County's policy to reduce and eliminate racial disparities and other inequities
- ★★★☆☆ **Potential to Align** with Montgomery County's policy to reduce and eliminate racial disparities and other inequities
- ★☆☆☆☆ Racial Equity Impacts are **Acknowledged** but are not sufficiently explained or addressed.
- ★☆☆☆☆ **Does Not Align** with Montgomery County's policy to reduce and eliminate racial disparities and other inequities
- An Equity Analysis is Not Applicable to this Project

## Narrative Justification:

1. Effective utilization of data.
2. Examination of who benefits from, or is potentially harmed by, the implementation or absence of the proposed project.
3. Level of engagement with community throughout the entirety of the proposed project.
4. Supplemental documentation and resources justifying the necessity of the proposed project.
5. Consultation with those having expertise or advanced training in areas related to racial equity and social justice.

# Sample OAG Score For The FY24 CBET

- ★★★★★ **Strongly Aligns** with Montgomery County's policy to reduce and eliminate racial disparities and other inequities
- Utilizing research and data sources provided by ORESJ's racial equity impact assessment along with community outreach, OAG effectively demonstrated an understanding of issues faced by BIPOC and women farmers by outlining historical and systemic policies that created barriers to access for these groups while simultaneously creating opportunities for their White, male counterparts. Data used in the response also showed that these disparities continue to persist today, justifying a need for the project put forth by OAG. The project seeks to target resources for BIPOC and women farmers who wouldn't otherwise qualify for funds at the state and federal level. The response also takes into consideration administrative burdens these groups may potentially face as they apply for the resources made available by the project. OAG is specifically requesting these funds to fill a need brought to them by BIPOC farmers, who continue to be in communication with OAG. OAG consulted with their CORE Team Lead and also leaned on the racial equity impact assessment conducted by ORESJ, which they attached to their submission.



# Accountability

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- Ratings and narrative feedback from ORESJ 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).
- **Rating scores are final once they are transmitted**; ORESJ therefore recommends taking advantage of technical assistance offerings, consulting the FY24 CBET Guide, and referring to this presentation.

# Where To Find Help

- ORESJ will hold 30-minute technical assistance sessions, by appointment only, during the office hours provided on the right.
- To secure a 30-minute appointment during one of these time blocks, please send your interest to Andrea Gardner: [Andrea.Gardner@montgomerycountymd.gov](mailto:Andrea.Gardner@montgomerycountymd.gov) who will send an outlook invitation confirming the appointment time.

Wednesday, August 3 @ 1-2:15pm	Thursday, August 4 @ 1-2:15pm
Wednesday, August 10 @ 1-2:15pm	Thursday, August 11 @ 1-2:15pm
Wednesday, August 17 @ 1-2:15pm	Thursday, August 18 @ 1-2:15pm
Wednesday, August 24 @ 1-2:15pm	Thursday, August 25 @ 1-2:15pm
Wednesday August 31 @ 1-2:15pm	Thursday, September 1 @ 1-2:15pm



# Contact Us

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- Tiffany Ward, Director [Tiffany.Ward@montgomerycountymd.gov](mailto:Tiffany.Ward@montgomerycountymd.gov)
- Sarah Alvarez, Program Manager, Policy Analysis  
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- Andrea Gardner, Administrative Specialist  
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# Questions

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# Thank You!

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**MONTGOMERY COUNTY**  
**OFFICE OF RACIAL EQUITY**  
**& SOCIAL JUSTICE**