

# Advancing Racial Equity in the FY27 Operating Budget

THE MONTGOMERY COUNTY OFFICE OF RACIAL EQUITY AND  
SOCIAL JUSTICE (ORESJ)



# Agenda

- ▶ Leading With Race
- ▶ Examining The Operating Budget Through a Racial Equity Lens
- ▶ ORESJ Evaluation of FY26 OBET
- ▶ FY27 OBET Overview
- ▶ Data Sources
- ▶ Tips for Completing the FY27 OBET
- ▶ FY27 OBET Questions
- ▶ FY27 OBET Analysis
- ▶ Department and Program-level Rubric
- ▶ Department and Program-level Rating Sample
- ▶ What to Expect
- ▶ Where To Find Help
- ▶ Contact Us
- ▶ Questions

# Why Lead with Race?


- ▶ 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.
- ▶ RESJ Act (Bill No. 27-19) requires the explicit use of a *racial* equity and social justice lens.

# Examining the Operating Budget Through a Racial Equity Lens

- ▶ In accordance with Bill #27-19, ORESJ develops racial equity tools and processes to help county employees apply a racial equity lens to budget decisions.
- ▶ The FY27 Operating Budget Equity Tool (OBET) is designed to help departments and decisionmakers consider the racial equity and social justice impacts of their budget decisions.
- ▶ The OBET is both a product and a process that encourages departments and decisionmakers to consider the impacts of their department-level resources, proposed program (service/initiative) enhancements, reductions, and overall budget decisions on racial disparities and inequities in the County.

# ORESJ Evaluation of FY26 OBET and Process

 Structured internal team debrief focused on impact, effort, and sustainability

 Interviews with 10 departments about their experiences and feedback on:

- Tool questions and process of tool completion
- Receiving and interpreting ORESJ analysis
- Future modifications/enhancements to the tool and process

 Desk review of budget equity practices in other jurisdictions

 Interview with DC's Office of Racial Equity

FY27 OBET  
Tool and  
Process  
Updates

# FY27 OBET Overview

- ▶ Like last year, **ALL executive and legislative** departments will be asked a series of department-level questions.
  - ▶ Questions follow the GARE theory of change – Visualize, Normalize, Organize, and Operationalize
- ▶ You will not be able to submit your department's Operating Budget unless you **respond to all required OBET questions** meeting the character minimum for each.
- ▶ Please keep in mind that responses to the OBET are the sole source of information for ORESJ's analysis

## New This Year: Department-level

- ▶ Tool includes a question on departments' "visualizing" efforts.
- ▶ Tool asks departments to self assess their level of commitment in each area of the GARE framework using this scale.

### Department self-assessment scale

| Preliminary Commitment (+1)  | Commitment (+2)   | Strong Commitment (+3)   |
|--|---|--|
| Departments at this level are in the initial stages of recognizing the importance of normalizing/organizing/operationalizing for racial equity and social justice. They are taking preliminary steps to raise awareness, build a shared understanding, and comply with the basic requirements of the RESJ Act. | Departments at this level are actively engaged in implementing policies, practices, procedures, processes, and appropriate resource allocations that aid the department in normalizing/organizing/operationalizing for racial equity and social justice to move beyond compliance to apply intentional use of a racial equity lens. | Departments at this level are actively engaged in implementing, evaluating, and improving policies, practices, procedures, processes, and appropriate resource allocations that aid the department in normalizing/organizing/operationalizing for racial equity and social justice—fostering intentional use of a racial equity lens while building systems to sustain and embed the work long term. |



## New This Year: Department-level

- ▶ You are encouraged to reference your FY26 Abbreviated SWOT Assessment in formulating your response to the FY27 Tool.
- ▶ ORESJ's analysis of department-level responses will result in a **Findings Statement** and a **numerical commitment rating**.

| Racial Equity and Social Justice  |   |  |
|---|---|--|
| The Office of Racial Equity and Social Justice continues to demonstrate a strong commitment to advancing racial equity and social justice and effective leadership of the implementation of the RESJ Act in Montgomery County. The Office regularly undertakes numerous GARE framework activities and enables other departments—through its trainings, technical assistance, tools, analyses, and expertise—to do the same. |   |  |
| GARE Framework Category   | Strengths   | Opportunities  |
| <b>Normalize</b><br>The goal of normalizing is to establish racial equity as a key value by developing a shared understanding of key concepts across the department and create a sense of urgency to make changes.  | All ORESJ staff participate in Core team activities that help to reinforce the department's commitment to advancing racial equity within the culture of the department and in the work the department produces and delivers to other departments and their Core teams. The Office supports other departments and their CORE team's normalizing activities.  | With additional resources the department could expand its existing county-wide communication efforts to convey the urgency of advancing racial equity and social justice more regularly as well as share tools and emerging approaches for doing so.   |
| <b>Organize</b><br>The goal of organizing is to build staff and organizational capacity, skills, and competencies through training while also building infrastructure to support the work, like internal organizational change teams and external partnerships with other institutions and community.   | ORESJ develops and delivers the County's required RESJ trainings (in multiple formats), hosts numerous lunch and learn and experiential learning opportunities, as well as budget equity tool trainings and technical assistance. ORESJ staff regularly participate in topic specific professional development learning opportunities and uses the learning and experiences they gain to support departments across a range of issue areas. Designated ORESJ staff provide comprehensive leadership and support to departments on the use of a racial equity lens in community outreach, engagement, and participation. | As ORESJ continues its organizing activities, it should seek out opportunities to measure and communicate about its results. This will help both government and community stakeholders become more aware of ORESJ's efforts to foster stronger community partnerships and support departments in implementing practices that create more equitable community engagement. The addition of a new data analyst FTE should help the department to facilitate these efforts—particularly as it relates to developing metrics. |
| <b>Operationalize</b><br>The goal of operationalizing is to put theory into action by implementing new tools for decision-making, measurement, and accountability like a Racial   | Across each area of the Office's work—training, community engagement, and policy analysis—it puts theory into action to help departments operationalize racial equity in their work.  | With existing resources, ORESJ will continue to engage in thoughtful continuous improvement efforts which it hopes will lead to the development and dissemination of new tools, analyses, training, and guidance that can help departments more effectively operationalize racial equity in their work.  |

## FY26 Abbreviated SWOT Assessment

### FY27 OBET Department-level Findings Statements

- ✓ (3-5) Department demonstrates an **“Emergent commitment to advancing racial equity and social justice”**
- ✓ (6-8) Department demonstrates a **“Sustained commitment to advancing racial equity and social justice”**
- ✓ (9-11) Department demonstrates a **“Proactive and Strategic commitment to advancing racial equity and social justice”**



# New This Year: Program-level

- ▶ **ALL** departments are required to submit a program-level response.
- ▶ Each department will select a program and whether that program is “new” or requesting an enhancement, reduction, or a “same-services” budget.
- ▶ The program you select should **NOT** be funded with Federal Dollars.
- ▶ For smaller departments without specific programmatic budgets in BASIS, you will respond to the program-level questions using your department as the program.

**The following departments are required to submit a program-level response for each of its divisions:**

- Health and Human Services
- Transportation
- Environmental Protection

# Data sources

- ▶ The FY27 OBET Guidance Manual offers a preliminary list of data sources, including the updated Baseline Study, that disaggregates data by race, ethnicity, and other demographic characteristics on indicators of well-being at the County-level.
- ▶ Pitfalls to avoid: misusing Equity Emphasis/Focus Areas; not disaggregating data.

**Tip: Leverage the County's resources:**

- ✓ ORESJ's library of [Racial Equity Impact Assessments](#) and The Office of Legislative Oversight's collection of [Racial Equity and Social Justice Impact Statements](#) can help you learn about the intersection of racial equity and the policy or issue area you work in.
- ✓ Utilize resources available on the [Government Alliance on Race and Equity \(GARE\)](#) portal.

## Tips for Completing the FY27 OBET

1. Before attempting to complete the OBET, please read the tool in its **ENTIRETY** (each tab in BASIS).
2. Each department is required to answer **ALL** questions. Be sure to access hyperlinks embedded within the questions and prompts as they serve to assist you in formulating your responses.
3. Be sure to reference the FY27 OBET Guidance Manual early and often throughout the process of completing the tool.
4. Each required response has a character minimum. You will not be able to submit your full Operating budget without responding to each required OBET question.
5. 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.
6. Questions in the General OBET Questions section are required.

# FY27 OBET Questions

# Department-level Questions

# FY27 Department-level Questions

## Question #1

**(Required)** Please explain how your overall FY27 budget request supports the department's commitment to advancing racial equity and social justice

**Instructions:** For each area of the GARE framework, please indicate your level of commitment, using existing and/or planned resources in FY27, by selecting one of the provided options (on the next slide). More information about the GARE framework is below and [here](#).

***You must substantiate your selection with evidence/supplemental information that supports your response in the explanation section. Your explanations should demonstrate what specifically you intend to do, how you intend to do it, and why it will help advance your department's FY27 commitment to, and infrastructure for, racial equity and social justice.***

The Government Alliance on Race and Equity ([GARE](#)) recommends the visualize, normalize, organize, operationalize theory of change to guide jurisdictions in planning for and making changes that reduce and eliminate racial disparities, inequities, and improve outcomes for all. Please indicate how your department is doing the following:

- **Visualize**—Visioning process, lead with values and vision. Articulate a clear, shared vision for advancing racial equity and social justice that is reflected in its mission, strategic goals, or leadership priorities
- **Normalize**—Establish racial equity as a key value by developing a shared understanding of key concepts across the department and create a sense of urgency to make changes
- **Organize**—Build staff and organizational capacity, skills, and competencies through training while also building infrastructure to support the work, like internal organizational change teams and external partnerships with other institutions and community
- **Operationalize**—Put theory into action by implementing new tools for decision-making, measurement, and accountability like a [Racial Equity Tool](#) and developing a Racial Equity Action Plan

# FY27 Department-level Questions

## Self-assessment Categories

| Preliminary Commitment (+1)  | Commitment (+2)   | Strong Commitment (+3)   |
|--|---|--|
| Departments at this level are in the initial stages of recognizing the importance of normalizing/organizing/operationalizing for racial equity and social justice. They are taking preliminary steps to raise awareness, build a shared understanding, and comply with the basic requirements of the RESJ Act. | Departments at this level are actively engaged in implementing policies, practices, procedures, processes, and appropriate resource allocations that aid the department in normalizing/organizing/operationalizing for racial equity and social justice to move beyond compliance to apply intentional use of a racial equity lens. | Departments at this level are actively engaged in implementing, evaluating, and improving policies, practices, procedures, processes, and appropriate resource allocations that aid the department in normalizing/organizing/operationalizing for racial equity and social justice—fostering intentional use of a racial equity lens while building systems to sustain and embed the work long term. |



# FY27 Department-level Questions

## Visualize

*Visualize—Visioning process, lead with values and vision. Articulate a clear, shared vision for advancing racial equity and social justice that is reflected in its mission, strategic goals, or leadership priorities.*

**Instructions:** Please select the option that best describes the status of your department's visualizing efforts.

- ☐ Completed, resulting in a department racial equity vision and/or mission statement (+2)
- ☐ In Process, with department and/or CORE team discussions and/or draft racial equity vision/mission statement underway (+1)
- ☐ Not yet started, with no process or plan in place for completing (+0)

**In the textbox below,** please include your department's racial equity vision/mission statement. This can include a link to where it is located on your website, a finalized version if it is not publicly available, or the draft version. If your office or department has no racial equity vision/mission statement in either a finalized or draft form, please detail what efforts have been made in this area thus far (this can include initial research, brainstorming efforts, agenda setting, etc.). For those without a racial equity vision/mission statement or current plans to attempt to create one, please provide a detailed explanation as to why, including any barriers that have precluded you from doing so up until this point.

50 character minimum

# FY27 Department-level Questions

## Normalize

*Normalize—Building awareness and shared understanding. Establish racial equity as a key value by developing a shared understanding of key concepts across the department and create a sense of urgency to make changes.*

**Instructions:** Please indicate your level of commitment, using existing and/or planned resources in FY27.

- ☐ Preliminary Commitment
- ☐ Commitment
- ☐ Strong Commitment

50 character minimum

# FY27 Department-level Questions

## Organize

*Organize—Build staff and organizational capacity, skills, and competencies through training while also building infrastructure to support the work, like internal organizational change teams and external partnerships with other institutions and community.*

**Instructions:** Please indicate your level of commitment, using existing and/or planned resources in FY27.

- ☐ Preliminary Commitment
- ☐ Commitment
- ☐ Strong Commitment

50 character minimum

# FY27 Department-level Questions

## Operationalize

*Operationalize—Put theory into action by implementing new tools for decision-making, measurement, and accountability like a Racial Equity Tool and developing a Racial Equity Action Plan.*

**Instructions:** Please indicate your level of commitment, using existing and/or planned resources in FY27.

- ☐ Preliminary Commitment
- ☐ Commitment
- ☐ Strong Commitment

50 character minimum

# FY27 Department-level Questions

## Question #2

**Instructions:** Please select your department's main barrier or challenge to advancing racial equity and social justice. Please use the textbox below to explain.

- ☐ Resources (funding/staffing)
- ☐ Change Management
- ☐ Regulatory/Compliance
- ☐ External Factors (i.e. Federal funding requirements)
- ☐ Other

50 character minimum

# Program-level Questions

# How to Respond to Program-Level Questions in the FY27 OBET

- ▶ Each department is responsible for selecting one program to use in responding to program-level OBET questions.
  - ▶ DHHS, DEP, and DOT are required to select one program per division
- ▶ Departments are advised to select a program (or programs) **NOT** funded with Federal Dollars.
- ▶ For departments with no specific programs in BASIS, your department itself will serve as your program; responses should address your department's proposed budget changes.
- ▶ Departments requesting a same-services budget may receive follow-up from ORESJ for clarification or additional information.



# How to Respond to Program-Level Questions in the FY27 OBET

- ▶ **Instructions:** For the program you selected, please indicate whether your budget proposal includes a new program, an enhancement, reduction, or none of the above (a same-services budget). Please select only one option.
  - ▶ Enhancement
  - ▶ Reduction
  - ▶ Neither reduction nor enhancement
  - ▶ New program

# How to Respond to Program-Level Questions in the FY27 OBET

## Enhancement

**1. (Required)** What is the purpose of this program (this may also be a service, initiative, or activity) and what is the enhancement you're requesting?...

50 Character Minimum

**2. (Required)** Identify specific disparities and/or inequities that are targeted by this program...

**3. (Required)** How does this program impact the people who are most negatively affected/harmed by the challenges this program seeks to address and how will the requested enhancement improve the program's effectiveness in addressing those challenges?...

**4. (Required)** Describe how the needs of a specific community or stakeholder informed development of the program, its goals, and implementation. How is that information reflected in the enhancement request?

**5. (Optional)** Which of the CE's priority initiatives does this request *most* relate to (use the priority list below and descriptions offered [here](#)), please select one.

- ☐ Thriving Youth and Families
- ☐ A Growing Economy
- ☐ A Greener County
- ☐ Easier Commutes
- ☐ A More Affordable and Welcoming County for a Lifetime
- ☐ Safe Neighborhoods
- ☐ Effective Sustainable Government

Two Character Minimum

# How to Respond to Program-Level Questions in the FY27 OBET

## Reduction

|  |   |
|--|---|
| <b>1. (Required)</b> What is the purpose of this program (this may also be a service, initiative, activity) and what is the reduction you're requesting? | <b>2. (Required)</b> Identify specific disparities and/or inequities that are targeted by this program...   |
| <b>3. (Required)</b> How does this program impact the people who are most negatively affected/harmed by the challenges this program seeks to address?... | <b>4. (Required)</b> How will reductions to this program affect the users of the program, specifically those most negatively impacted by the challenges this program addresses?       |
| <b>5. (Required)</b> Describe how the needs of a specific community or stakeholder informed development of the program, its goals and implementation...  | <b>6. (Required)</b> What steps have you taken to mitigate against the creation or worsening of racial disparities or inequities that may result from the proposed program reduction? |

**7. (Optional)** Which of the CE's priority initiatives does this request *most* relate to (use the priority list below and descriptions offered [here](#)), please select one.

- ☐ Thriving Youth and Families
- ☐ A Growing Economy
- ☐ A Greener County
- ☐ Easier Commutes
- ☐ A More Affordable and Welcoming County for a Lifetime
- ☐ Safe Neighborhoods
- ☐ Effective Sustainable Government

Two Character Minimum

# How to Respond to Program-Level Questions in the FY27 OBET

## New Program

**1. (Required)** What is the purpose of this program (this may also be a service, initiative, activity)?...

50 Character Minimum

**2. (Required)** Identify specific disparities and/or inequities that are targeted by this program...

**3. (Required)** How does this program impact the people who are most negatively affected/harmed by the challenges this program seeks to address and how will the requested enhancement improve the program's effectiveness in addressing those challenges?...

**4. (Required)** Describe how the needs of a specific community or stakeholder informed development of the program, its goals, and implementation...

**5. (Optional)** Which of the CE's priority initiatives does this request *most* relate to (use the priority list below and descriptions offered [here](#)), please select one.

- ☐ Thriving Youth and Families
- ☐ A Growing Economy
- ☐ A Greener County
- ☐ Easier Commutes
- ☐ A More Affordable and Welcoming County for a Lifetime
- ☐ Safe Neighborhoods
- ☐ Effective Sustainable Government

Two Character Minimum

# How to Respond to Program-Level Questions in the FY27 OBET

## Neither Reduction nor Enhancement (Same Services Budget)

- ☐ I attest that the department is requesting a same services budget and does not have any program changes—no reductions, nor enhancements.

**\*\*Please note that ORESJ may follow up to confirm the status of your program-level response and request additional information to verify that your department is not requesting any changes that are eligible for OBET review.**

# How to Respond to Program-Level Questions in the FY27 OBET

## General Questions

**Please answer the following questions regarding overall completion of the FY27 OBET.**

1. **(Required)** Please provide information on your racial equity and social justice lead and Core Team.
  - A. Who is your equity lead? [Two character minimum]
  - B. How frequently does your Core team meet? [Two character minimum]
2. **(Required)** 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).) [Two character minimum]
  - 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.) [Two character minimum]
  - C. Have you reviewed any Racial Equity Impact Assessments (or other related equity analyses)? [Two character minimum]
3. **(Required)** 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.
  - A. Assessment completed by: (Name(s), Title(s), Department) [Ten character minimum]
  - B. If different from above, Departmental Director: (Name) [Ten character minimum]
4. **(Optional)** 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. [Two character minimum]



# ORESJ Analysis of FY27 OBET Responses



# ORESJ Analysis: What to expect

## Department-level

- ▶ ORESJ Reviews department self-selected level of commitment and examines supporting evidence
- ▶ Findings Statement
- ▶ Numerical commitment rating
- ▶ Narrative justification

## Program-level

- ▶ ORESJ reviews program description, requested changes, and department's explanation
- ▶ Numerical Rating 0-4
  - ▶ (Range: Does Not reduce and/or eliminate to Strong likelihood to reduce racial disparities and other inequities in Montgomery County)
- ▶ Narrative justification

| Findings Statement                 | Rating | Explanation   |
|------------------------------------|--------|---|
| Emergent Commitment                | 3-5    | <p>Department demonstrates an <b>“Emergent commitment to advancing racial equity and social justice”</b>.</p> <p>The department is in the early stages of building the capacity and infrastructure to advance racial equity and social justice. Foundational steps—such as initiating conversations, planning efforts, and securing initial buy-in from leadership, the community, and additional stakeholders—are underway, but dedicated resources and consistent actionable efforts are limited.</p> |
| Sustained Commitment               | 6-8    | <p>Department demonstrates a <b>“Sustained commitment to advancing racial equity and social justice”</b>.</p> <p>The department is continuing existing initiatives that aim to sustain efforts to advance racial equity and social justice; however, there are no current plans for scaling, deepening, or evaluating the impact of such efforts.</p>   |
| Proactive and Strategic Commitment | 9-11   | <p>Department demonstrates a <b>“Proactive and Strategic commitment to advancing racial equity and social justice”</b>.</p> <p>The department is engaged in strategies that not only maintain but strengthen and deepen efforts to advance racial equity and social justice. These include scaling successful initiatives, innovating, evaluating impact, and integrating efforts more fully into departmental culture and systems.</p>   |

## Department-level Findings Statement and Rating Rubric

| Assessment  | Rating | Explanation   |
|---|--------|---|
| Does Not reduce and/or eliminate racial disparities and other inequities in Montgomery County             | 0      | The program request as described does not reduce and/or eliminate racial disparities and other inequities or advance equitable outcomes for members of the community.   |
| Unlikely to reduce and/or eliminate racial disparities and other inequities in Montgomery County          | 1      | The program request as described is unlikely to reduce and/or eliminate racial disparities and other inequities in the County as the response does not demonstrate a link between racial disparities and how the program will address them.   |
| Potential to reduce and/or eliminate racial disparities and other inequities in Montgomery County         | 2      | The program request as described maintains current levels of operation and outcomes. While there is a potential to reduce and/or eliminate racial disparities and other inequities in the County, there is insufficient evidence linking the program to more equitable outcomes.  |
| Likely to reduce and/or eliminate racial disparities and other inequities in Montgomery County            | 3      | The program request as described is likely to reduce and/or eliminate racial disparities and other inequities in the County in that the response demonstrates a link between racial inequities and the program's need. However, the analysis—use of data, community engagement, and research—could be strengthened to make the link between racial inequities and the program's need clearer.                         |
| Strong Likelihood to reduce and/or eliminate racial disparities and other inequities in Montgomery County | 4      | There is a strong likelihood that the program request will reduce and/or eliminate racial disparities and other inequities in the County as the response demonstrates—with the use of data, community engagement, and research—a clear correlation between racial inequities and the program's need. This program is therefore likely to advance equitable outcomes for those identifying as BIPOC and/or low-income. |

# Program-level Rating Rubric

# ORESJ Narrative Justification

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

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The level of detail and clarity about how budgets target resources towards various activities and/or programs that demonstrate commitment to an action towards advancing racial equity and social justice.

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The use of data, community engagement, research on racial disparities and inequities, and best practices for advancing racial equity to make decisions about how resources should be targeted and/or how programs should be designed to advance racial equity and social justice.

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The resources – CORE Team leads, ORESJ, or outside experts—that were consulted during budget development.

# Sample Department-level Finding Statement and Rating

| Findings Statement  | Narrative Justification  |
|---|--|
| <p>-7-</p> <p><b>Sustained commitment to advancing racial equity and social justice</b></p> | <p>The department demonstrates a sustained commitment to advancing racial equity and social justice. It has well-resourced, established and ongoing normalizing activities, including efforts to recruit Core team members, dissemination of RESJ specific onboarding materials, and all-staff information sharing sessions. In the area of organizing the department has allocated staff time towards RESJ specific professional development but is limited to no-cost options available through GARE. Expanding the department's operationalizing efforts are challenged by staff capacity and changes in the funding landscape, but some existing activities continue. The department does not yet have plans to scale or evaluate the impact of its RESJ efforts using FY27 resources.</p> |

# Sample Program-level Rating

| Rating  | Narrative Justification  |
|---|--|
| <p>-4-</p> <p><b>Strong Likelihood to reduce and eliminate racial disparities and other inequities in Montgomery County</b></p> | <p>The program request, as described, demonstrates a strong likelihood of advancing equitable outcomes as it utilizes collected demographic data (in addition to national research and data) to target resources towards children and communities of color—groups with an expressed need—in accessing devices to help mitigate the Homework Gap. The department has utilized resources provided by ORESJ to help inform their work and has also conducted outside research, being informed by experts in both their relevant field as well as racial equity.</p> |

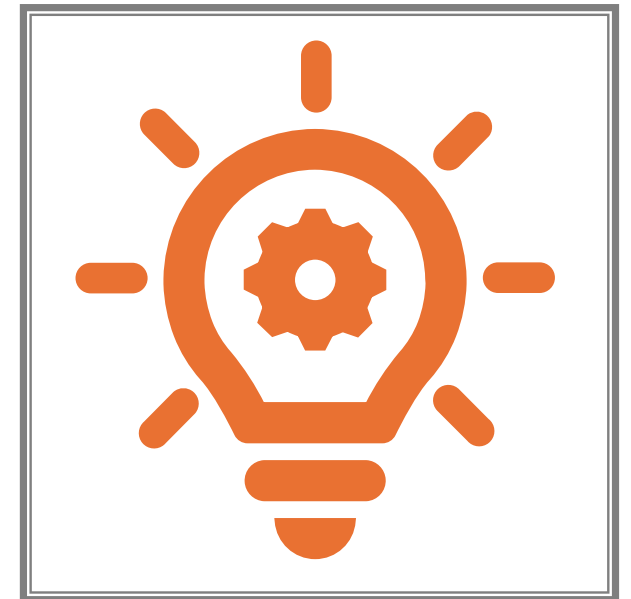
Next Steps: What to  
Expect

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# Process

- ▶ Please keep in mind that your responses to these questions are the primary source of information for ORESJ's analysis and that the result of our analysis will be a Findings Statement and Commitment-level Rating and Program-level Rating.
  - ▶ Based on its own review of the evidence, ORESJ's analysis may result in a different level of commitment than the one your department selected.
- ▶ The results of ORESJ's analysis will be shared with your department, the Office of Management and Budget, the County Executive's Office, and the County Council.
- ▶ **Department and program-level ratings will not be changed once they are transmitted.**



# Where To Find Help

- ▶ In addition to today's live training session, ORESJ will post resources to its Budget Equity Tool Resource Page on the ORESJ website on, or shortly after, October 2<sup>nd</sup>. Users will be able to access:
  - ▶ the slide deck from today's training
  - ▶ the full set of instructions and additional helpful information accessible via the full FY27 Operating Budget Equity Tool Guidance Manual
- ▶ Questions about the tool or data sources should be directed to ORESJ. Questions about BASIS or technical issues should be directed to OMB with a copy to ORESJ.

# Where To Find Help: Office Hours

- ▶ ORESJ will also be hosting a set of office hours during the following dates:
  - ▶ Wednesday, October 8<sup>th</sup> at 10-11am
  - ▶ Wednesday, October 15<sup>th</sup> at 10-11am
  - ▶ Wednesday, October 22<sup>nd</sup> at 10-11am
  - ▶ Wednesday, October 29<sup>th</sup> at 10-11am
- Each session will include a 10-minute overview of the FY27 OBET and process;
- The remaining 50 minutes will be for questions and answers on a first-come-first-served basis.
- No sign-up required. You can drop-in/leave when you would like.

# Contact Us

- ▶ Tiffany Ward, Director  
[Tiffany.Ward@montgomerycountymd.gov](mailto:Tiffany.Ward@montgomerycountymd.gov)
- ▶ Sarah Alvarez, Program Manager, Policy Analysis  
[Sarah.Alvarez@montgomerycountymd.gov](mailto:Sarah.Alvarez@montgomerycountymd.gov)
- ▶ Linda Price, Program Manager, Policy Analysis  
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- ▶ Rhiannon Reeves, Program Manager, Policy Analysis  
[Rhiannon.Reeves@montgomerycountymd.gov](mailto:Rhiannon.Reeves@montgomerycountymd.gov)
- ▶ Andrea Gardner, Administrative Specialist  
[Andrea.Gardner@montgomerycountymd.gov](mailto:Andrea.Gardner@montgomerycountymd.gov)



# Questions



Thank You!



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