

Montgomery County Government Racial Equity Action Plan Template

As the template for Montgomery County Government REAPs is similar to that of varying jurisdictions from across the country (modeling best practice set forth by GARE), we encourage departments and offices to view examples of REAPs from similar departments in areas that have comparable racial equity and social justice initiatives. This includes:

- [One Fairfax: Equity Impact Plans](#)
- [Portland's Bureau of Racial Equity Plans](#)
- [Chicago's Racial Equity Action Plans](#)

Montgomery County Department/Office of XYZ Racial Equity Action Plan

Bill #27-19 established the Racial Equity and Social Justice (RESJ) Act, which, in addition to systemically applying an equity lens to government decision-making to advance RESJ in the County, requires each Montgomery County Government office and department to develop a Racial Equity Action Plan (REAP). Executive Regulation 15-21 articulates the nature of the work required for the County and its departments to meaningfully develop the capacities and processes necessary for applying a racial equity and social justice lens to the development and implementation of its policies, practices, and procedures in part through the development of office- and department-specific REAPs. Initial iterations of office and departmental REAPs are to be completed by the end of the 2025 calendar year and are to be updated every two years going forward. This document details the [office or department name] plan to align with the County's objective of reducing and eliminating racial disparities and inequities in Montgomery County through a strategic racial equity action plan.

Department:
Department Director:
CORE Team Leads:
REAP Author(s):
Departmental Equity Guiding Statement:¹
Departmental Context:²
Date:

¹ Could be the department or offices racial equity vision or mission statement.

² Historical context resulting in current inequities relevant to the office or department and the inclusion of a problem statement regarding where and why the office falls short in addressing these issues.

Goal 1:							
Actions: Symptoms and/or Root Causes	Stakeholders/ Community Input: What external and internal partners will be engaged to develop and implement the action?	Resources: What's available and what is needed to carry out this action?	Responsible Parties: Who will be responsible for moving the work forward? (Should identify departmental titles, not just individuals)	Timeline: Feasible timeframe for carrying out the action (beginning and end dates)	Measuring Progress: What Performance Measures will you use to track progress on this action?	Impact: What is the desired outcome of this action?	Next Steps/Accountability: Where are you in the process? What's the plan to course correct? What is your plan of succession (to ensure the work continues)?
1a.							
1b.							
1c.							

Goal 2:							
Actions:	Stakeholders/ Community Input:	Resources:	Responsible Parties:	Timeline:	Measuring Progress:	Impact:	Next Steps/Accountability:
2a.							
2b.							
2c.							

Goal 3:							
Actions:	Stakeholders/ Community Input:	Resources:	Responsible Parties:	Timeline:	Measuring Progress:	Impact:	Next Steps/Accountability:
3a.							
3b.							
3c.							

X

Department Director