



**MONTGOMERY COUNTY GOVERNMENT**

**Racial Equity and Social  
Justice Advisory  
Committee (RESJAC)**

**2021 ANNUAL REPORT**

**MISSION:**

**RESJAC advises the County Council, the County Executive, and County agencies about racial equity and social justice in the County, and recommends policies, programs, legislation, or regulations necessary to reduce racial and social justice inequity; develops and distributes information and promotes educational activities and recommends strategies.**

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**December 1, 2021**

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# LETTER FROM THE RESJAC

December 1, 2021

Dear Montgomery County Executive and County Council :

It is our honor to serve on the Racial Equity and Social Justice Advisory Committee (RESJAC). In December 2019, the County Council voted unanimously to create the RESJAC as part of its [Racial Equity and Social Justice Act, 27-19](#). Today our County continues to address the effects of the global pandemic COVID-19 and lay the groundwork for an equitable recovery. We face a historic challenge as our BIPOC (Black and Indigenous people of color) communities have been disproportionately impacted by the pandemic and continue to address the longstanding pre-existing disparities. RESJAC, through this landmark legislation, is tasked to not only address inequities among County residents, but also to focus on structural and historical inequities involving wealth distribution, housing policies, transportation, environment, public safety, criminal justice, education and the achievement gap, and health disparities. RESJAC recognizes that inequitable outcomes linked to race and social justice issues will continue to persist in the County without intentional intervention. It is the work of RESJAC to address and bring light to these important issues and dismantle racial inequities and achieve social justice while recognizing that change must occur on an individual, institutional, and structural basis. Equity means fair and just opportunities and outcomes for all people and in order to achieve that level of equity, RESJAC has taken on the arduous task of creating a systematic process of identifying policies and practices that may be implemented to identify and redress these particular disparate outcomes on the basis of race or social justice issues. As we work to effectuate long-term changes to achieve racial equity, we will continue to work very closely with the Montgomery County community members who, through their labor and activism, set the conditions for this landmark legislation and the committee. The attached report is a summary of our work since December 2020.

Sincerely,

Racial Equity and Social Justice Advisory Committee

## RESJAC COMMITTEE MEMBERSHIP

### Community Members

**Izola Shaw (Zola), CHAIR**  
Rockville

**Shane Lloyd, VICE CHAIR**  
Silver Spring

**Sonia Canzater**  
Derwood

**Isaac Cudjoe**  
Clarksburg

**Pat Grant**  
Silver Spring

**Jared Hautamaki**  
Silver Spring

**Shuo Huang (Jim)**  
Silver Spring

**Tasnuva Khan**  
Olney

**Jordan Neal**  
Gaithersburg

**Gustavo Torres**  
Silver Spring

### County Staff Members

**Selena Mendy Singleton, Esq.,  
PARLIAMENTARIAN**  
Clerk

Montgomery County Council

**Sylvia Hernandez**  
Correctional Specialist  
Montgomery County Dept. of Corrections

**Betty Lam**  
Chief, Office of Community Affairs  
Montgomery County Dept. of  
Health and Human Services

**Willie Parker-Loan**  
Assistant Chief of Police  
Montgomery County Police Department

**James Stowe**  
Director  
Office of Human Rights

**Partap Verma**  
Commissioner  
Montgomery County Planning Board

***Member (vacant)***  
Montgomery County Public Schools

## COMMITTEE INFORMATION

### **TERM OF SERVICE**

There are seventeen voting members of the Racial Equity and Social Justice Advisory Committee (RESJAC), including ten community members, who serve with compensation - \$2,000 annually and seven government members, who serve without compensation. All community members have experience in redressing disparate impacts based on race and social justice issues and reside in Montgomery County. Government representatives on the committee include: the County Office of Human Rights, a designee of the County Council, an employee of the County Department of Health and Human Services, an employee of the County Department of Correction and Rehabilitation, an officer of the County Police Department, and a designee of the Chair of the County Planning Board. Each member serves a 3-year term and cannot serve more than 2 consecutive full terms. Any member appointed to fill a vacancy serves the rest of the unexpired term and members continue in office until their successors are appointed and qualified.

### **SCHEDULE OF MEETINGS**

RESJAC is required to meet at least 6 times a year, however RESJAC holds monthly meetings, and all meetings are open to the public. The committee did not meet in August 2021 for a recess.

### **LEADERSHIP**

The RESJAC Chair, Vice Chair, and Parliamentarian are elected by members via majority vote and serve a one-year term. In November 2021, RESJAC elected Zola Shaw, Community Member as Chair, Shane Lloyd, Community Member as Vice Chair (re-elected), Selena Mendy Singleton, Esq., Clerk Montgomery County Council as Parliamentarian. RESJAC is administered and supported by Tiffany Ward, Director – Office of Racial Equity and Social Justice. Partap Verma served as RESJAC Chair and Shane Lloyd served as RESJAC Vice Chair from October 2020 - November 2021.

## **DUTIES OF RESJAC**

- Develop and distribute information about racial equity and social justice in the County;
- Promote educational activities that increase the understanding of racial equity and social justice in the County;
- Recommend coordinated strategies for reducing racial and social justice inequity in the County;
- Advise the Council, the Executive, and County agencies about racial equity and social justice in the County and recommend policies, programs, legislation, or regulations necessary to reduce racial and social justice inequity;
- Meet periodically with the racial equity and social justice lead for each department and office;
- Submit an annual report by December 1 of each year to the Executive and Council on the activities of the Committee.

## **ACCOMPLISHMENTS TO DATE**

*December 2020 - March 2021*

- In December, RESJAC members reviewed the rules of conduct submitted by Shane Lloyd (Vice Chair) and provided their feedback.
- In January, RESJAC members decided that the impact of COVID-19 on the community was a priority item.
- On January 27, Pat Grant led a special presentation and discussion on the Capitol insurrection.
- Between January and February, RESJAC members led by Selena Mendy Singleton drafted, voted, and submitted [committee bylaws](#) to the Boards, Committees, and Commissions (BCC) office.
- On February 17, RESJAC held a panel discussion on “Vaccination and Racial Justice”, which included guest speakers: County Executive Marc Elrich, DHHS Director Dr. Raymond Crowl, Health Officer Dr. Travis. A. Gayles, M.D., Ph.D.
- In February, Zola Shaw drafted [committee values](#) that the committee unanimously approved at the April meeting.
- Between February and March, RESJAC members drafted and submitted a letter to Governor Larry Hogan regarding the Maryland COVID-19 vaccine rollout. The letter was sent to the Office of Intergovernmental Affairs and the Office of Racial Equity and Social Justice for approval before being sent to the Governor's office.
- Between February and March, RESJAC members drafted, reviewed and sent a letter to the Montgomery County Executive’s office regarding the COVID-19 vaccine rollout.
- On March 17, RESJAC members held a discussion with Councilmember Nancy Navarro.
- On March 17, Dr. Christopher Rogers, Policy & Strategy Officer, Public Health Services, Department of Health and Human Services, presented an overview of Healthy Montgomery – Community Health Needs Assessment to RESJAC.

*April 2021-July 2021*

- On April 17, RESJAC members held a discussion with: Councilmember Evan Glass on

the recently passed resolution [To reaffirm Montgomery County's commitment to combat hate and extremism](#); Captain Stacey Flynn, Director of Public Information and the Community Engagement, on the differences with hate crimes and bias incidents and provided statistics on these issues; and Dr. Elaine Bonner-Tompkins and Dr. Theo Holt, both from Office of Legislative Oversight (OLO) on the Racial Equity Impact Statements and Tool.

- In May, per the [Racial Equity and Social Justice Act amendment](#) and a previous resignation, the RESJAC welcomed new community members: Isaac Cudjoe, Tasnuva Khan and Jordan Neal.
- On May 19, the RESJAC committee received an update on [Montgomery County's Thrive Montgomery 2050 Plan](#)
- On May 19, RESJAC members agreed to sponsor the [Montgomery County Juneteenth event](#) at Blackrock by providing \$5,000 to the Human Rights Commission, who organized the event.
- Between June - September RESJAC members formed subcommittees, began identifying issues of interests and holding subcommittee meetings; Subcommittees focus on the areas of health, public safety, immigration, communications and outreach, transportation/environmental justice.

#### *September 2021 - December 2021*

- Between September - December, RESJAC members developed and implemented an issue identification process to ensure members conduct initial research and background on proposed issues and help the full committee to make informed decisions and actions related to the issue.
- Between October - November, RESJAC members reviewed and discussed the [Executive Regulation 15-21](#).
- On October 2, RESJAC held a retreat at the Cabin John Regional Park and focused on relationship building and addressed issues related to committee culture and norms.
- On October 11 RESJAC members contacted HHS and began inquiring about disaggregating Native American data from the “Other” category and tracking and publishing Native American COVID-19 data; in November Jared Hautamaki and Shou (Jim) Huang drafted a letter urging Governor Hogan that he request counties report and include “American Indian or Alaska Native” as a category separate from the “Other” in COVID-19 online data products at the state level, including monthly and total cases, monthly and total mortality, and vaccination rates by partial and full dosage.
- On October 20, RESJAC elected a Chair, Vice Chair and Parliamentarian.
- Between October and November, Shane Lloyd (Vice Chair), Pat Grant and Sonia Canzater reviewed, compiled key outcomes and recommendations, and reported out to the full committee on the video and report covering Bill 45-20, Police – Community Policing – Data
  - video: <https://www.youtube.com/watch?v=1SUxanoU1Rs>
  - report: [https://apps.montgomerycountymd.gov/ccllims/DownloadFilePage?FileName=2683\\_1\\_16700\\_Bill\\_45-20\\_Committee\\_20210927.pdf](https://apps.montgomerycountymd.gov/ccllims/DownloadFilePage?FileName=2683_1_16700_Bill_45-20_Committee_20210927.pdf)
- On November 9, Zola Shaw (Chair) and Jared Hautamaki attended the County Council's Proclamation of Native American Heritage Month on behalf of RESJAC.
- On November 17, RESJAC began another discussion on [Montgomery County's Thrive Montgomery 2050 Plan](#)

- On November 17, Jordan Neal recommended that the committee start each meeting with a land acknowledgement and developed a draft for the committee to review and possibly approve during the December meeting.

## **2022 VISION**

RESJAC is committed to effectuating change in 2022, as our County pursues an equitable recovery from the global pandemic COVID-19 and works to address the longstanding structural and systemic inequities. In addition to continuing our critical role to advise the Council, the Executive, and County agencies, RESJAC also envisions increased efforts in the following areas:

- Community engagement and outreach
- Subcommittee initiatives
- Coordinated strategies to reduce inequities





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