



MONTGOMERY COUNTY GOVERNMENT

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

2022 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, 2022

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LETTER FROM THE RESJAC

December 1, 2022

Dear Montgomery County Executive and County Council:

In December 2019, the County Council voted unanimously to create the RESJAC as part of its [Racial Equity and Social Justice Act, 27-19](#). The committee's most critical duties include: (1) developing and distributing information about racial equity and social justice in the County; (2) promoting educational activities that increase the understanding of racial equity and social justice in the County; and, (3) advising the Council, the Executive, and County agencies about racial equity and social justice in the County, and recommending policies, programs, legislation, regulations or strategies to reduce racial and social justice inequity. As we embark on our third year as a body serving the County, we are very proud of what we have accomplished so far yet we know there's much we need to do to elevate the causes of racial equity and social justice and safeguard the progress made by generations of activists, change agents, legislative officials, business leaders, scholars, and community leaders.

At present, our County continues to address the effects of the global pandemic COVID-19 while facing a macroeconomic landscape that has the potential to thwart our efforts for an equitable recovery. With the knowledge that issues of this nature compound the disparate impacts facing BIPOC (Black and Indigenous People of Color) communities, we remain steadfast and diligent in our commitment to address the longstanding pre-existing disparities.

The work ahead necessitates a structural analysis of the various levels (e.g., individuals, groups, institutions, and structures) of the operation of racial inequity. Additionally, we are called upon to apply an [intersectional](#) lens that acknowledges certain groups may experience unique forms of inequity due to how they experience systems, not just in isolation, but as overlapping phenomena creating unique outcomes. For example, Black women face the combined dynamics of racism and sexism. We also maintain that in the spirit of targeted universalism, our pursuit of racial equity and social justice aims to lift all boats and ensure that all members of our diverse County can enjoy safe and secure housing, exercise their rights, participate meaningfully in our economy, attain the healthcare they need, and receive a robust and well-rounded education, among other aims. The attached report is a summary of our work since 2020 when this body was first convened.

Sincerely,

Racial Equity and Social Justice Advisory Committee

RESJAC COMMITTEE MEMBERSHIP

Community Members

Shane Lloyd, CHAIR
Silver Spring

Jared Hautamaki, VICE CHAIR
Silver Spring

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

Sonia Canzater
Derwood

Isaac Cudjoe
Clarksburg

Pat Grant
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
Racial Equity Manager
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

Anthony R. Alston
Montgomery County Public Schools

Member (vacant)
Montgomery County Planning Board

Former Committee Members:

Partap Verma, Planning Board Rep (Nov. '20 - Jun. '22)
John Landesman, MoCo Public Schools Rep (Jun. '22 – Oct. 22)
Gerald Cichy, Planning Board Rep (Jul. '22 – Oct. 22)

I. COMMITTEE INFORMATION

A. 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.

B. 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 recessed for the month of August.

C. LEADERSHIP

The RESJAC Chair, Vice Chair, and Parliamentarian are elected by members via majority vote and serve a one-year term. On November 16, 2022, RESJAC elected Shane Lloyd, Community Member as Chair, Jared Hautamaki, Community Member as Vice Chair, Zola Shaw, Community Member as Second Vice Chair, and Selena Mendy Singleton, Esq., Racial Equity Manager, Montgomery County Council as Parliamentarian. RESJAC is administered and supported by Tiffany Ward, Director – of the Office of Racial Equity and Social Justice. Zola Shaw served as RESJAC Chair and Shane Lloyd served as RESJAC Vice Chair from October 2021 - November 2022.

D. 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 leadership 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.

II. ACCOMPLISHMENTS TO DATE

December 2021 - March 2022

- On December 15, Shuo (Jim) Huang moved to approve and submit a letter to the Governor to request that 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. RESJAC members approved and voted to send the letter.
- On December 15, Jordan Neal led a discussion on the committee starting each meeting with a land acknowledgment.
- During a special meeting on January 5, RESJAC members moved to draft and send a letter to the County Council requesting that Thrive 2050 receive a racial equity analysis.
- On January 19, Councilmember Gabe Albornoz engaged in a discussion to share some of the priorities of the council.
- On February 16, Shane Lloyd drafted a letter to condemn hate speech that was directed towards a County Councilmember. RESJAC members voted to approve a statement.

- On February 16, RESJAC members engaged in a conversation to explore the idea of reparations in Montgomery County.
- On February 16, RESJAC members listened in on a conversation with Amanda Harris, Chief of Services to End and Prevent Homelessness for the Montgomery County Division of Health and Human Services, focused on Montgomery County's rent relief efforts.
- On March 16, Tasnuva Khan, Pharm.D., Director of Faith & Vaccines, presented on “Montgomery County Vaccination Clinics”.
- On March 16, Isaac Cudjoe shared that the RESJAC Communications and Outreach Subcommittee is planning a RESJAC community forum tentatively scheduled for the spring.

April 2022 - July 2022

- On April 17, RESJAC voted to donate \$2,500 to Montgomery County's 25th [Juneteenth Celebration](#), and the donation was matched by the Office of Racial Equity and Social Justice.
- During the RESJAC April 17 meeting, County Executive Marc Elrich spoke to the committee about a range of activities within the County ranging from COVID-19 recovery efforts to an upcoming report about Montgomery County Police to climate, housing, and the County's budget.
- On May 18, RESJAC heard from Dr. James Bridgers, Montgomery County Department of Health and Human Services, about the COVID-19 recovery plan and vaccination rollouts.
- On May 21, RESJAC hosted its annual retreat for committee members focused on team building, issue identification, and subcommittee work.
- On June 26, RESJAC hosted a [Community Forum](#) that included panels on Combating Food Insecurity, Health Justice, and Housing and featured nationally renowned speakers on the topic of reparations, Dr. Sandy Darity and Ms. Kirsten Mullen.
- On July 7, RESJAC voted to submit testimony on Bill 11-22 – *Buildings - Lactation Rooms in County Buildings-Required* and selected Selena Mendy Singleton to deliver the testimony.
- On July 20, RESJAC Chair Zola Shaw led a discussion on rent stabilization within Montgomery County. The committee unanimously voted to support Expedited Bill 22-22 - *Landlord-Tenant Relations – Limitations on Rent Increases*.
- On July 20, Selena Mendy Singleton led a discussion on infant mortality and maternal

mortality and morbidity. Representatives from the Montgomery County Department of Health and Human Services, Drs. Raymond Crowel and Christopher Rogers shared remarks along with Nurse Becky Smith. Dr. Monica Howard and Pat Keating, Co-Chairs of the Montgomery County FIMR Community Action Team made a presentation about racial disparities and offered recommendations to address the racial inequities.

September 2022 - December 2022

- On September 21, Jordan Exantus from Nspiregreen presented findings from Nspiregreen’s community engagement on Thrive 2050 that focused on receiving feedback from BIPOC and low-income communities. Based on the focus group findings, community members expressed disappointment in the lack of information on Thrive 2050; they expressed reservations about development that did not address their current needs; they expressed fears about displacement, and many residents were dissatisfied with their current living conditions and the county’s system of accountability for landlords.
- On September 21, County Executive Marc Elrich shared remarks on Thrive 2050 and discussed the history of development in the County and the need to correct inequities that it has created. He noted that Thrive accounts for people who will potentially move to the county, but not the people who currently live in the county.
- On September 21, Selena Mendy Singleton (Parliamentarian) shared that Council Central staff met with Drs. Rogers, Bridgers, and Rebecca Smith discussed overall requests of the Fetal Infant Mortality Review/Community Action Team FIMR/CAT team. made the committee aware of an October 27, 2022, virtual town hall on infant mortality and pregnancy loss.
- On October 19, Councilmember Will Jawando shared his plans to enact rent stabilization legislation, remarks on police reform and reimaging public safety, discussed his efforts to address health disparities, future efforts to review the information from the MCPS anti-racist audit, and his intention to vote for Thrive 2050.
- On October 19, Zola Shaw (Chair) presented the committee’s 30 accomplishments including six advocacy accomplishments, eight community engagement accomplishments, four committee development accomplishments, and 12 key RESJ conversations with elected, agency, and community leaders. Zola Shaw also led a discussion on ideas and opportunities the committee could pursue in 2023.
- On November 16, RESJAC elected a Chair, Vice Chair, Second Vice Chair, and Parliamentarian. The Second Vice Chair position was created to more efficiently share work among the committee's leadership and support the increasing demands on the committee.

III. 2023 VISION

RESJAC is committed to effectuating change in 2023, as our County continues to pursue 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 efforts focused on all residents, with a particular focus on youth
- Subcommittee initiatives that focus on Women’s reproductive health, Police reform and increased engagement with the LGBTQ+ community, health disparities, and education
- Coordinated strategies to reduce racial inequities and social injustices



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