



MONTGOMERY COUNTY GOVERNMENT

Racial Equity and Social Justice Advisory Committee (RESJAC)

2025 ANNUAL REPORT

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

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I. LETTER FROM THE RESJAC

Dear Montgomery County Executive and Members of the County Council:

The Racial Equity and Social Justice Advisory Committee (RESJAC) is pleased to submit the 2025 Annual Report, which details how RESJAC remained steadfast in advancing racial equity and social justice in Montgomery County amid unprecedented changes and major shifts in social, economic, and political policy. Below are key highlights of RESJAC's work.

2025 Key Highlights

Strengthened Governance: RESJAC refined its internal operations by adopting clearer meeting protocols, establishing procedures to support transparency and accountability, and clarifying leadership roles.

Policy Engagement: RESJAC undertook targeted efforts to address long-standing inequities. These actions ensured that equity considerations remained central to County and State decision-making. In addition, RESJAC monitored the impacts of prolonged federal actions, which caused significant hardship for many residents and underscored the need for focused, equity-informed policy responses.

Community Engagement: RESJAC held its first in-person Town Hall, bringing residents, policymakers, and experts together to discuss education, economic opportunity, housing, public health, and community safety. Community insights directly informed the committee's recommendations.

Addressing Systemic Challenges: RESJAC's work reaffirmed that racial equity and social justice issues are interconnected. Assessing immigrant protections, public health, housing affordability, historical harms, and economic resilience together, rather than in isolation, provided an in-depth understanding of the systemic conditions that shape outcomes for all County residents, particularly those most at risk.

In 2025, RESJAC consistently fulfilled its advisory responsibilities under Bill 27-19. Throughout the year, the committee maintained the capacity to respond effectively to the extraordinary conditions affecting residents across Montgomery County. Priorities for 2026 include continued legislative monitoring, deeper community engagement and accountability, and sustained readiness to address emerging challenges.

Sincerely,

Racial Equity and Social Justice Advisory Committee

II. RESJAC COMMITTEE MEMBERSHIP

Community Members	County Staff Members
<p>Dr. Pat Grant, CHAIR Silver Spring</p>	<p>Jim Stowe VICE CHAIR Director, Office of Human Rights</p>
<p>Sonia Canzater 2nd VICE CHAIR Derwood</p>	<p>Selena Singleton PARLIAMENTARIAN Montgomery County Council</p>
<p>Dr. Isaac Cudjoe Germantown</p>	<p>(Vacant) Montgomery County Public Schools</p>
<p>Joseph Hurst Silver Spring</p>	<p>Ilanda Branda Montgomery County Planning Board</p>
<p>Dr. Tasnuva Khan Olney</p>	<p>Rosarion Dourakine Special Assistant to the Director Montgomery County Dept. of Health and Human Services</p>
<p>Shane Lloyd Rockville</p>	<p>O'Neil Ormsby Lieutenant Montgomery County Police Department</p>
<p>Judith Thomas-Mayorga Rockville</p>	<p>Kathy Guevara Program Manager Montgomery County Dept. of Corrections</p>
<p>Akufuna Ngonda Silver Spring</p>	
<p>Gustavo Torres Silver Spring</p>	
<p>(Vacant) Silver Spring</p>	

III. COMMITTEE INFORMATION

A. TERM OF SERVICE:

There are 17 voting members of the Racial Equity and Social Justice Advisory Committee (RESJAC): 10 community members who serve with compensation (\$2,000 annually) and 7 government members who serve without compensation. All community members have experience in addressing racial disparities and social justice issues, and they 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 months of August and December.

IV. LEADERSHIP:

The RESJAC leadership consists of a Chair, Vice Chair, and Parliamentarian who are elected by members via majority vote and serve a one-year term. RESJAC is administered and supported by Tiffany Ward, Director of the Office of Racial Equity and Social Justice. 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 to the Executive and Council by December 1 of each year on the Committee's activities.

V. EXECUTIVE SUMMARY

The year 2025 unfolded as an unsettling period for racial equity and social justice work in Montgomery County and nationwide, as sweeping social, economic, and political shifts magnified longstanding inequities and introduced unprecedented challenges. These complex pressures tested the resilience of equity efforts, particularly for communities already burdened by systemic barriers.



The work of the Racial Equity and Social Justice Advisory Committee (RESJAC) reflected the urgent realities confronting many County residents, including federal workforce reductions, the prolonged government shutdown, escalating housing affordability concerns, rising eviction threats, and intensified immigration enforcement. As these disparities widened and the effects of structural inequities deepened, RESJAC recognized the need to keep abreast of rapidly shifting policies and social conditions. In response, the committee served as both a convener and a catalyst, elevating community voices, examining systems that perpetuate harm, and advancing recommendations grounded in equity and lived experiences.

This report will illustrate how the committee confronted a year unlike any experienced, and was guided by an unwavering commitment to truth, accountability, and collective action.

VI. KEY MEETING HIGHLIGHTS AND COMMITTEE ACTIVITIES

This report summarizes the key discussions from RESJAC’s monthly meetings, underscoring the racial equity and social justice implications embedded in each issue.

RESJAC’s efforts included:

- Supporting legislation that examined how federal policies affected federal workers, federal contractors, and the immigrant communities.
- Advancing reforms to address racial disparities in women’s prerelease facilities; and
- Confronting the historic displacement of Black communities, specifically in Emory Grove in Montgomery County.

In addition, the report highlights initiatives (e.g., street renaming) that provide more insight into how past inequities are being addressed and how fair, inclusive civic participation across Montgomery County is being promoted. This was a year in which every RESJAC member took on a more accountable, hands-on role, actively driving the committee’s progress toward meeting its annual objectives.

Below are key highlights and activities from each meeting, held virtually on the third Wednesday of each month.

▪ **January 2025**

Recognizing that effective meeting governance is foundational to strong meeting efficiency, at the outset of 2025, RESJAC prioritized strengthening its internal administrative practices. Key actions included implementing a more structured process for introducing and deliberating motions, consistent with Robert's Rules of Order and the policies of BCE and County governance standards. In addition, RESJAC established an Elections Committee to develop formal election guidelines and standardize the officer election process. Judith Thomas-Mayorga, a RESJAC member, was selected to serve as the Lead for the Elections Committee, and committee members were Dr. Isaac Cudjoe and Dourakine Rosarion, both RESJAC members. These changes were more than procedural updates. They were strategic investments in enhancing RESJAC's ability to act decisively and transparently, strengthen collaboration, clarify leadership roles, and position the committee to respond more nimbly to the complex and evolving racial equity and social justice challenges facing Montgomery County and its residents.

▪ **February 2025**

RESJAC invited David Hill (President, DHill Professional Services, LLC) and Shane Lloyd (RESJAC member and Corporate Inclusion Strategist) to explain the significant federal policy shifts affecting Diversity, Equity, and Inclusion (DEI) and immigration. This discussion was important because DEI and racial equity frameworks are complementary and essential for advancing equity and social justice, protecting civil rights, and expanding opportunity for all County residents. The presenters emphasized that executive orders are not laws and highlighted ongoing legal challenges to federal overreach, including those underway in Maryland.

The committee also heard presentations coordinated by RESJAC member Gustavo Torres on the impact of immigration executive orders on Black and Brown immigrants. CASA and several community members shared lived experiences of heightened fear and increased enforcement. In addition, Maryland State Delegate Jheanelle Wilkins attended this meeting and provided RESJAC with an overview of State bills, HB 1006 - Immigration Enforcement—Sensitive Locations—Guidelines and Policies (Protecting Sensitive Locations Act); HB 1222 (Public Safety - Immigration Enforcement (Maryland Values Act) and HB 1431 - State and Local Agencies - Enforcement of Federal Immigration Law - Restrictions on Access to Information (Maryland Data Privacy Act). RESJAC recognized the importance of these bills, sought BCE's approval, and submitted a letter of support for all three bills that would enact important safeguards for vulnerable individuals affected by the federal executive orders.

Council President Kate Stewart also attended the meeting and described how the County was implementing strategies, including “Know Your Rights” training, public education, and legal support. These updates helped RESJAC deepen its understanding of community needs and identify ways to safeguard vulnerable residents. In addition, Chief Administrative Officer Richard Madaleno was in attendance and reaffirmed the County's commitment to supporting affected communities, emphasizing that diversity and inclusion remain leadership priorities.

Together, these conversations provided the committee with clearer insights, actionable pathways, and a deeper understanding of how federal policy shifts may reverberate across Montgomery County.

▪ **March 2025**

RESJAC welcomed Maryland State Delegate Charlotte Crutchfield to discuss how state-level policy can advance racial equity and social justice for Montgomery County residents. Delegate Crutchfield also provided an overview of HB 1198 (The Monica Cooper Prerelease Act: Comprehensive Rehabilitation and Prerelease Services for Female Incarcerated Individuals), HB 1423 (Commission to Review and Assess Racial Disparities in the State Criminal Justice System – Establishment), and HB 964 (Emory Grove Task Force). Each bill addressed a distinct structural inequity, aligning closely with RESJAC’s mandate. By learning about these bills, the committee deepened its understanding of how state policy shapes local conditions and identified opportunities to support reforms that promote fairness, safety, and remedy past injustices.

The discussion also clarified the differences between county and state prerelease facilities, highlighting the need for dedicated state-level resources for women and equitable treatment across all systems. This conversation illustrated how legislative changes can directly influence individuals’ livelihoods, daily experiences, and long-term stability.

RESJAC submitted a letter of support for HB1198 and HB964, which were approved by BCE, recognizing their potential to advance racial equity and social justice for County residents, particularly those most affected.

▪ **April 2025**

County Executive Marc Elrich met with RESJAC and provided a synopsis of the recommended FY26 budget, along with updates on pending issues and regulatory changes that may benefit or affect Montgomery County residents. His briefing provided the committee with valuable context on upcoming fiscal priorities and policy shifts, helping RESJAC anticipate potential equity impacts and identify areas where community needs may be strengthened or at risk.

Tiffany Ward, Director of the Office of Racial Equity and Social Justice, also met with RESJAC and reported that her department was fully staffed and equipped with data analytics tools to support decision-making. She outlined several new projects, including a budget performance analysis, ongoing Racial Equity Impact Assessments, and a community focus group evaluating the County’s Racial Equity Action Plan. These efforts will inform work across County departments and provide RESJAC with a clearer understanding of countywide equity initiatives and emerging priorities.

▪ **May 2025**

Selena Mendy Singleton, RESJAC’s Parliamentarian, provided updates on three Montgomery County Council bills introduced in the 2025 Council legislative session. MC 9-25 would allow the County to adopt ranked-choice or approval voting, with direct implications for fair representation and inclusive civic participation, core elements of an equitable democracy. MC 5-25 would establish a Task Force to study the historic displacement of Emory Grove residents, aligning with RESJAC’s commitment to truth-telling, community restoration, and addressing the long-term impacts of racialized land loss. MC 12-25 would introduce new contractual provisions for future Superintendents, raising important questions about transparency, fiscal responsibility, and equitable

leadership practices within MCPS. At the time of the update, the Board of Education had not yet taken a position on this bill.

Discussing these bills helped RESJAC examine how state and local policy intersect, identify opportunities for informed engagement, and ensure that community voices, especially those historically marginalized, remain central in legislative/policy conversations. This dialogue strengthened the committee's ability to anticipate equity impacts and recognize actions that promote fairness and accountability across County systems.

▪ **June 2025**

As highlighted during our March meeting, State Delegate Crutchfield discussed Bill 964, which was signed into law (Chapter 588 of the Acts of 2025) by Governor Moore in May 2025. Pursuant to this law, the Maryland General Assembly established the Task Force on the Displacement of Residents of Emory Grove, which is directed to conduct a comprehensive review and analysis of the displacement of residents of Emory Grove, Montgomery County, Maryland, resulting from the urban renewal program implemented between 1960 and 1985.

This legislation represented a critical acknowledgment of the lasting harms caused by racially discriminatory land acquisition and redevelopment practices. In accordance with the statute, RESJAC was required to appoint a representative to serve on the task force. The committee selected Shane Lloyd to represent RESJAC and contribute to the development and submission of recommendations aimed at addressing inequities arising from the County's historic actions. Through this appointment, RESJAC ensured that community-centered perspectives and equity considerations would play a central role in the task force's work.

▪ **July 2025**

Although the full impact of "One Big Beautiful Bill" (Federal HR1) was still being evaluated, RESJAC sought to be proactive in understanding how the Act might affect Montgomery County and its residents. Tara Clemons Johnson, a Senior Legislative Analyst with the County Council, provided a high-level overview of what was known at the time, including potential reductions to social services such as Medicaid, SNAP (Supplemental Nutrition Assistance Program) food assistance, and other safety-net health programs. By engaging in this federal legislation early, RESJAC strengthened its ability to assess policy impacts and remain focused on the needs of residents who could be most affected by inequitable laws.

▪ **September 2025**

RESJAC reviewed the Town Hall plans to ensure the run of show was clear and concise, and that all members were fully apprised so they could help effectively participate and promote the event. The Elections Committee also reviewed the proposed procedures for nominating and electing candidates.

▪ **October 2025**

Ilana Branda, a RESJAC member, coordinated a meeting with the Montgomery County Planning Board, which presented an overview of the County's street-renaming process. This discussion gave

RESJAC the opportunity to examine how the County addresses the legacy of racial injustice embedded in public spaces. The Planning Board highlighted the complexity of renaming streets associated with Confederate figures and other harmful histories, work that requires rigorous research, transparent criteria, and strong coordination across institutions.

Through this conversation, RESJAC gained a better understanding of how the shared responsibilities of the Planning Board and County Council shape decisions with deep community significance. The discussion also reinforced the importance of ensuring that the County's built environment reflects values of equity and inclusion. It provided RESJAC with clearer insight into the process, the challenges involved, and the opportunities for meaningful community engagement. This initiative represents an important step toward acknowledging and remedying historical harms and affirming the County's commitment to racial equity and social justice for all residents.

▪ **November 2025**

RESJAC members discussed the upcoming elections and proposed dividing the Chair position into two Co-Chair roles to better distribute responsibilities. The Elections Committee was assigned to refine the roles and respective responsibilities for the 2026 RESJAC officer positions. By dividing the Chair position into Co-Chair roles and formalizing responsibilities, RESJAC aimed to have a more equitable distribution of leadership to prepare for sustained, effective work in 2026. The committee agreed to continue this conversation and hold elections in January 2026.

VII. RESJAC TOWN HALL

On October 25, 2025, RESJAC hosted an in-person town hall at the Mid-County Regional Services Center in Wheaton. The Town Hall offered a public, inclusive forum for open dialogue among residents, policymakers, and committee members. The town hall included four breakout sessions (e.g., education, economic opportunity/housing, community safety, public health). A RESJAC Town Hall Subcommittee was tasked with planning, organizing, and implementing the town hall. The lead for the subcommittee was Joseph Hurst, and the committee members were Lt. O’Neil Ormsby, Sonia Canzater, and Dr. Tasnuva Khan. The Chair, Dr. Pat Grant, was an ex officio member of the subcommittee. The Office of Racial Equity assisted with event planning and logistics. A flyer (see Appendix A) was devised by the County’s Public Information Office. Please see the full program agenda in Appendix B and the pictures in Appendix C.

■ OUTCOMES

The town hall was a vital tool for RESJAC, helping the committee fulfill its mission. The Town Hall highlighted disparities and challenges and provided actionable recommendations.

With over 50 people in attendance, the town hall was instrumental in several ways:

- **Elevating Community Voices:** The REJSAC Town Hall enabled direct in-person engagement with Montgomery County residents, especially those most affected by racial inequities and social justice issues. This helped the committee gather lived experiences and feedback that shaped its recommendations and advocacy efforts.
- **Building Trust and Transparency:** By facilitating open discussions, the RESJAC Town Hall helped foster trust between the community and local government. This transparency ensured that policy decisions reflected the needs and concerns of all populations, including marginalized groups.
- **Strengthening Policy and Advocacy:** The RESJAC Town Hall allowed RESJAC to clarify complex policy issues, such as the impact of federal executive orders and local legislative initiatives. Community input during these sessions informed the committee’s stance and strengthened its advocacy for equitable policies.
- **Encouraging Collective Action:** The RESJAC Town Hall also promoted broader community involvement in designing solutions, organizing around key issues, and holding leaders accountable.

■ SUMMARY

The Town Hall kicked off with a keynote address by Georgia Coffey, who provided a high-level discussion of the state of DEI, racial equity, and social justice efforts nationally and in the Washington, D.C. region. A fireside chat was a highlight of the Town Hall. Selena Mendy Singleton moderated a discussion with Georgia Coffey. The Fireside Chat underscored the importance of staying engaged with issues such as diversity, equity, and inclusion, and of turning awareness into meaningful action during this critical and challenging time for both the country and the County. Joseph Hurst, a RESJAC member, served as the master of ceremonies for the

event. Tiffany Ward, Director of the Office of Racial Equity, gave opening remarks, and Dr. Pat Grant, Chair of RESJAC, gave closing remarks.

The Town Hall featured four breakout sessions offering focused analysis of education, economic opportunity and housing, community safety, and public health. Each breakout session included subject-matter experts who served as presenters and facilitators, all members of RESJAC.

▪ **BREAKOUT SESSIONS:**

1. **Education:** The Education breakout session featured expert analysis and facilitated dialogue on racial equity within Montgomery County Public Schools (MCPS). The session was led by Dr. Troy Boddy, Retired Director of Equity Initiatives at MCPS, who served as the subject-matter expert, and was facilitated by Akufuna Ngonda, a member of RESJAC.
 - **Key Findings:** Students of color in Montgomery County continue to experience persistent disparities, including inequitable school funding, disproportionate disciplinary actions, and unequal access to advanced coursework. These conditions contribute to widening achievement gaps and long-term economic insecurity. While MCPS has articulated a commitment to racial equity, implementation remains inconsistent across schools, resulting in uneven outcomes for students and families. The Antiracist System Audit provides an important district-wide framework for accountability, professional development, and evaluation; however, education systems alone cannot address the full scope of structural inequities affecting student outcomes.
 - **Recommendations And Actions (Policy-Oriented):**
 - Ensure equitable allocation of educational resources, including staffing, advanced academic opportunities, and culturally responsive curricula, across all MCPS schools.
 - Move from dialogue to measurable action by establishing clear benchmarks and timelines for implementing antiracist practices.
 - Expand culturally competent mental health supports and equity-based adult education for educators and caregivers.
 - Strengthening partnerships with community organizations advancing racial equity in education.
 - Establish sustained community–policymaker engagement mechanisms, including recurring town halls and designated education equity liaisons.
2. **Economic Opportunity and Housing:** The breakout session examined the intersection of housing stability, workforce access, and economic mobility. The session featured a presentation by Dr. Mauricio Vasquez, Executive Director of the Hispanic Chamber of Commerce of Montgomery County. The discussion was facilitated by Shane Lloyd, a RESJAC member.

- **Key Findings:**
 - Rising housing costs continue to outpace income growth, placing increasing strain on low-income households and communities of color. Access to affordable, accessible, and stable housing remains a critical equity challenge.
 - Gaps in transitional housing, particularly for justice-impacted men, increase the risk of recidivism and prolonged housing instability.
 - Justice-impacted individuals face systemic barriers to employment, contributing to cycles of unemployment and housing insecurity.
 - Community engagement in local decision-making processes remains uneven, often due to limited awareness of available civic pathways.
- **Recommendations and actions (Policy-Oriented):**
 - Expand investments in affordable and accessible housing, including preservation of existing housing stock and transit-oriented development.
 - Increase transitional and supportive housing options for justice-impacted individuals. - Explore tax incentives and workforce development programs that encourage businesses to hire justice-impacted residents.
 - Strengthening outreach and civic education efforts to increase resident participation in commissions, advisory boards, and legislative processes.
 - Support local and minority-owned businesses as anchors of economic stability within historically marginalized communities.

3. **Public Health:** The Public Health breakout session focused on health equity, access to care, and the structural drivers of health disparities. Subject-matter expertise was provided by Dr. Nina Ashford, Chief of Public Health Services at the Montgomery County Department of Health and Human Services, and Dr. Elizabeth Dutta, Lecturer at George Washington University and Director of Mental Health at ThinkWell, LLC. The session was facilitated by Judith Thomas Mayorga, MSA, a RESJAC member.

- **Key Findings:**
 - Racism remains a significant driver of health disparities, influencing access to care, health outcomes, and overall well-being for communities of color.
 - Barriers to preventive care, health literacy, and culturally responsive services disproportionately affect marginalized populations, particularly older adults and immigrants.
 - Limitations in race and ethnicity data collection constrain the County’s ability to fully assess community health needs and target interventions effectively.
- **Recommendations And Actions (Policy-Oriented):**
 - Improve data collection and analysis to better identify and address racial and ethnic health disparities, drawing on best practices from peer jurisdictions.
 - Expand access to preventive and primary care through programs such as Montgomery Cares and Care for Kids.

- Develop and disseminate accessible, multilingual health education materials to improve health literacy and self-advocacy.
 - Reduce structural barriers to care by streamlining eligibility processes and expanding culturally competent services.
 - Encourage community participation in public health boards and policy forums to inform equitable health decision-making.
4. **Community Safety:** The Community Safety breakout session provided a facilitated forum to examine community trust, accountability, and prevention-oriented approaches to safety. Subject-matter expertise was provided by the Honorable Cherri Branson. The session was facilitated by Dr. Tasnuva Khan and Sonia Canzater, RESJAC members.
- **Key Findings:**
 - Trust in community safety systems remains uneven across Montgomery County, with communities of color reporting disproportionate surveillance, enforcement, and punitive responses.
 - Participants emphasized that traditional enforcement-centered approaches have not adequately addressed root causes of harm, including unmet mental health needs, economic instability, and housing insecurity.
 - Fragmented coordination between community safety agencies and community-based service providers limits the effectiveness of prevention and response efforts.
 - **Recommendations and actions (Policy-Oriented):**
 - Rebalance community safety investments toward community-based prevention, behavioral health crisis response, restorative justice, and violence interruption strategies.
 - Strengthening transparency, data reporting, and civilian accountability mechanisms within public safety agencies.
 - Expand cross-agency collaboration among public safety, public health, housing, education, and social services to address root causes of harm.
 - Institutionalize ongoing community engagement to ensure community safety policies reflect lived experience, build trust, and enhance legitimacy.
 - **COMMENTS/FEEDBACK (Extracted from November 19, 2025, minutes)**
 - *The Town Hall provided an opportunity to share insights and brainstorm.*
 - *They learned a lot.*
 - *Excellent subject-matter experts.*
 - *Many RESJAC members were involved.*
 - *Many appreciated having an in-person event.*
 - *The Town Hall venue was a nice facility.*

- *The Economic Breakout session was robust. There was not enough time allocated. Participants wanted to spend more time in the session. There was consensus that more time in all sessions was desired, given the meaningful exchanges among participants.*
- *Next Town Hall should have deliverables.*
- *For the next Town Hall, prepare and distribute an evaluation.*

VIII. SUMMARY OF CONDITIONS/IMPACTS:

The conditions and impacts described throughout this report underscore the urgency of equity-centered policy action:

- **Economic Disruption:** Thousands of regional federal workers and contractors experienced sudden income loss due to federal shutdowns and workforce reductions. These impacts were disproportionately borne by Black, Brown, immigrant, and low-income households with fewer financial buffers.
- **Immigrant Communities:** Maryland is home to approximately 260,000 undocumented residents, more than 11,000 individuals with temporary protected or similar status, and over one million immigrants overall. Latinx and Black immigrants experience disproportionate exposure to enforcement actions and labor exploitation under current federal policies.
- **Correctional System Disparities:** Maryland operates five state prerelease facilities for men and none for women. Approximately 90 women statewide are eligible for prerelease status. Montgomery County’s mixed-gender prerelease facility houses a small number of women, highlighting systemic inequities in reentry opportunities.
- **Public Space and Historical Harm:** Many Emory Grove residents, mostly African Americans, were displaced and lost their homes, resulting from the urban renewal program carried out between 1960 and 1985.
- **Community Engagement:** The 2025 RESJAC Town Hall convened residents, subject matter experts, policymakers, and advocates across four issue areas, reinforcing the value of direct community engagement in shaping equitable policy responses.

IX. KEY PERFORMANCE METRICS:

The following performance metrics offer an assessment of RESJAC’s effectiveness during the 2025 program year. These metrics provide a clear picture of how RESJAC engaged with community members, informed policy discussions, strengthened internal governance, and elevated equity considerations in County decision-making. Together, they offer a transparent, measurable account of the committee’s progress, areas for growth, and contributions to improving outcomes for residents most affected by structural inequities.

1. Governance, Compliance, and Institutional Effectiveness:

PURPOSE: Demonstrate adherence to Bill 27-19 and County governance standards.

- Adoption of standardized election guidelines.

- Implementation of structured motion and deliberation protocols aligned with Robert's Rules and BCE's requirements.
- Establishment and activation of an Elections Committee.
- On-time submission of formal support letters and recommendations through approved County channels.

OUTCOME INDICATOR: Increased procedural consistency, transparency, and readiness for sustained advisory work.

2. Policy Engagement and Legislative Impact:

PURPOSE: Measure RESJAC's influence on policy discussions at the county, state, and federal levels.

- RESJAC reviewed one (1) federal act, six (6) State bills, and three (3) County Council bills through a racial equity lens.
- Two (2) formal letters of support were submitted for five (5) State bills.
- RESJAC directly engaged with the County Executive, the County Council President, two State legislators, and Montgomery County Planning staff.
- RESJAC appointed a representative to the Emory Grove State Task Force.

OUTCOME INDICATOR: Equity considerations are integrated earlier and more consistently into policymaking processes.

3. Community Engagement and Public Participation:

PURPOSE: Assess the depth and accessibility of community voice.

Members of the immigrant community shared accounts of their lived experiences resulting from the federal executive orders.

- RESJAC hosted its first in-person Town Hall, open to the public county-wide.
The Town Hall consisted of four (4) issue-focused breakout sessions (Education, Economic Opportunity and Housing, Public Health, and Community Safety).
- RESJAC incorporated accessibility measures (in-person format, live interpretation was available upon request, facilitated dialogue) during the Town Hall.
- Participation in Town Hall included impacted residents, advocates, and subject-matter experts.

OUTCOME INDICATOR: Increased resident trust, participation, and policy-relevant feedback from historically marginalized communities.

4. Subject-Matter Expertise and Knowledge Integration:

PURPOSE: Ensure recommendations are provided by evidence and lived experience.

- There was a diverse range of expertise represented, and five (5) subject-matter experts engaged across issue areas (education equity, public health, housing, workforce development, immigration, and community safety).
- The County Executive, Council President, State legislators, County staff, Office of Racial Equity, and many other presenters who participated during monthly meetings, provided expert input to inform findings and policy recommendations.

OUTCOME INDICATOR: More precise, credible, and actionable equity-centered recommendations.

5. Equity Issue Coverage and Systems Analysis:

PURPOSE: Demonstrate the breadth and interconnectedness of equity work.

- Policy areas substantively addressed during 2025:
 - Comprehensive Rehabilitation and Prerelease Services for Female Incarcerated Individuals.
 - Immigration enforcement and protections.
 - Housing affordability and eviction risk.
 - Historic displacement and reparative accountability.
 - Public health disparities.
 - Community safety and community trust.
 - Cross-sector analysis connecting economic, health, housing, and justice systems.

OUTCOME INDICATOR: Holistic racial equity and social justice framework applied rather than siloed issue analysis.

6. Accountability and Forward-Looking Impact:

PURPOSE: Position RESJAC for measurable future outcomes.

- Development of policy-oriented recommendations with implementation pathways.
- Identification of data gaps (e.g., race and ethnicity health data).
- Establishment of groundwork for recurring town halls and sustained engagement.
- Establishment of new roles of leadership and election guidelines for RESJAC.

OUTCOME INDICATOR: Clear pathways for future measurement, implementation tracking, and accountability.

X. CONCLUSION:

This was a year defined by economic disruption, policy volatility, and widening disparities. As a result, RESJAC felt the challenges of 2025 underscored the need for sustained, coordinated action to advance racial equity and social justice.

As discussed, RESJAC’s work, in 2025, reaffirmed that racial equity and social justice are not siloed issues, but rather a part of a deeply interconnected framework in which housing stability, immigrant protections, inclusive civic participation, public health, and economic resilience are all essential to addressing the needs of the most vulnerable populations and building a county where every resident can thrive. The committee’s work also reinforced that racial equity and social justice considerations are integral to effective governance, community stability, and public trust.

As Montgomery County looks ahead, RESJAC remains committed to fulfilling its advisory role as envisioned under Bill 27-19 by supporting equity-informed policy development, holding systems accountable, and partnering with communities to advance racial equity and social justice. The committee stands ready to continue its work in the service of a County where equity is embedded in policy, practice, and outcomes for all residents.

XI. APPENDIX A - FLYER – RESJAC TOWN HALL:

Montgomery County Racial Equity and Social Justice Advisory Committee

TOWN HALL MEETING

Saturday Oct. 25 from 10 a.m. to 2 p.m.

Mid-County Regional Service Center
2425 Reedie Dr. Wheaton, MD

Racial Equity and Social Justice Town Hall

Conversations with subject-matter experts on topics such as health, education, immigration, housing, economic opportunity, and community safety.

- [For more information and Registration](#)

XII. APPENDIX B - RESJAC Town Hall Program Agenda

Detailed agenda for Town Hall, including opening remarks, breakout sessions, and closing activities.

OCTOBER 26, 2025

RESJAC Town Hall Agenda

OPENING SESSION 10:00 AM

EVENT OPENING
Joseph Hurst: Member, Racial Equity and Social Advisory Committee (RESJAC) and Lead, RESJAC Town Hall Planning Committee

WELCOME REMARKS
Tiffany Ward
Chief Equity Officer, Montgomery County, Maryland

OPENING PLENARY
Georgia Coffey: Guest Speaker; Nationally recognized thought leader in workforce diversity and inclusion (D&I)

FIRESIDE CHAT
Georgia Coffey
Facilitator: Selena Mendy Singleton, Member of RESJAC

BREAKOUT SESSIONS 11:00 AM

COMMUNITY SAFETY
The Honorable Cheri Branson & Dr. Tasnuva Khan, Member, RESJAC

EDUCATION
Dr. Troy Boddy, Retired Director of Equity Initiatives, Montgomery County Public Schools

PUBLIC HEALTH
Dr. Nina Ashford, Chief, Public Health Services Department of Health and Human Services, Montgomery County, Maryland

ECONOMIC OPPORTUNITY & HOUSING
Dr. Mauricio Vasquez, Executive Director of the Hispanic Chamber of Commerce Montgomery County (HCCMC), Shane Lloyd, Member, RESJAC

LUNCH BREAK 12:30 PM

WRAP-UP AND MOVING FORWARD 01:00 PM
HIGHLIGHTS – BREAKOUT SESSIONS
Dr. Troy Boddy, Dr. Mauricio Vasquez, Ken White, Shane Lloyd, Dr. Nina Ashford, Dr. Elizabeth Dutta, Cheri Branson, Dr. Tasnuva Khan

CLOSING 01:30 PM
CLOSING REMARKS AND CALL TO ACTION
Dr. Pat Grant, Chair Racial Equity and Social Action Advisory Committee (RESJAC)

XIII. APPENDIX C - RESJAC Town Hall (SESSIONS):



IMAGE 1: Guest Speaker Georgia Coffey on the left; County leaders, subject matter experts, residents, and RESJAC committee members participate in open discussions, fostering transparency and trust. Fireside Chat on the right with Guest Speaker and Selena Mendy Singleton, Moderator.

IMAGE 2: Breakout Session: Education - Committee members and subject matter experts collaborate on strategies for educational equity.

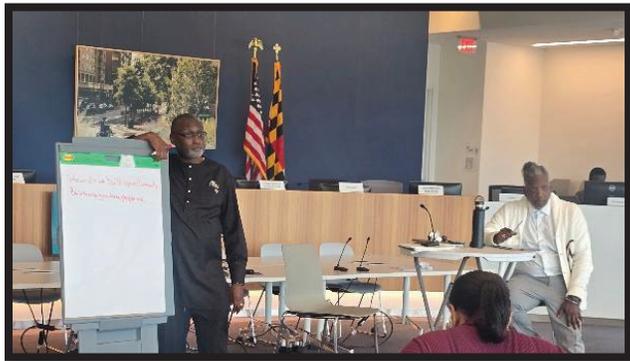


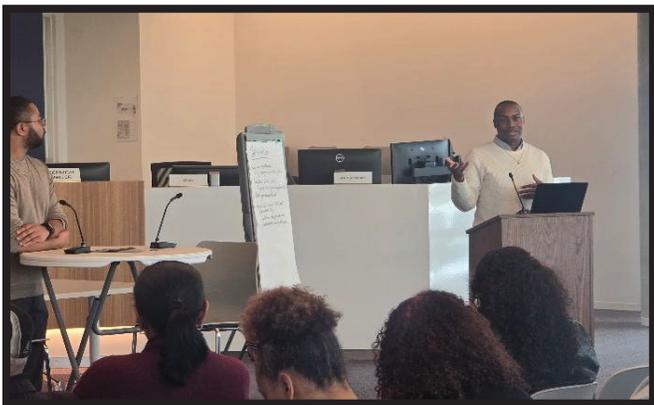
IMAGE 3 and 4: Breakout Session: Public Health - Discussion on improving access to care and addressing health disparities.



IMAGE 5: Cherri Branson, subject-matter expert for the Community Safety breakout session, is discussing the recommendations and findings from her group.



IMAGES 6 and 7: Breakout Session: Economic Opportunity and Housing - Participants engaged in collaborative dialogue on strategies for educational equity and housing challenges in Montgomery County



XIV. APPENDIX D - RESJAC Town Hall (Exhibitors):



IMAGE 8 – Montgomery County Board of Elections



IMAGE 9 – African American Health Program

Exhibitors not pictured:

- Asian American Health Initiative
- IMPACT Silver Spring
- Independence Now
- Latino Health Initiative
- Racial Equity and Social Justice Advisory Committee
- The Black Coalition For Excellence In Education