

MEMORANDUM

June 7, 2019

TO: County Council

FROM: Elaine Bonner-Tompkins, Senior Legislative Analyst
EBT
Office of Legislative Oversight

SUBJECT: **Worksession on Racial Equity and Social Justice Initiative.**

On June 11th, the County Council will hold a worksession on the County's Racial Equity and Social Justice Initiative. The worksession will include a briefing on OLO Report 2018-8, *Racial Equity in Government Decision-Making: Lessons from the Field*, which was received and released on September 25, 2018. The worksession will also include a briefing on OLO Report 2019-7, *Racial Equity Profile Montgomery County*, which will be released on June 11, 2019.

Councilmembers are asked to bring their copies of their reports to the worksession. OLO Report 2019-7 will be available online after it is released on June 11th. OLO Report 2018-8 is currently available on-line at <http://www.montgomerycountymd.gov/OLO/Reports/CurrentOLOReports.html>.

This worksession continues the Racial Equity and Social Justice (RESJ) Initiative launched by Council President Nancy Navarro in collaboration with County Executive Marc Elrich. Staff recommends the following worksession agenda:

- Overview of OLO Report 2018-8 and update on Council efforts by OLO staff;
- Overview of OLO Report 2019-7 by Jupiter Independent Research Group;
- Update on Community Conversations and related efforts by County staff; and
- Worksession on OLO reports and next steps for developing RESJ Legislation.

The Executive Summary of OLO's Report 2018-8 is attached on © 1, followed by the cover memorandum for OLO Report 2019-7 on © 5. OLO anticipates that the following persons will attend the Council's worksession:

- Dr. J. Vincent Eagan, Principal Investigator, Jupiter Independent Research Group
- Ms. Tiffany Ward, Community Racial Equity Manager, Montgomery County Government

This memorandum is presented in three parts as background for June 11th worksession:

- A. OLO Project Overviews** summarizes key findings from OLO Reports 2018-8 and 2019-7.
- B. Montgomery County Council and County Efforts** provides an update on existing Legislative and Executive Branch efforts to engage the community on racial equity and social justice in local government.
- C. District of Columbia Efforts** describes their current efforts to enact a racial equity policy.

A. OLO Project Overviews

OLO Report 2018-8 – Racial Equity in Government Decision-Making: Lessons from the Field

This September report (see © 1 for Executive Summary) described promising practices for advancing racial equity in government decision-making based on a review of the research and local practices. Four findings emerged from OLO's review:

- Racial disparities are pervasive both nationally and locally, creating burdens for communities and people of color.
- Narrowing racial disparities requires focused attention on race, addressing institutional racism, and public policies and practices targeting institutions and systems rather than individuals.
- Best practices for advancing racial equity suggest that local jurisdictions should focus on three goals: normalizing, organizing, and operationalizing for racial equity.
- Leading jurisdictions have taken multi-pronged approaches to advancing racial equity that align with best practices but show that there is no one way for jurisdictions to advance racial equity.

In September, OLO offered a number of recommendations for Council and County action to prioritize racial equity in government decision-making. Both the Council and the County Executive have already embarked on implementing several of the recommendations offered. They include:

- Training County Leaders on Racial Equity (January and February 2019)
- Joining a Community of Practice with other jurisdictions seeking to advance equity in decision-making (County joined the Government Alliance for Race and Equity in May 2019)
- Hiring Chief Equity Officer (See position posted attached on © 14)
- Compiling Data on Local Disparities (Racial Equity Profile – Montgomery County, June 2019, see description below and memorandum attached on © 5)
- Launching Community Engagement Campaign (Community Conversations began March 2019, see © 18 for Community Conversation Toolkit in English and © 29 for Toolkit in Spanish)

OLO Report 2019-7 – Racial Equity Profile for Montgomery County

With Resolution No. 18-1095 (see © 12), the County Council tasked OLO to complete a baseline report describing disparities by race and ethnicity across a variety of measures of opportunity by May 31, 2019. OLO contracted with the Jupiter Independent Research Group of Silver Spring, Maryland to complete this task with their Racial Equity Profile for Montgomery County (see © 5 for OLO memorandum summarizing data findings from the Racial Equity Profile).

The Racial Equity Profile serves as a benchmark report to describe racial and ethnic inequities by policy area for Montgomery County. As the County embarks on a commitment to advance racial equity in decision-making, agency and departmental leadership and staff across the County need to improve their understanding of the racial disparities that impact their constituents.

The Profile provides a collection of tables on different demographic factors from various sources (but primarily census data) by race and ethnicity for Montgomery County. The report describes disparities by race and ethnicity on different measures of opportunity. When data are available, the Racial Equity Profile also compares Montgomery County data to state and national data. The Racial Equity Profile, however, does not analyze the causes of any disparities nor provide recommendations to mitigate any identified disparities.

In collaboration with OLO, Jupiter compiled data by race and ethnicity across ten sets of measures:

- Population indicators that provide general demographic data.
- Education indicators that describe data on K-12 and higher education data.
- Business indicators that describe data on business revenue.
- Employment indicators that describe data on labor force participation and earnings.
- Economic security indicators that describe data on poverty, gross rents and foster care.
- Housing indicators that describe data on homeownership and mortgage loans
- Health indicators that describe data on health insurance and mortality rates.
- Criminal justice indicators that describe data on arrests and juvenile intake.
- Transportation indicators that describe data on public transportation and other measures.
- Connectedness indicators that describe data on resident mobility and broadband access.

The data compiled in the Racial Equity Profile demonstrate consistent disparities in outcomes across several policy areas, generally showing that White residents experienced the best outcomes for the vast majority of measures considered. The exception to this pattern was better outcomes for Asian residents compared to White residents on a few measures including arrests.

For Black residents, the widest disparities with White residents occurred where Black residents on average experienced *worse outcomes* than White residents across the following measures:

- | | |
|-----------------------------|-----------------------|
| • Minority firm revenue | • High school dropout |
| • Juvenile intake | • Overall poverty |
| • Children in foster care | • Unemployment |
| • Child poverty | • Infant mortality |
| • Out-of-school suspensions | • Arrests. |

For Latino residents, the widest disparities where Latino residents experienced *worse outcomes* than White residents on average occurred across the following measures:

- | | |
|-------------------------|-----------------------------|
| • Minority firm revenue | • Juvenile intake |
| • High school dropout | • Arrests |
| • No high school degree | • Overall poverty |
| • No health insurance | • Out-of-school suspensions |
| • Child poverty | • Management occupations |

For Asian residents, however, the widest disparities with White residents varied with some measures demonstrating worse outcomes than White residents and other measures demonstrating better outcomes. Among measures where Asian residents experienced *worse outcomes*, the widest disparities occurred in: minority firm revenue, child poverty, no health insurance, overall poverty, and no high school degree. Among measures where Asian residents experienced *better outcomes* than White residents, the widest disparities occurred in: arrests, children in foster care, breast cancer mortality, high school dropout, and out-of-school suspensions.

The disparities by race and ethnicity evident in the Racial Equity Profile suggest that County efforts aimed at narrowing disparities should initially focus on the following policy areas:

- Minority business development
- Adult and juvenile justice
- Child welfare
- Public education
- Higher education
- Economic security
- Public Health

B. Montgomery County Council and County Efforts

As part of the County leadership trainings on racial equity that included leaders from the Executive Branch, Montgomery County Public Schools, Montgomery Planning, and other agencies, Council President Nancy Navarro shared the Council’s timeline for developing a Racial Equity and Social Justice Policy in January of 2019. Council President Navarro also invited other agencies to embark with the County in the process of applying a racial equity and social justice lens to decision-making.

Recognizing that advancing racial equity and social justice requires both (a) an assessment of how policies and proposals may impact communities of color and (b) a process for engaging communities of color around policies and proposals impacting their community, Council President Navarro and County Executive Marc Elrich launched a community engagement campaign on March 13th at the Silver Spring Civic Center that included the release of Community Conversation Toolkits in English and Spanish (see © 18 and 29).

The Council President with support from the Executive Branch also launched and the “Equity Matters” website: <https://www.montgomerycountymd.gov/COUNCIL/EquityMatters.html> (see © 6 for website contents). Its contents are updated by the Legislative Information Office, including a calendar for upcoming activities that will culminate in the development of a Racial Equity and Social Justice Policy for the County. Activities undertaken to date include:

- March 13th Press Conference and Community Conversation in Silver Spring, MD
- April 1st launch of community-based Community Conversations and surveys
- April 8th Youth Forum on Racial Equity and Social Justice in Gaithersburg, MD

A June 26th Community-Wide Conversation is planned for Germantown at the Black Rock Center; individuals and community-based organizations have been asked to complete their community conversations by July 15th to inform the Council’s development of a proposed Racial Equity and Social Justice in the fall. OLO will develop a report summarizing feedback received from the community conversations with the assistance of two summer graduate fellows – Tatiana Padilla from Cornell University and Emilia Calma from Georgetown University.

Finally, immediately after the release of OLO Report 2018-8, a joint OLO and Council staff team convened for a briefing of that report to begin thinking about what racial equity means to us as individuals and for our respective portfolios. Toward that end, about a dozen staffers watched the documentary “America to Me” together to understanding what racial equity looked like in a large, multi-racial, suburban school in the Mid-west. Council analyst Linda Price facilitated this ten-week “Lunch and Learn” series from November 2018 to January 2019.

C. District of Columbia Efforts

Montgomery County legislative and executive branch staff have been paying close attention to the District of Columbia’s efforts to develop racial equity legislation as a potential template for the development of Montgomery County’s legislation. In January of 2019, District of Columbia Councilmember Kenyon McDuffie introduced the Racial Equity Achieves Results Act (see © 40) for consideration. The REAR Act includes three requirements:

- Racial equity training for employees (supervisors and managers);
- The development of a racial equity tool to use for budgeting in 2020 and to review agency programs, policies, and practices; and
- The inclusion of racial equity-related performance measures in the development of agency’s annual performance plans.

On April 25, 2019, the District of Columbia’s Committee on Government Operations convened a public hearing on their racial equity legislation. Over 80 individuals signed up to offer testimony with the vast majority endorsing the legislation but requesting that the Council strengthen REAR through amendments. A majority of those that testified endorsed one or more of the amendments recommended by the District of Columbia Initiative on Racial Equity and Local Government (see letter on © 43).¹ A summary of the proposed amendments to REAR from the DC Initiative follows:²

1. Expand the scope of the legislation to apply to DC agencies and the District Council
2. Evaluate present and future policies using a racial equity tool
3. Rely on an independent body to conduct racial equity assessments (e.g. Office of the Inspector General)
4. Require all agency employees to receive training on racial equity
5. Require meaningful community engagement at all stages of the process
6. Improve accountability by including racial equity as a component of employee performance evaluations, particularly for managers and supervisors

¹ Organizational members of the DC Initiative on Racial Equity and Local Government partners are Bread for the City, La Clinica Del Pueblo, One DC, Safe Places for the Advancement of Community and Equity, CARECEN, Empower DC, Working Families Washington, DC, and Jews United for Justice.

² List of DC Initiative amendments summarized from <https://www.washlaw.org/wp-content/uploads/2019/04/REAR-Act-testimony.pdf>

7. Require transparency by having materials and data related to measuring and reporting progress on racial equity available for public review
8. Require independent review and oversight by having the Office of the Inspector General issue an independent, annual report on the overall performance of agencies under the bill's provisions
9. Require effective data use and coordination by ensuring that agencies have effective systems for capturing data (i.e. race, ethnicity, sex, etc.), tracking it and sharing/coordinating data with other agencies
10. Incorporate racial equity into the DC comprehensive planning process

The DC Initiative relied on a comprehensive community engagement process to develop its recommended amendments and to prepare individuals and community-based organizations for the April public hearing. DC Initiative affiliate Empower DC held two community sessions to prepare individuals for the hearings in the SE and NE wards of the District. The DC Initiative also hosted a session for non-profit partners to prepare for the public hearing. As a result of the high-level of community engagement, the DC Council is planning another public hearing with evening hours to solicit more community input before voting on the REAR Act.

The Consumer Health Foundation and the Meyer Foundation worked collaboratively to support community engagement efforts to DC to inform the development of the REAR Act and proposed amendments. Similarly, CHF and the Meyer Foundation have seeded efforts with Impact Silver Spring to enhance community engagement and accountability for racial equity and social justice policy here in Montgomery County. They have also worked with Leadership Montgomery to offer Racial Equity Trainings in the County.

ATTACHMENTS	BEGINS AT:
Executive Summary of OLO Report 2018-8, September 25, 2018	© 1
Cover Memorandum for OLO Report 2019-7, June 7, 2019	© 5
"Equity Matters" website: Creating a Racial Equity and Social Justice Policy, updated June 6, 2019 https://www.montgomerycountymd.gov/COUNCIL/EquityMatters.html .	© 9
Montgomery County Council Resolution 18-1095	© 12
Montgomery County Posting for Chief Equity Officer	© 14
Community Conversations Toolkit in English	© 18
Community Conversations Toolkit in Spanish	© 29
Racial Equity Achieves Results Act	© 40
District of Columbia Initiative on Racial Equity and Local Government letter to Council of the District of Columbia, April 24, 2019	© 43

Racial Equity in Government Decision-Making

Executive Summary of OLO Report Number 2018-8

September 25, 2018

Summary: This report describes promising practices for advancing racial equity in government decision-making based on a review of the research and local practices. Four findings emerge from OLO’s review:

- Racial disparities are pervasive, creating burdens for communities and people of color.
- Narrowing racial disparities requires focused attention on race, addressing institutional racism, and public policies and practices targeting institutions and systems rather than individuals.
- Best practices for advancing racial equity suggest that local governments jurisdictions should focus on three goals: normalizing, organizing, and operationalizing for racial equity.
- Leading jurisdictions have taken multi-pronged approaches to advancing racial equity that align with best practices. However, there is no one way for jurisdictions to advance racial equity.

Based on these findings, OLO offers a list of short-to-medium-term and long-term recommendations for County action to prioritize racial equity in government decision-making in Montgomery County.

Racial Disparities and Their Costs

Racial disparities are pervasive across systems, characterizing most measures of wellbeing and risk. As noted by the Racial Equity Institute, measures of disproportionality reflecting the over-representation of people of color on measures of disadvantage occur in child welfare, health, juvenile justice, education, and economic development. A review of local data demonstrates disparities by race and ethnicity on measures of education, employment, housing, and income as summarized in the table below.

Relative Risk Index of Asian, Black, and Latino Residents Experiencing an Outcome Relative to a White Resident in Montgomery County, 2011-2015

System	Outcomes	White	Asian	Black	Latino
Education	High school completion rate = 98%	100%	94%	94%	70%
	Some college education = 88%	100%	92%	82%	51%
Employment	Employment rate = 78%	100%	97%	94%	99%
	Unemployment rate = 4%	100%	125%	250%	200%
Housing and Income	Households owned their own home = 74%	100%	99%	59%	67%
	Average Household Income = \$160,000	100%	82%	55%	55%
	Residents living in poverty = 4%	100%	150%	275%	300%
	Children living in poverty = 2%	100%	300%	800%	700%

Sources: OLO analysis of 2011-15 Census Data compiled by L. Hendey and L. Posey, [Racial Inequities in Montgomery County, 2011-15](https://www.urban.org/sites/default/files/publication/95386/2017.12.28_montgomery_county_finalized_6.pdf) (The Urban Institute, 2017); https://www.urban.org/sites/default/files/publication/95386/2017.12.28_montgomery_county_finalized_6.pdf

Local data shows that despite high rates of high school completion (70%-98%) and employment (73%-78%) among all groups, Blacks and Latinos were more than twice as likely as Whites to be unemployed and have household incomes below the federal poverty level. Blacks and Latinos were also 33-41% less likely to own their homes and Black and Latino children were 6-7 times more likely to live in poverty.



The Urban Institute estimates that a more equitable Montgomery County would have increased the numbers of Latino, African American, and Asian residents with high school degrees, college educations, and higher incomes. Research also suggests that increasing equitable outcomes among communities of color stimulates economic growth that benefits communities overall. For example, PolicyLink’s Equitable Growth Profile for Fairfax County estimates that eliminating disparities in incomes by race and ethnicity would have increased their County’s gross domestic product by \$26.2 billion in 2012.¹

Focusing on Institutional Racism to Advance Racial Equity

The Government Alliance for Race and Equity (GARE) finds that racial disparities evident across measures are often “explained by blaming individual people - promoting “hard work” as the way to get ahead.”² They note that hard work can help, but because underlying systems are the force driving racial inequities, they encourage localities to focus on structural transformation to reduce racial disparities.

Focusing on structural transformation requires understanding the difference between *individual racism* (racism occurring between individuals) and *institutional racism* (biases within and across institutions that advantage White people over people of color). It also requires understanding how *implicit bias* (unconscious beliefs about race) is replicated through collective decisions and actions within institutions. GARE’s matrix offers a reference for considering the distinction between implicit and explicit racism among individuals and institutions. It also offers context for why GARE focuses on institutional implicit bias – “the hidden forces at work in our institutions ... where structural transformation must happen.”³

Matrix of Explicit and Implicit Bias and Individual and Institutional Racism

	Individual Racism/Bias	Institutional Racism/Bias
Explicit Bias	When people think of racism, they often think of individual, explicit racism.	After instituting explicitly racist laws and policies, government has focused on fixing explicitly racist laws and policies.
Implicit Bias	When many people think about how to fix racism, they think we need to change minds, one by one, getting rid of implicit bias.	GARE focuses efforts on the hidden forces at work in our institutions – this is where structural transformation is necessary to end racial disparities.

Best Practices for Advancing Racial Equity

Based on their work to advance racial equity in more than 100 local jurisdictions, GARE offers three sets of best practices for local jurisdictions advancing racial equity as a priority:

- **Normalize** conversations about race equity by **(1) using racial equity frameworks** that describe the history of government in creating racial disparities, envision a new role for government, and use clear definitions of racial equity and inequity; and **(2) communicating and acting with urgency** by having local leaders agree on the value of prioritizing racial equity, develop a vision, and communicate their commitment, vision, and actions to the community.

¹ <https://nationalequityatlas.org/sites/default/files/Fairfax-Profile-6June2015-final.pdf>

² <https://www.racialequityalliance.org/wp-content/uploads/2018/05/1-052018-GARE-Comms-Guide-v1-1.pdf>

³ *ibid* p. 39

- **Organize** for racial equity by **(1) building organizational capacity** to advance equity by training staff to understand institutional racism and how to use racial equity tools, and organizing staff to develop expertise at applying a racial equity lens to local decision-making; and **(2) engaging communities** to advance racial equity, particularly among communities of color.
- **Operationalize** for racial equity by **(1) using racial equity tools** that enable decision-makers to evaluate current and proposed policies, programs, and practices using a racial equity lens; and **(2) using data via measurement frameworks** to establish baseline data on indicators of disparities and evaluate the success of local efforts to advance racial equity.

Promising Practices in Other Jurisdictions

OLO reviewed efforts among seven jurisdictions for advancing racial equity in government:

- Seattle and King County, Washington;
- Portland and Multnomah County, Oregon;
- Madison and Dane County, Wisconsin; and
- Fairfax County, Virginia.

<u>What Have Leading Jurisdictions Done to Advance Racial Equity in Decision-Making?</u>	
<p><u>Normalize</u></p> <ul style="list-style-type: none"> • Training • Act with Urgency 	<ul style="list-style-type: none"> • Train employees to create a shared understanding using racial equity frameworks (<i>Madison, Seattle, Portland</i>) • Develop public education campaign and website on equity efforts (<i>Seattle</i>) • Issue annual report on racial equity work (<i>Portland</i>) • Collaborate on racial equity with national and regional communities of practice (<i>Seattle, King County, Fairfax County</i>)
<p><u>Organize</u></p> <ul style="list-style-type: none"> • Staffing • Planning • Community Engagement 	<ul style="list-style-type: none"> • Hire/Designate Chief Equity Officer (<i>Fairfax County</i>) • Create jurisdiction-wide, departmental, and topical racial equity action teams (<i>Seattle, Madison, King County, Dane County</i>) • Designate/create lead department for racial equity work (<i>Dane County, King County, Seattle, Portland, Multnomah County</i>) • Develop jurisdiction-wide strategic plan for racial equity (<i>Seattle, King County, Dane County, and Portland</i>) • Identify equity target areas and policies (<i>Seattle, King County, Portland</i>) • Develop racial equity plans by department (<i>Portland, King County, Madison</i>) • Develop tools to enhance community engagement (<i>Madison, Seattle</i>) • Host community conversations/town halls on racial equity (<i>King County, Fairfax County, Multnomah County</i>) • Engage underrepresented communities (<i>Seattle</i>) • Create Racial Equity Funds for community-based organizations (<i>Seattle</i>)
<p><u>Operationalize</u></p> <ul style="list-style-type: none"> • Equity Tools • Data 	<ul style="list-style-type: none"> • Develop racial equity impact assessments and racial equity toolkits (<i>Seattle, Multnomah County, Portland, and Madison</i>) • Require use of equity tools in governmental decision-making (<i>Portland, Dane County, Madison</i>) • Compile data on racial and social disparities (<i>Fairfax County</i>) • Develop performance measures for improving equity (<i>Dane County</i>)

The seven jurisdictions' combined efforts align with GARE's recommended best practices. Several jurisdictions have also developed strategic plans for racial equity and require local departments to develop and implement **racial equity action plans**. To support their work, several localities rely on lead agencies (e.g. Offices of Civil Rights and Equity) to coordinate their equity efforts. Together, they demonstrate that there is no one way for jurisdictions to advance racial equity.

OLO Recommendations

OLO offers a list of recommendations for Council and Executive Branch action for prioritizing racial equity in government decision-making based on this report's findings. OLO's recommendations reflect a menu of approaches rather than a prescription. Beyond initial training for elected officials and staff leaders to create a common vision for racial equity locally, OLO recommends the formation of Legislative and Executive Branch Racial Equity Action Teams to determine next steps.

Recommendations for County Action in the Short-Term to Medium-Term (6 Months to Two Years)

- Leadership Training on Racial Equity
- Join Communities of Practice (Government Alliance for Race and Equity, regional network)
- Hire/Designate Equity Chief and Coordinating Department
- Develop Racial Equity Action Teams
- Develop Vision, Mission, and Goals
- Identify Racial Equity Focus Areas (e.g. policy areas, neighborhoods)
- Develop and Pilot Racial Equity Tools
- Compile Data on Disparities and Performance Metrics
- Develop Departmental Racial Equity Action Teams
- Develop Countywide Racial Equity Strategic Plan
- Develop and Implement Strategies to Promote Community Engagement
- Launch Public Education Campaign
- Review Policies for Racial Equity
- Develop Process for Evaluating Equity Efforts

Recommendations for County Action in the Long-Term (Two or More Years)

- Mandate Training for Racial Equity Teams, Managers, and Supervisors
- Require Departmental Racial Equity Action Plans
- Require Use of Equity Tools
- Expand Public Education Campaign
- Launch Community Engagement Committee
- Advance Equitable Policies
- Evaluate Data for Accountability

For a complete copy of OLO-Report 2018-8, go to:
<http://www.montgomerycountymd.gov/OLO/Reports/CurrentOLOReports.html>

June 7, 2019

To: County Council

From: Elaine Bonner-Tompkins, Senior Legislative Analyst
Tatiana Padilla, Summer Fellow
Emilia Calma, Summer Fellow
Office of Legislative Oversight

Subject: Racial Equity Profile for Montgomery County

In the April 2018 resolution (Resolution No. 18-1095) articulating a vision for racial equity and a commitment to develop a Racial Equity and Social Justice Policy for Montgomery County, the County Council tasked the Office of Legislative Oversight to complete a baseline report describing disparities by race and ethnicity across a variety of measures of opportunity by May 31, 2019. OLO contracted with the Jupiter Independent Research Group of Silver Spring, Maryland in November of 2018 to complete this task. Jupiter's final report – Racial Equity Profile for Montgomery County, is attached.

This memorandum provides an overview of Jupiter's Racial Equity Profile report and offers analysis based on the data compiled in this report. This memorandum also offers advice for how to use the information compiled to advance racial equity and social justice in local decision-making.

Background: Many communities across the country have developed equity indicators and other tools to measure opportunity in their communities. Equity profiles summarize data points across several indicators of well-being to offer a snapshot of racial inequities and disparities across a community. Profiles often include measures of economic security, health, educational attainment, and connectedness. Equity profiles are useful for establishing benchmarks for racial equity efforts and for tracking the progress of these efforts aimed at narrowing disparities and improving outcomes among communities of color.

Montgomery County's Racial Equity Profile serves as a benchmark report to describe racial and ethnic inequities by policy area. As the County embarks on a commitment to advance racial equity in decision-making, agency and departmental leadership and staff across the County need to improve their understanding of the racial disparities that impact their constituents.

Report Objectives and Methods: As noted in the report, two objectives guided Jupiter's compilation of data for their Racial Equity Profile of Montgomery County.

- To provide a collection of tables on different demographic factors from various sources (but primarily census data) by race and ethnicity for Montgomery County Maryland. Most of the charts and tables cover the last five to ten years.
- To identify disparities, where relevant, between different racial/ gender groups in different categories. Disparities are generally presented as a measure of minority groups (Asian, Black, Latino, Other) relative to the White population.

Racial Equity Profile for Montgomery County

When data are available, the Racial Equity Profile also compares data on Montgomery County to state and national data. The Racial Equity Profile, however, does not analyze the causes of any disparities nor provide recommendations to mitigate any identified disparities.

In collaboration with the Office of Legislative Oversight, Jupiter compiled data by race and ethnicity across the following ten measures:

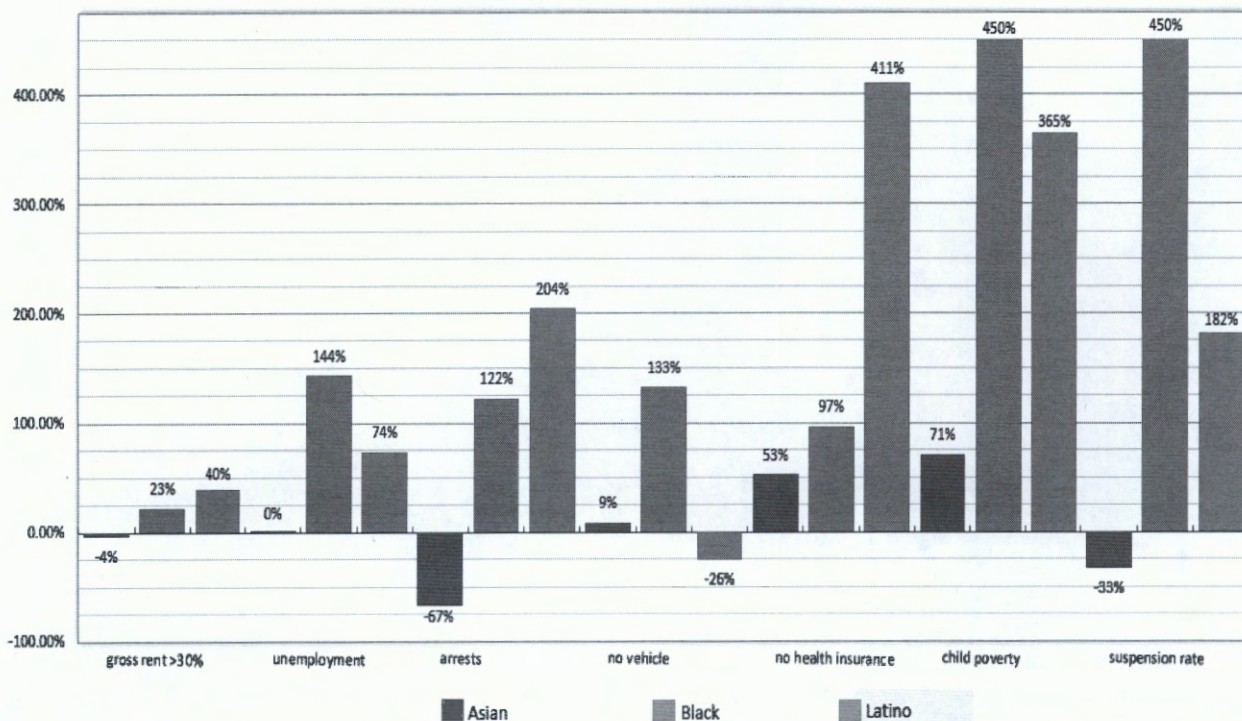
- **Population indicators** that provide general demographic data on population, median age, percent foreign born and English proficiency.
- **Education indicators** that describe data on public school enrollment, high school completion, suspensions, graduation, college attainment and apprenticeships.
- **Business indicators** that describe data on business revenue and participation in Small Business Development Centers.
- **Employment indicators** that describe data on unemployment, labor force participation and construction earnings.
- **Economic security indicators** that describe data on poverty, child poverty, gross rent as a percent of income and children in foster care.
- **Housing indicators** that describe data on homeownership and mortgage loans
- **Health indicators** that describe data on health insurance, infant mortality, heart disease mortality, stroke mortality and breast cancer mortality.
- **Criminal justice indicators** that describe data on arrests and juvenile intake.
- **Transportation indicators** that describe data on households with no vehicle, use of public transportation to work and mean travel time to work.
- **Connectedness indicators** that describe data on residents who recently moved to Montgomery County and on broadband access.

The Profile describes prevalence rates by race and ethnicity across these measures and describes disparities by comparing the prevalence rates of people of color (i.e. Asians, African Americans, Latinx and Others) to prevalence rates among White residents. For example, the chart on the next page compares prevalence rates by race and ethnicity in unaffordable rents (exceeding 30% of income), unemployment, arrests, having no vehicle, having no health insurance, child poverty, and out-of-school suspensions. A review of this shows that rates of:

- Gross rents exceeding 30 percent of household income, unemployment, arrests, no health insurance, child poverty, and out-of-school suspensions were higher for Black and Latino residents compared to White residents.
- No health insurance and child poverty were higher for Asian residents compared to White residents.
- Gross rents exceeding 30 percent of household income, unemployment, and having no vehicle were equal for Asian and White residents.
- Arrests and out-of-school suspensions were lower for Asian residents than for White residents.

Racial Equity Profile for Montgomery County

Racial Disparities by Race/Ethnicity Compared to White



Data Findings: The data compiled in the Racial Equity Profile demonstrate consistent disparities in outcomes across several policy areas, generally showing that White residents experienced the best outcomes for the vast majority of measures considered. The exception to this pattern was better outcomes for Asian residents compared to White residents on a few measures including arrests.

For Black residents, the widest disparities with White residents occurred where Black residents on average experienced *worse outcomes* than White residents:

- Minority firm revenue
- Apprenticeships
- Juvenile intake
- Children in foster care
- Child poverty
- Out-of-school suspensions
- High school dropout
- Overall poverty
- Unemployment
- Infant mortality

For Latino residents, the widest disparities where Latino residents experienced *worse outcomes* than White residents on average occurred in:

- Minority firm revenue
- High school dropout
- No high school degree
- No health insurance
- Child poverty
- Juvenile intake
- Arrests
- Overall poverty
- Out-of-school suspensions
- Management occupations

Racial Equity Profile for Montgomery County

For Asian residents, however, the widest disparities with White residents varied with some measures demonstrating worse outcomes than White residents and other measures demonstrating better outcomes. Among measures where Asian residents experienced *worse outcomes* than White residents, the widest disparities occurred in:

- Minority firm revenue
- Apprenticeships
- Child poverty
- No health insurance
- Overall poverty
- No high school degree

Among measures where Asian residents experienced *better outcomes* than White residents, the widest disparities occurred in:

- Arrests
- Children in foster care
- Breast cancer mortality
- High school dropout
- Heart disease
- Out-of-school suspensions

The wide disparities evident across these measures suggest that local government efforts aimed at narrowing disparities should initially focus on the following policy areas:

- Minority business development
- Adult and juvenile justice
- Child welfare
- Public education
- Workforce development
- Higher education
- Economic security
- Public Health

Next Steps: This Racial Equity Profile offers a starting point for County agencies and departments to consider the disparities and inequities that characterize their policy areas. This profile, based on data from the American Community Survey and other existing datasets, provides a preliminary overview of the state of racial and ethnic inequities in the County. This profile serves as a potential first step for understanding the pervasiveness of racial and ethnic disparities across the County and for collecting more specific information by agency and department to inform local decision-making with a racial equity lens.

As the County Council begins developing Racial Equity and Social Justice Legislation that requires the County Council and County Government to apply a racial equity lens to governmental decision-making, OLO recommends that County agencies and departments use their internal and external datasets to compile more specific data on inequities and disparities in outcomes within their specific purview. Data disaggregated by race, ethnicity, gender, and place will be essential to understanding the state of disparities and inequities within specific agencies and departments. Agency and departmental reviews of current disparities and inequities should also identify gaps in data that should be addressed to inform data-driven decision-making.



Creating a Racial Equity & Social Justice Policy

Racial equity and social justice are what we strive to achieve in Montgomery County. The Government Alliance on Racial Equity (GARE) defines racial equity as “when race can no longer be used to predict life outcomes and outcomes for all groups are improved.” Racial equity and social justice are urgent moral and socioeconomic endeavors for our community. Our county’s population has changed, both in numbers and in diversity, and this did not happen overnight. Addressing issues of racial equity is not only an ethical obligation; it is essential to ensure the continued economic vitality of our community.

County leaders are in the process of creating a Racial Equity and Social Justice Policy for Montgomery County. This process began in 2018 with a Montgomery County Council resolution, which was spearheaded by Council President Nancy Navarro and co-sponsored by County Executive Marc Elrich.

Community engagement is essential in this process. Engaging in conversations about racial equity and social justice can be uncomfortable, but leaders need your help to create a Racial Equity and Social Justice Policy that is truly impactful. County leaders need your thoughts about how we can build an even better and stronger Montgomery County that meets the needs of all residents.

Community members and organizations are encouraged to host community conversations on racial equity with their friends, neighbors and colleagues and to report their findings back using a survey tool. These structured conversations can take place in homes, community centers, houses of worship, coffee shops, parks or any place you feel comfortable. Some guiding questions for the conversation include:

- Why does racial equity matter?
- Are you impacted by racial inequity?
- What changes do you want to see to promote racial equity and social justice?

Below are some resources to further explain these efforts.

Background

- Definition of racial equity: GARE Communications Guide
- County efforts
 - Resolution 18-1095 adopted affirming the Council’s commitment to creating a Racial Equity and Social Justice Policy for Montgomery County: Resolution to Develop an Equity Policy Framework in County Government
 - OLO Report 2018-8: Racial Equity in Government Decision-Making: Lessons from the Field
 - Description of benchmarking study underway, see page 9 of OLO FY19 Work Program linked here: Fiscal Year 2019 Work Program of the Office of Legislative Oversight
 - Description of Racial Equity Institute that delivered training to Montgomery County leaders.
- FAQ
 - Factsheet in English
 - Hoja informativa

Racial Equity & Social Justice Toolkit

- Racial Equity and Social Justice ToolKit (English)
- Equidad Racial y Justicia Social HERRAMIENTAS para la participación comunitaria (Español)

Calendar of Events

- June 26, 2019, Community Conversation on Racial Equity and Social Justice at BlackRock Arts Center
- June 11, 2019, Council meeting on Racial Equity and Social Justice
- April 8, 2019, Youth Forum on Racial Equity and Social Justice
- April 1, 2019, Launch of Community Survey and Community Conversations and Racial Equity and Social Justice
- March 13, 2019, Kick off Racial Equity and Social Justice Community Engagement Campaign with press conference and community conversation at the Silver Spring Civic Building

Community Resources

- Consumer Health Foundation resources: <http://www.consumerhealthfdn.org/focus-on-equity/>
- Leadership Montgomery: <https://leadershipmontgomerymd.org/>
- Impact Silver Spring: <https://impactsilverspring.org/>

Recommended Reading

- Color of Law: A Forgotten History of How Government Segregated America by Richard Rothstein
- Racism without Racists by Eduardo Bonilla-Silva

- Warmth of Other Suns: The Epic Story of America's Great Migration by Isabella Wilkerson
- White Rage: The Unspoken Truth of Our Racial Divide by Carol Anderson
- Documentary: Slavery by Another Name PBS documentary

Community Surveys

Español

- Community Survey (all residents)
- Community Conversation Report
 - Encuesta Comunitaria (Para todos los residentes)
 - Reporte de Conversación Comunitaria

Video Resource Library

- Press Conference - County Leaders Unite to Create Racial Equity & Social Justice Policy, March 13, 2019
- Community Conversation on Racial Equity & Social Justice, March 13, 2019
- Racial Equity Training
- Did You Know: Black History Month 2019
- Informational Video on Racial Equity and Social Justice

Press

- County leaders stand united to create a Racial Equity and Social Justice Policy for Montgomery County Government
- Top County Leadership Participates in Racial Equity Training

Racial Equity and Social Justice Institute Timeline

4/24/18 April

Resolution 18-1095 adopted affirming the Council's commitment to creating a Racial Equity and Social Justice Policy for Montgomery County

9/25/18 September

Release of Office of Legislative Oversight Report 2018-8, Racial Equity in Government Decision-Making: Lessons from the Field

1/10/19-1/11/19 January

Racial Equity Training for County Leadership

2/12/19 February

Racial Equity Training Debrief for County Leadership

3/13/19 March

Kick off Racial Equity and Social Justice Community Engagement Campaign with press conference and community conversation at the Silver Spring Civic Building

4/1/19 April

Launch of Community Equity Survey and Community Conversations

6/11/19 June

Council meeting on Racial Equity and Social Justice

2019 Spring/ Summer

- Community Conversations through July 15, 2019
- Release of baseline report describing disparities by race and ethnicity in education, employment, housing, health, criminal justice and other measures of opportunity
- County Council starts work on developing Racial Equity and Social Justice Policy legislation

2019 Fall

- Public hearing on proposed Racial Equity and Social Justice Policy
- Pass legislation enacting Racial Equity and Social Justice Policy

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About the Council

The Montgomery County Council is the legislative branch of County government. It has nine members, all elected at the same time by the voters of Montgomery County to serve four-year terms.

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Council in Brief #679

Resolution No.: 18-1095
Introduced: April 17, 2018
Adopted: April 24, 2018

**COUNTY COUNCIL
FOR MONTGOMERY COUNTY, MARYLAND**

Lead Sponsors: Council Vice President Navarro and Councilmember Elrich
Cosponsors: Councilmembers Floreen, Leventhal, Katz, Berliner, Council President Riemer,
Hucker, and Rice

SUBJECT: Resolution to Develop an Equity Policy Framework in County Government

Background

1. Montgomery County is a community with a strong economy and public services that embraces its residents and the future. Our strong public services include awarding-winning public schools, community college, and park systems, vibrant performing and fine arts, and essential safety net programs in housing, public health, and other social services.
2. Montgomery County is a diverse and welcoming community. No one race or origin is a majority of Montgomery County's population. Almost one-third of the population is foreign-born. Our diversity is our strength and is key to our continued success as a community.
3. While we embrace our diversity, disparities exist by ethnicity, income, disability, gender, sexual identity, and other factors that can impede our future prosperity. These disparities in education, employment, health, and housing result from institutional and individual biases that undermine opportunities for vital members of our community.
4. Furthermore, the aforementioned disparities can be exacerbated by **racial** and **linguistic diversity** that intersect with and compound the effects of additional disparities and inequities based on racial background and limited English language proficiency.
5. Eliminating disparities by promoting equity - the fair treatment of individuals and diverse groups - is an economic imperative. The Urban Institute's ***Racial Inequities in Montgomery County, 2011-15*** report shows that a more equitable Montgomery County would increase the number of immigrants, Latinos, African Americans, and Asians with some college education, and would also increase employment and homeownership rates among people of color. A more equitable Montgomery County would enhance opportunities for all residents, thereby improving the economy.

6. The Montgomery County Government is responsible for all of its residents, and is in a position to address both unconscious and overt bias, to advance equity, and to address disparities based on race, ethnicity, national origin, English language proficiency, gender, gender identity, sexual orientation, religion, age, differing abilities, and income.
7. As part of the Government Alliance on Race and Equity (GARE), a growing number of jurisdictions are undertaking the work needed to operationalize equity, and integrate it into the decision-making process. These include the use of an “equity lens” to determine who benefits from public policies, regulations and practices and the development of equity tools and plans to inform local decision-making.
8. It is time for Montgomery County to move beyond disjointed efforts to reduce disparities, and commit to advancing the actions necessary to intentionally develop strong equity policies and create a strategic plan.

Action

The County Council for Montgomery County, Maryland, approves the following action:

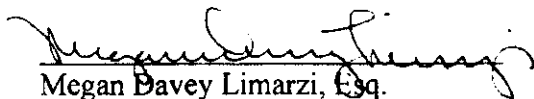
The Council is committed to examining the data needed to develop an equity policy framework that would require the County to question how budget and policy decisions impact equity.

This effort must be a partnership between the County Council, County Executive, County Government, county agencies, institutions, and our community. The County Government must challenge itself to bring new and different partners to the table. Partnering with other jurisdictions as members of the Government Alliance on Race and Equity (GARE) will also enhance the County’s effort and commitment to fostering equity.

Equity analyses should be part of capital and operating budget reviews, appropriation requests, and legislation. Program and process oversight should be undertaken viewing programs and processes through an equity lens. Equity targets and measures of progress must be put in place.

The Council will provide additional FY19 Operating Budget resources for the Office of Legislative Oversight to develop a baseline report describing current disparities in education, employment, housing, health, employment, land use, and other measures of opportunity by May 31, 2019. Following the transmittal of the baseline report, the Council will introduce legislation for the County to develop an equity policy framework to inform the delivery of all County services.

This is a correct copy of Council action.


Megan Davey Limarzi, Esq.
Clerk of the Council

Position Title: Chief Equity Officer
Organization: Montgomery County Government, Maryland
Location: Rockville, Maryland

Located adjacent to the nation's capital, Montgomery County is the most populous county in the state of Maryland and one of the most diverse counties in the nation.

The County Government is composed of the Executive and Legislative branches. The Executive Branch implements and enforces Montgomery County's laws and provides executive direction to the government. Its chief executive officer is the County Executive. There are over 30 executive branch departments and agencies that help to deliver services to more than one million county residents. Montgomery County is proud of the services it offers.

Montgomery County's newly elected County Executive has outlined seven priority outcomes for the County's future.

Priority Outcomes:

- **Thriving Youth and Families** – Children need great schools, supportive families, and caring communities to help them succeed in life. We can give them the start they need by providing adequate funding for public schools, access to affordable early childhood education and expanded high school options, and support for programs that relieve stress on families through increased access to affordable housing and better-paying jobs.
- **A Growing Economy** – A healthy business community is essential to our success. We will reinvigorate the county's direct involvement in economic activities by re-examining our regulations to make sure they are sensible, fair, and efficient; opening support centers that help both new and existing businesses; and developing an incubator and innovation climate to help local entrepreneurs bring their ideas into the world.
- **A Greener County** – We recognize the urgency of global warming and will take concrete steps to address climate change. County government has committed to zero Greenhouse Gas emissions by 2035, an ambitious – but achievable – target. We will reduce our footprint by pursuing clean energy, energy efficiency, enhanced building design, reduction of waste, and developing a better transit system for our residents.
- **Easier Commutes** – Moving people and goods more efficiently is an economic imperative and is essential to our quality of life. We will reduce traffic congestion by improving transit options, supporting Metro, encouraging telecommuting and implementing common-sense road improvements.
- **A More Affordable and Welcoming County** – We will focus on initiatives that make Montgomery County a place where all residents can pursue their dreams regardless of race, ethnicity, age or economic circumstances.

- **Safe Neighborhoods** – We will address crime and pedestrian safety issues and seek input from communities across the county on ways to address these issues. We plan to enhance opportunities for walking, biking, and creating neighborhood gathering places.
- **Effective, Sustainable Government** – We will partner with county employees to make County Government more cost-effective and to deliver services more efficiently and responsively.

THE POSITION

Montgomery County is seeking to fill the Chief Equity Officer. The position is appointed by the County Executive and confirmed by the County Council. This position reports to the Chief Administrative Officer (CAO).

The Chief Equity Officer directs, administers, and facilitates the Countywide equity programs; works to build an infrastructure to ensure policy decisions are evaluated through an equity lens to create fair access to opportunity; collaborates with County departments, employees, community members, and other stakeholders to make meaningful movement towards a more equitable county; and performs related duties as assigned.

The Chief Equity Officer exercises broad direction over equity work across Montgomery County, provides leadership and vision to ensure the development and management of innovative and effective strategies to achieve racial equity for Montgomery County residents. The work requires considerable initiative and judgment, and the ability to make independent decisions within broad policies and procedures as determined by County executive management, the Council, and federal, State, and County laws, ordinances, and regulations.

THE IDEAL CANDIDATE

The ideal candidate will be ethical, approachable, trustworthy, apolitical, and committed to excellence and delivery of meaningful results for taxpayers in Montgomery County. S/he will communicate openly, honestly and collaboratively with a diverse group people, explaining complex issues in a way that non-experts can understand. S/he will expertly promulgate and implement a long-term mission, vision, and strategy and provide new ideas and innovation through change management processes that improve the efficiency and delivery of effective county programs and services.

The ideal candidate will have unquestioned integrity and promote the same throughout the organization. S/he will have the backbone to give the County Executive and CAO honest and professional advice, even if it conflicts with hopes and expectations.

HIGHLIGHTED QUALIFICATIONS

- Identifies disparities and the systemic causes that may exist within the County's departments and community.

- Oversees design, coordination, and implementation of programs, policies, and practices aimed at addressing the systemic disparities existing in the delivery of County services.
- Develops and creates awareness and understanding in the use of an equity lens to develop and implement programs and practices.
- Creates an infrastructure to sustain the County's commitment to equity.
- Implements the Countywide and Health and Human Services' Racial Equity Plans and other related plans.
- Provides leadership, guidance, training, and support to internal and external partners in the development and delivery of equity programs and tools; and develops work plans and training materials.
- Analyzes proposed legislation and regulations and provides expert technical guidance and leadership to management and elected officials on equity issues affecting County programs and practices.
- Establishes baseline disparity data targets/benchmarks in collaboration with partners; and establishes areas of planning and project management including organizing, directing, motivation, and evaluation.
- Act as a visionary and strategic thinker to identify and define complex equity disparities; develop sound conclusions and recommendations; and represent recommendations in a way that is compelling to a variety of institutional and community audiences.
- Conduct racial impact analysis; and utilize evidence and data to recommend improvements to life outcomes for marginalized populations.
- Represent the County effectively on equity issues in a variety of forums.
- Prepare clear, concise, and comprehensive correspondence, reports, studies, and other written materials.
- Speak clearly, explicitly, and convincingly to diverse audiences.
- Recognize and acknowledge existing cultural and racial "blind spots" and work toward addressing them.
- Exercise sound, expert independent judgment and political acumen within general policy guidelines.
- Exercise tact and diplomacy in dealing with highly sensitive, complex and confidential issues and situations.
- Build effective strong working relationships, partnerships and networks with communities of color, and the organizations that serve them.

EDUCATION, TRAINING, AND EXPERIENCE

Bachelor's Degree from an accredited college or university in sociology, education, public administration, ethnic studies, communication, social work, public health, or a closely related field, which must include five years of experience of demonstrated success in the administration of community, education, or social justice programs which focus, in part, on the elimination of structural racism and two years of those years must be in a managerial, supervisory or program administration capacity.

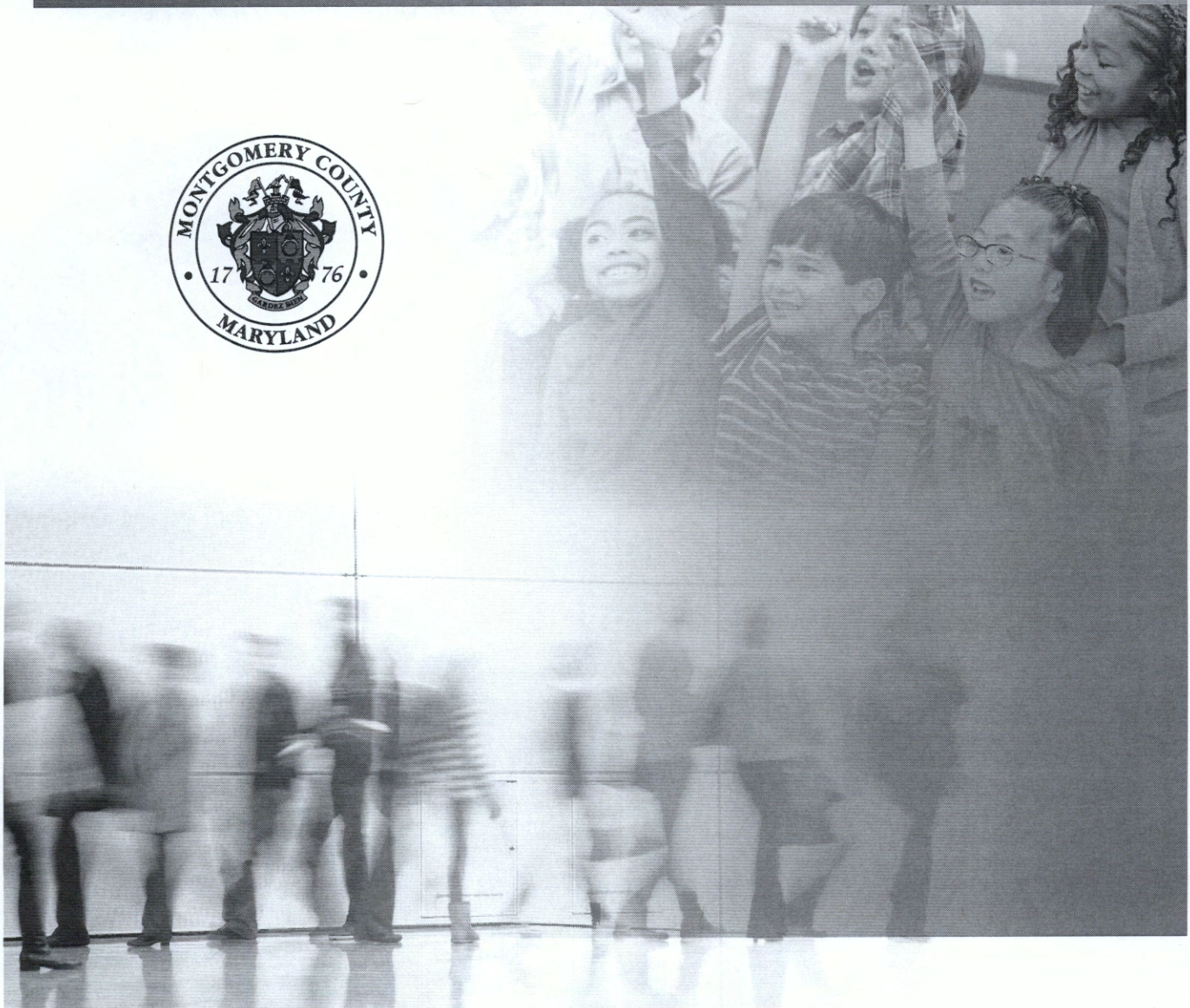
A Master's degree or other advanced degree in a related field is highly desirable. Experience in a public agency is strongly preferred.

APPLICATION PROCESS

Montgomery County Government is committed to attracting and retaining a highly-skilled, quality, and diverse workforce. We want people who aspire to make a difference in our community. We offer quality compensation and a generous benefits package. Learn more at: Montgomery County Benefits. Interested applicants should forward a cover letter and resume to ApplyChiefEquityOfficer@montgomerycountymd.gov.

Racial Equity and Social Justice

Community Engagement **TOOLKIT**



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¹ Source documents include: Office of Legislative Oversight Report 2018-8: Racial Equity in Government Decision-Making; "Better Together Community Conversation Toolkit" and "Community Conversation Participant Guide", Decatur, GA; Hayward Community Task Force Community Conversation Toolkit, Hayward, CA; National Civic League, All-American Conversations Toolkit; and Health Equity Alliance of Rock County Community Engagement Toolkit.



March 8, 2019

Dear Friends,

MONTGOMERY COUNTY HAS A LONG HISTORY of working with residents to identify and achieve shared goals aimed at improving opportunities for our community. Building off this work, today we launch the County's Racial Equity and Social Justice Initiative aimed at advancing fair and equitable outcomes for individuals and communities of color in government decision-making across all County-funded agencies:

- **Montgomery County Government,**
- **Montgomery County Public Schools,**
- **Montgomery College, and**
- **the Maryland-National Capital Park and Planning Commission.**

Many of you joined the County Council as partners in the ***Ready for Tomorrow Education and Workforce Summit***, which made the compelling case that narrowing employment and academic achievement gaps by race, ethnicity, and language were moral and economic imperatives for Montgomery County. Today, we ask you and your community partners to help us continue this conversation by sharing your perspectives and helping us identify opportunities to advance racial equity and social justice in government decision-making.

Last April, the County Council adopted Resolution No. 18-1095 articulating a vision for racial equity in the County and a commitment to developing a Racial Equity and Social Justice Policy for the County. Executing this resolution requires the meaningful engagement of all communities in the County, with communities of color at the forefront, to ensure that the policy reflects the needs and priorities of those most impacted by disparities and inequities.

We have built a coalition of government and community leaders to join us in this effort because advancing racial equity is a top priority for the County. A County Racial Equity Office will be created to oversee the implementation of the Racial Equity and Social Justice Policy. While the County will have technical assistance to implement this policy, we need the community's assistance to set priorities and address potential challenges.

Our March 13 community conversation on equity at the Silver Spring Civic Building will bring together a diverse set of participants to brainstorm opportunities for improving racial equity and social justice in Montgomery County. With this community engagement toolkit, we also are asking



Marc Elrich
County Executive



Nancy Navarro
Council President

CONTINUED...

members of the community to host community conversations that capture residents' perspectives, ideas, and recommendations for action to reduce inequities.

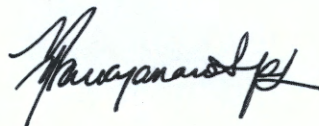
The Council will use the feedback we receive from our March 13 kick-off meeting, community conversations, and responses to our Equity Matters Community Survey (launching on April 1, 2019) to inform the development of our County's Racial Equity and Social Justice Policy. More specifically, feedback through these three community engagement opportunities will shape next steps for how government entities in our County apply equity lenses to their policies, practices, and decision-making.

Please join us at our community conversation kick-off, facilitate a community conversation, or complete the Equity Community Survey available online through July 15, 2019. Each of you has something important to contribute, and we look forward to hearing what you have to say.

Sincerely,



Marc Elrich
County Executive



Nancy Navarro
Council President



Advancing Racial Equity and Social Justice in Government Decision-Making²

RACIAL AND ETHNIC DISPARITY, RATHER THAN EQUITY, characterizes many systems of well-being nationally and locally. As noted by the Racial Equity Institute, people of color (African Americans, Native Americans, Latinos, and some subgroups of Asian Americans) are often over-represented in the child welfare and criminal justice systems, and experience higher levels of disadvantage on measures of health, education, and economic development. Local data in Montgomery County tells a similar story.

Data on Disparities by Race and Ethnicity in Montgomery County, 2011-2015

System	Outcomes	White	Asian	Black	Latin
Education	High school completion	98%	92%	92%	69%
	Some college education	88%	81%	72%	45%
Employment	Employment rate	78%	74%	73%	77%
	Unemployment rate	4%	5%	20%	8%
Housing and Income	Households owned their own home	75%	74%	44%	50%
	Average household income	\$160,000	\$131,000	\$88,000	\$88,000
	Residents living in poverty	4%	6%	11%	12%
	Children living in poverty	2%	6%	16%	14%

Source: 2011-15 Census Data compiled by L. Hendey and L. Posey, Racial Inequities in Montgomery County, 2011-15 (The Urban Institute, 2017)

Despite high rates of high school completion (69–98%) and employment (73–78%) among adults from each racial and ethnic group, Black and Latino residents in Montgomery County were more than twice as likely as Whites to be unemployed and have household incomes below the federal poverty level. Blacks and Latinos were also 32–41% less likely to own their homes and their children were 2–7 times more likely to live in poverty than Whites and Asians in the County.

Research suggests that increasing equitable outcomes among communities of color stimulates economic growth that benefits communities overall. For example, PolicyLink’s Equitable Growth Profile for Fairfax County, Virginia, estimates that eliminating disparities in incomes by race and ethnicity would have increased their County’s gross domestic product by \$26.2 billion in 2012.³

The Government Alliance for Race and Equity (GARE) finds that racial disparities evident across measures are often “explained by blaming individual people—promoting ‘hard work’ as the way to get ahead.” They note that while hard work can help, the underlying systems driving racial inequities must be addressed to eliminate disparities by race and ethnicity. Based on their work in more than 100 local jurisdictions, GARE offers three sets of best practices for local jurisdictions to advance racial equity:

- **Normalize** conversations about race and equity, including the distinctions between individual and institutional racism and between explicit and implicit bias.
- **Organize** for racial equity by building organizational capacity within government to advance equity and engaging communities to advance racial equity, particularly communities of color.
- **Operationalize** for racial equity by using racial equity tools and data to evaluate progress.

² Summarized from OLO Report 2018-8, Racial Equity in Government Decision-Making.

³ See page 56 of Equitable Growth Profile of Fairfax County, PolicyLink and USC Program for Environmental and Regional Equity.

Racial Equity and Social Justice Initiative Timeline

- **April 24, 2018**, Resolution 18-1095 adopted affirming the Council's commitment to creating a Racial Equity and Social Justice Policy for Montgomery County
- **September 25, 2018**, release of Office of Legislative Oversight Report 2018-8, Racial Equity in Government Decision-Making: Lessons from the Field
- **January 10-11, 2019**, Racial Equity Training for County Leadership
- **February 12, 2019**, Racial Equity Training Debrief for County Leadership
- **March 13, 2019**, Kick off Racial Equity and Social Justice Community Engagement Campaign with press conference and community conversation at the Silver Spring Civic Building
- **April 1, 2019**, Launch of Community Equity Matters Survey and Community Conversations
- **April 8, 2019**, Youth Forum on Racial Equity and Social Justice
- **June 11, 2019**, Council meeting on Racial Equity and Social Justice
- **Spring/Summer 2019**
 - Community Conversations through July 15, 2019
 - Release of baseline report describing disparities by race and ethnicity in education, employment, housing, health, criminal justice, and other measures of opportunity
 - County Council starts work on developing Racial Equity and Social Justice Policy legislation
- **Fall 2019**
 - Public hearing on proposed Racial Equity and Social Justice Policy
 - Pass legislation enacting Racial Equity and Social Justice Policy



Preparing for Community Conversations

EFFECTIVE COMMUNITY CONVERSATIONS CAPTURE COMMUNITY INPUT. They engage community members to discuss what helps and hinders community priorities from advancing. Community conversations can bring together similar individuals from existing community-based organizations as well as strangers on topical issues. Moreover, “community conversations can help mobilize ideas, improve skills, and build on the passion of the community.”⁴

To enable community conversations to generate knowledge that can inform decision-making, participants should feel comfortable sharing different perspectives and differences of opinion so long as they do so in a way that enhances the conversation. To help ensure a productive session, please review the guidelines and key assumptions for community conversations described below.⁵

Guidelines for Community Conversations

Speak from your experience	<ul style="list-style-type: none"> • Be honest and willing to share. • Speak only for yourself and avoid speaking for others or for an entire group. Use “I” statements. • Avoid critiquing others’ experiences; focus on your own experiences.
Respect the group	<ul style="list-style-type: none"> • What you share during community conversations is honored and respected. • Be mindful of the time. • If you tend to share a lot, challenge yourself to listen more. • If you tend to remain quiet in group discussions, challenge yourself to speak a little more.
Listen to learn	<ul style="list-style-type: none"> • Listen with curiosity and the willingness to learn from others and to change your mind. • Lean into discomfort. Allow yourself to stretch beyond your comfort zone.
Be aware of your impact	<ul style="list-style-type: none"> • Resist the temptation to interrupt. • Suspend judgment. Be open to the wisdom in each person’s story. • Use the skills that you have to help the whole group have a good conversation. • Be courageous.

Assumptions for Community Conversations

- Diversity is a valuable community asset.
- Diversity of input and strategy is essential to yield results that will serve a diverse population.
- Taking time for people to genuinely connect, learn together and develop relationships can grow trust and generate more effective collaborative action.
- If people are passionate about something and involved in the creation of the plan, they are more likely to be invested in the implementation of actions.
- Local government is responsible for representing the interests of residents from all backgrounds and all walks of life.
- Trust and cooperation are necessary for positive and productive relationships between residents and local government.

Source: *The Better Together Initiative Conversation Guide*, Decatur, GA

⁴ Health Equity Alliance of Rock County Community Engagement Toolkit

⁵ The Better Together Initiative Conversation Guide, Decatur, GA

The Community Conversation Toolkit

WE OFFER THIS DOCUMENT TO HELP ORGANIZATIONS AND COMMUNITIES across the County continue the community-wide conversation on racial equity and social justice launched at our kick-off meeting on March 13, 2019. We invite members of the community to take this conversation to homes, houses of worship, neighborhood associations, book clubs, PTAs, and other places and organizations that bring people together in Montgomery County. The County Council will rely on input received from these community conversations by July 15, 2019, to help shape legislation for a County Racial Equity and Social Justice Policy by the end of 2019.

To assist community-based organizations and individuals in hosting community conversations on racial equity and social justice, this toolkit offers information on the following:

- **Roles and Responsibilities**
- **Community Conversations Check List**
- **Racial Equity and Social Justice Discussion Guide**
- **Final Reminders**

1. Roles and Responsibilities

The experiences of other jurisdictions that have used community conversations to broaden their community engagement suggests the need for five specific roles:

- **Hosts** to convene community conversations;
- **Moderators** to facilitate community conversations;
- **Scribes** to record specific reflections and suggestions shared by participants;
- **Timekeepers** to ensure the flow of community conversations; and
- **Participants** with a strong interest in the topic of discussion.

Brief descriptions of the key responsibilities for each of these roles follows. **We also recommend that each person assisting or attending a community conversation review this toolkit beforehand.**

- **Hosts** are responsible for setting a date, time, and location for the conversation and inviting participants. Five to 10 people make a good-sized group; groups with more than 10 people can divide into two or more sub-groups. A sample invitation follows:

On [date], I will be hosting a community conversation on racial equity and social justice in Montgomery County. The County Council is intending to develop a Racial Equity and Social Justice Policy for County Government aimed at advancing racial equity and social justice in government decision-making. Their proposal for legislation will be based in part on input from people like us who are invested in the future of the County. I am excited about this opportunity and hope you will join me. Here are all of the details: [insert date, time, place, what to bring, and RSVP] If you have any questions, please let me know. You might also want to visit www.montgomerycountymd.gov/COUNCIL/EquityMatters.html for more information about the Council's ongoing equity work. Thanks, and I look forward to hearing from you.

The Host also recruits several people to help with the conversation (Moderators, Scribes, and Timekeepers) and obtains all necessary supplies (see details in the Community Conversation Checklist). On the day of the conversation, the Host should plan on welcoming and, afterward, thanking participants for their engagement.

- **Moderators** are responsible for keeping the conversation moving and staying on topic. They make sure everyone has a chance to speak and keep an eye on the Scribe. They are also responsible for slowing the conversation down whenever the Scribe needs a moment to catch up on note taking. In turn, Moderators should contribute very little as participants.
- **Scribes** take notes using a notebook, notecards, or a laptop computer—whatever works best. They are not responsible for capturing every detail—just the highlights. Scribes should not hesitate to ask participants to repeat or clarify something they have said. The Scribe will also be responsible for completing the Community Conversation Report within two days of the group’s discussion at www.montgomerycountymd.gov/COUNCIL/EquityMatters.html. If a Scribe needs a paper response form, please contact Dr. Elaine Bonner-Tompkins at elaine.bonner-tompkins@montgomerycountymd.gov.
- **Timekeepers** assist Moderators in keeping the conversations moving. Timekeepers are encouraged to use their cell phones to keep track of time without literally watching their clocks. Timekeepers are also encouraged to give “two-minute warnings” to help participants wrap up their thoughts and move to the next discussion question. Unlike Moderators, Timekeepers are encouraged to actively participate in the conversation.
- **Participants** are responsible for keeping their remarks on topic, listening to others, and if they disagree with someone, doing so respectfully. In particular, participants should try to understand the positions of others, not monopolize conversations, and make the extra effort to contribute opinions, questions, and ideas if they tend to be quiet in groups. Anyone with a strong interest in Montgomery County can participate. Most participants will be Montgomery County residents, but people who work in the County and frequent visitors can also be invited to participate.



2. Community Conversations Check List⁶

- **A Group of People**—Five to 10 people is a good-sized group. If your group is larger, consider breaking into smaller sub-groups.
- **A Location**—Groups can meet in private homes, houses of worship, community centers, or even one of Montgomery County's excellent eating and drinking establishments. Anywhere participants can sit comfortably and hear each other will do.
- **Racial Equity and Social Justice Community Engagement Toolkit**—Copies are needed for the Host, Moderator, Scribe, Timekeeper, and Participants. The Toolkit is available for download at www.montgomerycountymd.gov/COUNCIL/EquityMatters.html and a limited number of print copies are available from the Montgomery County Council.
- **Pens and Pencils**—Make sure there are enough for everyone.
- **Food and Drink**—You can provide drinks and snacks or ask everyone to bring something to share.
- **A Moderator**—This person facilitates the conversation, making sure the group stays on topic and everyone has a chance to speak. This could be the Host or someone else in the group. Make sure the Moderator is identified before the group meets.
- **A Scribe**—This person takes notes during the conversation and submits the group's Community Conversation Report online to the County Council via www.montgomerycountymd.gov/COUNCIL/EquityMatters.html. This job can be shared by two people.
- **A Timekeeper**—This person assists the Moderator, so the group finishes on time.

3. Racial Equity and Social Justice Discussion Guide⁷

This section describes the recommended flow and agenda for community conversations, including the discussion questions to review as a group. It is presented in three parts.

A. Capture Information about the Convening Group

The Moderator should consult with the Host and/or Scribe to answer the following questions before the conversations begin. Responses should be recorded on a separate sheet of paper so that they can be entered into the Community Conversation Report online following the meeting. After participants have introduced themselves, review this information with the full group and ask for any additional input they might have.

- Group Name
- Description of your group. You might include gender and racial mix, age range, neighborhood, how long participants have lived in Montgomery County, etc.
- Where did you meet? (e.g., private home, house of worship, community building, library, recreation center, restaurant, park, etc.)
- Is this an existing group (e.g., book club, Sunday school class, neighborhood association, etc.) or did you gather specifically for this discussion? If it is an existing group, please tell us what kind.
- Is there anything else you want to tell us about your group?

⁶ Adapted from The Better Together Community Conversation Toolkit, Decatur, GA

⁷ Adopted from Health Equity Alliance of Rock County Community Education Toolkit and the Better Together Conversation Guide, Decatur, GA

B. Introductions and Getting Started

The Moderator should ask each participant to introduce and share information about themselves. After everyone is introduced, remind them of the Community Conversation Guidelines and Assumptions previously mentioned. This part of the conversation should last no longer than 20 minutes; the Scribe does not need to record information shared during introductions.

- Name, neighborhood, or other affiliation
- Why did you choose to participate in today's community conversation on equity?

C. Discussion Questions

The Moderator should spend a predetermined amount of time (10–12 minutes) on each of the discussion questions. Out of respect for the time commitment of the group, we recommend sticking to this agenda. Scribes should record responses to questions **3 – 6** on separate sheets of paper to enter online later. If the Scribe experiences difficulties recording responses, slow the conversation down. If the conversation goes over time, allow participants to leave at the scheduled end.

1. *Why does racial and ethnic equity matter to you?*
2. *As a resident, how are you impacted by inequities by race and ethnicity in your daily life? How are members of your family and/or community impacted?*
3. *What do you see as the top three challenges to achieving racial equity and social justice in Montgomery County? Why?⁸*
4. *What are some of the changes that could be made to reduce inequities in Montgomery County?*
5. *What are some of the barriers to advancing racial equity and social justice in the County? What suggestions can you offer for addressing these roadblocks/concerns?*
6. *Is your organization/group addressing racial and ethnic equity? If so how? If not, what activities, if any, are envisioned? How could the County be of assistance to your group toward this end?*
7. *What would Montgomery County look like if we eliminated inequities by race and ethnicity?*

In closing, the Moderator and/or Host should thank participants for taking time out of their schedules to participate in the Community Conversations and share appreciation for their suggestions. The Scribe will be responsible for completing the Community Conversation Report at www.montgomerycountymd.gov/COUNCIL/EquityMatters.html. We ask that reports are completed within two days of the community conversation if possible and submitted no later than July 16, 2019. If a paper response form is needed, please contact Dr. Elaine Bonner-Tompkins at elaine.bonner-tompkins@montgomerycountymd.gov.

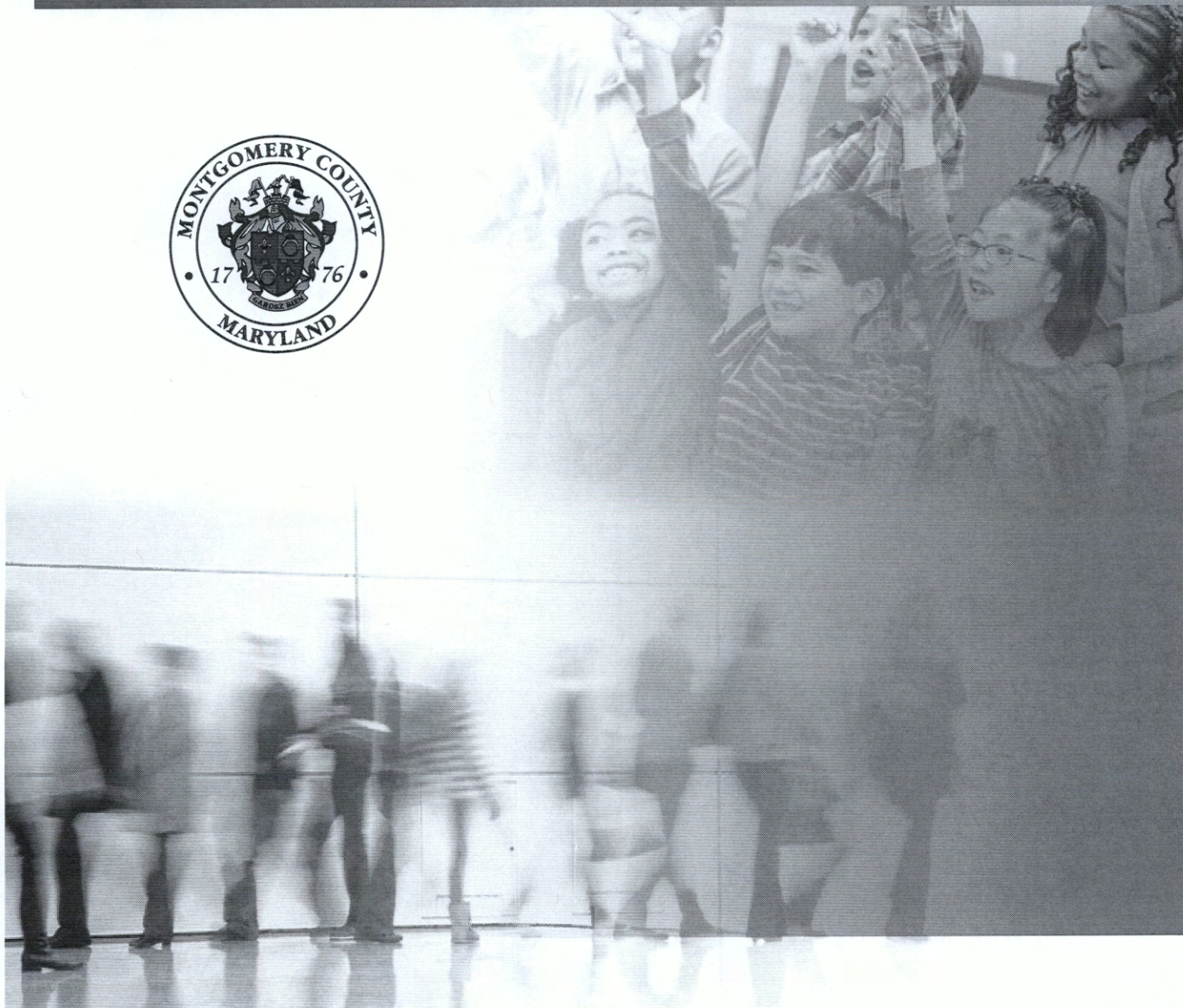
4. Final Reminders

- Community conversations on racial equity and social justice should take place between **April 1 and July 15, 2019**.
- Participants should **take a few minutes to read this Community Engagement Toolkit** before their group meets. It is available for download at www.montgomerycountymd.gov/COUNCIL/EquityMatters.html.
- To ensure that your group's input helps inform the development of Council legislation to develop the County's Racial Equity and Social Justice Policy, **Community Conversation Reports must be submitted online by July 16, 2019** at www.montgomerycountymd.gov/COUNCIL/EquityMatters.html.
- Groups submitting **paper responses** may send them to Dr. Elaine Bonner-Tompkins, Office of Legislative Oversight at 100 Maryland Avenue, Rockville, MD 20850.

⁸ An alternate question to get at the same point is "What policy areas (e.g. education, housing, criminal justice, economic development) should the County prioritize in its efforts to advance equity?"

Equidad Racial y Justicia Social

HERRAMIENTAS para la participación comunitaria



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¹ Fuentes de información citadas: Reporte 2018-8 de la Oficina de Supervisión Legislativa: Equidad racial en la toma de decisiones del gobierno: Lecciones del campo; "Manual de herramientas para conversaciones comunitarias: Mejor juntos" y "Guía para participación en conversaciones comunitarias," Decatur, GA; "Manual de herramientas del grupo de trabajo de la comunidad Hayward, Hayward, CA; Liga Cívica Nacional, Manual de herramientas Americano para conversaciones; y Herramientas de participación comunitaria de la Alianza por la Equidad en la Salud del Condado de Rock



8 de marzo, 2019

Estimados amigos,

EL CONDADO DE MONTGOMERY TIENE UN LARGO HISTORIAL de trabajo con sus habitantes para identificar y lograr objetivos mutuos dirigidos a mejorar las oportunidades de todos en nuestra comunidad. Sin embargo, hay que reconocer que no todos los habitantes del condado se han beneficiado de igual manera con nuestro progreso. Por esta razón, para distribuir beneficios y oportunidades más equitativamente entre personas y comunidades de color, el día de hoy estamos lanzando la Iniciativa de Equidad Racial y Justicia Social del Condado que tiene como propósito ampliar los objetivos de justicia racial y social a través del proceso de toma de decisiones del gobierno y en las siguientes agencias financiadas por el Condado:

- **Gobierno del Condado de Montgomery,**
- **Escuelas públicas del Condado de Montgomery,**
- **Montgomery College, y**
- **La Comisión de Parques y Planificación de Maryland-Área de la Capital Nacional**

Muchos de ustedes se unieron al Concejo del Condado como aliados en la cumbre titulada ***“Listos para el futuro en la educación y fuerza laboral,”*** en la cual se demostró la importancia moral y económica de reducir brechas de empleo y rendimiento académico por raza, grupo étnico e idioma. Hoy, les pedimos que nos ayuden a continuar este dialogo compartiendo sus perspectivas e identificando oportunidades sobre cómo avanzar con la implementación de la Equidad Racial y Justicia Social en el proceso de toma de decisiones del gobierno.

En abril de 2018, el Concejo adoptó la Resolución No. 18-1095 en donde se articula una visión y un compromiso para desarrollar una Política de Equidad Racial y Justicia Social para el Condado. La implementación de esta resolución requiere la colaboración y participación genuina de todas las comunidades, sobretodo de parte de las comunidades de color, para así garantizar que esta política de Equidad Racial y Justicia Social refleje las necesidades y prioridades de aquellos que han venido siendo desproporcionadamente más afectados por éstas disparidades y desigualdades.

Hemos creado una coalición de líderes del gobierno y de la comunidad para juntos realizar este esfuerzo, porque el promover la equidad racial es una prioridad para todos en el Condado. Se creará una Oficina de Equidad Racial para supervisar la implementación de esta Política de Equidad Racial y Justicia Social. Si bien el Condado tendrá asistencia técnica para implementar esta política, necesitamos la participación de todos ustedes para establecer prioridades y abordar los desafíos que se nos avecinan.

Nuestra conversación comunitaria sobre temas de equidad se llevará a cabo el 13 de marzo en el edificio cívico de Silver Spring (1 Veterans Place, Silver Spring) y reunirá a un conjunto diverso de participantes



Marc Elrich
Ejecutivo del Condado



Nancy Navarro
Presidente del Concejo

CONTINUADO...

para intercambiar ideas sobre cómo abordar la Equidad Racial y Justicia Social en el Condado. Con estas herramientas para la participación comunitaria sobre la Equidad Racial y Justicia Social adjuntas a este folleto, también les estamos pidiendo que organicen conversaciones comunitarias que capten las perspectivas, ideas y recomendaciones de los habitantes del condado con el fin de reducir las injusticias e inequidades.

El Concejo recopilará los comentarios recibidos en la reunión del 13 de marzo, demás conversaciones comunitarias, y las respuestas a la encuesta comunitaria titulada "Equity Matters." Ésta última estará disponible a partir del 1 de abril, e informará los avances de la Política de Equidad Racial y Justicia Social del Condado. Más específicamente, la información que recibamos de parte de ustedes servirá para informar los pasos a seguir de las diferentes entidades gubernamentales en la aplicación de equidad racial y social en sus respectivas políticas, prácticas y toma de decisiones.

Únase a nuestra conversación comunitaria inaugural el 13 de marzo, facilite una conversación comunitaria, o complete la encuesta comunitaria sobre equidad disponible en línea a partir del 1 de abril hasta el 15 de julio del presente año. Cada uno de ustedes tiene algo importante que aportar y esperamos escuchar sus opiniones.

Sincerely,



Marc Elrich
Ejecutivo del Condado



Nancy Navarro
Presidente del Concejo



Promoviendo la Equidad Racial y la Justicia Social en la toma de decisiones del gobierno²

A DIFERENCIA DE LA EQUIDAD, LA DISPARIDAD RACIAL Y ÉTNICA caracteriza a muchos sistemas de bienestar social a nivel nacional y local. Tal y como lo dio a conocer el Instituto de Equidad Racial, las personas de color (afroamericanos, nativos americanos, latinos y algunos subgrupos de asiáticos americanos) a menudo están sobrerrepresentados en el sistema de bienestar infantil y sistema de justicia penal, y experimentan mayores niveles de desventaja en términos de salud, educación y desarrollo económico. Estadísticas del Condado de Montgomery corroboran esta información.

Disparidades por Raza y Grupo Étnico en el Condado de Montgomery, 2011–2015

Sistema	Resultados	Anglosajones	Asiáticos	Afroamericanos	Latinos
Educación	Graduación de escuela secundaria	98%	92%	92%	69%
	Cierto grado de universidad	88%	81%	72%	45%
Empleo	Tasa de empleo	78%	74%	73%	77%
	Tasa de desempleo	4%	5%	20%	8%
Vivienda e Ingresos	Propietarios de viviendas	75%	74%	44%	50%
	Ingreso promedio del hogar	\$160,000	\$131,000	\$88,000	\$88,000
	Habitantes viviendo en pobreza	4%	6%	11%	12%
	Niños viviendo en pobreza	2%	6%	16%	14%

Fuente: 2011-15 datos del Censo compilados por L. Hendey y L. Posey, Inequidades Raciales en el Condado de Montgomery, 2011-15 (Instituto Urbano, 2017)

A pesar de las altas tasas de graduación de la escuela secundaria (69–98%) y de empleo (73–78%) entre todos los adultos de cada grupo racial y étnico, los habitantes afroamericanos y latinos en el Condado de Montgomery tienen más del doble de probabilidades que los anglosajones en estar desempleados y tener ingresos familiares por debajo del nivel federal de pobreza. Las personas afroamericanas y latinas también tienen entre un 32–41% menos de probabilidad de ser dueños de sus hogares, y sus hijos entre dos y siete veces más propensos a vivir en la pobreza comparado a los anglosajones y asiáticos habitantes del condado.

Investigaciones sugieren que incrementar resultados equitativos en las comunidades de color estimula el crecimiento económico, que ultimadamente beneficia a todas las comunidades en general. Por ejemplo, el perfil de crecimiento equitativo proporcionado por el Instituto Policy Link para el condado de Fairfax estima que la eliminación de las disparidades en los ingresos por raza y grupo étnico habría aumentado el producto interno bruto de este condado por \$ 26,2 mil millones en el 2012.³

La Alianza Gubernamental por la Raza y la Equidad (GARE por sus siglas en inglés) encuentra que las disparidades raciales evidentes en diferentes métricas e indicadores revelan que a menudo la sociedad justifica estas brechas “echándole la culpa al individuo y promoviendo el ‘trabajo duro’ como la única manera para salir adelante.” Señalan que, si bien el trabajo duro puede ayudar, las causas fundamentales que impulsa las desigualdades raciales se deben abordar para así eliminar de raíz las disparidades por raza y grupo étnico. Basado en su trabajo en más de 100 jurisdicciones locales, GARE ofrece tres opciones de prácticas para promover la equidad racial a nivel local:

- **Normalizar** las conversaciones sobre cuestiones raciales y de equidad, incluyendo las distinciones entre racismo individual e institucional, y entre prejuicios y discriminación explícita e implícita.
- **Organizar** y promover la equidad racial a través del desarrollo de la capacidad organizacional dentro del marco gubernamental que permita que la equidad y la participación de las comunidades aumente para así poder avanzar la equidad racial, particularmente en las comunidades de color.
- **Operacionalizar** la equidad racial mediante el uso de herramientas y datos de equidad racial para la evaluación del progreso.

² Resumen del Reporte 2018-8 de la Oficina de Supervisión Legislativa: Equidad racial en la toma de decisiones del gobierno: Lecciones del campo

³ Ver página 56 del perfil de crecimiento equitativo del condado de Fairfax, PolicyLink y el Programa para la Equidad ambiental y regional de USC

Cronograma sobre la adopción de la Iniciativa de Equidad Racial y Justicia Social

- **24 de abril de 2018**, la resolución 18-1095 fue adoptada y en esta se afirma el compromiso del Concejo de crear una Política de Equidad Racial y Justicia Social para el Condado de Montgomery
- **25 de septiembre de 2018**, la Oficina de Supervisión Legislativa (OLO por sus siglas en inglés), publicó el informe 2018-8 de Equidad racial en la toma de decisiones del gobierno: Lecciones del campo
- **10-11 de enero de 2019**, capacitación sobre equidad racial en la cual participó el liderazgo del condado
- **12 de febrero de 2019**, entrenamiento y discusión sobre equidad racial con líderes del condado
- **13 de marzo de 2019**, inicio de la Campaña de Participación Comunitaria sobre la Equidad Racial y Justicia Social con una conferencia de prensa y una Conversación Comunitaria en el Edificio Cívico de Silver Spring
- **1 de abril de 2019**, Lanzamiento de la encuesta titulada “Equity Matters” y lanzamiento de Conversaciones Comunitarias
- **8 de abril de 2019**, Foro juvenil sobre la Equidad Racial y Justicia Social
- **11 de junio de 2019**, reunión del Concejo sobre Equidad Racial y Justicia Social
- **Primavera / Verano 2019**
 - Conversaciones Comunitarias llevadas a cabo hasta el 15 de julio del 2019
 - Publicación del informe de referencia que describe las disparidades por raza y grupo étnico en educación, empleo, vivienda, salud, justicia penal, y otras medidas de oportunidad
 - El Concejo del Condado comienza a trabajar en el desarrollo de la legislación sobre la política de Equidad Racial y Justicia Social
- **Otoño 2019**
 - Audiencia pública sobre la propuesta de ley de política de Equidad Racial y Justicia Social
 - Aprobar legislación que promulgue la política de Equidad Racial y Justicia Social



Preparándonos para las Conversaciones Comunitarias

LAS CONVERSACIONES COMUNITARIAS EFECTIVAS captan la opinión de la comunidad e involucran a grupos diversos para discutir lo que está favoreciendo y lo que está dificultando el avance de las prioridades de la comunidad. Las conversaciones comunitarias pueden juntar a personas que comparten intereses similares a las de organizaciones ya existentes y que están basadas en la comunidad, así como también a desconocidos. Además, las conversaciones comunitarias pueden ayudar a “movilizar ideas, mejorar habilidades y aportar más a fondo en lo que a la comunidad le apasiona.”

Para permitir que las conversaciones comunitarias generen conocimiento que pueda informar la toma de decisiones, los participantes deben sentirse cómodos compartiendo diferentes perspectivas y diferencias de opiniones siempre y cuando lo hagan de una manera constructiva que aporte a la conversación. Para ayudar a garantizar una sesión productiva, revise las pautas y puntos claves, y las suposiciones que a continuación les presentamos y que se sugiere siga durante una conversación comunitaria.⁵

Pautas para Conversaciones Comunitarias

Hablar en base a su experiencia	<ul style="list-style-type: none"> • Sea honesto y esté dispuesto a compartir. • Hable en representación de sí mismo y evite el hablar por otros o en representación de todo el grupo. Haga uso de oraciones que inicien en primera persona. • Evite criticar las experiencias de otras personas; enfóquese en sus propias experiencias.
Respetar el grupo	<ul style="list-style-type: none"> • Lo que comparta durante las conversaciones comunitarias se honra y se respeta. • Tenga consideración por otros en cuanto al tiempo. • Si tiende a compartir mucho, esfuércese a escuchar más. • Si tiende a no hablar mucho, esfuércese a compartir más.
Escuchar para aprender	<ul style="list-style-type: none"> • Escuche con curiosidad y tenga el deseo de aprender de los demás y de cambiar de opinión. • Permítase expandirse más allá de su zona de comodidad.
Ser consciente del impacto de sus acciones	<ul style="list-style-type: none"> • Resista la tentación de interrumpir. • Deje de juzgar a otros. Este abierto a la sabiduría que hay en las historias de otras personas. • Use sus habilidades para ayudar al grupo entero y tenga una conversación amena. • Sea valiente.

Suposiciones para Conversaciones Comunitarias

- La diversidad es un recurso valioso de la comunidad.
- La diversidad de aportaciones y estrategias es esencial para obtener resultados que atiendan a una población diversa.
- Tomarse el tiempo para que las personas se relacionen entre sí, aprendan juntas y se acoplen puede aumentar la confianza y generar una acción de colaboración más efectiva.
- Si a la gente le apasiona algo y participa en la creación de un plan de acción, es más probable que se empoderen y contribuyan más activamente en la implementación de acciones.
- El gobierno local es responsable de representar los intereses de los habitantes de todos los orígenes y todos los ámbitos de la vida.
- La confianza y la cooperación son necesarias para las relaciones positivas y productivas entre los habitantes y el gobierno local.

Fuente: *Manual de herramientas para conversaciones comunitarias: Mejor juntos*, Decatur, GA

⁴ Herramientas de participación comunitaria de la Alianza por la Equidad en la Salud del Condado de Rock

⁵ Manual de herramientas para conversaciones comunitarias: Mejor juntos, Decatur, GA

Herramientas para establecer conversaciones comunitarias

OFRECEMOS ESTE DOCUMENTO PARA AYUDAR A LAS ORGANIZACIONES Y COMUNIDADES de todo el Condado a continuar la conversación a nivel comunitario sobre la Equidad Racial y Justicia Social iniciada en nuestra reunión del 13 de marzo de 2019. Invitamos a los miembros de la comunidad a llevar este dialogo a sus hogares, lugares de culto, asociaciones de vecinos, clubes de libros, asociaciones de padres de familia u otros lugares y demás organizaciones que reúnan a los habitantes en el Condado de Montgomery. El Concejo del Condado utilizará los comentarios recibidos de estas conversaciones comunitarias para ayudar a desarrollar una ley que establezca una Política de Equidad Racial y Justicia Social en el Condado para fines de 2019.

Para ayudar a las organizaciones e individuos a organizar conversaciones comunitarias sobre Equidad Racial y Justicia Social, esta lista de herramientas ofrece información sobre:

- **Funciones y responsabilidades**
- **Lista de tareas para facilitar conversaciones comunitarias**
- **Guía de discusión sobre Equidad Racial y Justicia Social**
- **Recordatorios finales**

1. Funciones y responsabilidades

Las experiencias de otras jurisdicciones que han usado conversaciones comunitarias para ampliar su compromiso con la comunidad sugieren la necesidad de cinco roles específicos:

- **Anfitriones** para convocar conversaciones comunitarias;
- **Moderadores** para facilitar las conversaciones comunitarias;
- **Escribas** para apuntar y registrar reflexiones específicas y sugerencias compartidas por los participantes;
- **Medidores** de tiempo para asegurar el flujo de las conversaciones comunitarias; y
- **Participantes** con un fuerte interés en el tema de discusión.

A continuación, se describen brevemente las responsabilidades claves de cada una de estas funciones. También, recomendamos que cada persona que asista a una conversación comunitaria revise estas herramientas anticipadamente.

- **Los anfitriones** son responsables de establecer la fecha, hora y lugar para la conversación e invitar a los participantes. De cinco a diez personas es el tamaño ideal de un grupo. Los grupos con más de diez personas pueden dividirse en dos o más subgrupos. A continuación, una muestra de invitación:

En [fecha], organizaré una conversación comunitaria sobre Equidad Racial y Justicia Social en el Condado de Montgomery. El Concejo del Condado tiene la intención de desarrollar una Política de Equidad Racial y Justicia Social para el Gobierno del Condado con el objetivo de promover la Equidad Racial y Justicia Social en la toma de decisiones del gobierno. Esta propuesta legislativa estará basada en parte en los aportes de personas como nosotros que estamos comprometidos en el futuro del Condado. Estoy emocionado/a con esta oportunidad y espero que me acompañen. Aquí están todos los detalles: [inserte fecha, hora, lugar, qué traer, y RSVP] Si tiene alguna pregunta, hágamelo saber. También puede visitar www.montgomerycountymd.gov/COUNCIL/EquityMatters.html para obtener más información sobre el trabajo de equidad que se está llevando a cabo en el Concejo. Gracias, y espero me acompañen.

- **Los Anfitriones** también reclutan a varias personas para ayudar con la conversación (moderadores, escribas y medidores de tiempo) y obtienen todos los suministros necesarios (consulte los detalles en la lista de tareas para facilitar conversaciones comunitarias). El día de la conversación, los Anfitriones deben planear dar la bienvenida y agradecer a los participantes por su participación.
- **Los Moderadores** son responsables de mantener la conversación en movimiento y mantener el enfoque en el tema principal. Se aseguran de que todos tengan la oportunidad de hablar. También son responsables de ralentizar la conversación cada vez que los Escribas necesiten un momento para ponerse al día con la toma de notas. A su vez, los moderadores deben participar muy poco en la conversación.
- **Los Escribas** toman notas usando una libreta, tarjetas de notas o una computadora portátil, lo que mejor les funcione. No son responsables de capturar todos los detalles, solo los aspectos más destacados. Los escribas no deben dudar en pedir a los participantes que repitan o aclaren algo que hayan dicho. El escriba también será responsable de completar el Reporte de Conversaciones Comunitarias sobre Equidad Racial y Justicia Social en línea dentro de los dos días posteriores a la discusión del grupo en www.montgomerycountymd.gov/COUNCIL/EquityMatters.html. Si un escriba necesita un formulario de respuesta en papel, puede comunicarse con la Dra. Elaine Bonner-Tompkins por correo electrónico en elaine.bonner-tompkins@montgomerycountymd.gov.
- **Los Medidores** de tiempo ayudan a los moderadores a que las conversaciones avancen. Se recomienda que usen cronómetros de sus teléfonos celulares para mantener registro del tiempo. Se alienta que los medidores de tiempo den “avisos de dos minutos” para ayudar a los participantes a resumir sus pensamientos y pasar a la siguiente pregunta de discusión. A diferencia de los moderadores, se recomienda que los medidores de tiempo participen activamente en la conversación.
- **Los Participantes** son responsables de mantenerse enfocados en el tema, escuchar a los demás y, si no están de acuerdo con alguien, mencionarlo o debatirlo respetuosamente. En particular, los participantes deben de intentar el entender la posición de aquellos con quien no están de acuerdo. Tampoco deben de monopolizar las conversaciones, de lo contrario si tienden a ser más reservados hagan un esfuerzo adicional para contribuir sus opiniones, preguntas e ideas. Cualquier persona con un gran interés en el Condado de Montgomery puede participar. La mayoría de los participantes serán habitantes del Condado de Montgomery, pero las personas que trabajan en el Condado y visitantes frecuentes también pueden ser invitados a participar.



2. Lista de tareas para facilitar Conversaciones Comunitarias

- **Grupo de personas**—de cinco a diez personas es un grupo de buen tamaño. Si es un grupo más grande, consideren dividirse en subgrupos más pequeños.
- **Ubicación**—los grupos pueden reunirse en casas privadas, lugares de culto, centros comunitarios o incluso en uno de los excelentes establecimientos de comidas y bebidas del Condado de Montgomery. En cualquier lugar quien en los participantes pueden sentarse cómodamente y escucharse unos a otros.
- **Herramientas para la participación comunitaria sobre la Equidad Racial y Justicia Social**—copias son necesarias para los Anfitriones, Moderadores, Escribas, Medidores de tiempo y Participantes. Las herramientas están disponibles para descargar en www.montgomerycountymd.gov/COUNCIL/EquityMatters.html también hay un número limitado de copias impresas disponibles en el Concejo del Condado de Montgomery.
- **Bolígrafos y lápices**—asegúrense de que haya suficientes para todos.
- **Comida y bebida**—pueden proporcionar bebidas y bocadillos o pedir a todos que traigan algo para compartir.
- **Un Moderador**—esta persona facilita la conversación, asegurándose de que el grupo se mantenga enfocado en el tema y que todos tengan la oportunidad de compartir sus opiniones. Asegúrense de que el moderador esté identificado antes de que se reúnan.
- **Un Escriba**—esta persona toma notas durante la conversación y envía el Reporte de Conversaciones Comunitarias sobre Equidad Racial y Justicia Social a través de www.montgomerycountymd.gov/COUNCIL/EquityMatters.html. Este trabajo puede ser compartido por dos personas.
- **Un Cronometrador**—esta persona asiste al moderador vigilando el reloj para que el grupo termine a tiempo.

3. Guía de discusión sobre Equidad Racial y Justicia Social⁷

Esta sección describe el flujo y la agenda recomendada para las conversaciones comunitarias, que también incluye las preguntas a discutir como grupo. Se presenta en tres partes:

A. Recaudación de información sobre el grupo a convocar

El Moderador debe consultar con el Anfitrión y/o el Escriba para responder las siguientes preguntas antes de que comience la conversación. Las respuestas se deben registrar en una hoja de papel separada para que puedan ingresarse en línea en el Reporte de Conversaciones Comunitarias sobre Equidad Racial y Justicia Social después de la reunión. Después de que los participantes se hayan presentado, revise esta información con el grupo completo y solicite cualquier información adicional que puedan tener.

- Nombre del grupo
- Descripción de su grupo. Puede incluir género y raza, rango de edad, vecindario, cuánto tiempo han vivido los participantes en el Condado de Montgomery, etc.
- ¿Dónde se reunieron? (por ejemplo, casa privada, lugar de culto, edificio comunitario, biblioteca, centro de recreación, restaurante, parque, etc.)
- ¿Es este un grupo existente (por ejemplo, club de lectura, clase de escuela dominical, asociación de vecinos, etc.) o se reunió específicamente para esta discusión? Si es un grupo existente, por favor díganos qué tipo
- ¿Hay algo más que quieras decirnos sobre su grupo?

⁶ Adaptado del Manual de herramientas para conversaciones comunitarias: Mejor juntos, Decatur, GA

⁷ Adaptado de las Herramientas de participación comunitaria de la Alianza por la Equidad en la Salud del Condado de Rock, y de la Guía para participación en conversaciones comunitarias, Decatur, GA

B. Introducciones y Primeros Pasos

El Moderador debe pedir a cada participante que se introduzca y comparta información sobre ellos mismos. Después de presentarse todos, recuérdelos las Pautas y Suposiciones para Conversaciones Comunitarias mencionadas anteriormente. Esta parte de la conversación no debe durar más de veinte minutos; el Escriba no necesita registrar información compartida durante las introducciones personales.

- Nombre, lugar de residencia u otra afiliación
- ¿Por qué eligió participar en la conversación comunitaria de hoy sobre la equidad?

C. Preguntas de discusión

El Moderador debe dedicar una cantidad de tiempo predeterminada (10–12 minutos) a cada una de las preguntas de discusión. Por respeto al compromiso de tiempo del grupo, recomendamos mantener esta agenda y sugerencia de tiempo. Los Escribas deben registrar las respuestas a las preguntas **3 – 7** en hojas de papel separadas para ingresar en línea más adelante. Si el Escriba tiene dificultades para grabar las respuestas, paute la conversación. Si la conversación se prolonga, permita que los participantes se vayan a la hora que se había pautado como el final de la reunión.

1. *¿Por qué le importa la equidad racial y étnica?*
2. *Como habitante del Condado, ¿cómo le impactan las desigualdades por raza y grupo étnico en su vida diaria? ¿Cómo son impactados los miembros de su familia y / o comunidad?*
3. *¿Cuáles considera que son los tres principales desafíos para lograr la equidad racial y justicia social en el Condado de Montgomery? ¿Por qué?⁸*
4. *¿Cuáles son algunos de los cambios que se podrían hacer para reducir las inequidades en el Condado de Montgomery?*
5. *¿Cuáles son algunas de las barreras para promover la equidad racial y justicia social en el Condado? ¿Qué sugerencias puede ofrecer para abordar estos obstáculos?*
6. *¿Está su organización o grupo abordando la equidad racial y étnica? ¿Si es así, cómo? De no ser así, ¿qué actividades tienen previstas, si es que las hay? ¿Cómo podría el Condado ayudarle con este fin?*
7. *¿Cómo sería el Condado de Montgomery si elimináramos las inequidades raciales y étnicas?*

Para concluir, el Moderador y / o el Anfitrión debe agradecer a los participantes por tomarse el tiempo de participar en las conversaciones comunitarias y agradecerles por sus sugerencias. El Escriba será responsable de completar el Reporte de Conversaciones Comunitarias sobre Equidad Racial y Justicia Social en este sitio web www.montgomerycountymd.gov/COUNCIL/EquityMatters.html. Pedimos que los reportes se completen dentro de los dos días de la conversación y a más tardar el 16 de julio de 2019. Si necesita un formulario en papel, comuníquese con la Dra. Elaine Bonner-Tompkins enviándole un correo electrónico a elaine.bonner-tompkins@montgomerycountymd.gov.

4. Recordatorios finales

- Las Conversaciones comunitarias sobre la Equidad Racial y Justicia Social deben tener lugar entre el **1 de abril y el 15 de julio de 2019**.
- Los participantes deben tomarse unos minutos para leer estas Herramientas de participación comunitaria sobre la Equidad Racial y Justicia Social antes de que sus grupos se reúnan. Se puede descargar en www.montgomerycountymd.gov/COUNCIL/EquityMatters.html.
- Para garantizar que los comentarios de su grupo ayuden a informar el desarrollo de la legislación de la Política de Equidad Racial y Justicia Social del Condado, los Reportes de Conversaciones Comunitarias sobre Equidad Racial y Justicia Social deben de ser enviados en línea antes del 16 de julio de 2019 a www.montgomerycountymd.gov/COUNCIL/EquityMatters.html.
- Los grupos que envían formularios de respuesta en papel pueden enviarlos a la Dra. Elaine Bonner-Tompkins, Oficina de Supervisión Legislativa en 100 Maryland Avenue, Rockville, MD 20850.

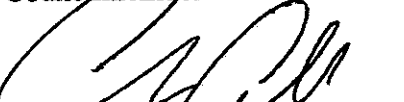
⁸ Una pregunta alternativa a esta pregunta que consigue el mismo punto es "¿Qué áreas en las políticas de (ej. educación, vivienda, justicia penal, desarrollo económico) debería el Condado de Montgomery darles prioridad en sus esfuerzos para avanzar la equidad?"

1 
2 Chairman Phil Mendelson



Councilmember Kenyan R. McDuffie

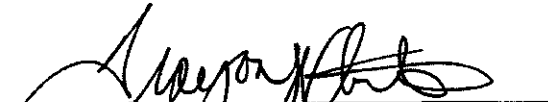
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5 Councilmember David Grosso

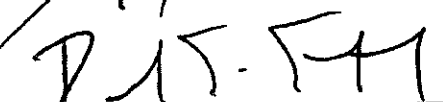

6 Councilmember Brianne K. Nadeau

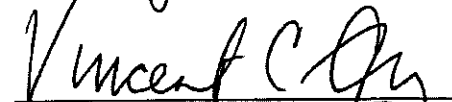
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9 Councilmember Charles Allen


10 Councilmember Anita Bonds

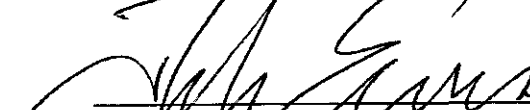
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13 Councilmember Robert C. White, Jr.


14 Councilmember Trayon White, Sr.

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16 
17 Councilmember Brandon T. Todd


18 Councilmember Vincent C. Gray

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21 Councilmember Elissa Silverman


22 Councilmember Jack Evans

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28 A BILL

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31 IN THE COUNCIL OF THE DISTRICT OF COLUMBIA

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33
34 To amend the Office of Human Rights Establishment Act of 1999 to require the Office of
35 Human Rights and the Department of Human Resources to develop and provide racial
36 equity training for District employees, to amend Chapter 3 of Title 47 of the District of
37 Columbia Official Code to require the Office of Budget and Planning to design and
38 implement a racial equity tool to aid in eliminating disparities among District employees
39 based on race, and, beginning in fiscal year 2020, to require the Mayor to include racial
40 equity-related performance measures in the development of an agency's annual
41 performance plans, and to require the Mayor to include an evaluation of the use of the
42 racial equity tool in the annual performance accountability reports.

43
44 BE IT ENACTED BY THE COUNCIL OF THE DISTRICT OF COLUMBIA, That this
45 act may be cited as the "Racial Equity Achieves Results Amendment Act of 2019".

69 “(C) Examine potential unintended consequences of a policy or
70 programmatic decision and develop a strategy to advance racial equity and mitigate unintended
71 negative consequences; and

72 “(D) Develop a mechanism for successful implementation and
73 evaluation of programs aimed at reducing disparate racial outcomes.”.

74 (b) Section 47-308.02 is amended by adding a new subsection (g) to read as follows:

75 “(g) Beginning in fiscal year 2020, and for each subsequent fiscal year, the Mayor, or
76 designee, shall, in consultation with an agency’s stakeholders, establish at least one relevant
77 performance measure, objective, or strategic initiative to track over time outcomes related to an
78 agency’s progress towards achieving racial equity.”.

79 (c) Section 47-308.03(c)(1) is amended by striking the phrase “agency’s performance on
80 its activities for” and inserting the phrase “agency’s performance on its activities, including its
81 use and implementation of racial equity tool, designed and implemented pursuant to § 47-
82 308.01(h),” in its place.

83 Sec. 4. Fiscal impact statement.

84 The Council adopts the fiscal impact statement in the committee report as the fiscal
85 impact statement required by section 4a of the General Legislative Procedures Act of 1975,
86 approved October 16, 2006 (120 Stat. 2038; D.C. Official Code § 1-301.47a).

87 Sec. 5. Effective date.

88 This act shall take effect following approval by the Mayor (or in the event of veto by the
89 Mayor, action by the Council to override the veto), a 30-day period of Congressional review as
90 provided in section 602(c)(1) of the District of Columbia Home Rule Act, approved December
91 24, 1973 (87 Stat. 813; D.C. Official Code § 1-206.02(c)(1), and publication in the District of
92 Columbia Register.



April 24, 2019

Council of the District of Columbia
1350 Pennsylvania Avenue, NW
Washington, DC 20004

Dear Chairman Phil Mendelson
Councilmember Charles Allen
Councilmember Anita Bonds
Councilmember Mary M. Cheh
Councilmember Jack Evans
Councilmember Vincent C. Gray
Councilmember David Grosso
Councilmember Kenyan McDuffie
Councilmember Brianne K. Nadeau
Councilmember Elissa Silverman
Councilmember Brandon Todd
Councilmember Robert White Jr. and
Councilmember Trayon White, Sr.

As members and allies of the DC Initiative on Racial Equity and Local Government, we, the undersigned organizations, write to offer both support and recommendations with respect to the Racial Equity Achieves Results Amendment Act of 2019.

The bill represents a significant step forward in the effort to address racial disparities in the District of Columbia.

We thank Councilmember McDuffie -- and other members of the Council -- for your leadership on this issue, and look forward to working with you in the future.

In the meantime, allow us to offer four areas where we feel the bill can be improved. They are as follows:

I. Scope and Definition. Require that the DC Council use the racial equity tool. As currently written, all DC agencies would be subject to the provisions of the bill. But the DC Council, as a legislative body, would not. Because of the important role of Council in the areas of policy, planning, budget and oversight – and the implications each has for either hindering or advancing racial equity -- we feel strongly that it, too, must be subject to the same or similar provisions proposed for agencies.

Use the tool as both a retroactive and proactive instrument. We urge that the bill explicitly require that the racial equity tool function as both a retroactive and proactive instrument. Specifically, the tool should be used to review existing policies and practices. Further, it should serve as a lens for deliberating and evaluating future activities.

Definition of “Racial Equity.” We feel strongly that the bill must advance a working definition of “racial equity.” As a starting point, we offer the following used by subject matter experts including Race Forward and the Center for Social Inclusion (CSI):

“Racial equity is both an outcome and a process. As an outcome, we achieve racial equity when race no longer determines one’s socioeconomic outcomes, when everyone has what they need to thrive, no matter where they live. As a process, we apply racial equity when those most impacted by structural racial inequity are meaningfully involved in the creation and implementation of the institutional policies and practices that impact their lives.”

II. Training. We emphasize the importance of “on-going” training. A one-shot deal approach will not suffice. All agency employees should be required to participate in a “series” of trainings designed to transmit knowledge and skills, as well as support the practice of new behaviors.

III. Community Engagement. Engage community stakeholders prior to the passage of any bill. We urge that the Council provide more localized opportunities – beyond the traditional public hearing -- for community stakeholders to discuss and provide feedback on the bill. Specifically, the Council

should consider the “field hearing” approach used by the U.S. House and Senate and their various committees.

Engage community stakeholders in the design/planning/implementation stage. The bill must explicitly require agencies to engage community stakeholders from the beginning to end of their racial equity processes. Specifically, we urge that agencies be required to engage community stakeholders in the early design, planning and deliberation stages of their racial equity work, not simply inviting stakeholders to react to or give feedback on plans or proposals already crafted.

Engage community stakeholders in the process of shaping how agency performance is tracked. The bill requires agencies to identify at least one performance measure, objective or strategic initiative that will be used to track progress towards racial equity outcomes. We support this language. However, we feel that the bill must also require each agency to engage community stakeholders in their overall racial equity activities. In addition, the bill, at a minimum, should require the following of any community engagement process:

- must be in-person (i.e., through public hearings, focus groups, etc.);
- must be representative of the communities served by the agency, in particular, DC government, in general; to this end, we urge that the bill define a stakeholder as: a) customers and/or clients served by the agency; b) non-government organizations that provide support and/or services to the agency’s clients and/or customers and; c) the public at large;
- must be accessible with respect to language, geographic and physical location, time of day and community and client stakeholders’ ability to both comprehend and contribute to the deliberation process;
- must happen early -- at least 90 days prior to a final decision on which measure, objective or initiative to track;
- must happen often – there should be multiple or re-occurring opportunities for community stakeholders to engage in the process. This may include but not be limited to the use of advisory boards and other adhoc structures.

IV. Accountability. The bill includes language that would evaluate agency performance on its overall activities, “including its use and implementation” of

the racial equity tool. We support this language as a foundation. We also urge the following as a way to strengthen it.

Individual Accountability. First, the bill should require that progress towards racial equity outcomes be a component of both individual work plans and Work Performance Reviews (or their DC equivalent) for all DC employees, and especially agency directors and other management-level positions.

Transparency. Second, all documents/material related to an agency's racial equity efforts under the bill – including supporting data – must be made available for public review either online or in-person. Further, we urge that DC government adopt a practice used by its government peers across the country. Specifically, develop a performance website which includes dashboards with specific sub-goals, targets, and performance data disaggregated by race/ethnicity and sex in numerous areas.

Independent Review and Oversight. Third, we urge that the bill require that the Office of the Inspector General (OIG) issue an independent, annual report on the overall performance of agencies under the bill's provisions.

Effective Data Use and Coordination. Fourth, the bill must ensure that agencies have data systems consistent with strong privacy protections that link multiple administrative data sets (disaggregated by race/ethnicity and sex) across local agencies, and use those systems to improve local programs.

Coordination with the D.C. Comprehensive Plan. Fifth, as stated on the website for the DC Office of Planning, "The District's Comprehensive Plan establishes a vision of the future..." We believe that racial equity must be a key part of this vision. Given this, we urge that agency activities under the bill – including implementation and outcomes related to their use of the racial equity tool – be incorporated into the DC comprehensive plan process.

Outcomes. Finally, while we value efforts towards racial equity, we, and the communities we serve, value outcomes even more. That said, we urge that Section 47-308.03(c)(1) state that agency performance will be evaluated based on "its use, implementation and outcomes" with respect to the racial equity tool.

In closing, we, and the thousands of members, clients and other stakeholders represented by our organizations, thank you for your ongoing work to advance racial equity in the District. The implementation of a racial equity tool -- coupled

with racial equity training for DC government employees -- can (and will) mean positive results for the people and communities we serve.

In solidarity,

DC Grassroots Planning Coalition

UPO

The Black Swan Academy

Black Lives Matter DC

Keep DC For Me

No Justice No Pride

Southeast Ministry

SOME Inc. (So Others Might Eat)

Bread for the City

CARECEN

DC Working Families

Empower DC

Jews United for Justice

La Clinica del Pueblo

ONE DC

Safe Places for the Advancement of Community and Equity (SPACeS)

SPACeS In Action

Washington Legal Clinic for the Homeless

Restaurant Opportunities Center of DC (ROC DC)

DC for Democracy

Showing Up for Racial Justice - DC

Collective Action for Safe Spaces (CASS)

Legal Counsel for the Elderly

Legal Aid Society of the District of Columbia

Local Initiatives Support Corporation (LISC)

Enterprise Community Partners, Mid-Atlantic

350 DC

Movement Matters

DC Fiscal Policy Institute

DC Alliance of Youth Advocates

People for Fairness Coalition

Coalition for Nonprofit Housing & Economic Development (CNHED)

Washington Lawyers' Committee for Civil Rights and Urban Affairs

Ayuda

ACLU of the District of Columbia

Mary's Center
Washington Bar Association Young Lawyers Division
Prologue DC
Fair Budget Coalition
Teaching for Change
Children's Law Center
New Endeavors by Women
THEARC
Miriam's Kitchen
Unity Health Care
The National Reentry Network for Returning Citizens
DC Primary Care Association
American Friends Service Committee - DC Peace and Economic Justice
Anacostia Coordinating Council
Faith Tabernacle Church
The New Synagogue Project
Latino Economic Development Corporation (LEDC)
School Justice Project
Every Student Every Day Coalition
Georgetown Law Juvenile Justice Initiative