

# Howard County Council Racial Equity Task Force



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**Meeting:** Racial Equity Task Force: December Subgroup Meeting, Economic and Workforce Development

**Date:** Wednesday, December 9, 2020

**Time:** 6:00 pm to 8:00 pm

**Objectives:**

- Commence the subgroup work and align on how we will work together
- Continue any relevant discussions from task force kick-off meeting
- Determine who will hold different roles within the subgroup
- Begin to identify disparities to explore and confirm initial research to conduct

**Agenda:**

- Welcome and check in *(25 min)*
  - Roll call
  - Approval of minutes
  - Overview of meeting objectives and agenda
  - Check in: What is one value that guides your life and why?
- Discuss topics from task force kick-off *(30 min)*
  - Review Task purpose
  - Discuss outstanding questions on subgroup member responsibilities, key meetings, final report, as well as any general questions about the Task Force
  - Briefly discuss questions and reactions to the racial equity terms shared
- Set up subgroup work style *(30 minutes)*
  - Discuss participant agreements
  - Discuss intra-subgroup roles, including Vice Chairs/co-captains and volunteers to take [OMA training](#)
- Discuss subgroup issues *(25 min)*
  - What does diversity, equity, and inclusion mean to you in the context of economic and workforce development policy?
  - What disparities do you believe exist in our community related to this issue?
  - Which within the Council's span of influence/control should we *initially* learn more about?

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- Who can be responsible for doing initial research on each?
- Next steps and check-out (10 min)
  - Confirm January to March subgroup meetings
    - Wednesday, January 13, 6-8pm
    - Wednesday, February 10, 6-8pm
    - Wednesday, March 10, 6-8pm
  - Research related action items

## **Reference Items:**

### *Task Force Purpose*

As specified in the resolution, the Task Force must recommend legislative actions to the County Council to remedy racial disparities and inequities in the community by:

- reviewing indicators of disparate outcomes, findings of applicable studies best practices, and local data to ascertain pertinent information on issues related to racial equity and identifying metrics for measuring progress in improving racial equity;
- identifying new County policies and changes to County ordinances and policies that could improve racial equity;
- recommending legislation to the County Council that can be passed that will improve racial equity; and
- recommending actions that other Howard County entities, that receive County funds, can take that will improve racial equity outcomes.

### *Proposed Partnership Agreements*

- Respect each others' time, resources, identities, experiences and expertise
- Place tech on "silent" and stay checked in
- Connect to your core values and speak from your heart
- Be accountable to your commitments and honest about your limitations
- Give each other and ourselves grace – these are unprecedented times
- Keep the Task Force purpose and specific meeting goals in mind

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