Howard County Council Racial Equity Task Force

Kickoff Meeting
November 19, 2020

Led by Groundwork Partners

WELCOME

A WORD FROM COUNCIL MEMBERS

ABOUT GROUNDWORK PARTNERS

- Groundwork Partners is a social impact consulting practice that works with community coalitions, foundations, nonprofits, and purpose-driven companies to tackle systemic challenges and recreate a future filled with dignity, love and justice.

- Our leaderful network is comprised of seasoned strategists, facilitators, and organizational development specialists who not only partner to advance racial equity, but who also seek to live into its practice. We value inclusiveness, historical context, and community-driven ideas and solutions.

- Through research, facilitation, strategy and program design, capacity strengthening, and team building, we help our partners build for powerful, lasting change.

YOUR FACILITATION TEAM

LAUREN MARRA

Founder & CEO of Groundwork Partners

Seasoned strategist, organizational leader, advocate, and facilitator with deep experience in community building, racial justice, and gender equity. DC resident. Past work in Howard County.
Pronouns: she/her

KARLA MORRISON-BROOKS

Collaborator at Groundwork Partners
Organizational Development Consultant @ JHU

Experienced leadership coach, organizational development consultant, and facilitator who brings an REI lens to her work. Montgomery County resident.
Pronouns: she/her

KICKOFF MEETING OBJECTIVES

- Get acquainted with fellow Task Force members, Council staff, and facilitators

- Ensure shared understanding of the Task Force's goals, its structure, and contributing parties' roles and responsibilities

- Confirm the overall workflow over the next 8-9 months and the audience(s) and content of the final report

- Gain an understanding of the Open Meetings Act and how to adhere to it

- Align on racial equity terms and definitions to be used throughout the duration of the Task Force

WHO'S IN THE ROOM?

# OVERVIEW OF OPEN MEETING & PUBLIC INFORMATION ACTS

TASK FORCE OVERVIEW

TASK FORCE PURPOSE

Per CR142-2020, the Racial Equity Task Force shall recommend legislative actions to the Howard County Council to remedy racial disparities and inequities in our community by:

1. 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;

2. identifying new County policies and changes to County ordinances and policies that could improve racial equity;

3. recommending legislation to the County Council that can be passed that will improve racial equity; and

4. recommending actions that other Howard County entities, that receive County funds, can take that will improve racial equity outcomes.

As members seek to accomplish these goals, they will also aim to **create and contribute to an inclusive process where all voices are heard.**
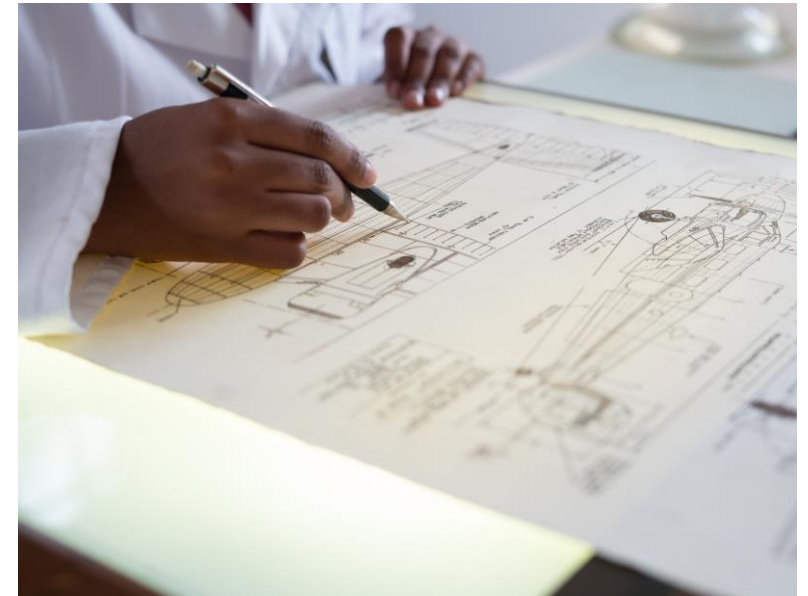
TASK FORCE STRUCTURE: SUBGROUPS

Comprised of over 60 experts, community leaders, students, and activists, the Racial Equity Task Force will identify and evaluate actions that the County Council can pursue to advance racial equity in Howard County.

Task Force members will advance this goal in six policy subgroups made up of about10 members each. Each subgroup will be led by a Chair.

Six Policy Subgroups

Education

Economic and Workforce Development

Personal and Public Safety

Land-Use and Housing Policy

Public Health and Environmental Policy

Legislative Process

TASK FORCE STRUCTURE: ADDITIONAL STAKEHOLDERS

Guidance & Support

Groundwork Partners (Facilitators)

Council Staff

Periodic Consultation

County Auditor

County Solicitor

Howard County Residents

Final Report Recipients & Legislatures

County Council

PROCESS & STAKEHOLDER ROLES

TIMELINE & PHASES OF WORK

Level-Setting

- Build rapport among subgroups, staff, and facilitators
- Establish group norms
- Establish research objectives

Nov–Dec 2020

Sensemaking

- Analyze research findings
- Create assessment criteria
- Evaluate potential policy and legislative recs.

Mar–Apr 2021

Jan–Feb 2021

Discovery & Learning

- Conduct research to understand drivers of disparities and identify potential solutions
- Engage and share findings with community residents

May–Aug 2021

Recommendation Development

- Sort and prioritize recommendations
- Solicit feedback on preliminary recs
- Present final report with recs to County Council

KEY MEETINGS

Level-Setting
- Kickoff Meeting
- Subgroup Meetings

Nov.–Dec. 2020

Sensemaking
- Interim Update to the Council
- Subgroup Meetings

Mar.–Apr. 2021

Jan.–Feb. 2021

Discovery & Learning
- Subgroup Meetings
- Public Hearing

May–Aug. 2021

Recommendation Development
- Subgroup Meetings
- Public Hearing
- Final Report Development & Presentation

SUBGROUP MONTHLY CADENCE

Week 1: Set Subgroup Meeting Agenda

Week 2: Subgroup Meetings

Weeks 3 & 4: Conduct Research & Analysis

Weeks 5: Findings & Questions to Chairs

FINAL REPORT

In collaboration with Groundwork Partners, subgroups will prepare a final report for the County Council regarding legislative actions to consider that will help remedy racial disparities and inequities in our community. Specifically, the final report will include:

- A letter from the subgroup chairs with reflections on the Task Force's efforts and a brief summary of the topline recommendations put forth

- Clear, actionable recommendations, developed by each subgroup, regarding (1) changes to existing County ordinances and policies, (2) new County policies, (3) new legislation the County Council should strongly consider, and (4) actions other Howard County entities, that receive County funders, can take that will improve racial equity outcomes. Where possible, recommendations should include suggested progress indicators the Council or its funding recipients should regularly track.

  - Recommendations will be prioritized by subgroups according to potential effectiveness and timeframe to impact (0 to 2 years; more than 2 years). Each subgroup's top 2-3 recommendations will be in the main body of the report, with additions in the appendix.

- An appendix with the additional recommendations—mostly for the long term—and other salient information, such as data and white papers that informed thinking

Subgroup chairs will present this final report to the County Council in early August.

MAJOR ROLES & RESPONSIBILITIES

Subgroup Chairs

Meeting Preparation and Facilitation:

- Shape subgroup meeting agendas; co-facilitate and/or participate in subgroup meetings

- Prepare for and present during public hearings, County Solicitor, County Auditor and County Council

Research and Data:

- Oversee all research and analysis, including conducting research; supporting subgroup members on tasks as needed; preparing subgroup pre-reads; and providing distilled research, analysis and discussion points

Progress Reports: Prepare to share subgroup progress with County Council members or residents

Report Writing:

- Identify equitable policy and practice recommendations

- Assemble all research and analysis needed for the report

- Write report cover letter/executive summary and discrete sections of report body and appendix

- Solicit feedback and incorporate into final draft

- Present final report to County Council

MAJOR ROLES & RESPONSIBILITIES

Subgroup Members

Meeting Participation:

- Attend each assigned subgroup meeting (~8 meetings)

- Complete pre-reading, research or reflection for each sub-committee meeting as assigned

- Support chair's presentation at hearings and to County Council

Research and Data:

- Identify research topics and relevant data

- Conduct research and analysis

Report writing:

- Identify equitable policy and practice recommendations

- Periodically review drafts of report and provide feedback

- Distill feedback from County Auditor, County Solicitor and Council, as needed

- Aid in finalizing the report and preparing the final presentation to Council

MAJOR ROLES & RESPONSIBILITIES

Council Staff

Meeting Preparation and Facilitation:

- Schedule and attend all subgroup meetings

- Schedule and attend meetings with County Solicitor and County Auditor

- Take meeting notes and identify any decisions/action items; update subgroup website

Research and Data:

- Partner in identifying research topics and data

- Gather data on Howard County and support other research needs

Groundwork Partners

Meeting Preparation and Facilitation:

- Prepare for and facilitate kickoffs and monthly subgroup meetings with partnership with the chairs

- Provide guidance to staff, chairs, and subgroup members on research and analysis conducted in between meetings

- Support the chairs' conversations with and formal presentation to the County Solicitor, County Auditor and County Council, as well as to the public during hearings

- Liaise with staff and chairs to ensure continued coordination within and among subgroups and other stakeholders

Final Report Development: In close partnership with the chairs, draft and refine the final report of recommendations for the County Council

GUIDING LANGUAGE & ENGAGEMENT PRINCIPLES

PRESENTATION NOTES

- Groundwork Partners consultants are not racial equity or DEI experts or trainers. We are facilitators who have participated in REI trainings, led engagements that incorporate equity and inclusion practices, and continue to do our own self-work.

- The following information was presented during the Racial Equity Task Force kickoff on November 19, 2020 to offer shared language among Task Force members. In our experience, we've learned that it is essential for groups to have clear and agreed up language – and norms – when discussing race and racial equity.

- Language in this section are not intended to be comprehensive; it is likely that other dimensions of race, racism, and racial equity will come up in discussion among Task Force members. Terms here are intended to be a starting point.

- Materials are drawn from The Race Matters Institute and Racial Equity Tools. Both are well regarded racial equity leaders in and beyond the social sector.

WHAT IS RACE?

Race is a socially constructed system of categorizing humans largely based on observable physical features (phenotypes) such as skin color and on ancestry. There is no scientific basis for or discernible distinction between racial categories. The ideology of race has become embedded in our identities, institutions and culture and is used as a basis for discrimination and domination.

WHY DO WE LEAD THE DISCUSSION WITH RACE?

- It puts a discussion of race and racism in the foreground of the debate.

- It addresses racism explicitly, but not necessarily exclusively. In other words, it allows for intersectional identities. [*]

  - Examples: racial profiling, environmental racism, transit racism, racial redlining, Black transphobia

- Across social justice issues, disaggregated data and lived experiences show that race, because of racism, has a significant impact on outcomes and disparities.
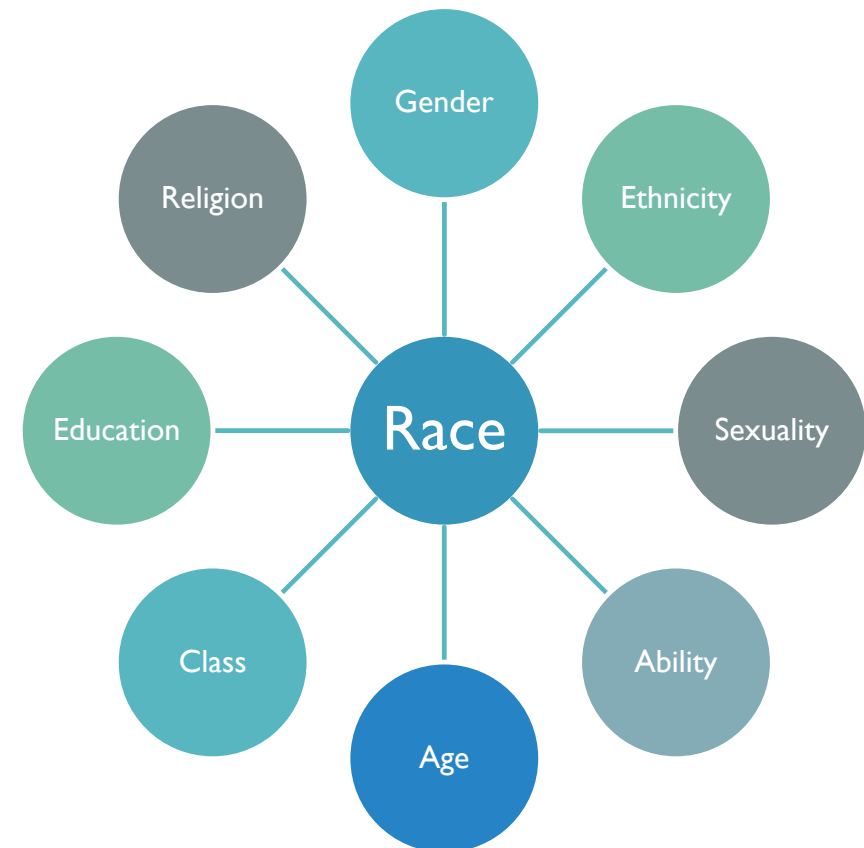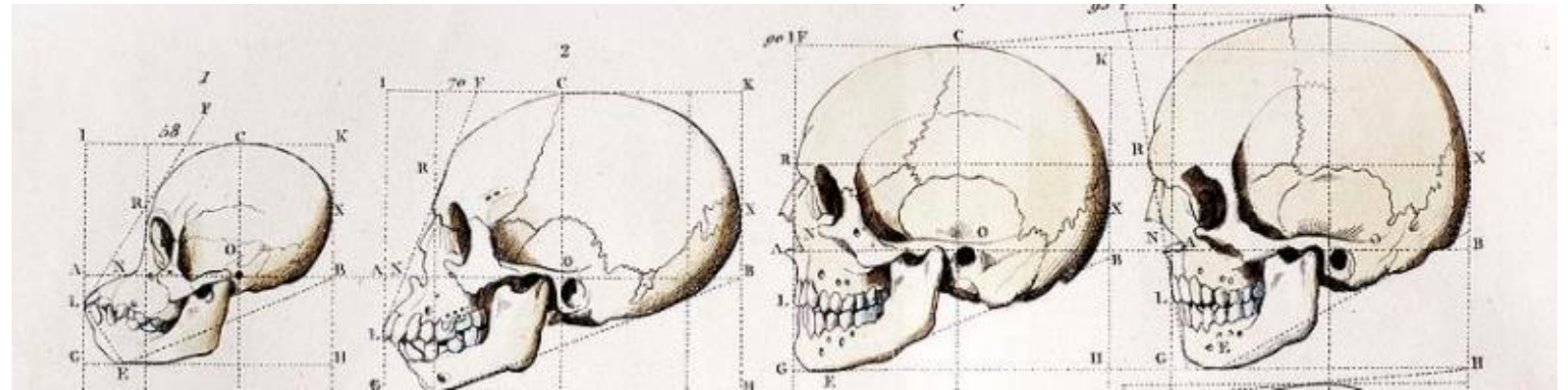

Content and language in this section is drawn from The Race Matters Institute
[*]The theory of Intersectionality was coined by Kimberlé Williams.

RACE: REAL AND NOT REAL

Our racial construct is based on antiquated junk science

ERIC GARNER · JOHN CRAWFORD III · MICHAEL BROWN · EZELL FORD
DANTE PARKER · MICHELLE CUSSEAUX · LAQUAN MCDONALD · GEORGE MANN
TANISHA ANDERSON · AKAI GURLEY · TAMIR RICE · RUMAIN BRISBON · JERAME REID
MATTHEW AJIBADE · FRANK SMART · NATASHA MCKENNA · TONY ROBINSON · ANTHONY HILL
MYA HALL · PHILLIP WHITE · ERIC HARRIS · WALTER SCOTT · WILLIAM CHAPMAN II
ALEXIA CHRISTIAN · BRENDON GLENN · VICTOR MANUEL LAROSA · JONATHAN SANDERS
FREDDIE GRAY · JOSEPH MANN · SALVADO ELLSWOOD · SANDRA BLAND
ALBERT JOSEPH DAVIS · DARRIUS STEWART · BILLY RAY DAVIS · SAMUEL DUBOSE
MICHAEL SABBIE · BRIAN KEITH DAY · CHRISTIAN TAYLOR · TROY ROBINSON
ASSHAMS PHAROAH MANLEY · FELIX KUMI · KEITH HARRISON MCLEOD · JUNIOR PROSPER
LAMONTEZ JONES · PATERSON BROWN · DOMINIC HUTCHINSON · ANTHONY ASHFORD
ALONZO SMITH · TYREE CRAWFORD · INDIA KAGER · LA'VANTE BIGGS
MICHAEL LEE MARSHALL · JAMAR CLARK · RICHARD PERKINS · NATHANIEL HARRIS PICKETT
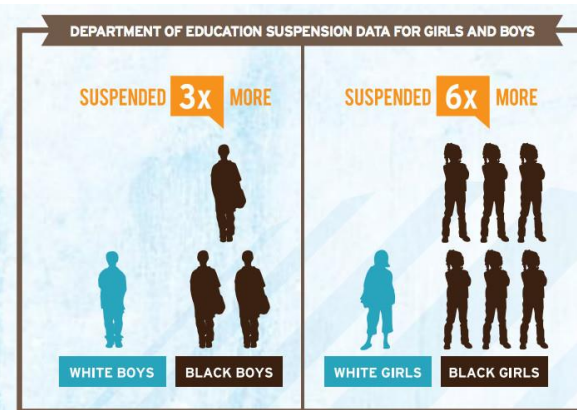BENNI LEE TIGNOR · MIGUEL ESPINAL · MICHAEL NOEL · KEVIN MATTHEWS · BETTIE JONES

DEPARTMENT OF EDUCATION SUSPENSION DATA FOR GIRLS AND BOYS

SUSPENDED **3x** MORE

SUSPENDED **6x** MORE

WHITE BOYS   BLACK BOYS

WHITE GIRLS   BLACK GIRLS

Figure 1: Intra-gender comparison of suspension rates. Department of Education, school year 2011-2012

'The only victim in this case is dead': Mourning for 5-year-old Eric

CRIME

'Superpredators' Arrive

Should we cage the new breed of vicious kids?

BY PETER ANNIN

ON OCT. 13, 1994, 5-YEAR-OLD ERIC Morse and his 8-year-old brother, Derrick, ran into two of the toughest bullies their South Side Chicago neighborhood had to offer. The intimidating boys lured the brothers to a vacant

where is the state supposed to put these two killers? A judge is scheduled to rule in the case next week. Around the country, other states are watching. They have their own predators to worry about.

It wouldn't be a problem if Illinois's special 30-bed "kiddie prison" weren't still un

… with very real consequences

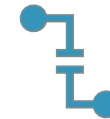*Content and language in this section is drawn from The Race Matters Institute*

A FEW DEFINITIONS & DISTINCTIONS

Diversity: Diversity is the presence of difference in a setting, including but not exclusively race, age, sex, and perspectives.

Inclusion: Inclusion is the action or state of including or of being included within a group or structure. Inclusion involves authentic and empowered participation and a true sense of belonging.

Equity: Equity is an approach that ensures everyone access to the same opportunities. Equity recognizes that advantages and barriers exist, and that, as a result, we all don't all start from the same place. Equity is a process that begins by acknowledging that unequal starting place and makes a commitment to correct and address the imbalance.

Diversity ≠ Inclusion

Inclusion ≠ Equity

Equity ≠ Equality

Content and language in this section is drawn from The Race Matters Institute and Racial Equity Tools

EQUALITY VS. EQUITY

Restroom Example

- **Equality approach:** Designs restrooms with exact same square footage for males and females

- **Equity approach:** designs appropriate and accessible facilities for people with different abilities, gender identities, families with children, etc.

Content and language in this section is drawn from The Race Matters Institute
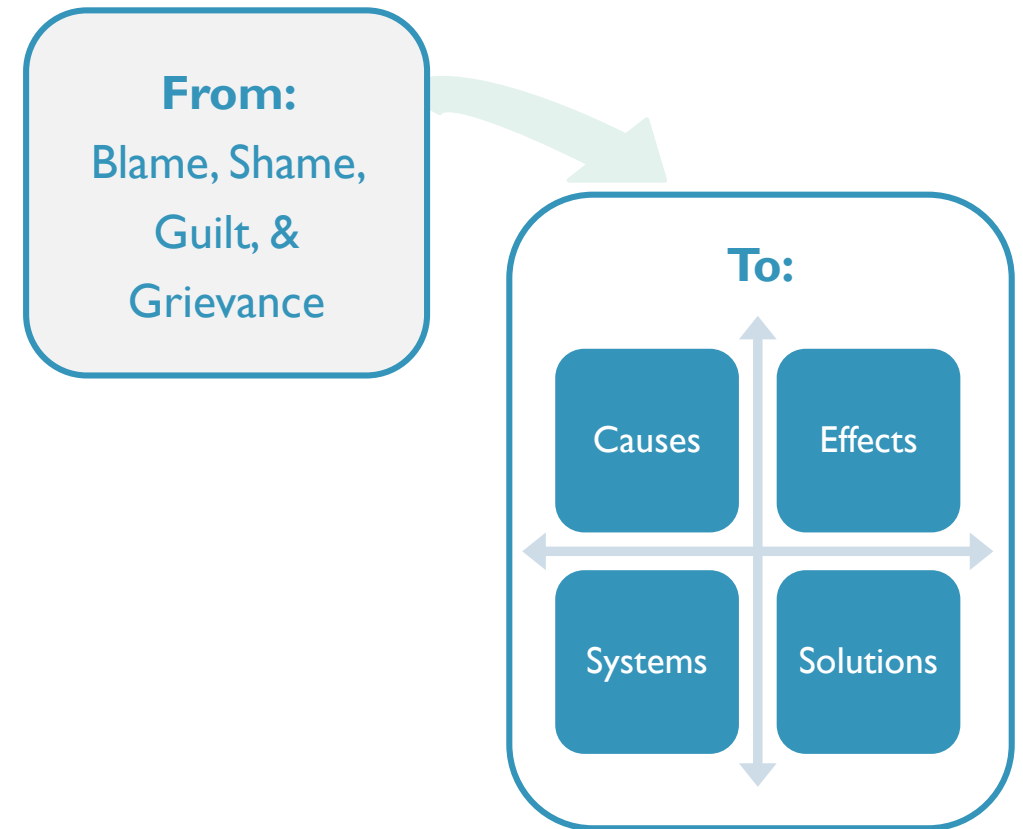
MORE DEFINITIONS & THEIR IMPLICATIONS

Racial Equity

The condition that would be achieved if one's racial identity no longer predicted, in a statistical sense, how one fares. Achieving racial equity includes work to **address root causes of inequities, not just their manifestation**. This includes elimination of policies, practices, attitudes and cultural messages that reinforce differential outcomes by race or fail to eliminate them.

Racial Justice

The **systemic** fair treatment of people of all races that results in **equitable opportunities** and **outcomes** for everyone. All people are able to achieve their full potential in life, regardless of race, ethnicity or the community in which they live. Racial justice—or racial equity— goes beyond "anti-racism." It's not just about what we are against, but also what we are for. **A "racial justice" framework can move us from a reactive posture to a more powerful, proactive and even preventative approach.**
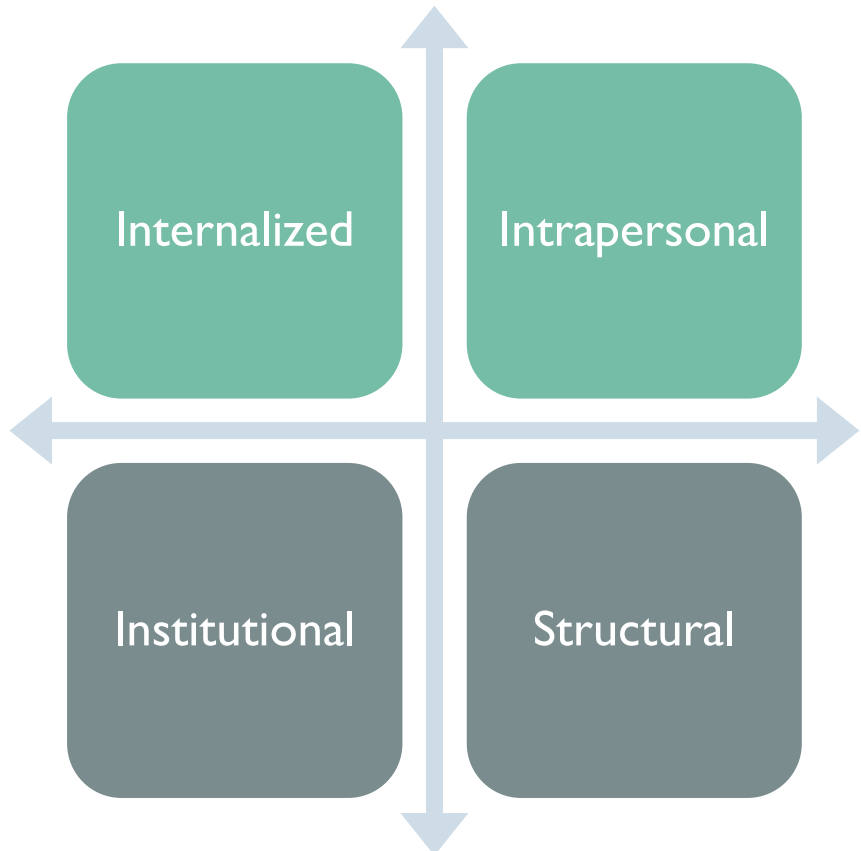
From:
Blame, Shame, Guilt, & Grievance

To:

Causes	Effects
Systems	Solutions

Content and language in this section is drawn from The Race Matters Institute

SHIFTING THE FOCUS

	From	To
Causes	Who's racist?	What's causing the racial inequities?
Effects	Attitude & behaviors	Actions and impacts
Systems	Personal prejudice	Institutional inequity
Solutions	Reactive focus on grievance	Proactive strategies & solutions

Content and language in this section is drawn from The Race Matters Institute

FOUR DIMENSIONS OF RACIAL INEQUITIES

These are "micro" dimensions of racism.

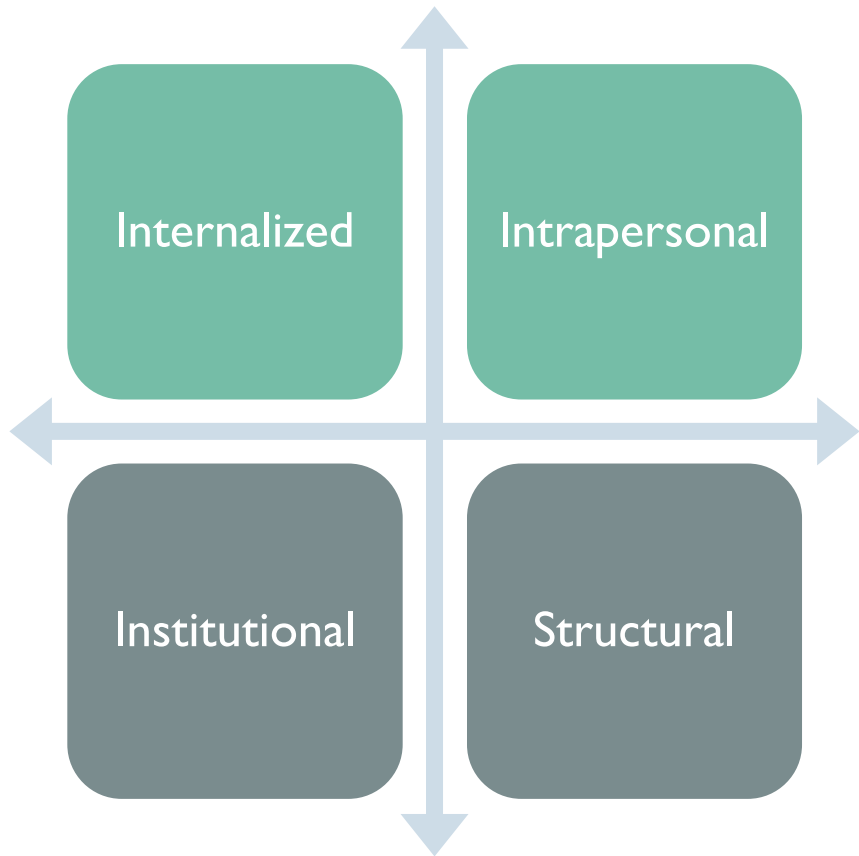| Internalized	Intrapersonal
Institutional	Structural

Internalized racism

- Occurs *within individuals*. These are private beliefs about race that reside inside our minds.

- Examples: prejudice, xenophobia, internalized oppression, privilege and bias (conscious and unconscious) about race influenced by the dominant culture

Interpersonal racism

- Occurs *between individuals*. When we bring our private beliefs about race into interactions with others, we are now in the interpersonal realm

- Examples: public expressions of prejudice, hate, microaggressions, bias, and bigotry between individuals, white privelege

Content and language in this section is drawn from The Race Matters Institute

FOUR DIMENSIONS OF RACIAL INEQUITIES

These are "macro" dimensions of racism.

Internalized	Intrapersonal
Institutional	Structural

Institutional racism

- Occurs *within institutions*. It involves discriminatory treatment, unfair policies and practices, with inequitable opportunities and impacts, based on race.

- Examples:

  - a school system that concentrates people of color in the most overcrowded, under-funded schools with the least trained teachers;
  - a company that systematically promotes white professionals more frequently than their equally qualified counterparts of color.

Structural racism

- Bias that occurs *across institutions and society*. Its the cumulative, com-pounded, and often intergenerational effects of an array of factors that systematically privilege white people and disadvantage people of color.

- Examples: the racial wealth divide, maternal health disparities by race, white supremacy

Content and language in this section is drawn from The Race Matters Institute

EMERGING TERMS: ANTI-BLACKNESS & BIPOC

Anti-Black Racism/Anti-Blackness:

- The personal, cultural, social, legal, and structural attacks on Black people. This term highlights the unique and disproportionate amount of racism that Black people face. This term is unique because colorism, white supremacy, and structural racism work in tandem to specifically marginalize Black people. Anti-Blackness is not limited to Black people, it impacts all dark-skinned people.

BIPOC

- Stands for Black, Indigenous, and people of color. It is person-first language that enables a shift away from terms like "marginalized" and "minority."

- The intentional use "BIPOC" reflects the desire to illuminate specific injustices affecting Black and Indigenous people.

Content and language in this section is drawn from The Race Matters Institute & Racial Equity Tools

DIFFERENT STRATEGIES TO ADDRESS RACISM

Internalized Racism	• Support groups • Racial healing
Interpersonal Racism	• Diversity trainings • Cross cultural dialogues, dinners • Honor preferred identities and unique attributes • Allyship competency development
Institutional Racism	• Changing policy and practices • Creating new institutions
Structural Racism	• Highlighting history and root causes • Challenging racist myths, ideologies • Challenging dominant culture and white supremacy • Challenging multiple institutions or addressing their intersections

This goal of this Task Force's efforts is to provide solutions to advance **systemic equity.**

Just as racism operates structurally and systemically, so too must racial equity in order to perpetually supplant racism.

Content and language in this section is drawn from The Race Matters Institute

POTENTIAL 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 meeting purpose in mind

Subgroups will consider and set their group's norms during December subgroup meetings

33

CHECK-OUT: TWO WORDS

www.groundworkpartners.co