

Howard County Council Racial Equity Task Force



Meeting: Racial Equity Task Force: January Subgroup Meeting, Education

Date: Wednesday, January 13, 2021

Time: 6:00 pm to 7:10 pm

Objectives:

- Check-in on how each subgroup member is doing
- Review the issues raised last meeting and create a plan for researching them, including clear action items, owners, and deadlines
- Determine tentative agenda items for next two meetings

Agenda:

1. Welcome and check in (*10 min*)
 - Business: Roll call, minutes approval, and overview of meeting objectives & agenda
 - Check in: Name; pronouns; in two words to describe how you are doing *today*
2. Review topics raised last meeting and develop action plan for researching (*45 minutes*)
 - The group will review the list below, confirm that they remain a priority, and identify data/perspectives to gather for each. Members will then volunteer for categories and action items that they will lead and commit to deadlines. Topics raised last meeting:
 - **Hiring & Employment:** Discrimination in hiring practices, as well as in the workplace
 - **Procurement:** Discrimination and disparities in County and commercial procurement processes
 - **Income Inequality:** Shortcomings of minimum wage policies;
 - **Access & Mobility:**
 - Underfunding for, and lack of access to, training with/across industries that promote economic mobility
 - Insufficient pathways programs embedded into K-12 and community college system
 - Insufficient County-supported public-private partnerships that support apprenticeships
 - Insufficient funding and support for entrepreneurship education, mentorship, and know-how
 - Potential for harmful policies that hamper small business ownership or small business growth

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<https://cc.howardcountymd.gov/About-Us/Commissions-Task-Forces-and-Special-Reports/Racial-Equity-Task-Force>

- See action planning chart below
3. Next steps and check-out (*5 min*)
- Confirm additional meeting in February: Wednesday, February 24 at 6pm
 - Reminder: February and March subgroup meetings
 - February 10, 6-8pm
 - February 24, 6-8pm
 - March 10, 6-8pm

Action Planning Chart

We will use this chart to identify research related action items, owners, and deadlines.

Action Items	Source	Person(s) Responsible	Due Date	Meeting Presentation Month
Category: Overall Economic Health				
<i>Gather data that provides a baseline snapshot of Howard County citizens, disaggregated by demographics</i>	<ul style="list-style-type: none"> Assoc. of Community Services and Data USA 	<ul style="list-style-type: none"> Ayesha (tentative) 		February
<i>Gather data on small business ownership and trends in recurring complaints</i>				
Category: Hiring & Workplace Culture				
<i>Action Item</i>	<ul style="list-style-type: none"> Office of Human Rights HoCo Ecoworks? 			
		<ul style="list-style-type: none"> 		
Category: Procurement				
<i>Action Item</i>	<ul style="list-style-type: none"> HoCo Director of Procurement? 	<ul style="list-style-type: none"> 		
	<ul style="list-style-type: none"> 	<ul style="list-style-type: none"> 		
Category: Income Inequality	<ul style="list-style-type: none"> 	<ul style="list-style-type: none"> 		
<i>Action Item</i>	<ul style="list-style-type: none"> 	<ul style="list-style-type: none"> 		
	<ul style="list-style-type: none"> 	<ul style="list-style-type: none"> 		
Category: Access & Mobility	<ul style="list-style-type: none"> 	<ul style="list-style-type: none"> 		
<i>Action Item</i>	<ul style="list-style-type: none"> 	<ul style="list-style-type: none"> 		
<i>Action Item</i>	<ul style="list-style-type: none"> 	<ul style="list-style-type: none"> 		
<i>Action Item</i>	<ul style="list-style-type: none"> 	<ul style="list-style-type: none"> 		
Administrative				
Take OMA Training		<ul style="list-style-type: none"> Candace & Aaron 	January 15	-

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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.

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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