

Howard County Council Racial Equity Task Force



Meeting: Racial Equity Task Force: February Subgroup Meeting, Economic & Workforce Development

Date: Wednesday, February 10, 2021

Time: 6:00 pm to 8:00 pm

Objectives:

- Continue to deepen our relationships with one another
- Gain a shared understanding of what existing data, expertise, and experience tells us about **hiring & employment in Howard County**
- Discuss potential recommendations and solicit 2-3 volunteers to develop preliminary recommendations on topics discussed
- Review action items for next meeting as well as engagement timeline

Agenda:

- Welcome and check in (*10 min*)
- Presentations and Q&A regarding hiring and employment (including apprenticeships) (*45 min – 25 min for presentations, 20 for Q&A*)
 - Fran Trout, Office of Workforce Development
 - Larry Twele, Economic Development Authority
 - Yolanda Sonnier (Office of Human Rights)
- Group discussion on hiring (*40 minutes*)
 - Discussion questions:
 - What struck you most about the information and analysis shared?
 - Where do you see opportunities for addressing disparities and ending inequities?
 - What recommendations might we put forth to the County Council?
 - Solicit 2-3 volunteers to further develop recommendations on this topic
- Action planning and next steps (*25 minutes*) – *see items below*
 - Confirm action items for subgroup members
 - One volunteer to review and summarize testimony
 - 2-3 volunteers for initial rec. development on hiring and employment
 - Volunteers to confirm speakers for next two meetings
 - Review upcoming events
 - Public Hearing
 - Howard County Library event series
 - Next subgroup meetings: February 23, 6-8pm and March 10, 6-8pm

3430 Court House Dr., Ellicott City, MD 21043 ▪ 410-313-2001

racialequitytf@howardcountymd.gov ▪ FAX 410 313-3297

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

Action Planning Chart

Action Items	Source	Person(s) Responsible	Status/Due Dates	Meeting Presentation Month
Category: Overall Economic Health				
<ul style="list-style-type: none"> - Reach out to speaker to provide a snapshot of Howard County's economic landscape, including earnings, income, etc. using disaggregated data - Develop questions for speaker 	<ul style="list-style-type: none"> • Assoc. of Community Services and Data USA 	<ul style="list-style-type: none"> • Ayesha 	Speakers Confirmed	March 10
Category: Hiring & Employment				
Reach out to speakers who can speak to the following issues: <ul style="list-style-type: none"> • Discrimination in hiring practices, as well as in the workplace • Promotion and mobility within industry (esp County funded entities) • Leadership & Boards – representation • Disparities in earnings for same positions • Harmful policies that hamper small business ownership or small business growth Develop questions for speakers	<ul style="list-style-type: none"> • Fran, Office of Workforce Development • Larry, HoCo Economic Development Authority • Yolanda, Office of Human Rights • State SHRM Chapter or HoCo Workforce Development 	<ul style="list-style-type: none"> • Leonardo – SHRM, Fran, Economic Development Authority • Ayesha - OHR 	Fran, Larry, and Yolanda confirmed	Feb 10
Category: Procurement				
<ul style="list-style-type: none"> - Reach out speakers to provide an overview of procurement data to the extent available (e.g. quarterly summaries -- disaggregation of applicants, contracts won, cross county analysis) - Develop questions for speakers 	<ul style="list-style-type: none"> • Dean Hof (County, Director of Procurement) • Doug Pender (School) • Library • College 	<ul style="list-style-type: none"> • Nat & Roger 	Awaiting confirmation of speakers	To be determined – likely March 10
Category: Income Inequality				
Develop questions related to income inequality issues below <ul style="list-style-type: none"> • shortcomings of minimum wage policies (still insufficient); • decency in living conditions; 	<ul style="list-style-type: none"> • United Way (Alice report) • Baltimore Metropolitan Council • <i>State elected official, but likely unavailable</i> 	<ul style="list-style-type: none"> • Minah 	United Way & BMC confirmed	February 23 – next meeting!

3430 Court House Dr., Ellicott City, MD 21043 ▪ 410-313-2001

racialequitytf@howardcountymd.gov ▪ FAX 410 313-3297

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

<ul style="list-style-type: none"> new immigrant earning; how we keep minimum/living wage at the forefront of policy discussions; 	<ul style="list-style-type: none"> AG office? 			
Category: Access & Mobility				
Invite speaker and develop questions related to extent of availability, affordability, and uptake in training Insufficient funding and support for entrepreneurship education, mentorship, and know-how	<ul style="list-style-type: none"> UMBC training centers Fran HCC EDA 	<ul style="list-style-type: none"> Candace 	Speaker confirmation in progress	February 23 – next meeting!
Extent of availability, affordability and uptake in pathways programs embedded into K-12 and community college system	<ul style="list-style-type: none"> HoCo Superintendent HCC 	<ul style="list-style-type: none"> Candace 		February 23 – next meeting!
Insufficient County-supported public-private partnerships that support apprenticeships	<ul style="list-style-type: none"> County Executive, Chief Innovation Officer 	<ul style="list-style-type: none"> Minah 	Fran will address this	February 10

Topics raised by subgroup for exploration:

- Hiring & Employment:**
 - Discrimination in hiring practices, as well as in the workplace
 - Promotion and mobility within industry (esp County funded entities)
 - Leadership & Boards – representation
 - Disparities in earnings for same positions
- Procurement:** Discrimination and disparities in County and commercial procurement processes
- Income Inequality:**
 - Shortcomings of minimum wage policies (still insufficient);
 - decency in living conditions;
 - new immigrant earning;
 - how we keep minimum/living wage at the forefront of policy discussions;
 - opportunities in County contracting
- Access & Mobility:**
 - Underfunding for, and lack of access to, training in/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

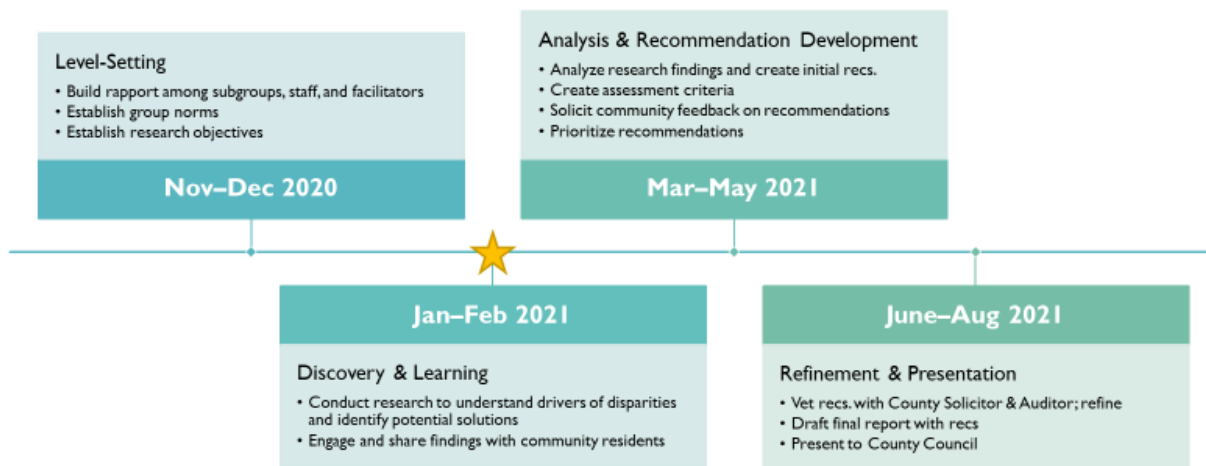
3430 Court House Dr., Ellicott City, MD 21043 ▪ 410-313-2001

racialequitytf@howardcountymd.gov ▪ FAX 410 313-3297

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

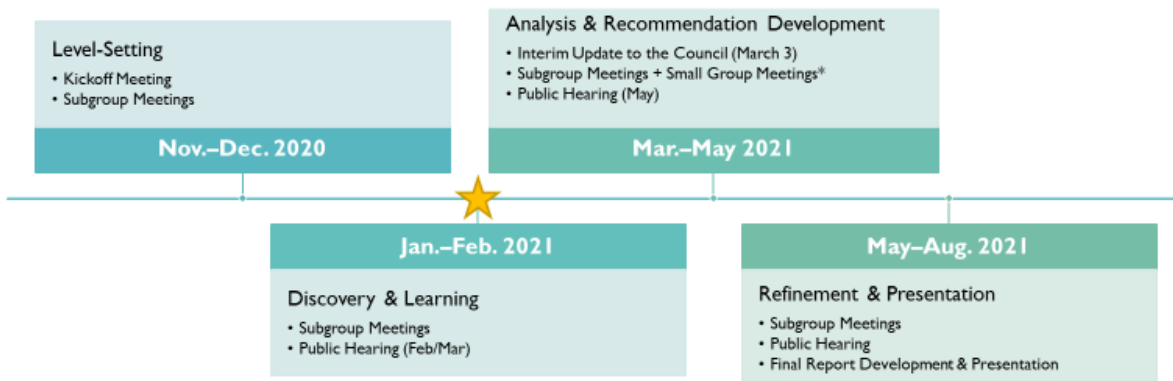
RETF Engagement Timeline

TIMELINE & PHASES OF WORK



3

KEY MEETINGS



*We are recommending that some subgroups break into smaller groups (3-4 people) between subgroup meetings to develop recommendations to pose to the larger group. Divvying this up will allow folks to focus on areas of interest and to move faster as a subgroup.

4

3430 Court House Dr., Ellicott City, MD 21043 ▪ 410-313-2001

racialequitytf@howardcountymd.gov ▪ FAX 410 313-3297

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

Additional 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

3430 Court House Dr., Ellicott City, MD 21043 ▪ 410-313-2001

racialequitytf@howardcountymd.gov ▪ FAX 410 313-3297

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