

Howard County Council Racial Equity Task Force



Meeting: Racial Equity Task Force, Economic & Workforce Development – March Subgroup Meeting
Date: Wednesday, March 10, 2021
Time: 6:00 pm to 8:00 pm
Call info:

Objectives:

- Continue to deepen our relationships with one another
- Gain a shared understanding of what existing data, expertise, and experience tells us about the **overall economic health of Howard County, as well as wealth and disparities**
- Discuss ideas on an initial recommendation related to **leadership diversity** in Howard County
- Brainstorm **additional recommendations** and tee up smaller working groups to draft ideas
- Review action items for next meeting as well as engagement timeline

Agenda:

- Welcome and check in (*Up to 15 min*) - Candace
 - Business: Roll call, minutes approval, and overview of meeting objectives & agenda
 - Chair remarks on March 4th Public Hearing
- Presentation regarding Howard County's economic health and prevailing disparities, followed by Q&A (*Up to 15 minutes*) – Ayesha introduces
 - Joan Driessen & Laura Howell, MD Association of Community Services
- Presentation regarding career pathways, followed by Q&A (*Up to 15 minutes*) – Candace introduces
 - Jon Lau, UMBC Training Centers
- Recommendations Discussion (*Up to 45 minutes*) – Lauren facilitates
 - **Regarding representative leadership in Howard County**, what might a recommendation to the County Council look like? How can diversity in leadership be incentivized and among who? What's the data to support this recommendation?
 1. Please read the initial thoughts provided by Leonardo (attached to email)
 - **Additional recommendations:** Based on the speakers we've heard from, the testimony provided, and your own lived experience/expertise, what additional recommendations might we put forth to the County Council? What data, broadly defined, support this recommendation?
- Brief discussion on submitted testimony (*Up to 15 minutes*) - Candace
- Wrap up (*Up to 10 min*) - Lauren
 - Via a forthcoming survey, volunteer to develop recommendations around a specific topic. After working groups are share, convene with your working group at least once to create a first draft of recommendations to share with the subgroup next meeting.

- Potential thematic categories, per the information below the action plan: (1) Hiring & Employment; (2) Income Inequality; (3) Access & Mobility; (4) Procurement.
 - Working groups will be comprised of 2-3 people. They will meet between subgroup meetings (or during the second hour of meetings) and bring ideas to the group to react to. Ideally, each group member will be a part at least one group and max two.
- Next meetings:
 1. Wednesday, April 7, 6-8pm
 - Task: Subgroup members continue recommendations development
 2. Wednesday, May 12, 6-8pm
 - Task: Subgroup members **complete first draft** of recommendations
 3. Wednesday, June 9, 6-8pm
 - Task: Subgroup members votes on recommendations

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 – this meeting!
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	Presented on 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 	Tabled	Tabled
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"> • Mike Kelly, Executive Director, Baltimore Metropolitan Council 	<ul style="list-style-type: none"> • Minah 	United Way & BMC confirmed	Presented on February 23

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<ul style="list-style-type: none"> new immigrant earnings; how we keep minimum/living wage at the forefront of policy discussions; 	<ul style="list-style-type: none"> Kari Staddon, Director, Strategic Impact, United Way of Central Maryland <i>Tabled: State elected official</i> 			
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"> John Lau, UMBC training center HCCC 	<ul style="list-style-type: none"> Candace 	Speaker confirmed	March 10 – this meeting!
Extent of availability, affordability and uptake in pathways programs embedded into K-12 and community college system	<ul style="list-style-type: none"> --- 	<ul style="list-style-type: none"> Candace 	Speakers unable to attend	To be determined
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 addressed this on Feb. 10	Presented on 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
- decency in living conditions
- new immigrant earnings

- 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

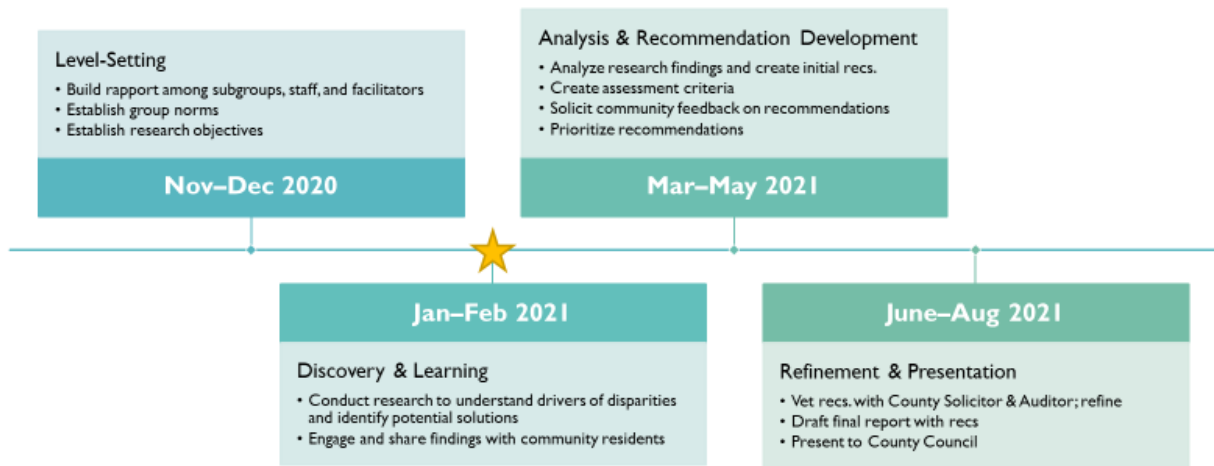
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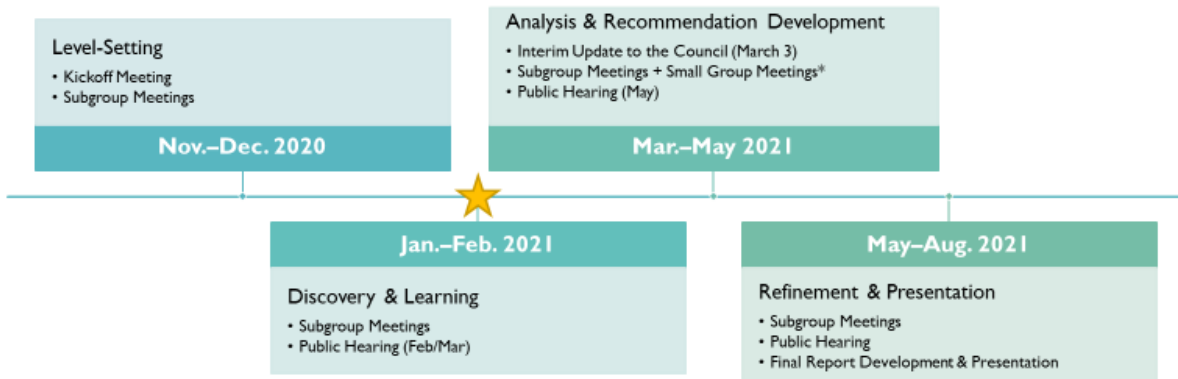
RETF Engagement Timeline

TIMELINE & PHASES OF WORK



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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.

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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

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