

# Howard County Racial Equity Task Force

## Final Report to the County Council

Developed by Members of the Racial Equity Task Force  
Assembled and edited by Groundwork Partners  
Submitted to the County Council on August 2, 2021

Dear Howard County Councilmembers,

Thank you for supporting the diverse communities who reside, work, worship, and play in Howard County by charging a Racial Equity Task Force to develop recommendations to make it a more inclusive and equitable county.

As chairs of the Racial Equity Task Force, we submit our recommendations to address racial disparities and inequities in Howard County per Council Resolution 142-2020. We served alongside the 60+ dedicated members of the Task Force, each of whom brought experience and local insight to our collective work. Though these recommendations were developed by the Task Force, we want to recognize the input of engaged community members that submitted valuable testimony at the public hearings as well as county resource persons who lent their expertise and perspective. Their stories, experiences, and knowledge helped us shape the recommendations. We are also extremely grateful for the vision of the County Council for its creation of this Task Force to address our evolving social climate and addressing disparities and inequities as well as bringing members of the Howard County community together.

Although Howard County has recently been named the 8th healthiest county in the nation, [by the US News and World Report](#), the county scored 55.4 in Equity, 52 in Housing, and 57.8 in Environment (in each category, the highest score is 100). These data points highlight the need to address equity in the county. As Howard County grows, its continued success depends on the ability of all community members to participate and thrive. Howard County has become an even better place to live because of the contributions of the talents and commitment to community, as demonstrated by the members of the Task Force. As the county moves into the future, work needs to be done to be sure all residents can thrive and prosper.

## Report Overview

As you know, the Task Force was comprised of six topical subgroups, each charged with recommending legislative actions to the Howard County Council to remedy racial disparities and inequities in our 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.

Guided by this purpose, the task force's final report is divided into three parts:

1. **Summary of Recommendations**
2. **Detailed Recommendations** from each of the six topical subgroups, which were Economic & Workforce Development Policy, Education Policy, Land Use & Housing, Legislative Process, Personal & Public Safety, and Public Health & Environmental Policy
3. **Four Appendices**, including additional legislative suggestions from the subgroups, additional supporting data related to recommendations in section 2, an overview of the

RETF's purposes and nine-month engagement process, and a list of the RETF membership.

Each subgroup's detailed recommendations represent an articulation of each's articulated priorities after months of learning and reflection on disparities and opportunities for advancing racial equity in the County. We anticipate the County Council will need to further refine many recommendations to make them more precise and actionable. This is why in each recommendation we not only offer a suggested action, but also the intent behind it and supporting data.

Although the recommendations are organized by subgroup, synergies exist across the recommendations. This is because the nature of inequity is pervasive and persistent; it spans many aspects of our lives and is felt differently and more intensely by different populations throughout our county.

### **Our Reflections on this Experience**

The Chairs are tremendously grateful for the staff members and facilitators who guided us through this process. Many of us had never been on a task force or chaired a subgroup of a task force before. We all have diverse professional and personal backgrounds that made us suited to perform the functions as a member of this Task Force; however, it was necessary to have the support of these staff members and facilitators. The staff members and facilitators assisted us with agenda setting, project and time management, extensive member engagement, and meeting facilitation. We found it very helpful that staff members were assigned to each subgroup. We were able to develop a rapport with staff and facilitators, and there was an enhanced understanding of the working relationship as a result.

Although it was apparent to us how our professional and personal experiences enabled us to actively engage in the Task Force, we believe that there could have been greater transparency regarding how members and chairs were selected for the Task Force. We also feel that the composition of the Task Force should be aligned with the charge of the Task Force. For example, the Task Force should not only be composed of policy setters and those in academia; instead, residents with lived experiences should have an equal opportunity to be heard and participate. We noticed that some members with the most professional expertise would unwittingly and occasionally drown out the contributions of members with lived experiences.

Each subgroup had a unique experience with respect to group dynamics. Although the overall experience was generally positive, Task Force members' ability to form authentic partnerships between group members was hampered by the virtual nature of meetings, the limited time we had to connect, and the strict format by which we could (and could not) interact with each other due to the Open Meetings Act. Similarly, due the public nature of the meetings, some subgroups were hesitant to criticize organizations that they belonged to for fear of discipline. Trust is crucial to racial equity work, and we were eager for more flexible ways to connect and work with each other.

Nonetheless, our experienced facilitators from Groundwork Partners were instrumental in facilitating meetings for all subgroups. They were professional, reliable, instilled confidence in subgroup members. They also helped the subgroups to stay on track by frequently reminding members of the mandate of the Task Force. Finally, they continually sought to create an

inclusive environment for conversation--a challenging and important task given differences in members' positional power and their identities that privileged or marginalized them.

In reflecting upon our experiences in developing recommendations, the Chairs felt that it would have been helpful to agree on an equity framework to unify and operationalize racial equity across the various subgroups. The Local and Regional Government Alliance on Race and Equity ([GARE](#)), a national network of government working to achieve racial equity and advance opportunities for all, has established a [Racial Equity Toolkit](#). The toolkit consists of six steps; proposal, data, community engagement, analysis and strategies, implementation, accountability and communication. This toolkit could have helped the subgroups to identify synergies earlier on this process. Multnomah County, Oregon and Madison, Wisconsin have used this toolkit to improve planning, decision-making, and resource allocation which has contributed to more racially equitable policies and programs.

The Chairs would have also benefited from collaborating with other subgroups earlier in the recommendation development process to identify opportunities to align recommendations to have the maximum impact on multiple domains of racial equity. For instance, Chairs would have benefitted from using the Racial Equity Toolkit to identify the impact of each recommendation on Economic & Workforce Development, Education, Public Health & Environmental Policy, Land Use & Housing Policy, Legislative Process and Personal & Public Safety. Chairs first opportunity to learn about each subgroup's work was in preparation for the first public hearing. Additional facilitated meetings between the Chairs would have created opportunities for shared learnings and synergy.

As Chairs, we felt it necessary to honor the work performed by the Task Force by giving a substantial amount of our free and uncompensated time. It was very helpful to have meetings scheduled on consistent dates and times. Overall though, the timeline for our work felt compressed; as volunteers this sometimes presented a strain on our already overloaded calendars. We believe we would have benefited from more time to further refine our recommendations.

Despite the challenges of the pandemic, we are proud of our work and remind ourselves that we were operating during an unprecedented time during a worldwide pandemic. Our members continued to show up and participate. When scheduling conflicts arose, our members were sure to communicate that with us and staff. We forged new relationships and strengthened existing ones, and we hope the County will work with us as a task force and as people who contribute to Howard County in a variety of ways to significantly advance racial equity in the County.

### **Our Requests of the Council**

Addressing racial disparities and inequities is a pressing issue, as highlighted in Howard County's rankings [by the US News and World Report](#) referenced above. As such, we would like to request that the County Council take action on these recommendations in a timely manner. We acknowledge that implementing these recommendations will require multi-sector collaborations such as the County Executive, community-based and national organizations, RETF members, residents, and other entities, especially for recommendations that are outside the County Council's legal boundaries.

Concretely, we request a written detailed response to the Final Report from the County Council. In this response, short-term and long-term priorities of the County Council should be outlined as well as potential barriers to implementing the recommendations put forth by the Task Force.

Following the initial written response to the Final Report, we request that the County Council provides a 6-month and 1-year update on progress towards implementing recommendations outlined by the respective subgroups. This update could include an account of progress that has been made, challenges/barriers that may have been encountered, and entities that have been engaged in the implementation process. To ensure accountability to Howard County residents, we recommend that the County Council hosts a public hearing at 6- and 12-months, to provide an update on efforts to implement the recommendations in the Final Report.

Lastly, the Final Report is intended to be a living document that reflects Howard County's commitment to eliminating racial disparities and inequities and informs all policies that are developed and implemented in Howard County. The County Council may consider re-engaging members of the RETF and engaging policy experts who are Howard County residents in operationalizing the recommendations with an option of compensation for their time and expertise.

Thank you again for investing in this Task Force, creating a space for us to build relationships and share ideas and experiences with each other, and presenting our recommendations for advancing racial equity in our County.

Sincerely,

Aaron Johnson, Co-chair of Economic and Workforce Development Subgroup

Allison Sayers, Chair of Personal & Public Safety Subgroup

Buffy Iillum, Co-Chair of Public Health and Environmental Policy Subgroup

Candace Dodson-Reed, Co-Chair of Economic and Workforce Development Subgroup

Jessica Coates, Chair of Land Use & Housing Policy Subgroup

Karen Randall, Chair of Education Subgroup

Rashida George, Chair of Legislative Process Subgroup

Yvonne Commodore-Mensah, Co-Chair of Public Health and Environmental Policy Subgroup

# SUMMARY OF RECOMMENDATIONS

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The Racial Equity Task Force members performed extensive research and engaged in multiple conversations to develop deliberate and actionable recommendations for the Howard County Council. The following is a summary of the topline recommendations written by subgroup members, which serves as an overview of the more detailed recommendations provided in the section immediately following this one. Additional recommendations that did not fall within the Council's legislative authority as well as nascent ideas discussed by subgroups are included in Appendix A.

## Economic & Workforce Development Policy Subgroup

### *Data Collection*

- **Recommendation 1:** We recommend the County Council work with the County Executive to fund and provide support for improved, more consistent, and more robust localized data collection, analysis, and reporting.

### *Income & Earning Disparities*

- **Recommendation 1:** We recommend the County Council and the County Executive work closely with State and Federal partners to influence higher minimum wage for the State and at the Federal level.
- **Recommendation 2:** We recommend the County Council and the County Executive create equitable wage bands for *all* County employees.
- **Recommendation 3:** We recommend the County Council and the County Executive require that contractors working with the County adhere to the minimum wage standard of \$15/hr minimum.
- **Recommendation 4:** We recommend the County Council and the County Executive examine [Montgomery and Baltimore County's wage equity plans](#) and develop one that aligns with Howard County's goal for wage equity. Both of the other Maryland jurisdictions that have undertaken this effort, have used the expertise of a taskforce or commission to examine the issues and recommend the changes.
- **Recommendation 5:** We recommend the County Council and the County Executive consider developing an incentive program/process for new businesses looking to establish in the county and current businesses so that they may meet a livable wage threshold as laid out in the [United Way's ALICE Report](#).
- **Recommendation 6:** We recommend the County work closely with Howard County Community College (HCCC) and business partners to develop a pathway for individuals earning lower wages to develop skills that allow for advancement.

### *Job Quality*

- **Recommendation 1:** We recommend that the Council County adopt a workforce accountability framework reviewing not just job *quantity*, but also *quality*. To do so, the County must shift from focusing on skill attainment to a focus on creating access to

quality jobs.

- **Recommendation 2:** We recommend the County Council in partnership with the County Executive define and evaluate its own County job quality measures and determine where the county lies in terms of job quality and equitable pay.

#### *Long-term Economic Stability*

- **Recommendation 1:** We recommend that the County Council enact measures that allow individuals who are currently experiencing homelessness to receive public assistance in the form of No-Cost Access to the RTA transportation system.
- **Recommendation 2:** We recommend that the County Council expand child care opportunities for individuals with lower wage jobs.
- **Recommendations 3:** We recommend that the County Council develop a process/program that will ensure that citizens returning from incarceration will enter an equity driven workforce model that allows individuals to be hired into County Jobs with benefits.
- **Recommendation 4:** We recommend the County Council work closely with Howard County School System and Howard County Community College to develop a program that impacts education accessibility and workforce training for youth who are experiencing homelessness, are in foster care or are in the lower third of their graduating class.
- **Recommendation 5:** We recommend the County Council work closely with the County Executive to examine Portland, Oregon's [Universal Basic Income model](#) and determine if there is a fit for the County.

#### *Procurement*

- **Recommendation 1:** We recommend the County Council examine the County's procurement policies and practices for opportunities to increase racial/ethnic representation and bolster economic mobility.

#### *Workforce Development*

- **Recommendation 1:** We recommend the County Council work with the County Executive to increase general administrative funding, as well as funding for marketing and community outreach for the Office of Workforce Development (OWD).
- **Recommendation 2:** We recommend the County Council work with the County Executive to expand the County's current diversity, equity, and inclusion (DEI) training and make it a requirement that all County employees enroll.

## **Education Policy Subgroup**

#### *Early Childhood Development and Education (0-5)*

- **Recommendation 1:** We recommend that the County Council, through funding and support to relevant county/community partners, strengthen initiatives to close the Kindergarten readiness gap. This can be accomplished by: running an ongoing

multi-media campaign targeted at parents and caretakers regarding early childhood development; creating an accessible multi-channel information sharing and referral service between county agencies; circulating a paper newsletter for parents; and launching a mobile van service with social workers to connect higher-need communities to resources.

- **Recommendation 2:** We recommend that the County Council take action to remove this barrier and ensure equal access to early childhood education for all families, specifically those children who attend the Head Start program by issuing a resolution which leads the HCPSS to render transportation services to children enrolled in the Head Start program.

#### *In-School Cultural Responsiveness & Inclusive Curriculum*

- **Recommendation 1:** We recommend that the Howard County Council issue a Council Resolution to the Board of Education that recommends it provide funding for high quality, mandatory anti-racist, anti-bias, anti-xenophobic training and issue accountability measures for all central office, school faculty and staff, and (to the extent possible) students to abide by.
- **Recommendation 2:** We recommend that the Howard County Council issue a Council Resolution to the Board of Education to take additional steps to implement an inclusive curriculum in kindergarten through Grade 12.
- **Recommendation 3:** To make our county equitable, there is an urgent need to reduce the performance and opportunity gaps in our Public School System. Therefore, we recommend that the Howard County Council issue a Council Resolution to the Board of Education (BOE) regarding its allocation of resources towards language assistance services. Specifically, we recommend the BOE create a Language Assistance Service Department for HCPSS based on demographic demands.

#### *Police-Free Schools & Restorative Justice Implementation*

- **Recommendation 1:** We recommend that the Howard County Council express support for Police Free Schools (SROs, law enforcement agents, police, agents with arresting power, agents who are armed, etc) by issuing a Council Resolution to the Board of Education. The Council should recommend all funds allocated for the SRO program be shifted to full funding support for and implementation of holistic Restorative Justice practices, and [Community School approaches](#).

#### *Recruitment, Hiring, Retention, and Promotion of People of Color in HCPSS*

- **Recommendation 1:** In order to achieve a more diverse workforce that represents the racial and ethnic diversity of the County, and to uplift more educators of color into leadership positions, we recommend that the Howard County Council issue a Council Resolution to the Board of Education that requests a comprehensive set of actions be taken to improve recruitment, hiring, retention and promotion of people of color.



## Land Use & Housing Policy Subgroup

### *Zoning*

- **Recommendation 1:** We recommend the County Council desegregate Howard County by allowing a wide variety of housing types and prices throughout the County.

### *Affordable Housing*

- **Recommendation 1:** We recommend Howard County revise the County's Moderate Income Housing Unit ("MIHU") Ordinance to address disparities and improve racial equity in the County.
- **Recommendation 2:** We recommend the County allow affordable housing and/or other unit types by right and reduce fees and process for affordable housing.
- **Recommendation 3:** We recommend the County Council support the creation of the Howard County Housing Opportunities Trust Fund (HOTF).
- **Recommendation 4:** We recommend the County Council amend the County's anti-discrimination ordinance to better support low-income renters. Specifically, it should amend the County's fair housing ordinance to prohibit property owners from having an income requirement for applicants applying for a unit using a Housing Choice Voucher.
- **Recommendation 5:** We recommend that the APFO (Adequate Public Facilities Ordinance) allow a development exemption/ waiver for affordable housing projects. Specifically, we recommend the Council enact legislation that waives the APFO requirements for developments that reserve at least 50% of all rental units at households with incomes of 60% or less of the County median or 40% of all homeownership units for households with incomes of 80% or less of the County median.

### *Narrative Change*

- **Recommendation 1:** We recommend the County Council work with the County Executive to provide funding and support for a community engagement and outreach process to collect and analyze stories from residents regarding their experiences with the social dynamics and forces that fuel segregation. We need *qualitative* as well as quantitative information to both better understand the historical and current factors that guide the evolution of our neighborhoods and their demographic makeups and to inform policy design and decisions.
- **Recommendation 2:** We recommend the County Council work with the County Executive to provide funding and support for the formation of a broad coalition of local leaders to conceive and launch an ongoing story-telling campaign about living in Howard County, building on exercises from Recommendation 1. This effort should showcase and celebrate Howard County's neighborhoods and the unique evolution, attributes, and opportunities of each. It should also present a more accurate and authentic assessment of life in Howard County's many and varied neighborhoods.
- **Recommendation 3:** We recommend that the County Council work with the County Executive to provide immediate funding and support for a broad-based community-wide effort to enhance Civic Literacy by developing inclusive communications standards and practices for public programs and policies.

## Legislative Process Subgroup

### *Legislative Process*

- **Recommendation 1:** We recommend that the County Council assess and remove barriers to in-person and virtual participation in legislative processes that create disparate impacts on community engagement and involvement.
- **Recommendation 2:** We recommend that the County Council require legislative summaries, documents/press releases from the Council, reports, videos, audio recordings, etc. to be easily available in plain language, in general literacy level standards, and translated into, at least, the four most commonly used languages in the County.

### *Public Engagement*

- **Recommendation 1:** We recommend that the County Council transform the process of nominating and selecting members of Howard County Government Boards and Commissions to solicit participation of the entire community, including an advertised, open and transparent application process with published qualifications and criteria for potential applicants. The membership should not only have qualifications relevant to the business of the Board or Commission, but also reflect the diversity of county residents with regard to gender, race/ethnicity, age, and location of residence.
- **Recommendation 2:** We recommend the County Council implement changes to have a more accessible public engagement experience.
- **Recommendation 3:** We recommend that the County Council fund one Racial Equity and Social Justice workgroup per district under the auspices of the Office of Human Rights and Equity manager.

### *County Budget and Programs*

- **Recommendation 1:** We recommend the County Council issue a resolution that financial grants to community organizations paid from Howard County government funds be distributed following an advertised and transparent process that includes open applications and published evaluation and selection criteria, serve a community need, and incorporate a racial equity focus.

### *GARE*

- **Recommendation 1:** We recommend the County Council pass legislation to allow the county to become a member of Local and Regional Government Alliance on Race and Equity (GARE). GARE is a national network of government working to achieve racial equity and advance opportunity for all.

### *Howard County Charter*

- **Recommendation 1:** We recommend that the Howard County Council adopt the second recommendation of their 2019-2020 Charter Review Commission, which calls for a Councilmanic Redistricting Commission that is not selected by political party interests. Charter Review Commission 2019-2020 ([howardcountymd.gov](http://howardcountymd.gov)).

### *Student Involvement in the Legislative Process*

- **Recommendation 1:** We recommend the Howard County Council issue a resolution to the Maryland House of Delegates and Maryland Senate to prohibit the involvement of school staff (in their official capacity) in the student member of the board (SMOB) selection processes, in any way other than facilitating the logistics of student voting.
- **Recommendation 2:** We recommend the Howard County Council issue a resolution to the Maryland Board of Education and the Howard County Board of Education to mandate the instruction of certain topics related to civic engagement (e.g., voting, voicing one's concerns, and requirements to run for local office/responsibilities of local officeholders).

## Personal & Public Safety Policy Subgroup

### *Policing*

- **Recommendation 1:** We recommend the Howard County Council issue a resolution to restructure how complaints and concerns are made regarding law enforcement, including the Sheriff's office and police department. This can be accomplished by adding a designated telephone line for people to call and leave messages regarding complaints, concerns, and suggestions with lines in English, Spanish, and Korean.
- **Recommendation 2:** We recommend the Howard County Council issue a resolution requesting more transparency in data for law enforcement departments. This can be accomplished by creating a platform that is accessible on multiple media platforms for the community to access the complete data being compiled by the police department (e.g., demographic data on arrests, LGBTQIA+ data that intersects with race and ethnicity). This information should be accessible without the need for a PIA request in accordance with state and federal laws.
- **Recommendation 3:** We recommend the Howard County Council issue a resolution for the revision of the online complaint form for the police department. A few items to address are to 1) remove the time requirement for making complaints and to 2) allow complaints to be made without requiring the complainant to aver under penalty of perjury that their statements are true.

### *Gender-based Violence*

- **Recommendation 1:** We recommend the Howard County Council issue a resolution for the Howard County Police Department and the Howard County Police Academy to complete a transparent audit of their training curriculum on gender-based violence including sexual violence, intimate partner violence, and human trafficking.
- **Recommendation 2:** We recommend the Howard County Council issue a resolution for the Howard County Police Department and the Howard County Police Academy partner with local, regional, and state domestic violence/rape crisis/ anti-trafficking agencies, like HopeWorks of Howard County, Maryland Coalition Against Sexual Assault (MCASA), Maryland Coalition Against Domestic Violence (MNADV) and others, to update the initial training and continuing education curriculum for officers and administrative personnel.
- **Recommendation 3:** We recommend the Howard County Council issue a resolution for county-wide campaigns and educational seminars on public awareness of gender-based violence that includes use of media for campaigns and seminars such as television,

billboards, and local magazines. These campaigns and seminars should specifically cater to Black/African-American, Hispanic/Latino, and Asian/Pacific Islander communities.

- **Recommendation 4:** We recommend the Howard County Council issue a resolution to the county to make gender-based violence prevention in Howard County a top priority by introducing substantial funding for community-wide gender violence prevention education. Gender-based violence education should be focused primarily on women and femmes of color, namely Black and Latinx women, and the LGBTQ+ community.

#### *Alternatives to Policing*

- **Recommendation 1:** We recommend the Howard County Council issue a resolution that the County complete an audit of the Howard County Police Department & Grassroots Crisis intervention program called The Howard County Mobile Crisis Team to assess the success of the program and evaluate gaps and disparities amongst mental health crisis calls in Howard County.
- **Recommendation 2:** We recommend the Howard County Council issue a resolution to make significant changes to the Howard County Police Department & Grassroots Crisis intervention program called The Howard County Mobile Crisis Team (HCMCT).
- **Recommendation 3:** We recommend the Howard County Council issue a resolution to direct substantial public funding towards community level curriculum and programming around conflict mediation and transformative justice harm reduction methods. Programming should be made available to community members based on different age levels and differing identity statuses.
- **Recommendation 4:** We recommend the Howard County Council issue a resolution that would introduce funding for a mobile harm reduction unit that travels across Howard County providing harm reduction programming targeting street-based sex workers, injection drug users, those experiencing homelessness, and other marginalized communities.
- **Recommendation 5:** We recommend that the Howard County Council issue a resolution to create a commission specifically focused on alternatives to policing in Howard County as a tool to give appropriate time and thought to addressing community and public safety beyond the lines of the criminal justice system.

## **Public Health and Environmental Policy Subgroup**

#### *General Public Health*

- **Recommendation 1:** We recommend the Howard County Council issue a resolution to establish a Howard County-based program, modeled after the [Montgomery County Cares](#) program, that provides basic medical services to uninsured adults of Howard County. The program would offer annual medical check-ups by a healthcare provider, sick visits by a healthcare provider, medications, lab tests, x-rays, access to specialists, oral health care, and other health programs.
- **Recommendation 2:** We recommend the Howard County Council provide additional funding to the Howard County Health Department (HCHD) to hire additional public health

staff and implement public health programs to reduce racial health disparities.

- **Recommendation 3:** The County Council should create a Howard County COVID-19 task force to analyze the effects of the COVID-19 pandemic and how Howard County's response may have contributed to racial and ethnic disparities or what could have been done to mitigate racial and ethnic health disparities in COVID-19 outcomes.

#### *Maternal Health*

- **Recommendation 1:** We recommend that the County Council create, by law, a Maternity Partnership Program/Prenatal Care Program, similar to Montgomery County's [Maternity Partnership Program](#) that would subsidize the cost of healthcare for uninsured mothers in collaboration with Howard County General Hospital (HCGH) and funded by the Howard County budget.

#### *Mental Health*

- **Recommendation 1:** Working with the County Executive to include extra funds in the education budget, we recommend the Howard County Council issue a resolution to expand mental health and counseling services to all children in the Howard County Public School system.
- **Recommendation 2:** We recommend the Howard County Council issue a resolution for the County government to partner with Howard Community College and other academic institutions to create a pipeline of mental professionals and paraprofessionals that are bilingual and culturally competent to meet the needs of communities of color in Howard County.
- **Recommendation 3:** We recommend that the Howard County Council issue a resolution for Howard County General Hospital to partner with outpatient mental health clinics to assist with the overflow of emergency room admissions and enhance the delivery of culturally competent and timely care.

#### *Environmental Justice*

- **Recommendation 1:** We recommend the County Council pass a resolution to advance racial equity in public health, the built environment, access to green space, and climate action planning built on a [Health in All Policies \(HiAP\)](#) approach. HiAP is a collaborative approach that integrates and articulates health considerations into policymaking across sectors to improve the health of all communities and people.
- **Recommendation 2:** We recommend the Howard County Council adopt legislation requiring the Howard County government to track and publish data on disparities; amend the 2030 Howard County Climate Action Plan legislation; convene a workgroup in partnership; and adopt grant guidelines that require non-profit partners to use evidence-based strategies.
- **Recommendation 3:** We recommend the County Council pass legislation to establish a workgroup facilitated by an external consultant to achieve equitable distribution, access to, and use of the county's green spaces and Green Infrastructure Network.
- **Recommendation 4:** We recommend the County Council pass a resolution to develop an Equitable Growth Masterplan. An Equitable Growth Profile (EGP) is a resource that supports advocacy groups, government agencies, elected officials, funders, business

and civic leaders, and more in advancing equity. The EGP can also include a summary report that highlights critical indicators and offers policy recommendations.

- **Recommendation 5:** We recommend the Howard County Council pass legislation to invest equitably in mass transportation in Howard County and, as a first step, develop a screening tool that can help determine mass transportation investments in priority communities.
- **Recommendation 6:** We recommend the County Council pass legislation, and request the County Executive fund, an interdepartmental collaborative lab, to be a permanent backbone for the County's Health Equity and Climate Resilience efforts.

## DETAILED RECOMMENDATIONS

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Below are detailed recommendations developed by each subgroup. Each recommendation contains at least a topline recommendation, the anticipated racial equity impact of each recommendation if enacted, and timeframe to impact. In many cases, recommendations also include elaboration on the recommendation's intent, supporting data, and metrics by which to measure progress. Within each subgroup's section, recommendations are ordered alphabetically by subtopic; ordering does not indicate prioritization. All recommendations are critical to achieving racial equity in the County.

### Economic & Workforce Development Policy Subgroup

The Economic & Workforce Development subgroup reviewed hiring, promotion, and leadership policies, systemic drivers of economic inequality, barriers to economic self-sufficiency, and equal employment opportunities for residents. Subgroup members' recommendations regarding financial security, economic mobility, wealth building, and economic justice, all contributors to racial equity, are below.

#### *Data Collection*

**Recommendation 1:** We recommend the County Council work with the County Executive to fund and provide support for improved, more consistent, and more robust localized data collection, analysis, and reporting. Specifically, the group suggests the Council immediately:

- Fund improved data collection, analysis, and reporting -- including disaggregated data and trend analysis -- on all recipients of Workforce Development funding
- Fund improved data collection, analysis, and reporting -- including disaggregated data and trend analysis -- on businesses served by the Howard County Economic Development Authority
- Require state and County agencies to analyze and make public the demographic makeup of County government agencies, such as the police department, fire department, and school system, disaggregated as much as possible
- Make public the County's spending trends, including data on recipients by demographic factors
- Invest in the County's data infrastructure, not only related to collection, but also data sharing and accessibility capabilities. A shared portal should exist to aid departments in the sharing of information as it pertains to businesses served and by whom
- Consider partnership opportunities with the Horizon Foundation and the Association of Community Services

#### Racial Equity Impact

The quality and availability of economic data through a racial lens dictates the ability to extrapolate useful analysis of how race, gender, age, ability, economic mobility, and wealth intersect. Currently, the primary source of racial income and wealth data derives from national data collection tools, including the Survey of Income and Program Participation (SIPP), the Panel Study of Income Dynamics (PSID), the National Longitudinal Youth Survey (NLSY), or the Survey of Consumer Finances (SCF). These data sets generally only provide racial wealth data for the country as a whole amongst the three largest racial and ethnic groups (Black, white, and,



sometimes, Latinx). It would be a substantial benefit to understanding and addressing the racial wealth divide to have localized income, wealth, and occupational data that could identify more specific groups disaggregated by ancestry, including Native Americans disaggregated by tribal origin.

Collecting asset and debt information by race is even more critical and relevant to communities of color, some of whom are more at risk of exposure to predatory payday lending and the criminal legal system, for example. We also must understand wage gaps by occupation by race to understand the role of race, occupational segregation, and other factors.

Furthermore, disaggregation by ancestry is important both to avoid bias that may not accurately depict the wealth position of groups within the same racial category and ensure Native American populations are seen, not erased. Finally, to better understand gender dynamics and the ways in which gender may intersect with race and ethnicity, we need wealth data that more accurately measures gender, sexual orientation, and intra-family power dynamics, such as which spouse maintains and makes decisions with regards to household finance.

More on the case for data collection, disaggregation, and dissemination can be found in [this report](#) from the Institute for Policy Studies, this [publication from PolicyLink](#), and this [publication](#) by PolicyLink and USC Equity Research Institute.

#### Timeframe to Impact

The benefits of robust data collection and distribution will be seen immediately and have lasting effects if continuously collected, disaggregated, supported, and applied.

#### *Income & Earning Disparities*

According to the [Association of Community Services. Self-Sufficiency Indicators Report \(2020\)](#), in 2019, there were significant differences in median incomes when data was examined through the lens of race and ethnicity. Income disparities historically have impacted those individuals who are Black/African American and Latino/Hispanic disproportionately. According to recent data shared in the latest ACS report, this racial disparity has grown in Howard County, between the years 2010 - 2019. This gap in wages has a significant impact on a person or family's ability to live in Howard County. Our intent is for the county to examine the data available (and engage in additional data collection efforts). Below are recommendations for addressing income disparities; if enacted, the impact of these recommendations will begin to be experienced immediately and have long-term impacts on economic stability and wealth building.

**Recommendation 1:** We recommend the County Council and the County Executive work closely with State and Federal partners to influence higher minimum wage for the State and at the Federal level. The cost of living in Howard County does not allow an individual working full-time making less than \$33,636 to survive in an equitable way. We recommend that the County's elected officials work, with legislative and executive partners at the State and Federal levels, to increase the minimum wage to \$15/hour which will bring the county much closer to what the [ALICE Report published by the United Way recommends](#).

**Recommendation 2:** We recommend the County Council and the County Executive create equitable wage bands for all County employees. We recommend that the county look to increase entry level wage to \$16.17/hr, which is in line with the ALICE Report. One example of a wage lower than \$16.17/hr is in the Department of Recreation and Parks where the entry level



salary published is \$12.20/hr. Additionally, we recommend investing in data collection to close gaps in earning disparity data and disaggregate it by race, ethnicity, gender, age, and disability, work to expand access to benefits like childcare and transportation to homeless, incarcerated, and disabled populations as well as create opportunities for meaningful employment within the county government, and lastly look to improve and measure the quality of jobs not just the quantity of jobs and median wages.

**Recommendation 3:** We recommend the County Council and the County Executive require that contractors working with the County adhere to the minimum wage standard of \$15/hr minimum. Current contracts, at renewal, must show good faith in moving toward the \$15 minimum wage within three years. As quoted in [SHRM HR Magazine](#), Susan Alban, chief people officer for Renegade Partners in Menlo Park, California, says, “Ultimately, fairness in pay is foundational to an employer’s relationship with its employees. Fixing it is imperative to eliminating systemic racism, sexism and mistreatment of other underrepresented or marginalized people.”

**Recommendation 4:** We recommend the County Council and the County Executive examine [Montgomery and Baltimore County’s wage equity plans](#) and develop one that aligns with Howard County’s goal for wage equity. Both of the other Maryland jurisdictions that have undertaken this effort, have used the expertise of a taskforce or commission to examine the issues and recommend the changes.

**Recommendation 5:** We recommend the County Council and the County Executive consider developing an incentive program/process for new businesses looking to establish in the county and current businesses so that they may meet a livable wage threshold as laid out in the [United Way’s ALICE Report](#).

**Recommendation 6:** We recommend the County work closely with Howard County Community College (HCCC) and business partners to develop a pathway for individuals earning lower wages to develop skills that allow for advancement. According to [Association of Community Services 2020 Self-Sufficiency Report](#), in 2019, the median household income in Howard County was \$121,160; while the median income of Black households was \$94,192 and Latino Households was \$95,326. We believe that specific and targeted efforts must be made to outreach to the Black/African American and Latino/Hispanic communities. We recommend considering an expansion of current scholarships, internships, and on-the-job training programs. Programs must be offered in ways that are accessible and include transportation. More information on innovative models and promising/proven solutions is offered in this [publication](#).

### *Job Quality*

Below are recommendations for addressing job quality; if enacted, the impact of these recommendations will be experienced in two years and have long-term impacts on overall economic mobility.

**Recommendation 1:** We recommend that the Council County adopt a workforce accountability framework reviewing not just job *quantity*, but also *quality*. To do so, the County must shift from focusing on skill attainment to a focus on creating access to quality jobs. Skill attainment neither guarantees workers economic mobility nor high-quality jobs. Focusing on skill attainment often “fail[s] to recognize the historical and intergenerational way in which multiple systems, including not only workforce, but also education, housing, criminal justice and others, have created an inherent set of disadvantages for people of color”. (See [this report](#) from the Center on American

Progress). Meanwhile, focusing on job quality could address labor market inequalities caused by low wage jobs that lack benefits and in turn create opportunity for class mobility. This is particularly critical as jobs lacking quality have historically impacted marginalized people more adversely by keeping them in crisis. Black, Indigenous, people of color, and women disproportionately occupy these jobs.

**Recommendation 2:** We recommend the County Council in partnership with the County Executive define and evaluate its own job quality measures and determine where the county lies in terms of job quality and equitable pay. We distinguish a quality job from one lacking quality as: at a minimum, a job that provides benefits (i.e, paid time off, family leave, health insurance, retirement savings), a living wage relative to the area's median income, and opportunities for on-the-job skill development. (For more information on workforce equity, see this resource from the [Center for American Progress](#)). Too often, low-income communities, and disproportionately people of color, maintain jobs that do not meet quality standards (as defined above) and lack sufficient opportunities for upskilling and upward economic mobility. We recommend the County commence this effort by reviewing literature, specifically with attention to the work of the U.S. Private Sector Job Quality Index (JQI) and the Levy Institute Measure of Economic Well-Being (LIMEW) which measure different dimensions of job quality, not just median wages.

### *Long-term Economic Stability*

Below are recommendations for addressing job quality; if enacted, the impact of these recommendations will be experienced in two years and have long-term impacts on overall economic stability and mobility.

**Recommendation 1:** We recommend that the County Council enact measures that allow individuals who are currently experiencing homelessness to receive public assistance in the form of No-Cost Access to the RTA transportation system. Data can be provided by the County's Coordinated System of Homeless Services (CSHS). Additionally, this benefit should include those who need transportation and are collecting unemployment benefits, this data can be provided by the State of Maryland.

**Recommendation 2:** We recommend that the County Council expand child care opportunities for individuals with lower wage jobs. The County Administration could develop a public-private partnership to provide child care to families with young children. Maryland Family Network and Baltimore County Department of Social Services were able to launch such a program using childcare vouchers and the [Family Support Network of Programs](#) to accomplish this goal.

**Recommendations 3:** We recommend that the County Council develop a process/program that will ensure that citizens returning from incarceration will enter an equity driven workforce model that allows individuals to be hired into County Jobs with benefits. Such jobs should include a [mentoring or job coaching program](#) that assists participants in developing both hard and soft skills. Details about the State of Maryland's laws and other information about hiring returning citizens can be found [here](#).

**Recommendation 4:** We recommend the County Council work closely with Howard County School System and Howard County Community College to develop a program that impacts education accessibility and workforce training for youth who are experiencing homelessness, are in foster care or are in the lower third of their graduating class. We recommend an expansion of scholarships that are need-based, not academically based, to ensure access to higher education and career training to children of families who cannot afford the cost of higher

education. Increasingly, municipalities across the country are providing meaningful tuition assistance; those efforts and their benefits are expanded upon [here](#).

**Recommendation 5:** We recommend the County Council work closely with the County Executive to examine Portland, Oregon's [Universal Basic Income model](#) and determine if there is a fit for the County. Baltimore City is also beginning a Universal Basic Income (UBI) pilot, the details can be found [in this press release](#). The cost of living in Howard County is unattainable and unsustainable for many. According to the ALICE report approximately ¼ of the residents are struggling to make ends meet. Something such as UBI can allow families to move beyond survival and begin to make decisions that will allow them to thrive and advance in their careers and wages.

### *Procurement*

**Recommendation 1:** We recommend the County Council examine the County's procurement policies and practices for opportunities to increase racial/ethnic representation and bolster economic mobility. Enactment of specific opportunities below could bear both immediate impacts on racial equity as well as long term impacts for equitable wealth building. Opportunities include:

- Conduct a disparity study on County procurement policies--and encourage participation by the school system and other County business partners--to better understand the racial and demographic identities of contract recipients relative to the County's population; examine data from neighboring counties. Such a study would provide the necessary data for identifying and remediating racial inequity over the long term.
- Consider incremental contracting opportunities, so that local, smaller firms can participate in bidding and servicing contracts, i.e., offering bid opportunities of large contracts in smaller increments. This would allow smaller contractors, who are often firms led by people of color, an equitable opportunity for securing contracts. Such legislation would have a long-term impact.
- Require all entities seeking to do new business with the County submit demographic and wage information on their executive board, leadership team, and tiered staff composition. Set provisions for all existing business partners to meet the requirement upon contract renewal.
- Embed an apprenticeship requirement with an incentive for use of County residents into procurement projects. The County can leverage their purchasing authority to provide access to higher wage, skilled jobs. For example, [Seattle's Purchasing and Contracting](#) has apprenticeship requirements on public works contracts that cost \$1 million or greater in order to support training and advancement opportunities and the City of Philadelphia launched the [Fueling Philadelphia's Talent Engine](#) to demonstrate their commitment to inclusive growth of all residents. Howard County can examine best practices used by other states and jurisdictions to close opportunity gaps faced by many communities of color. This legislation would have a long-term impact for racial equity by creating opportunities for people of color in higher wage, skilled positions, empowering workers and diversifying employment.

- Review Howard County's Local Business Initiative spending limit to determine if \$10,000 is adequate or should it match the State's, which is \$25,000. An increase may improve racial equity in the long-term by increasing the percentage of county procurement dollars received by local businesses owned by people of color and allowing such businesses the opportunity to compete for contracts.
- Explore a bonding vehicle support program to increase opportunity for owners of color to meet bonding requirements. More flexible bonding opportunities could include:
  - o The County approves the bonding firms of subcontractors to prevent the larger general contractors from rejecting surety firms of subcontractors and demanding a higher standard.
  - o Require larger general contractors to allow small firms to work under the umbrella of general contractor bonding coverage. The general contractors have the capacity to offer this and some do.
  - o Reduce the minimum contract value requiring bonding for small firms.
  - o Allow small firms and businesses to provide signature bonds, which are also often lower amounts of coverage and less costly.

### *Workforce Development*

**Recommendation 1:** We recommend the County Council work with the County Executive to increase general administrative funding, as well as funding for marketing and community outreach for the Office of Workforce Development (OWD). In past years, OWD has been funded for specific projects; however, greater funding for program administration—such as staffing, marketing, and community outreach—is necessary for programs to achieve impact at scale. Furthermore, by allowing OWD greater flexibility in allocated dollars, OWD can more strategically invest its time and outreach efforts in supporting communities who would most benefit from job seeking and retention services.

Monies could also be applied to:

- Support additional personnel costs associated with program administration and outreach
- Support bolster apprenticeship programs themselves, as well as bolster outreach efforts to historically under resourced communities regarding these programs
- Strengthen and increase incumbent worker training for people of color to ensure upward advancement

Greater flexibility would improve racial equity in the long-term by improving the percentage of people of color engaged with workforce development and entering the workforce with strong career trajectories.

**Recommendation 2:** We recommend the County Council work with the County Executive to expand the County's current diversity, equity, and inclusion (DEI) training and make it a requirement that all County employees enroll. The Council should pay specific attention to new employee onboarding and offer annual refreshers, so that the County can model the way DEI competencies can be developed across the community. Such measures would have an immediate effect on work environments by making inclusive workspaces and opportunities more accessible to minorities.

## Education Policy Subgroup

### *Early Childhood Development and Education (0-5)*

Since [eighty percent of a child's critical brain structures develop during the first three years of life](#) and [ninety percent of those critical structures develop by age five](#), it is vital that families and the community at large support children's brain development with proven techniques and practices. Research has shown the significance of early interactions with children and the difference that it can make in a child's life trajectory. Currently, there are limited ways to learn about and access the tremendous programs and services that the county provides to support this important time in children's lives

Investment in quality [early childhood education drives increased high school and college graduation rates](#), improves employment and wages for adults, improves health and mental health of individuals, and [reduces rates of incarceration](#). The societal ROI would result in uplifting communities. We can have a thriving educational system for families through collaboration and partnership that creates access for all.

**Recommendation 1:** We recommend that the County Council, through funding and support to relevant county/community partners, strengthen initiatives to close the Kindergarten readiness gap. This can be accomplished by: running an ongoing multi-media campaign targeted at parents and caretakers regarding early childhood development; creating an accessible multi-channel information sharing and referral service between county agencies; circulating a paper newsletter for parents; and launching a mobile van service with social workers to connect higher-need communities to resources. Details on each are below:

- A county wide, multi-media campaign would share simple activities that parents can do to promote brain growth from the earliest moments of life through the early years. Billboards, ads on social media, posters in the community, TV ads, bus/cab signage are examples. Use of materials from [The Basics, Howard County, Talk With Me, and Read With Me](#) are encouraged.
- Collaborative information and referral services between county agencies would connect parents to services available within the county. The current Howard County CARE Line capacity could be expanded and include the ability to advertise services to multiple language groups. Providing texting capabilities would also enhance the service. To accommodate increased usage resulting from increased public awareness, additional operators of the phone line would be needed. The county has many exemplary services and programs; it needs to increase awareness and access to these programs and services.
- A mail distribution of a paper newsletter of current programs and a list of highly needed services and contact information would address those with limited or no digital access to information. The Parent Pages newsletter is a great example of disseminating needed information; expanding its reach to households would provide access to needed information. Connect communities with social workers in a mobile van to high-need communities. With activities to attract families, these service providers can get to know families and help them to access programs to aid their children's development: find child care, enroll in Head Start, obtain information about Talk With Me and Read with Me, and become a part of groups such as Parents as Teachers or Healthy Families.

#### Racial Equity Impact

The COVID-19 pandemic uncovered stark inequities that existed for years in many sectors. The reliance on digital communication as the primary means for disseminating information has revealed another area of inequity. Families with limited or no access to internet service miss out on vital information. Expanding access to the vital information will assist families in learning about the importance of the critical first three years of child development.

#### Timeframe to Impact

An increase in Kindergarten Readiness Assessment (KRA) scores after 5 years of implementation would measure the success of these programmatic changes.

#### Data

See Appendix B for disaggregated data on kindergarten readiness.

**Recommendation 2:** We recommend that the County Council take action to ensure equal access to early childhood education for all families, specifically those children who attend the Head Start program by issuing a resolution which leads the HCPSS to render transportation services to children enrolled in the Head Start program. Transportation is the barrier that stops families of color and low-income families without their own transportation from accessing free, quality education for their young children.

#### Racial Equity Impact

The Head Start program provides free and high-quality early childhood education services to children ages three to five. One hundred percent (100%) of the children in the Head Start program are from low-income families who are less likely to have access to consistent and reliable transportation services than children from more affluent families. Additionally, Howard County Head Start family profile consists of 60% African American, 24% Latinx, 25% speak languages other than English, and 65% are from single parent households of whom 97% are led by females.

Without consistent and adequate transportation, the children of families of color and low-income families have no chance to gain access to quality early childhood education which is available to them only if they can get to it.

#### Timeframe to Impact:

An inequity ignored is an inequity enabled. Records will reflect that community activists have made persistent efforts over the last decade to bring a resolution to this disparity, inequity, and lack of access without any success. Every day that a child living in a low-income household is not able to get to school because their family does not have access to transportation is a day lost and opportunity fledged, and most egregiously a nod of acceptance is given to continued and systematic racial and economic inequities.

Today the Howard County Council can take bold steps to address the opportunity gap experienced by low-income African American and Hispanic students. It is imperative that immediate action is taken to address this disparity in our community.

#### Data

All young children need access to quality early childhood education, regardless of income. Research and experience have proven that high quality early childhood education improves lifetime outcomes for at-risk children. Every dollar spent on high quality, birth to five programs for children who are economically marginalized delivers a 13% per annum return on investment.



Investment in quality early childhood education drives an increased rate of graduation from high school and college, improves employment and wages for adults, improves the physical and mental health of individuals, and reduces rates of incarceration. These economically significant returns account for the welfare costs of taxation which pay for the program. See: [FAQ for The Lifecycle Benefits of an Influential Early Childhood Program - The Heckman Equation](#).

Yet in Howard County, transportation is the barrier that stops families without their own transportation from accessing free, quality education for their young children – and this has a direct impact on long-term academic outcomes for these children. A 2020 Community Needs Assessment identified that 26% of Howard County families with children under the age of 5 find quality early childhood programs out of reach and not accessible. Howard County has one of the most expensive childcare costs in the nation whereby childcare costs could average close to \$24,000 per year. Easterseals DC MD VA estimates that costs increase 15 percent to 20 percent for child development each year.

What's more if that systematic denial of access to quality early childhood education is contributing to an undeniable and unforgiving opportunity gap faced by children of color. According to the Maryland State Department of Education (MSDE), of more than 3,962 kindergartners in Howard County, 22% are African American and 13% are Hispanic. MSDE further reports that African American and Hispanic children consistently face some of the largest readiness gaps. While looking at scores by race/ethnicity does not necessarily account for the impact of poverty on school readiness, children of color are more likely to experience poverty, and to feel the educational, social, and societal impacts of poverty. Accordingly, the 2019-2020 KRA data indicates that in Howard County 44% of African American kindergartners demonstrate readiness compared with 69% of White kindergartners. 35% of Hispanic kindergartners demonstrate readiness; a 35-percentage point gap between Hispanic children and White children. These disparities in school readiness exist for African American and Hispanic kindergartners across all domains, representing significant opportunity gaps.

### *In-School Cultural Responsiveness & Inclusive Curriculum*

**Recommendation 1:** We recommend that the Howard County Council issue a Council Resolution to the Board of Education that recommends it provide funding for high quality, mandatory anti-racist, anti-bias, anti-xenophobic training and issue accountability measures for all central office, school faculty and staff, and (to the extent possible) students to abide by. More specifically, all staff should undergo anti-racist, anti-bias, anti-xenophobic training to understand students from diverse ethnic and cultural backgrounds and to teach students who don't speak English as their first language. A more *accessible, psychologically-safe, and anonymous* system should be developed and implemented for students to systematically provide feedback on their educational experience for each term. This system should also include a mechanism for students to report biases or lack of cultural responsiveness among faculty and staff as incidents occur. A review panel should conduct investigations on all claims made. If a staff member is found to be biased based on investigations by a review panel, they should be removed from the classroom and undergo an education process that includes coursework and personalized guidance to understand and stop their bias.

**Recommendation 2:** We recommend that the Howard County Council issue a Council Resolution to the Board of Education to take additional steps to implement an inclusive curriculum in kindergarten through Grade 12. Specifically, we recommend the Council suggests the Board of Education collect quantitative and qualitative data from HCPSS students and

teachers (separately) to identify potential gaps in their perceptions of the inclusiveness of the existing curriculum, as well as how subjects related to the histories and contributions of racially and ethnically diverse groups are taught. We additionally suggest the *entire* curriculum be (re)shaped to include segments that introduce the histories, contributions, culture, and/or literature of people of different racial and ethnic origins in the United States in at least one of the required courses for each grade level. A cultural awareness and racial justice segment should be introduced at the beginning of each school year. Two examples of inclusive curriculums to model include that of [El Rancho Unified School District \(ERUDA\)](#) as well as [Black Lives Matter at School](#).

**Recommendation 3:** To make our county equitable, there is an urgent need to reduce the performance and opportunity gaps in our public school system. Therefore, we recommend that the Howard County Council issue a Council Resolution to the Board of Education (BOE) regarding its allocation of resources towards language assistance services. Specifically, we recommend the BOE create a Language Assistance Service Department for HCPSS based on demographic demands. The Language Assistance Service Department will be responsible to provide translations and interpretation services to the school community, educators, staff, and parents, aiming to reduce language and cultural barriers, and to enhance parents' engagement. The department will be responsible for a multilingual information distribution system that observes cultural competency and uses various media platforms selected based on utilization by different communities.

#### Intent

The Language Assistance Service Department's goal is to create an education setting that allows for an equitable student outcome success independent of their origin or ethnicity. Additionally, its implementation provides enhancement in parent engagement with the school system, who are mostly disconnected from their children's learning process due to a language barrier.

#### Racial Equity Impact

Almost all English Learner Students and non-white; the creation and implementation of the language assistance service department will positively impact them and their families. Ultimately, this impact will be reflected by increasing 4-year high school graduation rates among ELS, which in turn reduces the cost of public education for our county because students will be graduating in less time and increases revenue because students will be able to join the workforce sooner.

#### Timeframe to Impact

The Language Assistance Service Department needs to be implemented immediately given the disparities in performance of students facing language barriers. Similar language assistance services have been modeled by neighboring counties. (See Montgomery School's [website](#)). Because the Language Assistance Department will provide direct services to a much-underserved population in the County, it is expected that impact will be noticed soon after its implementation. Metrics are expected to start improving in the initial school year following implementation and to continue improving, as students and families will have the support needed from earlier grades.

#### Data

This recommendation is supported by the fact that Limited English Proficiency students in the Howard County Public School System perform much worse than their peers in many categories. Data from the [Maryland State Department of Education's Report Card](#) illuminates this point:



#### Four-year Graduation Rates, 2020

All Students	93.38%
All English Learner Students (ELS)	57.92%
Hispanic/Latino of any race (ELS)	48.03%

#### College Enrollment, 2015-2019

	12 months after HS Graduation	16 months after HS Graduation
All Students	84.9%	86.1%
All English Learner Students (ELS)	38.4%	39.4%

#### Dropout Rate, 2020

All Students	3.61%
All English Learner Students (ELS)	33.33%

Additionally, supportive quantitative data for this recommendation can be found in “[A New Generation of Evidence: The Family Is Critical to Student Achievement](#),” a report issued by The National Center for Family and Community Connections with Schools. In 2000, the U.S. Department of Education’s Office of Educational Research and Improvement conducted a review of research about family and community connections in collaboration with other organizations. Among other findings, they concluded that “key programs and interventions that engage families in supporting their children’s learning at home are linked to higher student achievement.” (<https://sedl.org/connections/resources/evidence.pdf>).

#### Metrics to Measure

The metrics to be measured are: • 4-year high school graduation rate • Dropout rate • Post-high school placement • Standardized exam participation and testing rates • Advanced high school courses placement

#### *Police-Free Schools & Restorative Justice Implementation*

**Recommendation 1:** We recommend that the Howard County Council express support for Police Free Schools (including SROs, law enforcement agents, police, agents with arresting power, agents who are armed, etc.) by issuing a Council Resolution to the Board of Education. The Council should recommend all funds allocated for the SRO program be shifted to full funding support for and implementation of holistic Restorative Justice practices, and [Community School approaches](#). A Police-Free Schools resolution can be introduced immediately (in

September 2021), with budgetary action implemented in the next budget cycle (FY2023). All funds allocated for the SRO program should be shifted out of the police department budget to Restorative Justice, mental health, and student welfare support programs of HCPSS in the budget cycle of FY2023.

#### Intent:

HCPSS is a diverse and multicultural school system, and the County should seek to acknowledge, analyze, and provide solutions to address and eliminate disparate outcomes experienced by HCPSS students. Black and Latinx students are disproportionately impacted by the presence of SROs in HCPSS middle and high schools.

#### Racial Equity Impact

By eliminating the School Resource Officer (SRO) program that assigns police officers to public schools, this resolution will favorably impact racial equity and social justice in Howard County. Studies show that Black and Latinx students feel less safe at schools with SROs and experience disproportionate trauma and harm from police in schools, which impacts academic performance and mental health and perpetuates racial inequalities in educational outcomes.

Furthermore, by reallocating funding for SROs to programs that promote HCPSS restorative justice programs, students' mental health and welfare, and social-emotional learning, this resolution will favorably impact racial equity and social justice in Howard County. Researchers have identified several best practices that advance racial equity and social justice within public schools. These include more funding for counselors, psychologists, and social workers; expanding restorative justice; social and emotional learning, and empathetic discipline programs; and expanding positive behavioral interventions and supports.

The budget is a values statement. Any fiscal impact should be considered, but ultimately the safety and health of students, especially the most vulnerable students, is paramount. Neighboring Montgomery County does not expect any significant fiscal impact from ending their SRO program.

#### Timeframe to Impact

A Police Free Schools resolution can be implemented immediately (in September 2021), with budgetary action implemented in the next budget cycle (FY2023). The Howard County Council will shift all funds allocated for the SRO program out of the police department budget to Restorative Justice, mental health, and student welfare support programs of HCPSS in the budget cycle of FY2023.

#### Data

In addition to the myriad of testimony submitted during the Racial Equity Task Force hearing in support of Police Free Schools and the advancement of restorative justice practices, a broad range of data demonstrate that students who attend schools with on-site law enforcement are in greater danger of unnecessary involvement in the juvenile legal system through the criminalization of behaviors traditionally resolved through standard school discipline policies. Data furthermore shows the positive impact of restorative justice practices on individual students, schools, and communities. See Appendix B.

#### Metrics

Successful implementation of this resolution would mean that rates of incarceration and contact with the criminal justice system will decrease. Not only will the removal of SROs affect student

arrest rates, but students' emotional wellbeing and sense of safety and community belonging will be improved. Rates of criminalization, trauma, and fear will decrease, and increases in high school graduation rates can be expected. Students will have improved post-high school opportunities and outcomes. Student arrest data is collected by the school system and submitted to the state and can be reviewed annually pre- and post-SRO program elimination. Student wellness and safety metrics can be measured through interactions with counselors and other mental health support staff, as tracked by the school system.

### *Recruitment, Hiring, Retention, and Promotion of People of Color in HCPSS*

**Recommendation 1:** In order to achieve a more diverse workforce that represents the racial and ethnic diversity of the County, and to uplift more educators of color into leadership positions, we recommend that the Howard County Council issue a Council Resolution to the Board of Education with the following actions related to educator recruitment, hiring, and promotion.

- Become more aggressive with the implementation of a unique and “outside the box” Grow Our Own programs at the county level. Recruiting our teacher candidates from traditional and nontraditional populations (e.g., high school students, paraprofessionals, after-school program staff, and Second Career Changers).
- Acknowledge that the state teacher licensure requirements clearly does not allow many teaching candidates of color to demonstrate their competency because of the high level of racial disparity in the pass rates of the traditional exams. Challenge the equity barriers in the testing language and questions of these tests and choose to support rigorous but more authentic performance assessments.
- Offer incentives for teachers to announce their resignation, retirement, and transfer intentions in early spring so that they can recruit new hires earlier in the season. Candidates of color may be available for hire earlier in the year.
- Partner with all local teacher preparation programs, including all the Historically Black Colleges and University's (HBCU) in the state, Hispanic-serving institutions, and any other people of color-serving institutions, as well as existing pipeline programs for students of color to coordinate student teaching placements and vet candidates for hire before they graduate.
- Require HCPSS to include teachers of color in the hiring process in meaningful ways, including the creation of the interview programs, being a part of the interviewing team, hiring retired educators to be a part of all aspects of the recruiting and hiring process.
- Create diverse hiring committees and support compensating teachers for attending recruitment fairs.
- Develop a comprehensive program to support teachers of color in their first years of teaching that is separate and apart from the professional development New Teacher program.
  - Have a veteran educator of color lead the programs in each school
  - Offer brave and bold spaces for connections and conversations within the building.
  - Allow *Connect and Conversate* opportunities with other schools (all levels), where conversations on restorative methods and other areas of needs can be professionally developed.
  - Collaborative Meet and Greets that focus on a specific topic each month by elementary, middle, and high school levels. Host problem solving and conflict resolutions discussions and panels where educators in the school system can rotate in to share on classroom assistance, school workloads, accountability,

- navigating the school, administrator interactions, implicit bias and the school culture.
  - Develop a true mentor program for individual educators of color as well as system supported affinity groups to allow for non-judgmental meeting spaces.
- Increase the qualifications and compensation for BSAP, Hispanic, and Title 1 liaisons and provide free educational opportunity to existing staff in those positions. HCEA should include liaisons in their certified staff bargaining unit by providing pathways for certification.
- Ensure that principals have the training and clinical experiences to create collaborative, supportive work environments for diverse staff. Their success in hiring, promoting, and retaining educators of color should be reviewed and evaluated on an annual basis and supported by central office staff when necessary.
- Ensure significantly increased representation of people of color at the administrative level by:
  - Hiring retired HCPSS administrators to mentor educators of color to become HCPSS administrators.
  - Using mentors, current or retired educators of color administrators, for aspiring staff members to become administrators in HCPSS. Currently other county school systems are utilizing past/retired administrators for their training. They may be used in future training
  - Providing comprehensive information and guidance to all educators, especially educators of color, so that they understand the process to become an administrator.
  - Having a portion of the evaluation process of current administrators to include interaction with aspiring educators of color on their staff.
  - Encouraging current administrators of color to participate in Affinity groups and be a part of, recognize, and evaluated by their community involvement.
  - Develop a diverse panel of administrators and mentors to support people of color who aspire to be administrators.
  - Require all administrators to report on the representation of people of color at the leadership levels.

#### Timeframe to Impact:

The recommendations need to all be implemented by HCPSS by fall of the school year 2023 – 2024. This will give time for the Central Office to organize the training for the staff at each school.

#### Data

See Appendix B for comprehensive data from HCPSS on educator hiring, representation, and positions held. The data demonstrates the inequities in HCPSS in hiring, retention, and promotion in the staff at HCPSS, as a significant number of schools hire less than five educators of color annually according to the most recent data provided by the Board of Education. Furthermore, the data also shows that HCPSS attended one in-person recruiting at an HBCU school: Bowie State University. There are multiple HBCUs in Maryland, such as Morgan State University, Coppin State University, and University of Maryland Eastern Shore, and Howard University is less than one hour away.

For the last three years, over 67% of educators hired identify as white. This does not represent the student population that attends Howard County schools. Research shows that all students benefit greatly from being educated by educators of color, measured not only by academic performance but also social/emotional and future earnings indicators. Yet, the schools that have

the highest percentage of staff who identify as people of color are the schools that historically have enrolled a higher proportion of students of color.

Over 72% of HCPSS' current employees identify as white. This statistic also does not reflect the population of the student population. Furthermore, at the administrative level, fewer than five people of color are included in recruitments and recommendations to hire. In other words, for the majority of HCPSS educators of color, no one in their school building looks like them. It is for this reason we are recommending that educators and administrators of color be supported in creating Affinity Groups and that educators of color be provided training that prepares them for administrative and other upper level positions. It is just as important for staff to see themselves in administrative positions as it is for the students to see educators who identify as people of color.

The importance of these investments and changes were echoed by many community members during the May RETF public hearing.

## Land Use & Housing Policy Subgroup

For over 100 years, land use laws, policies, and practices have played a role in keeping Americans apart and creating racially segregated communities. The federal Fair Housing Act requires local jurisdictions to “affirmatively further fair housing.” The County should adopt policies that explicitly remedy the wrongs of the past. To that end, the Land Use and Housing subgroup evaluated housing and land-use policies in Howard County as they pertain to advancing racial equity. It has reviewed pertinent housing data, evaluated exclusionary policies, and developed recommendations to the County Council to address racial disparities in housing and housing development. Subgroup recommendations to the County Council are below.

Many of these recommendations center around the concept of “Affordable Housing,” which is an imprecise term that often raises questions or causes confusion. Among housing experts, “affordable housing” is generally defined as housing in which the occupant is paying no more than 30 percent of gross income for housing costs, including utilities. Affordable housing can also mean housing for persons at low- to moderate-incomes within the County. We have chosen not to include fixed household income limits in this brief, as we believe such metrics should be further defined through policy design and program implementation.

For these recommendations, we have embraced this definition as well as a broader, community-wide vision: a County where affordable housing opportunities are available, accessible, and sustainable across the County, and provide a stable foundation for our neighbors to thrive.

### *Zoning*

**Recommendation 1:** We recommend the County Council desegregate Howard County by allowing a wide variety of housing types and prices throughout the County. Specifically, we recommend the Council and DPZ:

1. Expand the areas of the County in which multifamily is allowed using the new County Masterplan
2. Expand multifamily zones into the west of the County even if water and sewer is not yet in place using the new County Masterplan. The County is not obligated to provide water and sewer and these services can be created over time and paid for by multiple parties. Without amendments to zoning, water and sewer will never be solved.
3. Expand the areas of the County in which townhomes and small-lot, single-family detached housing can be built using the new County Masterplan.

### Intent

The County is essentially segregated, especially with its Black population concentrated in relatively few census tracts and substantially underrepresented in a large number of other tracts. This is due to the lack of diverse housing types and high prices in many tracts and the concentration of multifamily housing and townhomes in Columbia and a few other areas. In order to create opportunity for all and to desegregate the County, zoning rules must be changed to allow multifamily housing, townhomes, small lot detached homes, and other housing types in more zones.

Many potential homeowners are priced out of the County. Families are unable to build wealth through homeownership. The County's workforce generally lives elsewhere, causing road congestion and air pollution due to commuting patterns.

#### Racial Equity Impact

If enacted, we envision this recommendation will dramatically reduce segregation in Howard County.

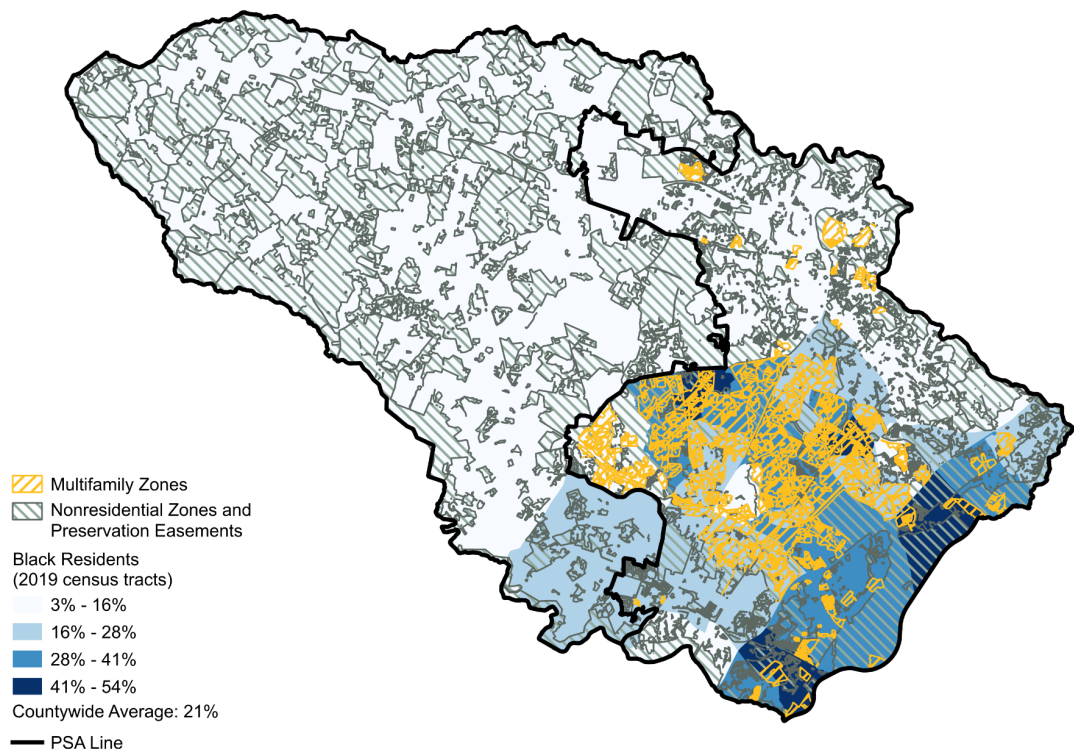
#### Timeframe to Impact

2+ years. Once zoning changes have been put in place, it will take time for development and redevelopment to occur, which is necessary to alter the County's demographics.

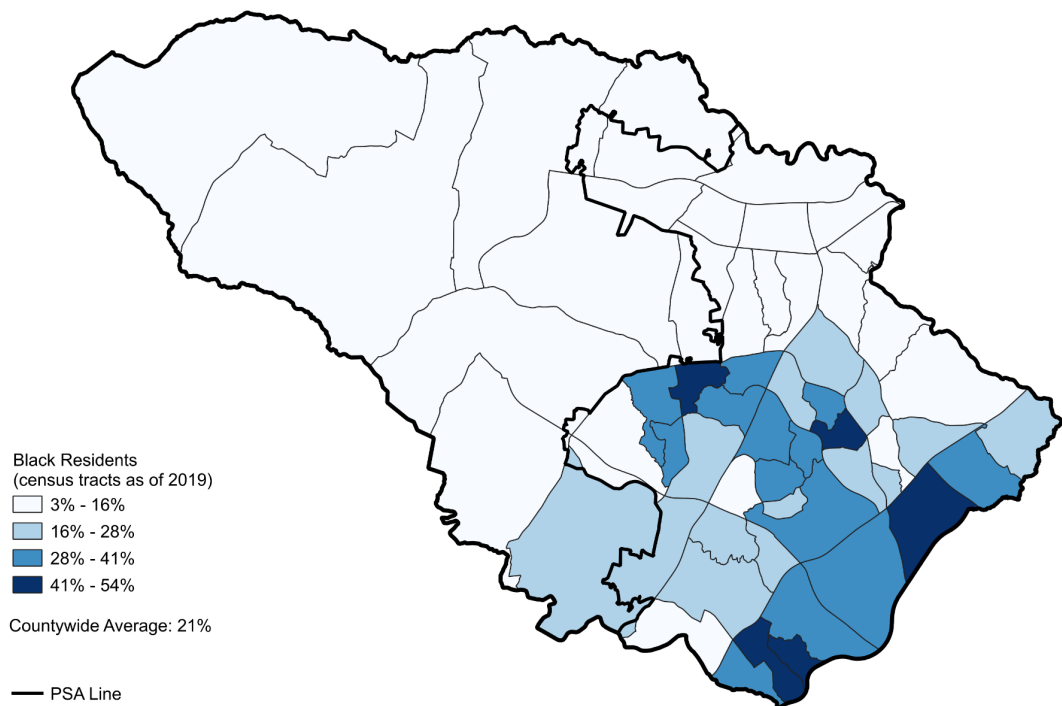
#### Data

The maps below demonstrate the racial segregation that persists in Howard County and its overlap with the lack of diversity in housing types, especially multifamily housing and townhomes.

HoCo by Race and Multifamily Zoning



## HoCo Percent of Black Residents by Census Tract



### Metrics to measure impact:

Concentration of County's non-white residents; concentration of non-white students in County schools.

### *Affordable Housing*

**Recommendation 1:** We recommend Howard County revise the County's Moderate Income Housing Unit ("MIHU") Ordinance. Alterations the County should consider include:

1. Require MIHUs universally in Howard County, including in New Town Zoning. May need to exclude Downtown Columbia because of DRRA related to its redevelopment.
2. Modify MIHU rental income limits to match the needs of renters of color.
3. Establish marketing requirements in order to ensure marketing of MIHU units to all communities.
4. Modify the resale limits on the price of MIHU homes to generate more wealth for the MIHU owner.
5. Improve the efficacy of fee in lieu.
  - a. Review the use of fee in lieu in the housing development approval process with a racial equity lens. Ensure that any alternative compliance is created in either areas of opportunity or in areas that need revitalization through either additional investment or creation of new affordable housing units.
  - b. Procure an independent consultant to review the use of fee-in-lieu and make recommendations on appropriate fee in lieu amounts based on the cost of



creating comparable units in similar locations and whether the use of such alternative compliance helps or hurts the creation of affordable housing units.

Intent:

The County's MIHU program is generally designed to promote housing for County residents earning between 60% and 80% of the County median income. This income range and other rules of the program can be adjusted to better promote housing opportunities for people of color who may be unintentionally harmed by some of the program rules.

Racial Equity Impact:

Once enacted, the recommendations will increase program benefits to County residents of color.

Timeframe to Impact

Impact should start to be felt immediately, including within 2 years.

Data:

According to the Urban Institute's publication, [\*Inclusionary Zoning: What Does the Research Tell Us about the Effectiveness of Local Action\*](#), "IZ can increase economic opportunity and equity by reducing rent burdens for low-income residents, building wealth through homeownership, and creating or preserving mixed-income neighborhoods. IZ laws generally target low-income households, though income requirements vary."

Metrics: Impact can be measured by changes in:

- Percent of non-White program users prior to enactment compared to percent of non-White program users that are people of color after enactment.
- Percent of non-White program users compared to percent of non-White eligible county residents.

**Recommendation 2:** We recommend the County allow affordable housing and/or other unit types by right and reduce fees and process for affordable housing. More specifically, we recommend the County:

1. Eliminates APFO requirements for affordable housing in school areas where the rate of students accessing free and reduced meals (FARMS) is below average.
2. Makes affordable housing a by right process in a wider range of zoning areas.
3. Reduces minimum lot size requirements for affordable housing.
4. Creates a "Green Tape" process for affordable housing with faster reviews and fewer restrictions. The "Green Tape" review process reduces Red Tape for Affordable Housing Development, including: (i) an expedited review process for applications, (ii) improved communications between the reviewing agencies, (iii) creation of a geographic information system map overlay of green tape applications for easy identification of these projects, and (iv) expedited construction permits and utilities permits processing. Time is an important component of the development process and reducing red tape can save time — and money. Projects eligible for "Green Tape" review include any residential or mixed-use development that designates at least 20 percent of the total number of housing units to persons or families with incomes at or below the income level for MIHUs as provided in the Howard County Code.
5. Reduces fees for affordable housing so that State and federal government funds are not needed to pay the County government. Biggest fee is a building permit.

### Intent

Black County residents are disproportionately concentrated in relatively few census tracts. This is likely due to the fact that Black County residents have disproportionately lower incomes than the County's White residents. In addition, Black residents are concentrated in areas of the County that have schools with higher rates of students accessing free and reduced meals (FARMs). See below map. Deconcentration of lower-priced housing would reduce the rate of students accessing FARMs in schools where there are the highest rates, enable more even distribution across schools, and potentially increase the presence of the County's Black residents in many parts of the County.

Allowing affordable housing by right in all eligible areas without APFO or other restrictions would help to increase and disperse lower-priced housing in the County. For the purposes of this section, affordable housing should be defined as both rental housing for households with incomes at or below 60% of the County median and homeownership for households with incomes at or below 80% of the County median.

### Racial Equity Impact

Since Black County residents have disproportionately lower incomes than White County residents, a greater range of lower-priced housing options will provide Black County residents with a wider range of choices in a wider variety of neighborhoods, including neighborhoods with schools that have lower rates of students accessing FARMs.

### Timeframe to Impact

Long-term. It will take years before additional housing can be completed and residents can relocate. However, this is a necessary step to desegregating the County. Without affordable housing in a wider range of communities, the County will only further concentrate by income and race.

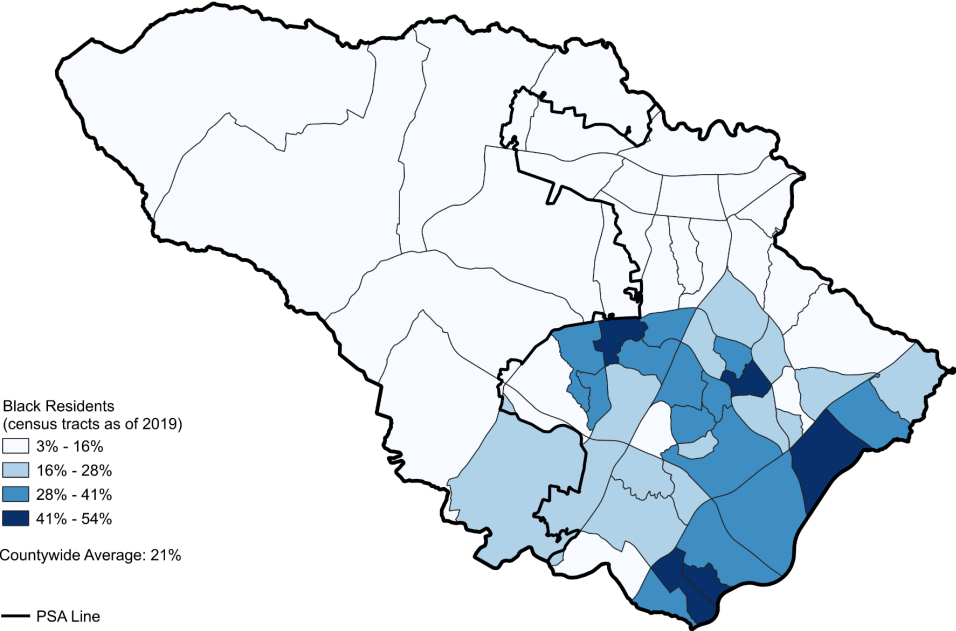
### Data

The maps below show the relationship of the concentration of Black residents in the County and the rates of students accessing FARMs.

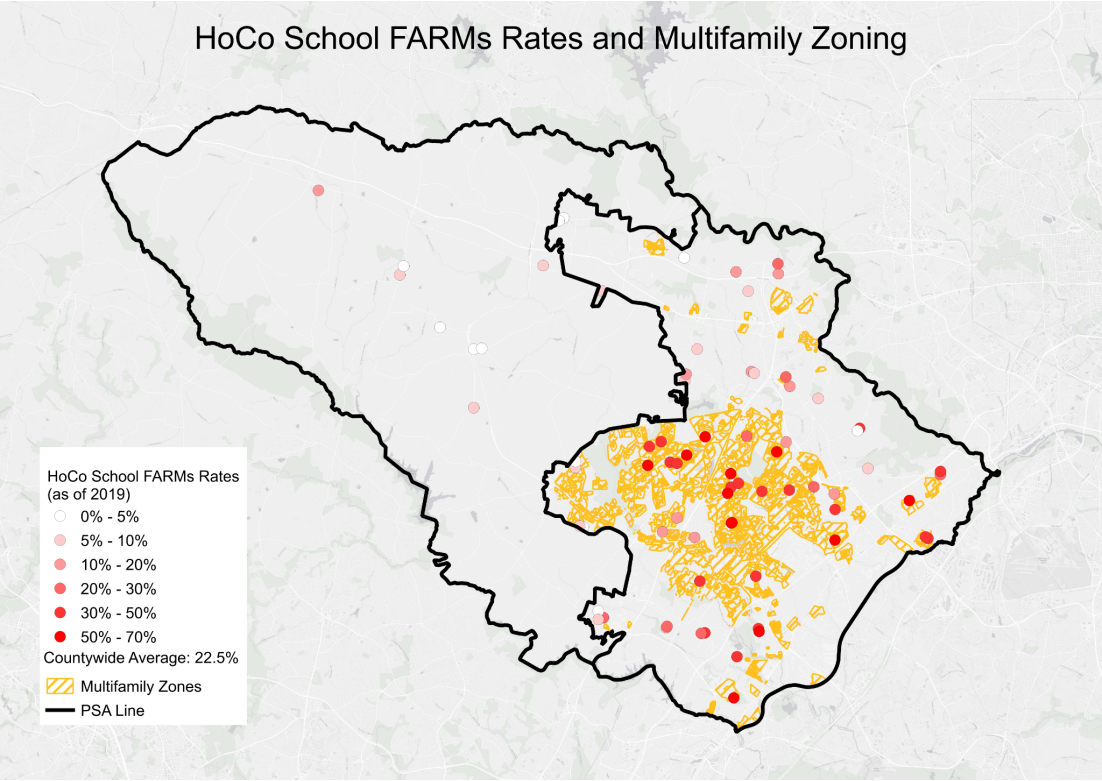
### Metrics to measure impact:

Greater racial diversity on a census tract basis and an evening out of the rates of students accessing FARMs in the County's schools.

HoCo Percent of Black Residents by Census Tract



HoCo School FARMs Rates and Multifamily Zoning



**Recommendation 3:** We recommend the County Council support the creation of the Howard County Housing Opportunities Trust Fund (HOTF). More specifically, we recommend the HOTF be funded to provide loans or grants to:

1. Construct new affordable housing units;
2. Acquire land upon which affordable housing may be constructed;
3. Buy and rehabilitate existing rental units that might otherwise be removed from the supply of affordable housing;
4. Increase the accessibility of new and existing housing, both rental and homeownership;
5. Support home modifications or improvements to help people age in place;
6. Assist with the purchase of for sale housing; and
7. Assist the Howard County Housing Commission and nonprofit and for-profit sponsors in the creation and preservation of mixed-use and mixed-income projects containing affordable housing.

We recommend the County approve initial funding *and* a source of long-term funding for HOTF.

#### Intent

In Howard County there are numerous barriers to the creation of affordable housing including a lack of funding to increase affordable homeownership and rentals units, and a long project review process that can be very reliant on the political actors involved. The Howard County Housing Opportunities Trust Fund (HOTF) would address these issues by creating a targeted, but flexible local funding source that can be used to reflect the priorities of our community including: (i) creating more affordable housing through investments to broaden homeownership for first-time homebuyers and minorities, (ii) support senior renters aging in place, and (iii) create more affordable accessible rental units to allow persons with disabilities to live and thrive in Howard County.

#### Racial Equity Impact

The lack of affordable rental housing disproportionately impacts people of color and creates concentrated areas of poverty within Howard County. The HOTF will expand the number of affordable housing units and will provide the funding to allow those units to be built all across Howard County to reduce pockets of poverty and low-income housing and provide access to areas of opportunity.

#### Timeframe to Impact

1. The Howard County Council can approve a budget line item during this fiscal year to create the HOTF and can approve legislation outlining the sources and uses and administrative framework of the HOTF in the following fiscal year.
2. The Howard County Council can fund the HOTF with COVID-19 relief funds available to Howard County in this current fiscal year in addition to surplus funds also available in this fiscal year.
3. The Housing Affordability Coalition of Howard County has already drafted proposed legislation. In addition Montgomery County, Maryland, Arlington County, Virginia, and the District of Columbia all have housing trust funds and the Howard County Council can use the best practices from these local jurisdictions to streamline the creation of HOTF. Anne Arundel County had State legislation authorizing a trust fund enacted this year.

#### Data

The Housing Opportunities Master Plan Task Force emphasized serious homeownership pricing barriers with only 27% of housing (both rental and for sale) that is affordable to households making less than 60% AMI, and 92% of this inventory is over 20 years old; and as such,

compared to surrounding counties, Howard County has less than its fair share of low- and moderate-income households

Furthermore, in 2019, 42% of the rental households in Howard County were cost-burdened, spending more than 30% of income on rent, and 22% of households were severely cost burdened, spending more than 50% of their income on rent, and the percent of Howard County households who are severely rent burdened has risen 33% since 2010 when it was 16%.

Metrics: Some metrics for the HOTF could be:

- The fund shall be managed to ensure long-term sustainability with the goal of limiting annual expenditure to 25% of the existing fund balance.
- At least 50% of the annual expenditures of the fund shall benefit renter households at or below 50% of the Howard County median income.
- Annual expenditures for rental assistance from the fund shall not exceed \$1.5M with the goal of households receiving assistance for no more than four (4) years.
- Homeownership assistance shall be limited to those with incomes between 60-120% of the Howard County median income and shall not replicate or substitute for existing county programs.

**Recommendation 4:** We recommend the County Council amend the County's anti-discrimination ordinance to better support low-income renters. Specifically, it should amend the County's fair housing ordinance to prohibit property owners from having an income requirement for applicants applying for a unit using a Housing Choice Voucher.

#### Intent

Howard County's fair housing ordinance prohibits discrimination based on source of income in sales and rental of housing, and specifically defines source of income to include government housing subsidies (Title 12, Health and Social Services, Sub. 2. Human Rights, §§ 12.200-12.218). However, property owners have been able to use a loophole to deny voucher holders. The requirement that an applicant for a property must have 3x the contract rent in monthly gross income is a loophole that needs to be addressed by the Howard County Council. If a voucher householder's monthly gross income was 3x the contract rent for a property, they would not qualify for a housing subsidy as they would be over income for the majority if not all housing assistance programs using current income guidelines.

#### Racial Equity Impact

Once amended, the recommendation would increase the number of available units for Housing Choice Voucher holders. Research suggests that only 1 in 3 voucher holders nationwide are protected under source of income discrimination laws.

#### Timeframe to Impact

Short term (0 to 2 years)

#### Data

There is vast research that supports the implementation of source of income discrimination laws and shows that voucher holders are still being discriminated against across the country, despite having source of income discrimination laws. The research suggests that both the removal of loopholes as well as enforcement for landlords that violate source of income discrimination laws and ordinances leads to positive rental and homeownership outcomes for lower-income people.

Furthermore, there is already an income discrimination ordinance for the County. Howard County officials should bring its fair housing ordinance into alignment and have it be regulated by the County's Licensing and Inspection Department, as well as the County's Office of Human Rights.

For more information on implementing source of income laws in housing policy, please consult [this brief](#) from the Center on Budget and Policy Priorities as well as [this report](#) from the Urban Institute.

#### Metrics

To measure impact, the County should look for greater racial diversity on a census tract basis for voucher holders and even out of the rates of students accessing FARMs in the County's schools.

**Recommendation 5:** We recommend that the APFO (Adequate Public Facilities Ordinance) allow a development exemption/ waiver for affordable housing projects. Specifically, we recommend the Council enact legislation that waives the APFO requirements for developments that reserve at least 50% of all rental units at households with incomes of 60% or less of the County median or 40% of all homeownership units for households with incomes of 80% or less of the County median.

#### Intent

The Adequate Public Facilities Ordinance looks at three criteria to determine whether a development can move forward: (i) allocations, (ii) schools, and (iii) roads. Currently there is a disconnect between where there are allocations available for development and where schools with capacity are located which has effectively created an artificial "cap" on development. Allowing a development exemption or waiver for affordable housing projects would allow developers building affordable housing projects or including on-site affordable housing within a market-rate development to be able to get a building permit to build in areas that are closed off or only have limited allocations under APFO.

#### Racial Equity Impact

The current APFO rules have the impact of only allowing limited and large single-family homes to be built in areas with the newest and least crowded schools. This causes low-income households and people of color to be priced out of much of Howard County and causes pockets of poverty in older, denser areas with more low-income housing.

#### Timeframe to Impact

Seeing the impact of this policy change will exceed two years. Development is a long-term process and it is likely that new affordable units wouldn't be on the market for at least 2 years.

#### Data

According to the Howard County Department of Planning and Zoning total residential building permits have gone down dramatically over the last twenty years and have stayed at the lowest levels for the last ten years. 2019 and 2020 had the lowest number of residential building permits approved since 2011. The reduction in the residential building permits puts pressure on the market, increasing land values and costs and making it harder for developers to build affordable housing.

## *Narrative Change*

**Recommendation 1:** We recommend the County Council work with the County Executive to provide funding and support for a community engagement and outreach process to collect and analyze stories from residents regarding their experiences with the social dynamics and forces that fuel segregation. We need *qualitative* as well as quantitative information to both better understand the historical and current factors that guide the evolution of our neighborhoods and their demographic makeups and to inform policy design and decisions.

### Racial Equity Impact

Too often the stories and lived experiences of non-white residents are marginalized or erased from our history and not considered in present-day decisions. Furthermore, quantitative data alone often fails to adequately convey the experiences of living in neighborhoods that are subject to the unseen but long-standing forces underlying segregation. By creating a platform for stories to be shared, captured, analyzed, and synthesized, we can better understand facets of life in our communities that are obscured or left out of metric-based data collection. We can make connections between experiences that produce insights and ideas for how to improve the lives of our neighbors and build communities that are intentionally and sustainably inclusive.

### Timeframe to Impact

The impacts of narrative change on policy, behaviors, and mindsets are not always realized immediately. This is, in large part, due to the complexity of how our pasts were shaped and difficulty in countering prevailing ethos. Nonetheless, even if impact is gradual and far off, immediate action is essential.

**Recommendation 2:** We recommend the County Council work with the County Executive to provide funding and support for the formation of a broad coalition of local leaders to conceive and launch an ongoing story-telling campaign about living in Howard County, building on exercises from Recommendation 1. This effort should showcase and celebrate Howard County's neighborhoods and the unique evolution, attributes, and opportunities of each. It should also present a more accurate and authentic assessment of life in Howard County's many and varied neighborhoods.

### Racial Equity Impact

Perceptions about Howard County's neighborhoods and communities are often informed as much, if not more, by stereotypes and biases than they are by the experiences of the residents of those communities. Communities of color, broadly speaking, have been especially harmed from centuries of false narratives and harmful perceptions. In many cases, these perceptions harden into something approaching "fact," at least in the minds of some, and this dynamic creates a vicious cycle of "sorting" and "othering" that only reinforces stereotypes and undermines our community's shared values of nurturing and fostering welcoming, inclusive, and supportive neighborhoods. Furthermore, false narratives and misinformed perceptions become public opinion, which eventually translates into support for or against institutions and policies that shape our lives. Truth telling will increase accountability and ultimately help to reverse this cycle and its pervasive impact on the community.

#### Timeframe to Impact

Similar to the first Narrative Change Recommendation, the impacts of narrative change on policy, behaviors, and mindsets are not always realized immediately, but nonetheless, immediate action is essential.

**Recommendation 3:** We recommend that the County Council work with the County Executive to provide immediate funding and support for a broad-based community-wide effort to enhance Civic Literacy by developing inclusive communications standards and practices for public programs and policies. Efforts to broaden participation and community engagement can be strengthened and made more effective if all members of our community have access to news and information about the policies, programs, and operations of our local government and community institutions. A coordinated civic literacy effort across Howard County's most important public agencies and community organizations would make information more accessible and attainable for all residents. Using a variety of platforms, languages, and publications, this initiative should provide clear, objective information directly to those who need it in proactive ways that meet our residents "where they are."

The racial equity impact and anticipated timeline to impact of this recommendation is the same as Recommendation 2 of this section.



## Legislative Process Subgroup

The Legislative Process subgroup of the Racial Equity Task Force has been evaluating matters of the local legislative process, public engagement, and local legislation in Howard County as it pertains to advancing racial equity. Members have been reviewing pertinent data and evaluating best practices for inclusive government operations as they develop recommendations to address racial equity in the local legislative process. The subgroup recommendations are below.

### *Legislative Process*

**Recommendation 1:** We recommend that the County Council assess and remove barriers to in-person and virtual participation in legislative processes that create disparate impacts on community engagement and involvement. This can be accomplished through the following actions:

- A. Survey residents about the accessibility of the schedule (i.e., time of day, day of the week), frequency (i.e., monthly, every two months, quarterly) and number of legislative session days, and the location(s) of hearings. The survey must be widely circulated, meet accessibility needs, and be available for an amount of time that maximizes opportunities for marketing/communications and response. Adopt recommended changes based on survey results and publicize accordingly.

#### Intent

The schedule of the legislative session has been the same for a long time (exact start date is hard to find) and it simply does not serve everyone according to feedback received about what gets in the way of legislative engagement. By surveying Howard County residents for ideas, we will have a participatory process for change that involves the very people impacted by that change rather than being prescriptive about what a smaller group of us would like to see.

#### Racial Equity Impact

The community would inform what the best legislative calendar is to meet their calendars/availability. Changing the schedule in this informed manner gives more people the opportunity to participate in the legislative process.

#### Timeframe to Impact

6 months – 1 year (0-2 years)

#### Data

The Maryland Constitution offers significant flexibility in the schedule and number of legislative days, therefore, the County Council can change them to suit current needs. – “Provided, however, that the charters for the various Counties shall specify the number of days, not to exceed forty-five, which may but need not be consecutive, that the County Council of the Counties may sit in each year for the purpose of enacting legislation for such Counties, and all legislation shall be enacted at the times so designated for that purpose in the charter, and the title or a summary of all laws and ordinances proposed shall be published once a week for two successive weeks prior to enactment followed by publication once after enactment in at least one newspaper of general circulation in the county, so that the taxpayers and citizens may have notice thereof.” [MD Constitution,

Article XI-A *Local Legislation*, Section 3;  
<https://msa.maryland.gov/msa/mdmanual/43const/html/11aar.html>]

- B. Expand and clarify public information about the legislative process in multimedia formats, including but not limited to: posting a series of videos on the County website regarding the process to testify, how to sign up to testify, how the County Council's website is designed and organized, and how to present testimony.

Intent

Make the legislative process more understandable so residents can see how they fit into it and where they can be involved.

Racial Equity Impact

Multimedia formats share information in ways that people access and understand it, thereby encouraging greater participation. Furthermore, with the County Executive's recent announcement of a digital equity initiative and redesign of the County government's website (<https://www.howardcountymd.gov/News052421>), the County Council and Howard County residents would benefit from undertaking a similar initiative.

Timeframe to Impact

0-2 years

Data

The portion of the County Council's that explains the legislative process (<https://cc.howardcountymd.gov/About-Us/The-Legislative-Process>) is text-heavy and difficult to navigate. In fact, Task Force members' found it difficult at times to get information and feedback from residents on the website during this process. When comparing the County Council's website to the MD General Assembly's website, the latter is much easier to navigate. The MD General Assembly has resources such as a flow chart to explain the legislative process plus guides for understanding legislative language (<http://mgaleg.maryland.gov/mgawebsite/Legislation/Publications>) in addition to video tutorials (<http://mgaleg.maryland.gov/mgawebsite/Information/VideoTutorials>) about how to engage in various parts of the process.

- C. Develop ways to regularly collect and publicly report demographic information, particularly racial/ethnic information (e.g., add optional field for race/ethnicity to testimony sign-up), about residents who participate in legislative sessions and hearings to track progress in engaging diverse groups in the legislative process.

Intent

Collecting demographic information is a way of seeing where we are and measuring our progress. This would not be used to limit who can participate nor would it be a requirement in order to participate, rather, it would give us the opportunity to gather more information about who participates.

Racial Equity Impact

Establishing metrics to measure and track progress will provide data disaggregated by race/ethnicity that helps determine where we are presently and how we are doing over time.

Timeframe to impact

0-1 year, with ongoing upkeep

Data

To date, no report has been found detailing the race/ethnicity of people who participate in the public hearings, on task forces, etc. When gathering one-on-one feedback, the general consensus was that most people who testify at hearings, for example, are white and far fewer are people of color.

- D. Document, update, and share internal processes for proposing legislation, staff operations, etc. within Councilmembers' offices to minimize confusion when there are transitions among staff and Councilmembers and have greater clarity for residents about who and how to contact to address needs.

Racial Equity Impact

Having a consistent process across all of the legislative districts and from term to term allows continuity and consistency for engaging in the legislative process.

Timeframe to impact

0-2 years

Data

Feedback around experiences of people having to learn different operating processes for legislative work from Councilmember to Councilmember

- E. Maintain the capability to have in-person and remote participation in legislative hearings, work sessions, etc. permanently, including the ability to sign up to testify in real time both in-person and remotely. Enable the capacity to submit a video and/or audio message for testimony/comments when someone cannot participate live during a meeting, hearing, session, etc.

Intent

The COVID-19 pandemic revealed that the County Council can, in fact, manage remote participation in the legislative process that provided gains for many people who could not otherwise participate in hearings, task forces, meetings, etc. As there is a gradual shift to in-person participation, it is important not to lose the gains made, particularly since the technological infrastructure permitting virtual participation is already in place.

Racial Equity Impact

This allows opportunities for people to engage in various legislative processes with greater flexibility. If we change back to primarily in-person participation as before the COVID-19 pandemic, we will reinstate a barrier that has prohibited participation in the past.

Timeframe to impact

0-2 years (already in place; maintain permanently)

Data

Feedback from residents – Virtual participation/operations throughout the pandemic have created opportunities for participation in public hearings, task forces, etc. for many people who would not have participated otherwise.

- F. Conduct a racial equity audit of in-person participation in the legislative process and remove the barriers revealed by the audit.

Intent

The lifespan of the Racial Equity Task Force has been fully virtual given the COVID-19 pandemic. Given that, a key focus of recommendations have been through a virtual experience and we cannot forget to prioritize in-person experiences for getting rid of barriers.

Racial Equity Impact

Identifying and removing barriers to in-person participation allows for a more equitable future as in-person participation begins to be a reality again.

Timeframe to impact

0-2 years

Data

While there do not seem to be overt ways of exclusion from the legislative process, there are other implicit ways that have the impact of racial exclusion from the legislative process that need to be assessed and remedied. For example, access to government buildings typically requires an individual to present a photo ID for entry for security purposes, however, having and maintaining a photo ID may be a barrier to entering a space where an individual's voice is important; if the purpose for presenting an ID is building security, alternatives such as signing in can be presented to both maintain safety and not restrict public access to government buildings.

**Recommendation 2:** We recommend that the County Council require legislative summaries, documents/press releases from the Council, reports, videos, audio recordings, etc. to be easily available in plain language, in general literacy level standards, and translated into, at least, the four most commonly used languages in the County.

Intent

Not everyone in the County lives and breathes legislative language, expert language on issues, and the like, yet everyone should be able to weigh in on any issue presented before the Council if they choose to do so. It is of mutual benefit to have information in plain language and translated into commonly spoken languages so residents understand what is going on and Councilmembers can receive more robust feedback throughout the process.

Racial Equity Impact

Maximize accessibility to and understanding of information in the languages and literacy levels of our community.

Timeframe to Impact

0-2 years

Data

When looking through the various reports, summaries, etc. available, they are often written in ways that make it difficult to understand what legislation means/will do, what data from reports means, etc., and requires access to people who can further explain and/or translate information.

While understanding that legislative language must be written in certain ways for bills and resolutions, efforts can be made to have information outside of that more understandable. Additionally, while the County Council's main page utilizes Google Translate to make the main page accessible in other languages, that translation does not extend to any links clicked, the carousel on the front page, nor to any documents available on the website.

## *Public Engagement*

**Recommendation 1:** We recommend that the County Council transform the process of nominating and selecting members of Howard County Government Boards and Commissions to solicit participation of the entire community, including an advertised, open and transparent application process with published qualifications and criteria for potential applicants. The membership should not only have qualifications relevant to the business of the Board or Commission, but also reflect the diversity of county residents with regard to gender, race/ethnicity, age, and location of residence.

### Intent

The published membership of Howard County Boards and Commissions shows that, in most cases, membership is overwhelmingly male. (Not all membership data is published). Data showing race or ethnicity is not readily available. In fact, the RETF itself included few Asian-American members relative to the population of Howard County, and interested representatives of the Asian-American community in Howard County were initially overlooked in the nomination process. This provision is intended to expand membership to all interested residents, beyond those already known to county officials. Members of County Boards and Commissions should represent a cross-section of the entire community and represent every election district. If necessary, the number of residents serving on these panels should be expanded. For greatest impact, the members of Boards and Commissions should be trained in using racial equity tools in their deliberations, and consideration should be given to utilizing trained facilitators at some sessions. Having a seat at the table does not guarantee one has a voice at the table; it is necessary to be both seen and heard.

### Racial Equity Impact

Implementation will facilitate the inclusion of representatives from all segments of the community and ensure that different points of view are considered in the development and implementation of policies.

### Timeframe to impact

The County Executive is able to modify the application and nomination process independently and "immediately." To ensure permanent change, formal legislation is necessary. Boards and Commissions are established and defined in Howard County Code, or in the Howard County Charter. Full implementation of this recommendation would require a review of the legal authority for each board or commission and legislation by the County Council to update the requirements for serving on the Board or Commission. This process could take at least/up to two years, to ensure adequate time for legal review, drafting of legislation, and passage by the County Council and possible general referendum. Assuming that current members would continue to serve out their terms, full implementation could take up to five years beyond the enactment of new laws.

## Data

The Howard County website lists over fifty Boards and Commissions, in most cases consisting of at least three and up to twenty, residents of Howard County. Most Boards and Commissions are under the authority of the County Executive and are established in the County Charter, a few are authorized by the County Council, and some (Health and Social Services) are under the authority of the State of Maryland, governed by COMAR. Federal law and programs govern other agencies/departments. The Board or Commission is usually established to advise a department or oversee a function of County Government. The County Executive typically nominates a candidate for an open position on a Board or Commission, and the County Council must approve that candidate. Members serve three to five year terms. Citizens may apply for vacancies by writing a letter to the County Executive.

The information found on the Board/Commission websites varies widely in quality. The best and most informative do the following: a) cite the specific legal authority establishing and governing the operation of the Board or Commission, b) explain the function, duties and responsibilities of the Board/Commission, c) publish the rules of procedure for the Board/Commission, d) list the members, contact information, including email addresses, and a resume/bio for each member, and e) advertise vacancies and openly solicit applicants. Most websites also include: a) a calendar of upcoming meetings, b) the minutes (and or video recordings) of meetings, c) agendas of future meetings and links to the relevant documentation that will be discussed at that meeting, d) links to sign up to testify at public hearings and/ or to submit written comments, e) public testimony received, and f) several recent annual reports. There are also links to the Departments and Programs that are under the advisory or oversight jurisdiction of the Board/Commission.

**Recommendation 2:** We recommend the County Council implement the following changes to have a more accessible public engagement experience:

- Provide notice on every public hearing announcement a similar notice found at the bottom of a Howard County Resolution: “Persons needing accommodations and translation to fully participate in the meeting [public hearing], please contact the Council Office, 410-313-2001.”
- Provide reduced or no fare assistance for people who want to attend/testify at public hearings and do not have or cannot afford a private means of transportation to the hearing.
- Provide credit or fee reimbursement to use ride-sharing services, like Lyft or Uber, to attend and/or testify at public hearings.
- Display on the Office of Transportation’s website page the process to get a free or reduced fare ride to attend and/or testify at public hearings.
- Display on the Council’s website page under Legislative Process, Public Hearing – “Persons needing accommodations to fully participate in the public hearing, please contact the Council Office, 410-313-2001.”
- Post on a scrolling unit at public transportation locations, public hearing information, ways to testify in person or via computer.
- Post information at homeless shelters in the County about where to testify in person at the County, free or reduced fare transportation to testify in person, and how to testify.
- Post information at domestic violence centers and via non-profit organizations about where to testify in person at the County, free or reduced fare transportation to testify in person, and how to testify.

- Post information at all public libraries in the County about where to testify in person at the County, free or reduced fare transportation to testify in person, how to testify in person or use the free resources of public computers at the library.
- Post information at all community centers and common gathering places in the County about where to testify in person at the County, free or reduced fare transportation to testify in person, and how to testify.
- On the HC Library System's website, add information under the Community Education tab about public engagement and the importance of testifying.

#### Racial Equity Impact

The goal of the impact is to reach residents with this information where they are, where they meet others and worship to assist those residents who may not otherwise engage in the process to participate. Data provided by the [Association of Community Services of Howard County's report of Self-Sufficiency Indicators for Howard County 2020](#) refers to relevant data and indicators on the economic needs of County residents.

#### Timeframe to Impact

0 – 2 years

**Recommendation 3:** We recommend that the County Council fund one Racial Equity and Social Justice workgroup per district under the auspices of the Office of Human Rights and Equity manager to:

- Identify injustices, inequities and institutional racism in Howard County.
- Address disparate impacts on racial and social justice issues in Howard County.
- Model after the duties specified of the Racial Equity and Social Justice Advisory Committee [in this Montgomery County legislation](#).
- Review legislation, policies, programs and regulations and advise Councilmembers.

#### Intent

To address disparate impacts on racial and social justice issues in Howard County. Each workgroup would be responsible for doing the groundwork and setting the foundation and vision for the creation of a Racial Equity and Social Justice Lab in Howard County. Each workgroup should consist of, at least: one member of the Howard County Public school system, one member of the Howard County Housing Commission, one member of the Howard County Board of Health, two residents of the district, a police officer of the Howard County Police Department assigned to the district and a designee of the County Council. The workgroups will reflect a range of race and ethnicity, socioeconomic status and gender.

#### Racial Equity Impact

Amendment and creation of policies, practices and procedures that dismantle existing inequities in Howard County.

#### Timeframe to Impact

Depending on availability and collaborative efforts of OHRE staff.

#### Data

Montgomery County created a similar workgroup. More information on it can be found [here](#)<sup>1</sup>.

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<sup>1</sup> <https://www.montgomerycountymd.gov/COUNCIL/Resources/Files/RacialEquity/Bill27-19.pdf>



## *County Budget and Programs*

**Recommendation 1:** We recommend the County Council issue a resolution that financial grants to community organizations paid from Howard County government funds be distributed following an advertised and transparent process that includes open applications and published evaluation and selection criteria, serve a community need, and incorporate a racial equity focus. Organizations in receipt of such grant money must submit to program and budget reviews to support continued public investment. The County shall publish the grant recipients and amounts of awards.

### Intent

The intent of this recommendation is to provide all community organizations the opportunity to apply for grants, and to provide the flexibility to focus on new organizations which address dynamic situations and disparate racial impacts in the community.

### Racial Equity Impact

This recommendation might be used to provide direct financial support to community organizations that seek to mediate disparate racial impacts in our community.

### Timeframe to impact

It is possible that this recommendation could be implemented in the 2023 budget development process by the current County Executive. The 2022 budget development is nearly complete. The County Council would have to pass legislation to create a permanent change which would redirect future funds.

### Data

Analysis of County Budget documents for 2017-2020 show annual amounts of \$5 to \$10 million awarded to community organizations via Pay-As-You-Go Non-Departmental Funds and other unassigned grants. No documentation of amount or purpose is provided, nor is a recipient selection process documented in the budget. The Budget states that this money is intended to be awarded for one-time needs, yet some organizations received 'one-time' funds over a period of several years. Online searches for such documentation on the Howard County Government website did not locate that information. The County Budget document lists only grants made. It should also direct citizens where to find additional information about the grant processes, programs and recipients.

## *GARE*

**Recommendation 1:** We recommend the County Council pass legislation to allow the county to become a member of Local and Regional Government Alliance on Race and Equity (GARE). GARE is a national network of government working to achieve racial equity and advance opportunity for all.

### Intent

GARE membership would allow the county to receive technical assistance and research support in its equity work as well as join a professional peer-to-peer network that enables governments to exchange information, collaborate to advance their practice, and develop solutions to racial equity practices.

### Racial Equity Impact

Government institutions at the local, state and federal level have historically played a role in creating and maintaining racial inequity from laws and policies on who could be a citizen, vote, own property and where one could live and so on. With the Civil Rights movement, laws and policies were passed to address explicit discrimination. Many current inequities are sustained by government laws and policies as well such as how schools are funded, zoning and land use policy, and more. GARE membership would boost county efforts to eliminate racial disparities and raise quality life for all.

Timeframe to impact: Short-term as well as long-term

### Data

Unfortunately racial inequities exist in education, jobs, housing, public infrastructure and public health. Please see other RETF subgroup data.

### Metrics to measure impact

Reductions in disparities over time and with eventual lift in quality of life for all groups.

### *Howard County Charter*

**Recommendation 1:** We recommend that the Howard County Council adopt the second recommendation of their 2019-2020 Charter Review Commission, which calls for a Councilmanic Redistricting Commission that is not selected by political party interests<sup>2</sup>.

### Intent

Testimony given on March 3, 2020 to the Commission connected redistricting to racial equity.

“Redistricting should be fair and impartial to serve the citizens of Howard County and not simply a way to pack the County Council with one mindset to speak for all the citizens of HowardCounty [sic] which is an economically, politically, education level, racially, and ethnically diverse citizenry.” - Tae & Lisa Kim

“Responsibility for redistricting should be invested in an independent special commission with membership that reflects the diversity of the county, including citizens at large, representative of public interest groups, and members of minority groups.” - Linda Wengel, League of Women Voters of Howard County

In 2011, Donna Edwards, at the time the Congressional Representative from the 4<sup>th</sup> District (2008-2017), after examining Maryland’s proposed 2011 gerrymandered Congressional district map, predicted that majority-minority Montgomery County, “would be represented by three white me.”<sup>3</sup> Her prediction is currently true.

At the national level, the Council of NJ Grantmakers’ Webinar: *Racial Gerrymandering: A Fundamental Threat to Equity*, states, “... it (racial gerrymandering) is a modern-day form of voter suppression and a tool that reinforces institutional racism<sup>4</sup>.”

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<sup>2</sup> Charter Review Commission 2019-2020:

<https://cc.howardcountymd.gov/About-Us/Commissions-Task-Forces-and-Special-Reports/Charter-Review-Commission-2019-2020>

<sup>3</sup> The Washington Post, “Montgomery officials line up against redistricting map”, October 11, 2011.

<sup>4</sup> [Racial Gerrymandering: A Fundamental Threat to Equity | Council of New Jersey Grantmakers \(cnig.org\)](#)

### Racial Equity Impact

In response, Resolution CR94-2020 was subsequently proposed including adding language such as “from the list of Howard County registered voters and who reasonably reflect the geographic, racial, ethnic, gender, and age diversity of the County” and “The Commission shall consider the Voting Rights Act of 1965 and preserve communities of interest when developing the plan of Councilmanic districts.”

### Timeframe to Impact

2+ years (Changes would apply to redistricting based on the 2030 Census.)

### Data

In their final report, the Commission recommended that the Howard County Charter be changed so that the Councilmanic Redistricting Commission shall have seven members appointed by the County Council from a list of applicants, that no more than three members may be from the same political party, and that no person shall be eligible for appointment to the Commission who holds elective office or any office with a political party or resides in the same household of any such person [Sec. 202 (f)].

On July 29, 2020, the Resolution failed. The 2021 Howard County Councilmanic Redistricting Commission (HCCRC) was therefore appointed under the previous rules, with three members appointed by the Democratic Central Committee, three from the Republican Central Committee, and one by the Council. White persons, women, and unaffiliated voters are underrepresented in the 2021 Commission.<sup>5,6</sup>

## *Student Involvement in the Legislative Process*

**Recommendation 1:** We recommend the Howard County Council issue a resolution to the Maryland House of Delegates and Maryland Senate to prohibit the involvement of school staff (in their official capacity) in the student member of the board (SMOB) selection processes, in any way other than facilitating the logistics of student voting.

### Intent

Currently, to become a Student Member of the Board of Education, one has to take these steps:

- A. One must fill out a 9-page application form found on the HCPSS website. This form requires the signatures of one’s guidance counselor, one’s principal, and one’s parent/guardian. It also “requires four letters of recommendation (one from the principal, one from a teacher, one from a student council or student activity advisor, and one from a community leader).”<sup>7</sup>
- B. Upon being nominated to the SMOB convention, the nominees attend the “MASC General Assembly held at the Legislative Session... Following the speeches and a question and answer session, the MASC voting delegates elects two nominees.”
- C. The two nominees then compete in a general election, where every student enrolled in grades 6 through 11 can vote after watching a short debate between the two candidates.

The process needed to become a SMOB may vary from school to school. However, (at least in some schools), one has to go through the following steps.

<sup>5</sup> <https://www.census.gov/quickfacts/fact/table/howardcountymaryland>, accessed on April 2, 2021.

<sup>6</sup> Howard County Registration of Voters in the 2020 Presidential General Election.

<sup>7</sup> *Apply for Student Member of the Board of Education by February 4, 2021*, Howard County Public School System, [news.hcpss.org/news-posts/2021/01/apply-for-student-member-of-the-board-of-education-by-february-4-2021](https://news.hcpss.org/news-posts/2021/01/apply-for-student-member-of-the-board-of-education-by-february-4-2021).

- A. One must fill out an application and submit it to the principal.
- B. One is then interviewed by a panel consisting of the principal as well as the previous year's SMOB. Each panelist (including the principal) assigns a score to each candidate. The highest scoring 2-3 candidates from each grade are selected.

#### Racial Equity Impact

School administrators are heavily involved in the selection of the Student Member of the Board of Education at several steps of the process, and this is unacceptable because students who are dissatisfied with their school's administration (e.g., on issues of staff discipline, discrimination, and racial equity) are thus likely to be disadvantaged and/or not represented. The selection process, therefore, should not involve school staff (in their official capacity) in any way other than facilitating the logistics of the voting.

Timeframe to impact: Short-term

**Recommendation 2:** We recommend the Howard County Council issue a resolution to the Maryland Board of Education and the Howard County Board of Education to mandate the instruction of certain topics related to civic engagement (e.g., voting, voicing one's concerns, and requirements to run for local office/responsibilities of local officeholders).

#### Intent

Currently, Howard County Public Schools are required to provide instruction on certain topics that are not purely academic. For example, the Howard County Board of Education mandates instruction in financial literacy.<sup>8</sup>

Apart from being financially literate, it is also crucial for students to learn how to be engaged citizens and how to make suggestions and voice concerns about the state of their communities and the School System. Howard County Public Schools should be required to provide instruction on the following topics (related to civic engagement):

- Voting: how to register to vote; how to request an absentee/mail-in ballot
- Voicing one's concerns: how to report bullying or discrimination (including by staff) to the school administration; how to sign up to testify at public forums/meetings of the Board of Education; how to testify to the County Council; and rights of protestors and peaceful demonstrators
- Responsibilities of all local elected officials and requirements to run for those offices

#### Racial Equity Impact

Implementing instruction on civic engagement will reduce racial disparities by increasing political involvement, particularly among underrepresented groups

#### Data

Statistics collected by KFF highlight racial disparities in voter registration rates for the 2018 midterm election in Maryland, where approximately 77.2% of eligible White residents registered to vote, 66.1% of eligible Asian residents registered to vote, 65.9% of eligible Black residents registered to vote, and 59.5% of Hispanic residents registered to vote.<sup>9</sup>

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<sup>8</sup> Kramer, Sharon. *Financial Literacy Education*, Howard County Public School System, [www.hcpss.org/parents](http://www.hcpss.org/parents)

<sup>9</sup> "Voting and Voter Registration as a Share of the Voter Population, by Race/Ethnicity." *KFF*, 22 May 2019

## Personal & Public Safety Policy Subgroup

The Personal and Public Safety Subgroup reviewed current practices and policies that veil systemic judicial injustices that often impact the lives and wellbeing of people of color in our community. The subgroup analyzed policing, gender-based violence, and alternatives to policing. Below are the subgroup's recommendations for the Howard County Council.

### *Policing*

The Personal and Public Safety subgroup investigated disparities in policing communities of color in Howard County. Law enforcement states that it is their aim to foster trust within the communities they serve. We have heard from representatives of the police department, who have provided us with statistical data regarding race. In addition, our subgroup members include the State's Attorney, the Sheriff, and the Deputy District Public Defender of Howard County, all of whom can provide anecdotal and/or statistical data involving policing. Subgroup recommendations to the County Council are below.

**Recommendation 1:** We recommend the Howard County Council issue a resolution to restructure how complaints and concerns are made regarding law enforcement (Sheriff's office and police department). This can be accomplished by adding a designated telephone line for people to call and leave messages regarding complaints, concerns, and suggestions with lines in English, Spanish, Hindi, and Korean. Language Line or a comparable service should be utilized for all other languages. Designate staff from the County, not specifically the sheriff's department or police department staff, to monitor the line and to follow up with the complainants if they choose to leave their information. It is important for the community to know that their concerns are being heard and addressed even if no direct action should be taken.

### Intent Behind Recommendation

Communities of color are policed at a higher rate per capita than their white counterparts. Only a very small number of complaints are made to the Howard County Police Department from community members each year. It is unrealistic to assume that this is because there are little complaints or concerns. In fact, two members of this subgroup are Assistant Public Defenders who represent individuals charged with crimes. In our experience, there are a much greater number of people who have expressed displeasure with policing in Howard County than what is reported. Most of these complaints come from people of color, especially Black and Latinx individuals. Communities of color are often distrustful of police because of historically disparate policing. This recommendation would allow a vehicle for complaints or concerns to go through a person (or persons) who does not directly report to the police and who are unaffiliated with law enforcement.

### Racial Equity Impact

Foster and improve communication between communities of color and police.

### Timeframe to Impact

Short-term. We expect that this recommendation would impact the community in the short term because we hope that as people learn there is an unbiased mechanism to voice their concerns, there will be an increase in complaints. In the long term, we feel that this may help foster greater trust and communication between the police and residents.

### Data

According to the 2019 U.S. Census, Black people make up only 20% of Howard County residents; however, they are subject to disparate policing. According to data received from the Howard County Police Department, in both 2018 and 2019, there were a total of six use of force complaints by Black individuals; however, there were zero use of force complaints by white individuals. In addition, since 2018, Howard County police conduct traffic stops on Black individuals nearly 50% of the time. (Information provided by Howard County Police Department). In 2019, more than half of the Howard County Police Department's field interviews (defined as stops of people not inside a vehicle) were of Black people.

Only 13 complaints were made by civilians in 2019.

### Metrics:

Number of complaints received

**Recommendation 2:** We recommend the Howard County Council issue a resolution requesting more transparency in data for law enforcement departments. This can be accomplished by creating a platform that is accessible on multiple media platforms for the community to access the complete data being compiled by the police department (e.g. demographic data on arrests, LGBTQIA+ data that intersects with race and ethnicity). This information should be accessible without the need for a PIA request in accordance with state and federal laws.

### Intent

Communities of color are policed at a higher rate per capita than their white counterparts. This fosters distrust of police with communities of color. When data is not readily available to the public or is difficult or time consuming to acquire, this only continues to foster distrust. If information is made public to the community as a whole, instead of piecemeal to individuals upon request, then the public can take action to correct disparities.

### Racial Equity Impact

This recommendation provides transparency in policing. Furthermore, effective transparency brings to the forefront access to information that highlights racial disparities in policing and the rate at which persons of particular racial, gender or ethnic identities are subject to greater police surveillance. Public access to information relating to arrest rates based on demographics, ensures accountability amongst the police force and could demonstrate the need for alternatives to policing, especially as it applies to marginalized communities. In June of 2021, Baltimore County Executive Johnny Olszewski, introduced an interactive data dashboard program aimed at providing demographic information about traffic stops in Baltimore County. The dashboard program allows users to see stop, search, and arrest trends over time, demographic statistics, and other related data. The program aims to foster trust and accountability amongst the public.

### Timeframe to Impact

Short-term. The police department already has the data available so this recommendation would have a short term impact in establishing transparency in law enforcement.

### Data

This Personal and Public Safety Subgroup was provided with a comprehensive document by the Howard County Police Department which catalogs traffic stops and field interview reports conducted on individuals by racial breakdown and indicates that Black people are policed at a higher rate per capita than their white counterparts. According to the 2019 U.S. Census, Black

people make up only 20% of Howard County residents; however, they are subject to disparate policing. According to the data received from the Howard County Police Department, in both 2018 and 2019, there were a total of six use of force complaints by Black individuals; however, there were zero use of force complaints by white individuals. Since 2018, Howard County police conducted traffic stops on Black individuals nearly 50% of the time. (Information from Howard County Police Department). In 2019, more than half of the Howard County Police Department's field interviews (i.e. stops of people not inside a vehicle) were of Black people.

The department has a website; however, none of these statistics are available on the website. Instead, an individual must file a Public Information Act ("PIA") request to obtain this data.

### Metrics

Public commentary and action.

**Recommendation 3:** We recommend the Howard County Council issue a resolution for the revision of the online complaint form for the police department. A few items to address are to 1) remove the time requirement for making complaints and to 2) allow complaints to be made without requiring the complainant to aver under penalty of perjury that their statements are true. This current practice could discourage people from coming forward if they believe they could face retaliation in the form of a perjury charge if their complaints are not deemed substantiated.

### Intent

The current method for voicing complaints against law enforcement discourages all people, but especially those people of color who have been charged with crimes or have been subject to use of force by police, from complaining about those officers.

Often, if use of force is involved, the individual upon whom the force was used has also been charged with a crime. During the pendency of a criminal case, the individual charged will almost always be advised by their attorney to not make any statements about their case. Criminal cases can take up to six months to go to trial; even then, there are vehicles for appeal which could take even longer. It is entirely possible that an aggrieved person will be advised by their attorney to **not** make a complaint while their own case is pending. A time limit on making complaints would preclude these individuals from reporting.

In addition, the requirement that the complaint be made under penalty of perjury discourages people from making legitimate complaints. When people of color are inequitably policed, they can expect that their word against the word of a police officer would have less weight. A person reasonably would feel if their complaint was not found substantiated by the department for whatever reason, they could also be subsequently charged with a crime. It is already a crime to knowingly file a complaint pursuant to Md. Code Ann., Crim. Law section 9-501. This crime carries up to six months in jail. Perjury is an entirely separate charge and carries up to 10 years in prison. The threat of a perjury charge discourages reporting.

### Racial Equity Impact

This recommendation allows more people, including those who have been charged with a crime or subject to use of force by police, to complain or voice concerns about policing without fear of retribution or time constraints in reporting. People of color are subjected to over policing. Because of this over policing they are more likely to be victims of police misconduct. As a result, it is important to put in place a method for voicing complaints against law enforcement that is not unduly burdensome and methods that do not unnecessarily discourage citizens (especially



citizens of color) from initiating complaints against law enforcement

#### Timeframe to Impact

Short-term. The impact of this recommendation would be short term. It simply would remove limitations on complaints made to police and put our County more in line with our neighboring jurisdictions.

#### Data

According to the 2019 U.S. Census, Black people make up only 20% of Howard County residents; however, they are subject to disparate policing. According to data received from the Howard County Police Department, in both 2018 and 2019, there were a total of six use of force complaints by Black individuals; however, there were zero use of force complaints by white individuals. Since 2018, Howard County police conduct traffic stops on Black individuals nearly 50% of the time. (Information from Howard County Police Department). In 2019, more than half of the Howard County Police Department's field interviews (i.e. stops of people not inside a vehicle) were of Black people.

According to the Howard County Police Department, all complaints, including allegations of bias and inappropriate levels of force, are reviewed by the Internal Affairs Division (IAD), which reports directly to the Chief of Police. In 2019, only 13 complaints were made against officers by residents. Additionally, 16 complaints were reported by other officers or supervisors. While multiple incidences of use of force may trigger the department's Early Identification System (EIS) to reveal employee conduct or performance patterns, it is usually incumbent upon the officer to self-identify when force is utilized against civilians.

Currently, to file a complaint with the police department, a person must complete the Complaint Against Personnel Form #1715. All forms may be printed from the police web site, picked up at a district station, or mailed to the complainant. Complaints may be filed by phone or in-person directly to the police department. If a complaint relates to use of force by an officer, it must be filed within 366 days of the incident and captured on a form #1715. These complaints are sworn to under the penalty of perjury and must be completed by one of the following: the aggrieved individual; a member of the aggrieved individual's family; an individual with firsthand knowledge obtained as a result of the presence at, and observation of, the alleged incident; an individual who has a video recording of the incident that is to the best of their knowledge unaltered; or by a parent or guardian in the case of a minor.

The requirement that the complaint be made within 366 days of the incident is not a requirement in Anne Arundel County, Baltimore County, Carroll County or Baltimore City.

The requirement that the complaint be made under penalty of perjury is not a requirement to file a complaint in Anne Arundel County, Baltimore County, Carroll County or Baltimore City.

#### Metrics

Number of complaints filed

### *Gender-based Violence*

**Recommendation 1:** We recommend the Howard County Council issue a resolution for the Howard County Police Department/ Howard County Police Academy to complete a transparent audit of their training curriculum on gender-based violence including sexual violence, intimate

partner violence, and human trafficking. The audit should result in powerful recommendations being made about the training process and produce outcomes that address the intersecting impact of both racialization and gender on the community and survivors of gender-based violence. Additionally, because intersectionality includes more than just race and gender, the audit should address additional identity impacts such as sexual orientation, gender identity, disability, etc. The audit should be made easily accessible and fully transparent to the public. The audit must look at current practices regarding gender-based violence training for new and existing officers, assess language and terminology, and use prevention methods. The audit should take an explicit look at how the Police Department and Police Academy address intersectionality/intersecting identities in their teaching of gender-based violence.

#### Intent

The intent of this recommendation is to improve the relationship between the Howard County Police Department and Howard County residents. Additionally, the goal is to help streamline services and provide a higher quality of service to the community.

#### Racial Equity Impact

The racial equity impact of this recommendation is to evaluate culturally based training in the Howard County Police Department and the Howard County Police training academy. For example, in New York City a racial equity and cultural competence committee was formed. The mission statement of this committee says that it is to promote racial equity throughout child welfare, juvenile justice, early care, and the education system. The committee practices this by developing and implementing specific actions that promote equitable outcomes for children and families of color; building the capacity of children services staff at all levels to respond effectively to structural racism and individual bias; promoting culturally competent policy and practices by partnering with community and other systems that play a key role in the achievement of positive service outcomes to promote racial equity and cultural competence; informing policies, training, hiring practices, and program practice guidelines where needed to ensure continuity and sustainability; and promoting equitable outcomes for children families, and staff. Data demonstrating the racial disparities among Howard County residents is evident in who accesses survivor services from HopeWorks of Howard County and other community based/oriented organizations that have similar focus on community and public safety and racial equity.

#### Timeframe to impact

The short-term goal of this audit would be to provide culturally competent training to new recruits, new hires, and veterans law enforcement officers. The long-term goal would be to effectively shift the paradigm in the police department to always include culturally diverse training and to change how the police respond to victims and perpetrators from different races and cultural backgrounds.

#### Data

The previously mentioned New York City racial equity and cultural competence committee was established in 2006 to support the development of provided and contracted services that respond respectfully and effectively to people of all racial and cultural backgrounds. In 2011, the task force was renamed the Racial Equity and Cultural Competence Committee and now includes a diverse representation of children services staff, external stakeholders, and professionals committed to achieving this goal.

Data collected by the Howard County rape crisis/intimate partner violence agency HopeWorks of Howard County, supports that gender-based violence in Howard County, MD is a racialized

issue. According to HopeWorks statistics regarding the racial make-up of HopeWorks's clients by department, African Americans made up the largest majority of clients (37%) who received services from HopeWorks legal department (i.e. receiving legal advice, legal support in peace & protective order filing) between the fiscal year 2016 and 2020. There are similar disparities among other departments with, between January 2017 and February 2021, 46% of the Advocacy Department's clientele identifying as African American, and 16% identifying as Hispanic. Additionally, we see that 38% of clients receiving services from the Clinical Department identify as African American, 14% identify as Hispanic, and 8% identify as biracial. By far the Residential Department, which serves clients by providing emergency and long-term transitional shelter to clients who are in immediate danger, crisis, and/or without housing, sees the highest racial disparities. Between the fiscal year 2015 and fiscal year 2018, 60% of clients identified as African American, 14% identified as Hispanic, and 6% identified as biracial. In comparison, the latest Howard County Census Bureau statistics reported that the racial make-up of Howard County included only 20.4% African American, 7.3% Hispanic, and 3.9% individuals of two or more races. Clients of color, namely African Americans, make up the largest majority of clients throughout HopeWorks departments yet only approximately 20% of Howard County residents identify as African American.

#### Metrics

Measurement of the effectiveness of this audit will only be seen in a change in methods in handling crisis situations with persons of color.

**Recommendation 2:** We recommend the Howard County Council issue a resolution for the Howard County Police Department and the Howard County Police Academy partner with local, regional, and state domestic violence/rape crisis/anti-trafficking agencies, like HopeWorks of Howard County, Maryland Coalition Against Sexual Assault (MCASA), Maryland Coalition Against Domestic Violence (MNADV) and others, to update the initial training and continuing education curriculum for officers and administrative personnel. They should seek input from these organizations to address their training, which should also impact what is taught to the Howard County Police Department's community engagement/education department. Education provided to the police department should mirror the education provided to the community.

Agencies like these have the most up-to-date and trauma-informed language and education materials that are used to teach about violence prevention and how to respectfully interact with survivors of gender/sexual violence. The Howard County Police Department should be utilizing the language, knowledge, and resources of domestic violence/sexual assault/human trafficking agencies around the state to both engage with training within the police department as well as their community engagement education programs within the Howard County community. The priority focus in implementation of this recommendation should be on trans women of color, sex workers, victims of human trafficking, the African American community and other historically underserved/over-policed communities in the county.

#### Intent

The intent of this recommendation and the metrics to measure effectiveness is that there would be better communication between the Howard County Police Department and local and state agencies such as Hope Works and Grassroots.

#### Racial Equity Impact

Howard County has major racial disparities in terms of community members accessing survivors' services. The majority of clients accessing services at HopeWorks of Howard County

due to their experience with gender/sexual violence are people of color. Data in Gender-based Violence Recommendation 1 details how gender-based violence in Howard County is racialized. It is necessary for police officers, who are sometimes the first responders to gender-based violence situations, to be adequately trained in addressing survivors of gender-based violence, especially when those survivors are people of color.

HopeWorks of Howard County and other regional and state agencies teach about gender-based violence using a root causes approach and an intersectional identity approach-- approaches that center a person's entire identity and understands the role structural oppression and violence plays in instances of harm. The police department should be trained in the same way so that they are using the most up-to-date understandings of gender-based violence and support the violence prevention work happening within the county by local agencies. The police department already works with local agencies but should increase their partnership to follow suit with agencies and organizations with a racial equity impact focus.

#### Timeframe to Impact:

Long-term. The timeline to impact this recommendation would be to measure the effectiveness of police social work partnership in two years and to see where improvements need to be made.

#### Data

In a paper entitled "Social Work and Police Partnership: Summons to the Village Strategies and Effective Practices", authored by the Department of Criminal Justice the University of North Carolina at Charlotte, the Carolinas Institute of Community Policing, Charlotte Mecklenburg Police Department and the Urban Institute the University of North Carolina at Charlotte, they address the relationship between social work and law enforcement and the role of police and other human service agencies in dealing with community problems. Traditionally law enforcement and human service agencies share the most difficult portion of the client caseloads, but there has been very little inter-agency communication or cooperation. Effective intervention and prevention requires more than police action and goes beyond the capability of any single agency. Problem oriented community policing is still a work in progress, but there is consensus on elements of prevention, problem solving, partnerships, and organizational change. The history of the relationship between the police and social work indicates that for over a century social service has been considered a key part of policing and serving victims of crime and offenders has been a major emphasis of social work.

Law enforcement and social work have served the same target groups, but with varying success. The community now demands that both institutions combine resources and skills to reach those in crisis and victims of crime. There are social work police partnerships in several jurisdictions that follow the crisis intervention paradigm involving three stages response stabilization and prevent police calls for service. In crisis situations where police are called to stabilize, the partnership with human service agencies provide client base services and case management to prevent the problems that result and subsequent calls for service.

As mentioned in Gender-based Violence Recommendation 1, cultural competence has to play a part in order to be effective. Identifying and involving key stakeholders, which includes key agency representatives, consumers, and service providers as well as understanding the link between agency resources for residents, those needing social mental health, and victim services would help build a mission statement. Developing a mission statement by stating the purpose and identifying what must be done to achieve that purpose represents a significant challenge to assess internal and external environments. A requisite to successful employment

implementation of a partnership is involvement of key agencies and personnel in analysis of the external and internal environments. This analysis includes ascertaining the scope and dimensions of the problem and identifying the strengths, weaknesses, and gaps in the available human service network. Multi-agency partnerships are likely to be complex and multifaceted; they require data for multiple sources.

**Recommendation 3:** We recommend the Howard County Council issue a resolution for county-wide campaigns and educational seminars on public awareness of gender-based violence that includes use of media for campaigns and seminars such as television, billboards, and local magazines. These campaigns and seminars should specifically cater to Black/African-American, Hispanic/Latino, and Asian/Pacific Islander communities. Gender-based violence prevention and increasing access to services should be the main priority of these campaigns and seminars. These county-sponsored public awareness campaigns and seminars should focus on addressing gender-based violence, specifically within communities of color within Howard County, by addressing community specific narratives that perpetuate gender-based violence within those communities. There should be a focus on making the campaigns and educational seminars accessible to communities in which English is not the first language, focusing on predominant languages spoken in the county beyond English such as Spanish, Korean, and Hindi. These community campaigns and educational seminars should ensure that potential victims are made aware that they have resources. Community agencies and organizations with a racial equity impact focus should receive emphasis.

#### Racial Equity Impact

Howard County serves over a thousand survivors of gender-based violence each year through the services of HopeWorks of Howard County. A majority of HopeWorks clients identify as persons of color (non-white persons) with more than half of HopeWorks clients receiving crisis housing support identifying as Black. There is also research to support that communities of color are less likely to have access to support services. By addressing the real-life barriers to service for these communities, there is likely to be an increased level of survivors accessing care for the first time and/or greater awareness of where community specific resources are available to them. By increasing community knowledge and access to support services, like HopeWorks, and emphasizing community-specific responses to violence, more people who have been victimized can access healing support.

#### Timeframe to Impact

The Howard County Council should begin programming and adoption of gender-based violence awareness campaigns and education seminars no later than 20 months beyond the conclusion of the Racial Equity Task Force. Time between the ending of the Racial Equity Task Force and the start of educational programming and campaigns should include researching the impact of social norms, stereotyping, gender-based violence prevention, as well as other areas in order to effectively reach the target population of people of color in Howard County.

#### Data

Women of Color Network is an agency dedicated to eliminating violence against ALL women and their communities by centralizing the voices and promoting the leadership of women of color across the Sovereign Nations, the United States and U.S. territories working to prevent domestic violence. According to this agency, unique circumstances exist, particularly in communities of color, common factors and considerations exist which may account for under-reporting of domestic violence by women of color and a failure to seek appropriate support services. These factors include:

1. Cultural and/or religious beliefs that restrain the survivor from leaving the abusive relationship or involving outsiders
2. Strong loyalty binds to race, culture and family
3. Distrust of law enforcement, criminal justice system, and social services
4. Lack of trust based on history of racism and classism in the United States and U.S. Territories
5. Fear that experiences will reflect on or confirm the stereotypes placed on their ethnicity
6. Attitudes and stereotypes about the prevalence of domestic violence and sexual assault in communities of color
7. Legal states in the U.S. of the survivor and/or the batterer
8. Oppression, including re-victimization, is intensified at the intersection of race, gender, gender identity, sexual orientation, ability, legal status, age, and socioeconomic status<sup>10,11,12</sup>

### Metrics

Measurement of success for the campaigns and educational seminars shall be recorded in the number of participants at each seminar and the estimated reach for the billboards, newspaper advertisements, social media, etc. Additionally, success would be measured by the increase in use of social services by agencies like HopeWorks of Howard County and Grassroots.

**Recommendation 4:** We recommend the Howard County Council issue a resolution to the county to make gender-based violence prevention in Howard County a top priority by introducing substantial funding for community-wide gender violence prevention education. Gender-based violence education should be focused primarily on women and femmes of color, namely Black and Latinx women, and the LGBTQ+ community. Funding should be provided to gender-based violence intervention and prevention agencies in Howard County and agencies and organizations dedicated to the public health and safety of the community. Violence prevention should be an emphasis for many organizations around the county, not just a few.

### Racial Equity Impact

Gender-based violence is a racial issue within Howard County and across the United States. The majority of Howard County residents who are accessing services regarding gender/sexual violence are people of color. Focusing on violence prevention is a key methodology in eliminating gender-based violence and even more important is to focus that prevention using community specific criteria. In fact, the State of Maryland Health Department has seen the need to focus on community specific violence prevention programming through the research of the 2020/2021 RISE MD needs assessment. RISE MD is a statewide alliance that addresses the prevention of sexual violence, intimate partner violence, stalking, and child sexual abuse in Maryland. After gathering research and verbal testimony from providers, survivors and the community, the RISE MD group decided that the following groups are specifically vulnerable to gender based violence and require specific violence prevention programming to address the disparities: women of color, LGBTQ+ adults, and queer and trans youth. Howard County will be following suit with the rest of the state by centering violence prevention that is community specific, primarily on women and femmes of color, namely Black and Latinx women, black trans women, and other members of the LGBTQ+ community.

<sup>10</sup> Women of Color Network-- Domestic Violence in Communities of Color 2018 Report  
<https://wocninc.org/wp-content/uploads/2018/11/DVFAQ-1.pdf>

<sup>11</sup> Nnawulezi, N. & Sullivan, C. (2013). Racial Microaggressions within Domestic Violence Shelters. Journal of Black Psychology. (0095798413500072)

<sup>12</sup> Barriers faced by survivors of color. Oregon Coalition Against Domestic & Sexual Violence(OCADSV). Retrieved on June 4, 2021 from <http://ocadsv.org/resources/topic/communities-color>

### Timeframe to Impact

Short-term. The timeline to impact this recommendation would be to start looking for local, regional, and federal funding within 6 months of the completion of the Racial Equity Task Force. The actual resolution should be completed within 24 months of the completion of the Racial Equity Task Force.

### Data

The United States House of Representatives passed the [Violence Against Women Reauthorization Act of 2021](#).<sup>13</sup> The legislation authorizes new funding for culturally specific services for survivors of domestic violence and gender-based violence. The bill also recognizes that people who experience violence need relief outside the criminal legal system, which often has failed survivors and their families, especially women of color and LGBTQ people. They require access to secure housing, community-based violence prevention strategies, and protection from discrimination when seeking services. The passing of national legislation like this puts a precedent on jurisdictions like Howard County, MD to center gender-based violence intervention and prevention efforts on addressing racial disparities.

### *Alternatives to Policing*

**Recommendation 1:** We recommend the Howard County Council issue a resolution that the County complete an audit of the Howard County Police Department & Grassroots Crisis intervention program called The Howard County Mobile Crisis Team to assess the success of the program and evaluate gaps and disparities amongst mental health crisis calls in Howard County. During this fully transparent audit, auditors must pull information regarding the number of community members who were provided resources, the number of community members who were sent to the Howard County General Hospital, and the number of community members who were criminalized and funneled through the criminal justice system. The audit should also look at the racial breakdown of communities receiving services from the Mobile Crisis Team in order to understand any racial disparities in mental health crises. There should be a full record of all of the mental health intervention resources made available within Howard County and a full record of the number of community members sent outside of Howard County to receive resources, including after their stay at Howard County General Hospital. Auditors should also record the effectiveness of having police presence at these non-criminal mental health crisis moments, therefore determining the true impact of having both mental health professionals and police officers at the scene of these crisis moments.

### Racial Equity Impact

Police officers and emergency room personnel are caught up in a cycle of inappropriate, ineffective, and untimely referrals to render care that often results in increased fear and mistrust among individuals with mental health needs. Too often, individuals are also inadequately treated in emergency departments or inappropriately sent to jail due to the lack of more suitable options. A full audit of the program can help to uncover racial disparities in the institutionalization of community members served by this program and uncover what role criminalization of mental health is playing in Howard County. Mental health impacts people of all backgrounds, but the impacts of systemic racism, poverty, social stigma, etc. can have deep impacts on people of color making them at higher risk of experiencing mental health crisis leading them to require services from the Mobile Crisis Team.

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<sup>13</sup> <https://www.congress.gov/bill/117th-congress/house-bill/1620/text>

### Timeframe to impact

Short-term. The timeline for this recommendation is that the audit be completed within the first 2 years after the Racial Equity Task Force has ended. This gives the county enough time to create evaluation tools and metrics to effectively and substantially evaluate the Mobile Crisis Team program.

### Data

An estimated 7.9 million adults in the United States live with a severe mental illness that disorders their thinking.<sup>14</sup>

Treatment of mental illness in most cases can control psychiatric symptoms common to these diseases, but the system that once delivered psychiatric care for them has been systematically dismantled over the last half-century. Today, half the population with these diseases is not taking medication or receiving other care on any given day.<sup>15</sup>

The Treatment Advocacy Center published a 2015 report titled “Overlooked in the Undercounted: The Role of Mental Illness in Fatal Law Enforcement Encounters” found that hundreds of thousands of these men and women live desperate lives. They sleep on the streets, overflow emergency rooms, and increasingly overwhelm the criminal justice system. Numbering somewhat fewer than four in every 100 adults in America, individuals with severe mental illness generate no less than 1 in 10 calls for police service and occupy at least 1 in 5 of America’s prison and jail beds. An estimated 1 in 3 individuals transported to hospital emergency rooms in psychiatric crises are taken there by police.<sup>16</sup>

**Recommendation 2:** We recommend the Howard County Council issue a resolution to make significant changes to the Howard County Police Department & Grassroots Crisis intervention program called The Howard County Mobile Crisis Team (HCMCT). Changes include and are not limited to the following: 1) All mobile crisis team members present at the scene of crisis should be unarmed and should drive around in marked vehicles when responding to drug and mental health crises. The HCMCT should be made up of qualified mental health professionals, such as social workers and victim advocates, and should interact with the community without the presence of deadly weapons such as guns. 2) The HCMCT should prioritize incorporating people with lived experience in their leadership and the day-to-day operations of the program such as participating on the Mobile Crisis Team units while responding to the needs of the community. 3) Police officers and other officers of the law should only be called to serve alongside the HCMCT if there is law-breaking happening or presence of a deadly weapon. This is to decrease the chances of criminalization of homeless people and people in mental health crises. 4) The HCMCT should have a direct number (such as 311) and also operate through the central dispatch system used by police, fire and EMTs. Through a collaboration between the HCMCT, emergency responders, and law-enforcement agencies, dispatchers should ensure the safety of individuals experiencing mental/behavioral health crisis and the staff/identified supports

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<sup>14</sup> Treatment Advocacy Center. (2014). Prevalence of untreated serious mental illness by state. Retrieved from <http://www.treatmentadvocacycenter.org/storage/documents/Research/sz%20and%20bp%20numbers%20by%20state.pdf>

<sup>15</sup> Wang, P. S., Lane, M., Olsson, M. I., Pincus, H. A., Wells, K. B., & Kessler, R. C. Twelve-month use of mental health services in the United States: Results from the National Comorbidity Survey Replication. *Archives of General Psychiatry*, 62(6), 629–640. Available from <http://www.ncbi.nlm.nih.gov/pubmed/15939840>

<sup>16</sup> <https://www.treatmentadvocacycenter.org/storage/documents/overlooked-in-the-undercounted.pdf>



who are working with them to determine together with the caller if a medical, psychological, or physical emergency exist and if EMT/Fire/Law-enforcement should accompany the HCMCT. This requires the involvement of emergency responders in addition to a mobile crisis response and if a caller describes a serious injury or other medical emergency or there's reason to believe the individual or those around the person are at immediate risk of harm, the emergency dispatcher will both dispatch the HCMCT as well as any additional emergency responders to ensure safety. Mobile crisis staff will dispatch and meet emergency responders at the location of the crisis and work to deescalate the situation and coordinate additional services and or follow up care as needed.

### Racial Equity Impact

The reason that we are calling for personnel to be unarmed during these encounters is to reduce the chances of accidental deaths. These situations have historically and disproportionately affected people of color whenever a behavioral crisis occurs. Deaths at the hands of armed police in response to mental health crises can be seen through the example of Daniel Prude in Rochester, New York; the shooting in Utah of a 13-year-old boy with autism, and the killing of Walter Wallace in Philadelphia, PA after a struggle with mental health issues. We also know that if there are options to seek support that don't immediately involve law enforcement, people are less likely to be criminalized and locked up for mental/behavioral health issues that would be better addressed by mental health professionals and connecting people to resources.

### Timeframe to Impact

Long-term. We recommend the County make these changes to the HCPD and Grassroots Mobile Crisis Team within three calendar years after the Racial Equity Task Force has ended (by 2024). Additionally, changes to the Mobile Crisis Team should begin after the full audit of the program (see Alternatives to Policing Recommendation 1).

### Data

According to a Montgomery County MD 2021 OLO Report 2021-4 titled "*Public Safety Responses to Mental Health Situations*" by Natalia Carrizosa<sup>17</sup>, research shows that police responses to mental health situations present significant challenges for police and too often result in poor or tragic outcomes for persons with mental illness. Federal guidance calls for communities to develop behavioral health crisis care systems, based on the "Crisis Now" model, that reside outside of the criminal justice system. The core elements to the "Crisis Now" Crisis Care System is: 1. A crisis call hub (telephonic crisis intervention) 2. Mobile crisis team services (face-to-face interventions to people where they are) 3. Crisis receiving and stabilization services (facility-based crisis care). By focusing on Mobile Crisis Teams which are "mental health teams that provide assessment, intervention, consultation and referrals in the community, sometimes in collaboration with police" there can be a goal of limiting the risk of criminalization of mental and behavioral health, especially when no criminal activity has occurred.

In 2016, a quarter of all fatal police shootings nationwide involved people with behavioral health or substance use conditions.<sup>18</sup>

The Treatment Advocacy Center published a 2015 report titled "Overlooked in the

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<sup>17</sup> [https://www.montgomerycountymd.gov/OLO/Resources/Files/2021\\_Reports/OLOReport2021-4.pdf](https://www.montgomerycountymd.gov/OLO/Resources/Files/2021_Reports/OLOReport2021-4.pdf)

<sup>18</sup> Tate, J., Jenkins, J., & Rich, S. (2016). Fatal force 963 people have been shot and killed by police in 2016. *Washington Post*. <https://www.washingtonpost.com/graphics/national/police-shootings-2016/> and <https://store.samhsa.gov/shin/content/SMA14-4848/SMA14-4848.pdf>

Undercounted: The Role of Mental Illness in Fatal Law Enforcement Encounters”<sup>19</sup> that found that people with untreated mental illness are 16 times more likely to be killed during a police encounter than other civilians approached or stopped by law enforcement. A minimum of 1 in 4 fatal police encounters ends the life of an individual with severe mental illness. At this rate, the risk of being killed during a police incident is 16 times greater for individuals with untreated mental illness than for other civilians approached or stopped by officers. Given the prevalence of mental illness in police shootings, reducing encounters between on-duty law enforcement and individuals with the most severe psychiatric diseases may represent the single most immediate, practical strategy for reducing fatal police shootings in the United States. Evidence-based treatment for severe mental illness exists. The disproportionate risk for criminal justice involvement associated with mental illness occurs chiefly among the less than 2% of the adult population with untreated severe mental illness. Treating the untreated is a proven practice for reducing the role of mental illness in all criminal justice involvement, including in deadly law enforcement encounters.

CAHOOTS (Crisis Assistance Helping Out On The Streets) provides mobile crisis intervention 24/7 in the Eugene-Springfield Metro area. CAHOOTS is dispatched through the Eugene police-fire-ambulance communications center, and within the Springfield urban growth boundary, dispatched through the Springfield non-emergency number. Each team consists of a medic (either a nurse or an EMT) & a crisis worker (who has at least several years experience in the mental health field). CAHOOTS provides immediate stabilization in case of urgent medical need or psychological crisis, assessment, information, referral, advocacy & (in some cases) transportation to the next step in treatment. Any person who reports a crime in progress, violence, or a life-threatening emergency may receive a response from the police or emergency medical services instead of or in addition to CAHOOTS. CAHOOTS offers a broad range of services, including but not limited to: Crisis counseling, suicide prevention-assessment-intervention, conflict resolution and mediation, grief and loss, substance abuse, housing crisis, first aid and non-emergency medical care, resource connection and referrals, and transportation to services. This program has been in progress for over 30 years and no service provider carries a gun.<sup>20</sup>

#### Metrics:

The measurement of success of this recommendation would be seen by the lack of violent weapons being used during mental health crises, lack of police presence during mental health crises, and a streamlined emergency response program that integrates the Mobile Crisis Team into emergency response call-bank (EMT, Fire, Police, etc.).

**Recommendation 3:** We recommend the Howard County Council issue a resolution to direct substantial public funding towards community level curriculum and programming around conflict mediation and transformative justice harm reduction methods. Programming should be made available to community members based on different age levels and differing identity statuses. Programming should provide community members with trauma-informed, survivor-centered, scenario-based community education on active bystander intervention, inter-relationship conflict mediation, and transformative justice rooted harm reduction strategies. Harm reduction incorporates a spectrum of strategies that includes safer use, managed use, abstinence, meeting people who use drugs “where they’re at,” and addressing conditions of use along with the use itself. This program should be a low-barrier entrance with free or low-cost access to the programming.

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<sup>19</sup> <https://www.treatmentadvocacycenter.org/storage/documents/overlooked-in-the-undercounted.pdf>

<sup>20</sup> <https://whitebirdclinic.org/cahoots/>

### Racial Equity Impact

By making community level curriculum and programming a spending priority for the county, we are showing that the welfare of our most marginalized residents means just as much to us as the prosperity of our most affluent. A history of racism in housing rooted in the practice of redlining and property tax funded school districts has created increasingly segregated neighborhoods and communities across the country including in Howard County. Directing funding to community education/engagement that exposes and educates other communities to the plight of the county's vulnerable residents is the first step in addressing racial disparities in everything from housing and education to access to quality healthcare and employment.

### Timeframe to Impact

Short-term. We recommend that this recommendation be implemented within one calendar year of the end of the Racial Equity Task Force in accordance with Recommendation Two in this section.

**Recommendation 4:** We recommend the Howard County Council issue a resolution that would introduce funding for a mobile harm reduction unit that travels across Howard County providing harm reduction programming targeting street-based sex workers, injection drug users, those experiencing homelessness, and other marginalized communities. Harm reduction incorporates a spectrum of strategies that includes safer use, managed use, abstinence, meeting people who use drugs “where they’re at,” and addressing conditions of use along with the use itself. The mobile harm reduction unit should provide free-of-charge programming that includes a needle exchange program; safer-sex materials including condoms (male and female), dental dams, menstruation products like menstrual cups, pads, and tampons; free and/or low-cost full-panel STI/STD and HIV testing including Herpes; and referrals and linkages to health and social services, case management, and counseling.

### Racial Equity Impact

Studies have repeatedly shown that members of the African American, Latino, LGBTQ+, and low-income communities face over-policing and the criminalization of basic functions of life. By creating a social service unit that is not tied to the police department, department of corrections, or any “punishment as rehabilitation” institution, we are taking the first steps in ending the stigma associated with these marginalized communities and establishing a foundation for restorative justice in the community.

### Timeframe to Impact

Short-term. The timeframe to impact this recommendation can be relatively quick compared to some other recommendations because the HCPD already has an active mobile crisis team. We recommend that implementation take place within the first two years after the conclusion of this task force in accordance with recommendation one.

**Recommendation 5:** We recommend that the Howard County Council issue a resolution to create a commission specifically focused on alternatives to policing in Howard County as a tool to give appropriate time and thought to addressing community and public safety beyond the lines of the criminal justice system. The proposed commission to address alternatives to policing in Howard County should meet regularly to gather research, studies, and examples of alternatives to policing. This commission should exist in perpetuity without the hazard of disbandment or blockage by any current or future county council, county executive, or county

administration personnel. Members of the commission should include community members who are representative of Howard County's racial diversity. Additionally, members should span the spectrum of age, occupation, and political affiliation. It is recommended that a majority of the members identify as a person of marginalized identity such as person of color, LGBTQ+, disabled, immigrant/refugee, etc. Members of the commission should be offered a stipend for participation in this commission. The commission should have a focus on connecting with community-led initiatives to support public safety and violence prevention without the necessity of interaction with law enforcement agencies.

#### Racial Equity Impact

It is clear to many of the Racial Equity Task Force Personal and Public Safety Subgroup members that there was not enough time to effectively address the racial implications and needs of alternatives to policing in Howard County. Members of the subgroup on Personal and Public Safety were not able to gather enough substantial research or hear from community organizations focused on public and private safety. The Howard County Police Department was the only significant resource for information that the subgroup was provided. The Howard County community deserves a significant amount of time to truly research, address, and find solutions for alternatives to policing. With more time to collect research and alternatives, Howard County could more significantly address racial violence and create a safer and more community focused environment for all residents, not only the residents who feel safe by increased police presence.

#### Timeframe to Impact

Short-term. The Howard County Council shall make a resolution to create an Alternatives to Policing Commission within 8 calendar months of the Racial Equity Task Force completion.

## Public Health & Environmental Policy Subgroup

The Public Health and Environmental Policy subgroup has been evaluating matters of public health, sustainability, and the built environment in Howard County as it pertains to advancing racial equity. This work has included reviewing pertinent data, evaluating public health disparities, and analyzing environmental practices in Howard County. Although public health and environmental policy are broad areas with racial equity implications, the subgroup identified the following priority themes: Maternal Health, Mental Health, Public Health Infrastructure, and Environmental Justice. The subgroup recommendations to the County Council are described below.

### *General Public Health Recommendations*

**Recommendation 1:** We recommend the Howard County Council issue a resolution to establish a Howard County-based program, modeled after the [Montgomery County Cares](#) program, that provides basic medical services to uninsured adults of Howard County. The program would offer annual medical check-ups by a healthcare provider, sick visits by a healthcare provider, medications, lab tests, x-rays, access to specialists, oral health care, and other health programs.

#### Intent Behind Recommendation

Health is a fundamental human right. All Howard County residents have a right to basic medical services. However, immigration status and low income prevent some Howard County residents from obtaining health insurance. The proposed program is not health insurance but rather a group of community-based health care providers that will provide medical care to uninsured adults in the county.

#### Racial Equity Impact

Lack of access to healthcare is a structural determinant of health that disproportionately affects communities of color. Providing affordable medical services to uninsured adults in Howard County will ensure that all residents have access to preventative and diagnostic healthcare services and timely treatment of diseases.

#### Timeframe to Impact

Short term.

#### Data

According to the 2019 American Community Survey<sup>21</sup>, approximately 3.9% of Howard County residents are uninsured, which is lower than the proportion of the uninsured population in Maryland (6%) and the United States (9.2%). In Maryland, Black (5.5%) and Hispanic (10.0%) people are more likely to be uninsured than White (2.5%) or Asian residents (3.0%)<sup>22</sup>. Furthermore, it is estimated that the COVID-19 pandemic's effects on the uninsured population will be felt disproportionately by communities of color<sup>23</sup>. In 2019, Howard County Community Health Needs Assessment, 29.4% of residents stated that access to insurance was a top social/environmental concern affecting their healthcare<sup>24</sup>.

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<sup>21</sup> <https://data.census.gov/cedsci/profile?q=0500000US24027>

<sup>22</sup> [https://www.marylandhbe.com/wp-content/uploads/2021/02/COVID\\_Uninsured\\_Analysis\\_Report.pdf](https://www.marylandhbe.com/wp-content/uploads/2021/02/COVID_Uninsured_Analysis_Report.pdf)

<sup>23</sup> [https://www.marylandhbe.com/wp-content/uploads/2021/02/COVID\\_Uninsured\\_Analysis\\_Report.pdf](https://www.marylandhbe.com/wp-content/uploads/2021/02/COVID_Uninsured_Analysis_Report.pdf)

<sup>24</sup> [https://www.hopkinsmedicine.org/howard\\_county\\_general\\_hospital/downloads/CommunityHealthNeedsAssessment\\_FY19.pdf](https://www.hopkinsmedicine.org/howard_county_general_hospital/downloads/CommunityHealthNeedsAssessment_FY19.pdf)

### Metrics

Percentage of uninsured Howard County residents by race and ethnicity.

**Recommendation 2:** We recommend the Howard County Council issue a resolution to provide additional funding to the Howard County Health Department (HCHD) to hire additional public health staff and implement public health programs to reduce racial health disparities. The Council should secure additional state and federal funding to support racial equity work and recruit and retain public health staff in the HCHD. A more robust public health infrastructure in Howard County will allow the county to combat current and future epidemics and address underlying epidemics of diabetes, hypertension, and obesity. There is an urgent need to address the underinvestment and understaffing of HCHD and shift from the current episodic and crisis-driven funding model to a sustainable and consistent stream of funding for the HCHD. To reduce racial health disparities, the Council should prioritize the following policies:

- A. Pass policies to reduce disparities related to nutrition, food insecurity, and physical activity. For instance, pass a resolution which provides funds to the Office of Community Sustainability to assess the "health" of the County's Food System, especially given the high levels of food insecurity observed during the pandemic.
- B. Partner with the Howard County Health Department as well as public and private entities to support community-based screenings and management of hypertension, diabetes, and obesity.
- C. Provide grants to support community-based organizations to create and offer health promotion programs to reduce chronic disease disparities in Howard County.
- D. Develop or (review and revise as needed) a Howard County plan for emergency preparedness that incorporates specific strategies to address the needs of and outreach to racial and ethnic minority populations in Howard County.
- E. Track data on racial health disparities in Howard County.

### Intent Behind Recommendation

The HCHD bureaus and programs seek to make Howard County a community in which health equity and optimal wellness are accessible for all who live, work, and visit. The HCHD is charged with keeping residents of Howard County healthy by preventing the start and spread of outbreaks and diseases, promoting healthy behaviors, keeping the food and the physical environments safe, preparing and responding to disasters and emergencies, among others. Underinvestment in our local public health infrastructure makes Howard County vulnerable to outbreaks and diseases but also hampers our ability to contain epidemics and promote health. Failure to provide sufficient funding to the HCHD may contribute to unnecessary increases in health care utilization, which exceeds the cost of investing in prevention.

### Racial Equity Impact

The COVID-19 pandemic is disproportionately affecting communities of color, such as Black and Latinx communities, who also have a higher burden of chronic diseases such as hypertension, diabetes, and obesity. These chronic conditions contribute to higher morbidity and mortality. Howard County has large populations of Black and Hispanic people. Increasing the budget of the HCHD will support the hiring of additional staff and the development of public health programs targeting chronic diseases in people of color to reduce health disparities.

### Timeframe to Impact- short term (0 to 2 years) or long term (over 2+ years)

Short-term

## Data

According to the Healthy People 2030<sup>25</sup>, Social determinants of health include access to nutritious foods and physical activity opportunities; safe housing, transportation, and neighborhoods; education, job opportunities, and income; polluted air and water; language and literacy skills; and racism, discrimination, and violence have a major impact on people's health, well-being, and quality of life. To eliminate health disparities, public health organizations and their partners in sectors like education, transportation, and housing should improve the conditions in people's environments.<sup>26</sup>

Dr. Lisa Cooper, a Howard County resident and James F. Fries Professor of Medicine and Bloomberg Distinguished Professor of Equity in Health and Health Care at the Johns Hopkins University Schools of Medicine, Nursing, and Public Health provided written public testimony on March 4, 2021, that supports this recommendation. She stressed that "local government and private funders should support community-engaged, action-oriented research and program evaluations to identify the best approaches to build political will and support to address health disparities. This could include initiatives to implement community-based approaches to address the burden of chronic conditions such as hypertension, diabetes, and obesity; raise public awareness of the connections between social factors and health; build empathy and support for addressing inequities, and enhance the capacity of individuals and communities to actively participate in efforts to address inequities at all levels. "

Furthermore, Horizon Foundation provided written public testimony on May 6, 2021, that stresses the importance of prioritizing health in the County budget. They noted that "while Howard County has always provided a larger local financial match for health department activities than required by state law, the state has been derelict in providing needed health department funding. For example, the state cut overall local health department funding from \$73 million in 2009 to \$37.3 million in 2011. The funding has since never recovered, significantly hampering health department efforts ever since."

Higher investment in public health reduces Medicare utilization<sup>27</sup>, and the areas with higher levels of poverty are more likely to benefit from public health initiatives<sup>28</sup>.

## Metrics

The County Council operating budget that is allocated to the HCHD.

**Recommendation 3:** The County Council should create a Howard County COVID-19 task force to analyze the effects of the COVID-19 pandemic and how Howard County's response may have contributed to racial and ethnic disparities or what could have been done to mitigate racial and ethnic health disparities in COVID-19 outcomes.

## Intent Behind Recommendation

Hundreds of Howard County residents have died from COVID-19, and many more have suffered from the devastating impact of the pandemic. A Howard County COVID-19 commission investigating the disproportionate impact of the COVID-19 pandemic on communities of color in

<sup>25</sup> <https://health.gov/healthypeople/objectives-and-data/social-determinants-health>

<sup>26</sup> <https://health.gov/healthypeople/objectives-and-data/social-determinants-health>

<sup>27</sup> Mays GP, Mamaril CB. Public health spending and Medicare resource use: a longitudinal analysis of US communities. *Health Serv Res.* 2017;52 Suppl 2(Suppl 2):2357-2377.

<sup>28</sup> Danaei G, Rimm EB, Oza S, Kulkarni SC, Murray CJL, Ezzati M. The promise of prevention: the effects of four preventable risk factors on national life expectancy and life expectancy disparities by race and county in the United States. *PLoS medicine.* 2010;7(3):e1000248-e1000248.

the county and the public health successes and shortcomings will prepare the county for a more resilient future. The findings from this commission should be used to prevent public health crises. The commission should include Howard County residents, epidemiologists, public health professionals, clinicians, virologists, residents, among others.

#### Racial Equity Impact

Understanding the toll of the pandemic on communities of color who have suffered disproportionately will help the county preserve the lessons of the county's response to the COVID-19 crisis and prepare for a safer future for all residents.

#### Timeframe to Impact

Short-term, in the next month.

#### Data

A national [COVID-19 Commission Planning Group](#)<sup>29</sup> has been established to study the national response to the COVID-19 pandemic. A local commission to understand the public health response will inform the national planning group and permit the discovery of lessons and solutions specific to Howard County.

#### Metrics

Time for the establishment of the Howard County COVID-19 Commission.

### *Maternal Health*

**Recommendation 1:** We recommend that the County Council create, by law, a Maternity Partnership Program/Prenatal Care Program, similar to Montgomery County's [Maternity Partnership Program](#)<sup>30</sup> that would subsidize the cost of healthcare for uninsured mothers in collaboration with Howard County General Hospital (HCGH) and funded by the Howard County budget. Furthermore, the County Council should also accomplish the following:

1. Direct funds to Chase Brexton Health Care to enhance the sustainability of prenatal and maternal health services to reduce disparities for racial and ethnic minority women.
2. Create a designated Coordinator position in Howard County Health Department (HCHD) leadership to coordinate maternal health priorities and partnerships between entities such as Howard County Council, Howard County General Hospital (HCGH), St. Agnes Hospital, Chase Brexton Health Care, The Horizon Foundation, Payors to reduce racial and ethnic disparities in maternal health outcomes.
3. Fund the hiring and training of community-based doulas and midwives in Howard County to improve maternal health outcomes among Black women.

#### Intent

Maternal mortality is a key indicator of population health in Howard County, Maryland, and the United States. It signals the health and wellbeing of Howard County's women, children, and families and the investment in public health. Maternal health disparities in the United States are well-documented. Adverse social determinants, including lack of healthcare, low socioeconomic status, and immigration status, contribute to health disparities in women of color and particularly immigrant women.

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<sup>29</sup> <https://millercenter.org/covidcpg>

<sup>30</sup> <https://www.montgomerycountymd.gov/HHS-Program/Resources/Files/OCOO/CMTSol/1114856packet.pdf>



### Racial Equity Impact

A Howard County Maternity Partnership Program would provide outpatient perinatal care and related services to uninsured, low-income mothers, which within Howard County predominantly includes women of color. As such, this program would improve pregnancy outcomes for women of color.

### Timeframe to Impact

Short term: support the establishment of prenatal care service via Chase Brexton Health Care  
Long Term: Creation of a Howard County Maternity Partnership Program, similar to Montgomery County's Maternity Partnership Program

### Data

Maternal health disparities in the United States are an urgent public health issue. According to a [2019 Maryland Maternal Mortality Review](#), Non-Hispanic (NH) Black women in Maryland are more likely to die from pregnancy-related deaths than Non-Hispanic White women. Non-Hispanic Black and Hispanic women are more likely to die from pregnancy-induced hypertension. There are persistent health insurance coverage disparities in the United States, with 24.4% of Hispanic new mothers, 12.1% for Black new mothers, and 7.0% for White new mothers.<sup>31</sup> According to the 2019 Howard County Health Department Community Health Indicators Report Card, 9.1 % of NH Black and 10.7% of Hispanic women received late or no prenatal care compared to 4.2% of NH White and 4.7% of Asian women.<sup>32</sup> There is also evidence of striking disparities in social determinants, which are the root causes of health disparities. In Howard County, NH Black mothers and Hispanic mothers are more likely to be unmarried, have lower education, receive late or no prenatal care, and less likely to start prenatal care in the first trimester when compared to NH White mothers.<sup>33</sup>

### Metrics

Number of uninsured women who participate in the program. Data on maternal health by race/ethnicity and nativity status(US-born vs. foreign-born). Reduce or eliminate the lack of early prenatal care in uninsured women of color. Maternal morbidity and mortality in women of color.

### *Mental Health*

**Recommendation 1:** Working with the County Executive to include extra funds in the education budget, we recommend the Howard County Council issue a resolution to expand mental health and counseling services to all children in the Howard County Public School system.

### Intent Behind Recommendation

Often, Black/African American students are marginalized in the Howard County Public School System. By establishing relationships with community mental health providers and expanding counseling services, the Howard County Public School System would provide Black/African American students an outlet to discuss challenges as well as receive support.

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[https://www.urban.org/sites/default/files/publication/100693/racial\\_disparities\\_in\\_uninsurance\\_among\\_new\\_mothers\\_following\\_the\\_affordable\\_care\\_act\\_0.pdf](https://www.urban.org/sites/default/files/publication/100693/racial_disparities_in_uninsurance_among_new_mothers_following_the_affordable_care_act_0.pdf)

32 [Howard County Health Department Community Health Indicators Report Card](#)

33 [Howard County Health Department Community Health Indicators Report Card](#)

### Racial Equity Impact

Black/African American students are disproportionately suspended from the Howard County Public School System, which may be indicative of disparities in the detection and treatment of mental health in children of color. Failure to detect and treat mental health issues may result in Black and African American students being less likely to complete high school and create socioeconomic disadvantages in later life.

### Timeframe to Impact

Short Term

### Data

There were 79,306 total suspensions in the 2019 school year and, in the United States, African Americans are 3.7 times more likely to be suspended in K-12 (ED and OCR).

### Metrics

School suspensions by race and ethnicity in Howard County. Number of students by race and ethnicity who are suspended who receive mental health services.

**Recommendation 2:** We recommend the Howard County Council issue a resolution for the County government to partner with Howard Community College and other academic institutions to create a pipeline of mental professionals and paraprofessionals that are bilingual and culturally competent to meet the needs of communities of color in Howard County.

### Intent Behind Recommendation

Providing culturally competent and linguistically congruent mental health services is imperative to provide quality care. This recommendation intends to foster a pipeline of mental health professionals who can meet the growing needs of communities of color in Howard County.

### Racial Equity Impact

There is a critical shortage of multilingual professionals and paraprofessionals within the mental health space in Howard County. Increasing the pipeline of mental health professionals who are culturally competent will address gaps in services that disproportionately affect populations of color in Howard County.

### Timeframe to Impact-

Short Term 0-2 years

### Data

As Howard County grows, it has become increasingly diverse. Fifty-seven percent of Howard County residents are White, followed by 19.5% Black and 18.9% Asian. Also, 20.8% of residents are foreign-born (United States Census Bureau, 2017). Twenty-five and two-tenths of a percent of Howard County speaks a language other than English at home (United States Census Bureau, 2017), with the most common foreign languages in the county being Spanish, Korean, and Chinese (United States Census Bureau, 2015).

Hispanic/Latino students had the highest reported percentage of students considering suicide at 21.9% (Maryland Department of Health, 2016). In 2016, 13.8% of students reported that they made a plan about how they would attempt suicide, which was also up from 11.2% in 2014 (Maryland Department of Health, 2016). According to data from the Centers for Disease Control

and Prevention<sup>34</sup>, suicide is the 10th leading cause of death in the United States. However, suicide is the first leading cause of death among Asian American young adults age 15-24 when the data are broken down by race. Asian Americans may not seek mental health services due to the stigma associated with obtaining these services.<sup>35</sup> Furthermore, language barriers and low awareness of where and to obtain services have contributed to low rates of utilization of mental health services.<sup>36</sup>

#### Metrics

Increase in the number of mental health professionals who are bilingual and culturally competent. A decline in suicide attempt rates in Howard County among racial and ethnic minority populations. The percentage of mental health professionals who are multilingual in Howard County.

**Recommendation 3:** We recommend that the Howard County Council issue a resolution for Howard County General Hospital to partner with outpatient mental health clinics to assist with the overflow of emergency room admissions and enhance the delivery of culturally competent and timely care.

#### Intent

To reduce the wait time for emergency room patients without insurance and/or patients with Medicaid insurance. The intent behind this recommendation is for patients, in particular Black/African American patients, to be seen by a medical professional quicker, establish a therapeutic relationship with their mental health provider, and reduce inpatient stays.

#### Racial Equity Impact

Reduce the racial disparity in the use of the emergency room for mental health between Black/African American and White Howard County residents.

#### Timeframe to Impact- short term (0 to 2 years) or long term (over 2+ years)

Short Term

#### Data

Emergency department visits due to mental health conditions have steadily increased overall in Howard County from a rate of 2023.5 per 100,000 in 2008 to 3082.1 per 100,000 in 2017 (Maryland State Health Improvement Process, 2016).

When stratifying by race/ethnicity, there is a disparity in Non-Hispanic Black residents with the highest rate at 4240.1 per 100,000, which is 1.8 times greater than Hispanic residents (2384.8 per 100,000) and 1.4 times greater than Non-Hispanic White residents (3091.8 per 100,000) (Maryland State Health Improvement Process).

#### Metrics

Increase in the number of outpatient mental health clinics. Reduction in the racial disparity in emergency department visits due to mental health conditions

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<sup>34</sup> [https://www.cdc.gov/nchs/data/dvs/lcwk/lcwk1\\_hr\\_2017-a.pdf](https://www.cdc.gov/nchs/data/dvs/lcwk/lcwk1_hr_2017-a.pdf)

<sup>35</sup> <https://www.mcleanhospital.org/essential/why-asian-americans-dont-seek-help-mental-illness>

<sup>36</sup> <https://www.mcleanhospital.org/essential/why-asian-americans-dont-seek-help-mental-illness>

## *Environmental Justice*

**Recommendation 1:** We recommend the County Council pass a resolution to advance racial equity in public health, the built environment, access to green space, and climate action planning built on a [Health in All Policies \(HiAP\)](#)<sup>37</sup> approach. HiAP is a collaborative approach that integrates and articulates health considerations into policymaking across sectors to improve the health of all communities and people. It recognizes that health is created by a multitude of factors beyond healthcare and acknowledges how the built environment impacts health outcomes. Furthermore, the resolution requires the county to integrate effective public engagement in public health and environmental policy priorities and decision-making through use of evidence-based strategies to elevate residents of color's voices by, for example, going to community groups, organizations, and stores where residents of color live, play, shop, work and pray.

### Intent

Promoting healthy built environments, which may include features like walking and biking paths, access to public transportation and full-service grocery stores, can improve physical and mental wellbeing. Poor community design (e.g., car-centric with limited recreational spaces) may encourage sedentary habits and exacerbate public health problems like obesity, diabetes, heart disease, asthma, and depression<sup>38</sup>. A county-wide racial equity commitment built on HiAP would help nudge the county to foster even more of the good and remediate more of the bad. Requiring meaningful involvement from residents of color in setting priorities and planning serves to democratize planning processes and act as a counterbalance to the unfortunate current underrepresentation of people of color on County boards and commissions related to environmental planning.

### Racial Equity Impact

The resolution for racial equity would serve as a North Star for the county's efforts to achieve more equitable outcomes. Moreover, The Centers for Disease Control (CDC) recommends the use of the HiAP approach to eliminate disparities in health and built environment and community participation and representation in decision making is a long held principle in a healthy democracy.

### Timeframe to Impact

Short-term, within 4-6 months

### Data

Taken together, the public written testimony cited under "General Public Health Recommendations, Recommendation 2" provided by Dr. Lisa Cooper, a Howard County resident and James F. Fries Professor of Medicine and Bloomberg Distinguished Professor of equity in health and health care at the Johns Hopkins University Schools of Medicine, Nursing, and Public Health on March 4, 2021 and the testimony Tim Lattimer, Chair of the Columbia Association, Climate Change and Sustainability Advisory Committee submitted to the same public hearing on Environmental Justice support this recommendation. Lattimer wrote: "Communities of color & other marginalized groups often face unequal burdens of climate and environmental risks. Climate change is a threat to everyone's health & safety; but socially and economically disadvantaged groups face the greatest risks. ... As a consequence, marginalized

<sup>37</sup> <https://www.cdc.gov/policy/hiap/index.html>

<sup>38</sup> <https://www.cdc.gov/policy/hiap/index.html>

communities typically have higher rates of health conditions such as heart disease, diabetes, asthma, and chronic obstructive pulmonary disease (COPD). ...Solving racial and economic inequities is vital to overcoming climate and environmental crises. This means advancing environmental justice, (where) ...no group of people should bear a disproportionate share of the negative environmental consequences resulting from short-sighted land use policies and/or industrial, governmental, and commercial operations. (and) ... people have an opportunity to participate in decisions about activities that may affect their environment and/or health; The public's contribution can influence a decision-making body's decision; Community concerns will be considered in the decision-making process; and, Decision makers will seek out and facilitate the involvement of those potentially affected."

The Chinese American Parent Association of Howard County (CAPA-HC), Howard County Chinese School, Coalition for EDU and other community groups also submitted testimony to both public hearings calling for county commitment to meaningful and accommodating resident involvement.

**Recommendation 2:** We recommend the Howard County Council adopt legislation requiring the Howard County government to:

- Track and publish data on disparities in community level climate resilience and food sovereignty by race, ethnicity and other factors.
- Amend the 2030 Howard County Climate Action Plan legislation to require the Office of Sustainability integrate Climate Justice Impact Assessments and request the County Executive fund external technical support in doing so.
- Convene a workgroup in partnership with the Office of Community Sustainability and facilitated by a consultant to produce a report on evidence-based and sustainable funding strategies for community based Climate Justice and Food Sovereignty work like tree plantings, community food growing, farmers markets, energy insecurity (including cooling centers), green economy/workforce development and more using the [Justice40 Initiative/Accelerator](https://thesolutionsproject.org/justice40-accelerator)<sup>39</sup> as inspiration.
- Adopt grant guidelines that require non-profit partners to use evidence-based strategies to engage lower-resourced neighborhoods and residents of color, that is frontline communities. Establish targeted universalism for grant allocation based on neighborhoods risk data (i.e. prioritize neighborhoods with disparities) using the [Justice40 Initiative/Accelerator](https://thesolutionsproject.org/justice40-accelerator)<sup>40</sup> as inspiration.

### Intent

To enhance the county's Climate Justice/Food Sovereignty infrastructure, particularly data tools like HoCoDash and the Green Infrastructure Network, and thereby its capacity to track and assess any adverse impacts of its current policies regarding the built environment, green infrastructure, climate action, and food on residents and communities of color's health and wellbeing. The recommendation also aims to boost the County's, and local partners', laudable nascent efforts to assess and address racial equity in Climate Justice and Food Sovereignty.

### Racial Equity Impact

Implementing this recommendation will create a baseline of data specific to Howard County and critical tools to close gaps. Concrete data on, and mapping of, inequities as well as mechanisms for routine assessment of equity impacts in government planning not only clarifies equity goals

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<sup>39</sup> <https://thesolutionsproject.org/justice40-accelerator>

<sup>40</sup> <https://thesolutionsproject.org/justice40-accelerator>

for staff and local partners but motivates positive action to close disparities (Godsil et al 2014). The Biden-Harris administration is championing the [Justice40 Accelerator](#)<sup>41</sup> as the path to impact as it creates programs to address frontline community needs designed by frontline community members.

### Timeframe to Impact

Short-term

### Data

On February 17, 2021, Dr. Christine Conn presented to the subgroup and shared the following resources in support of tracking environmental justice: "Environmental Sustainability Board" which highlights the Maryland Park Equity Mapper as well as the Chesapeake Bay Environmental Justice and Equity Dashboard<sup>42</sup> as valuable resources in tracking and assessing racial disparities.

On February 17, 2021, Tim Lattimer, Chair of the Columbia Association's Climate Change and Sustainability Advisory Committee, also presented to the subgroup and discussed "Environmental Justice: Local Action Considerations". On March 4, 2021, Tim Lattimer testified that "the County should also make environmental justice a cornerstone of Howard County's environmental, climate, & land use policies going forward" and this recommendation builds, in part, on the action steps outlined in Lattimer's testimony.

**Recommendation 3:** We recommend the County Council pass legislation to establish a workgroup facilitated by an external consultant to achieve equitable distribution, access to, and use of the county's green spaces and Green Infrastructure Network by:

- completing an equity analysis, using targeted universalism, that helps to direct coming state and county funds to communities of color that may lack tree canopy.
- develop evidence-based strategies for involving residents of color in citizen science and tree care activities as a health promotion activity for people and trees.
- evaluating public transportation strategies to make certain that communities of color have transportation options to access public green spaces for recreation and health.
- assess the extent and nature of neighbor bias/suspicion that can limit residents of color use of public green spaces and develop strategies to combat unwarranted suspicion.

### Intent

Green space and tree canopy have significant public health benefits ([Urban Trees and Human Health: A Scoping Review](#)).

### Racial Equity Impact

Investigate if and where disparities exist in quality, access to, and use of green spaces and the Green Infrastructure Network in the county will establish a baseline from which to close any gaps. The baseline will also position the County to close gaps in tree canopy in particular. This is critical preparation for when federal/state funds for massive tree planting is released by identifying priority neighborhoods that currently have less tree canopy. Targeted universalism is also an effective strategy in closing gaps.

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<sup>41</sup> <https://thesolutionsproject.org/justice40-accelerator>

<sup>42</sup> Map Series: <https://chesbay.maps.arcgis.com/apps/MapSeries/index.html?appid=df4f2fc9284b430087270b9a4f16af93>

### Timeframe to Impact

Short-term

### Data

During a Howard County Library sponsored event on February 18, 2021, a Howard County resident of color testified on Howard County Police Department limiting use of the built environment (sidewalks) for health promotion through harassment while going for walk: "...I was racially profiled and threatened by three members of the HCPD while going for a walk on St. John's Lane (the first officer said they were stopping everyone who looked like they didn't live in the area), and then harassed for a year by other officers after I reported the initial incident. I chose to use that experience to create some tools that can be used to change things through positive learning experiences." The Local Children's Health Board's Winter 2019 report, "Access to Opportunity in Howard County: making the Case for Equity", indicates that policing impacts children's healthy outdoor free play in the county as well.

On May 6, 2021, Indivisible Howard County testified that "trees help mitigate climate change by reducing CO2 and preventing soil erosion. Lack of tree canopy creates heat deserts common in communities of color. State legislative action has mandated planting of trees for environmental benefit with a designation for marginal communities."

**Recommendation 4:** We recommend the County Council pass a resolution to develop an Equitable Growth Masterplan. An Equitable Growth Profile (EGP) is a resource that supports advocacy groups, government agencies, elected officials, funders, business and civic leaders, and more in advancing equity. The EGP can also include a summary report that highlights critical indicators and offers policy recommendations.

### Intent

To provide the County with tools to assess disparities that cross traditional government sectors and create holistic strategies to eliminate racial disparities and ultimately improve outcomes for all.

### Racial Equity Impact

Health promoting built environments, which may include features like walking and biking paths, access to public transportation and full-service grocery stores, can improve physical and mental well-being. Poor community design (e.g., car-centric with limited recreational spaces) may encourage sedentary habits and exacerbate public health problems like obesity, diabetes, heart disease, asthma, and depression<sup>43</sup>. Concrete data on, and mapping of, inequities as well as mechanisms for routine assessment of equity impacts in government planning not only clarifies equity goals for staff and local partners but motivates positive action to close disparities<sup>44</sup>.

### Timeframe to Impact

Short-term

### Data

Equitable growth profiles are a Local and National Government Alliance on Racial Equity (GARE) tool. The CDC also encouraged use of HiAP in the National Prevention Strategy 2020 which is a source of evidence based recommendations for improving health and wellness. The examples from participating jurisdictions, including Baltimore, ought to provide examples of

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<sup>43</sup> <https://www.cdc.gov/policy/hiap/index.html>

<sup>44</sup> <https://perception.org/wp-content/uploads/2014/11/Science-of-Equality.pdf>



evidence-based practice for addressing disparities.<sup>45 46</sup>

**Recommendation 5:** We recommend the Howard County Council pass legislation to invest equitably in mass transportation in Howard County and, as a first step, develop a screening tool that can help determine mass transportation investments in priority communities.

#### Intent

To, among other things, address inequities by improving air quality, asthma, lack of access to healthy foods and green spaces and more. Several New England and Mid-Atlantic states (currently not including Maryland) are collaborating as part of the Transportation and Climate Initiative Program (TCI-P). Howard County can bypass Maryland's lack of engagement in the TCI-P, and potentially motivate the State's participation, by developing a screening tool that can help determine mass transportation investments in priority communities. This tool can be modeled on the Massachusetts GIS-based tool called Massachusetts Screening System to Recognize those who are Overburdened and Underserved by Transportation, Environment, and Socioeconomic status<sup>47</sup>.

#### Racial Equity Impact

Policymakers from across the region see potential in the TCI-P as a tool to begin to address legacy inequities in environmental, public health, and transportation justice like poor air quality, asthma, mobility, access to healthy foods, and green spaces. Advocacy groups have reinforced the program with strong protections and commitments for overburdened (e.g. by exposure to pollutants from trucks, buses, and similar) and underserved communities (i.e. limited access to transportation). A challenging and critical preliminary step is to define and identify what "overburdened and underserved" means in each jurisdiction. This is the question the screening tool can answer.

#### Timeframe to Impact

Short-term

#### Data

Access to public transportation can improve physical and mental well-being<sup>48</sup>. County residents also emphasized the need for improved public transportation during the RETF public hearings: On May 5, 2021, the Association of Community Services of Howard County (ACS) testified that "...Maximizing our investments in public transportation should be an ongoing priority to benefit the environment as well as better connect us to one another and work opportunities throughout the whole County." In connection with the same hearing, IndivisibleHoCoMD submitted testimony stating "strong public transit systems are essential for our state's economy and the environment. The Transit Safety and Investment Act passed by the 2021 State Legislature will provide funding for our local RTA bus system. ...Expansion of the Howard County bus system to connect to major mass transit hubs would be particularly critical to marginalized neighborhoods and essential workers who utilize it for work, medical, and school. Environmental justice requires adequate, well-functioning public transportation."

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<sup>45</sup> <https://www.cdc.gov/policy/hiap/index.html>

<sup>46</sup> <https://prevention.nih.gov/education-training/methods-mind-gap/national-prevention-strategy-prioritizing-prevention-improve-nations-health>

<sup>47</sup> <https://blog.ucsusa.org/science-blogger/using-gis-to-center-equity-for-clean-transportation-investments-in-massachusetts-the-massroutes-screening-tool/>

<sup>48</sup> <https://www.cdc.gov/policy/hiap/index.html>



**Recommendation 6:** We recommend the County Council pass legislation, and request the County Executive fund, an interdepartmental collaborative lab, to be a permanent backbone for the County's Health Equity and Climate Resilience efforts that includes:

- Interdepartmental staff hours devoted to guiding vision and strategy, supporting aligned activities, establishing shared measurement practices, building public will, advancing policies, and budgeting for activities
- A formal partnership with a state university research center
- Evidence-based community engagement with business owners, non-profits, faith communities, and residents of color
- Appointment of Environmental Justice Ombudsperson

#### Intent

Jurisdictions across the country are using interdepartmental collaboratives, often called labs, to provide the backbone organization in an effort to sustain and scale long-term systemic change and impact in the community in public health and climate equity work. This enhancement to Howard County's infrastructure would acknowledge human and environmental health are intimately related. It would also be a meaningful next step in meeting the wicked innovation challenge before the county: the reality that residents and communities of color are often exposed to more social and environmental stressors and those stressors, from extreme heat, lack of access to health food and green spaces, to exclusive and polluting car-centric city planning, cross "silos" or traditional government sectors. Therefore the federal government, alongside other climate justice experts, are encouraging jurisdictions to implement the interdepartmental collaborative model to give residents of color more choice and resiliency. Public health and climate resilience collaboratives with backbone organizations would aid alignment with federal standards for resilient infrastructure and better position the County in securing federal funds. The ombudsperson would help elevate and channel residents of color's voices and serve as a possible platform for capacity building, both for community members and for other County staff.

#### Racial Equity Impact

Research indicates that interdepartmental collaboratives - that is a funded backbone organization – in combination with support from local university research centers are effective, critical tools in reducing racial disparities at the intersection of health equity and climate resiliency. The lack of a backbone organization is cited as a key reason collective impact actions fail. A permanent administrative and oversight team that coordinates the collaborative is critical to achieving impact. It also enables holistic solutions to complex health equity and climate justice challenges by integrating government sectors.

#### Timeframe to Impact

Long-term

#### Data

Research shows that racial disparities increase after crises like natural disasters (Coffee 2021 "How State Governments Can Help Communities Invest in Climate Resilience"). Therefore the federal government is strongly encouraging resiliency infrastructure because of the increased frequency of crises contributes to social instability and increase costs to local governments<sup>49</sup>.

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<sup>49</sup> Plastrick et al 2021 MD Department of Planning webinar:  
[http://smartgrowth.org/getting-ready-finally-to-build-local-climate-resilience/?utm\\_medium=email&utm\\_source=govdelivery&utm\\_term=](http://smartgrowth.org/getting-ready-finally-to-build-local-climate-resilience/?utm_medium=email&utm_source=govdelivery&utm_term=)

The Office of Community Sustainability and its community partners are in earnest developing the nascent structures to begin addressing disparities in Climate Justice and Food Sovereignty but the county unfortunately lacks the collaborative based infrastructure to meet the federal standard.

On March 4, 2021, Tim Lattimer provided public testimony outlining how the County should make environmental justice a cornerstone of Howard County's environmental, climate, & land use policies going forward.

# APPENDIX A

## Additional Legislative Suggestions

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Below are additional legislative suggestions and statements of support from three subgroups.

### Economic & Workforce Development Policy

This subgroup discussed the importance of racial and ethnic diversity at leadership levels, equitable hiring practices, and inclusive cultures when reflecting on opportunities to advance racial equity in the County. The group did not have the opportunity to fully flesh out these recommendations and share them with the Office of Law, so initial ideas are being shared here for the Council's future iteration and consideration.

- **Recommendation 1:** We recommend the County Council aim to increase minority representation on the corporate boards of companies doing business with all county entities (e.g. County government, school administration, college). It can do so, for example, by requesting that membership of corporate boards be made public, providing grant funding for minority recruitment, and setting the expectations that by 202X, the composition of all current and future corporate boards of companies doing business with the County will reflect its racial/ethnic diversity.
- **Recommendation 2:** We recommend the County Council partner with the County Executive, other County-funded departments and agencies (e.g., the library, school system, community college, etc.) and companies doing business with the County, to provide and publicly publish documentation regarding their hiring and recruitment policies.
- **Recommendation 3:** We recommend the County Council, in partnership with the County Executive, provide a plan to increase minority representation in the upper- and mid-level ranks of County agencies.

### Land Use & Housing Policy

The Land Use & Housing Policy group wishes to express support for efforts already in motion to rename local sites and reckon with our County's history of systemic racism and erasure of Indigenous people.

**Statement of Support:** We understand that Howard County Government has created a Public Facilities and Spaces Commission to review the namesakes for public facilities and spaces to determine if those namesakes contributed to the history of systemic racism. Recognizing the power of named spaces to shape and inform narratives, we fully support the work of this Commission as it explores the naming of streets, parks, neighborhoods, libraries, and more. Furthermore, we hope that the Commission's recommended changes will help further the narrative change work that we have proposed here. We affirm the importance of the work of this commissioned group with hopes that the stated assignment will be expedited in a timely and urgent manner.

## Public Health and Environmental Policy

The Public Health and Environmental Policy subgroup discussed the value of having additional personnel resources within the County, namely the maternal health system and Office of Community Sustainability, to create more impactful and equitable change for its residents. The following statements are representative of the levels of support, outside of the County Council's legislative authority, the subgroup believes are necessary to achieve racial equity.

**Statement of Support:** We would like the Howard County Council to issue a resolution that creates a funded program that incentivizes medical practices use of doulas and midwives in Howard County (programs such as Federally Funded Health Centers). These programs would help address the maternal health disparities among mothers of color.

**Statement of Support:** We recommend the Howard County Council issue a resolution to set targets for diversifying the Office of Community Sustainability staff and its affiliated boards and committees, and mandate Climate Justice based professional development for all staff, board and committee members.

## APPENDIX B

### Additional Supporting Data

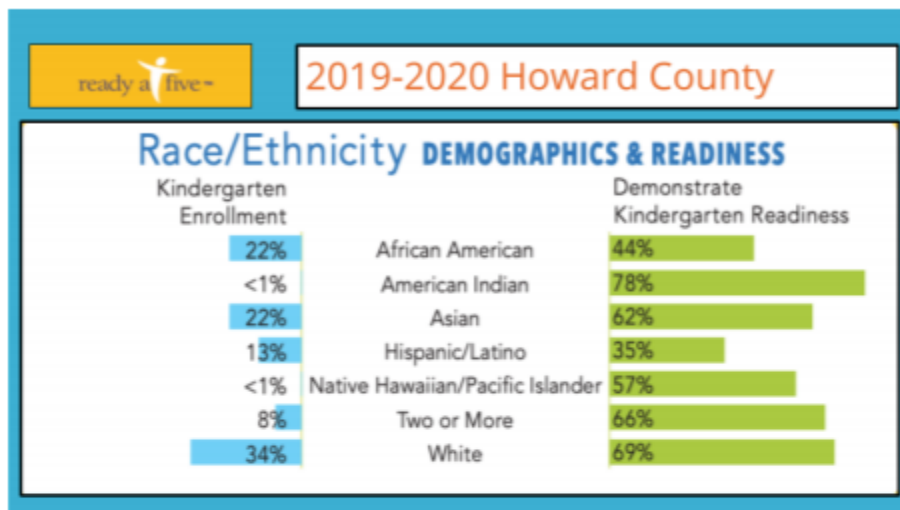
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Below are data referenced (but not included) in the main body of this report, organized by subgroup.

### Education

#### *Early Childhood Development and Education (0-5)*

Chart 1



<https://www.readyatfive.org/school-readiness-data/readiness-matters-2019/1727-200179-howard-web/file.html>

*In the 2019-2020 school year, 3,962 children entered Howard County's kindergarten classrooms. Teachers used the Kindergarten Readiness Assessment, a developmentally appropriate assessment tool that relies on performance tasks and observations of children's work and play, to assess 100% of kindergarteners. The data show:*

*Progress. 57% of kindergarteners demonstrated readiness, up from 56% in 2018-2019. Achievement Gaps for Students Receiving Special Services. Young children who were direct certified (29% demonstrate readiness), children who are English learners (16%), and children with disabilities (21%) are less likely to start school ready to succeed.*

Chart 2.

HCPSS Kindergarten Readiness			
Table 1: Percent of Students Demonstrating Readiness for Kindergarten			
Student Group	2017*	2018*	2019
All Students	54%	56%	57%
Asian	57%	61%	62%
African American (Black)	42%	45%	44%
Hispanic/Latino of any race	31%	32%	35%
Two or more races	65%	55%	66%
White	65%	67%	69%
From Low-Income Households	29%	30%	29%
English Learner	23%	12%	16%
Children w/ Disabilities	28%	15%	21%

<https://www.hcpss.org/scta/measures/kindergarten-readiness/>

*\*Data is made up of a sampling of students entering kindergarten. In 2017, 31% of the 3,869 kindergarten students were assessed. In 2018, 31% of the 4,000 kindergarten students were assessed. In 2019, 100% of the 3,962 kindergarten students were assessed.*

*The KRA assesses a student's preparedness in social foundations, language and literacy, mathematics, physical well-being and motor development when entering kindergarten.*

## Police-Free Schools & Restorative Justice Implementation

### Howard County Data/Resources:

- [Police Free Schools Presentation for CC RETF](#)
- [Peers Not Perps LinkTree](#)
- [Petition](#) to Center the Voices of Black and Brown Youth, not the Police; by the Anti-Racist Education Alliance, LLC
- [Letter to Howard County Delegation to the MGA](#)

### Maryland Data/Resources:

From Montgomery County: If enacted, Bill 46-20 would prohibit the Montgomery County Police Department (MCPD) from assigning "a police officer to work as a school resource officer in any school operated by the Montgomery County Public Schools," thus ending the School Resource Officers (SRO) program. MCPD would be required to "continue to provide adequate local law enforcement coverage for public schools as required by State and County law."<sup>50</sup>

[Montgomery County Bill 46-20 Police - School Resource Officers - Prohibited](#)  
[Montgomery County WDC White Paper on the Removal of SROs, Jan 2021](#)

### National Data/Resources:

[Police Don't Belong In Schools Video](#)

<sup>50</sup> Montgomery County Council, Bill 46-20, Police – School Resources Officers – Prohibited, Introduced on November 17, 2020, Montgomery County, Maryland, 3.

### [ACLU Cops and No Counselors \(2019\)](#)

- 1.7 million students are in schools with police but no counselors.
- 3 million students are in schools with police but no nurses.
- 6 million students are in schools with police but no school psychologists.
- 10 million students are in schools with police but no social workers.
- 14 million students are in schools with police but no counselor, nurse, psychologist, or social worker.

### [The Advancement Project's We Came To Learn: A Call to Action For Police-Free Schools \(2018\)](#)

- Catalogue of assaults on students by law enforcement at school
- Powerful timeline of police in schools and case studies pushing back against police presence
- In 2010, Chicago spent \$50million on school-based security guards, in addition to police
- BIPOC students and LGBTQIA+ students disproportionately impacted

### [US Department of Education Office for Civil Rights: A First Look: Key Data Highlights on Equity and Opportunity Gaps in Our Nation's Public Schools](#) 2013-2014 Civil Rights Data Collection (published June, 2016)

- 24% of elementary schools and 42% of high schools have sworn law enforcement officers
- 51% of high schools with high Black and Latino student enrollment have sworn law enforcement officers
- Black students are 3 times more likely to attend a school with more security staff than mental health personnel
- Students who are in justice facilities receive less instruction than their peers

### [The Sentencing Project: The Facts about Dangers of Added Police in Schools](#)

- Longitudinal research show that placing armed police in schools actually increases physical dangers to youth
- Students who attend schools with on-site law enforcement are in greater danger of unnecessary involvement in the juvenile justice system through the criminalization of behaviors traditionally resolved through standard school discipline policies

### [Prison Policy Initiative: Visualizing the racial disparities in mass incarceration](#) (2020)

- USA incarcerates more people than any other nation
- Black youth arrested far out of proportion of all youth
- Racial inequality evident in every stage of the criminal justice system
- Key statistics in visual representation of racial disparities for youth and adults
- Also "[Following the Money of Mass Incarceration](#)" to see who benefits and who pays

### [Handcuffs on Success: The Extreme School Discipline Crisis in Mississippi](#) (2013)

- Documents children's adolescent, non-violent behavior being criminalized
- Most common reason children were arrested was "disorderly conduct"

### [Number of People Shot to death from 2017-2020, by race](#) (released August 2020)

- On average, over 3 people are shot and killed per day in the United States (1004 in 2019)
- The rate of Black people killed by police is higher than any ethnicity

#### [Mapping Police Violence \(2021, updated daily\)](#)

- As of 4.16.2021, police have killed 268 people in 2021
- From 2013-2021, 253 people killed by police in Washington state
- Map, data and national trends

#### [The Sentencing Project's Fact Sheet: Trends in US Corrections](#) (2020)

- \$60.9 Billion dollars spent on corrections
- 2.2 million people currently in the nation's prisons and jails (500% increase since 1960)
- 6.6 million people in jail/prison, parole or probation (3.7 million)
- More than 60% of people in prison are people of color
- For Black men in their thirties, approx. 1 in 12 is in prison or jail on any given day
- Youth who enter the system are more likely to be people of color and subjected to harsher terms of punishment

#### [Chicago Lawyers' Committee for Civil Rights: What the Research Shows: The Impact of School Resource Officers](#) (2020)

- Summary of research finding that:
  - SROs "are not effective in improving school safety, discipline, or climate"
  - "Black and Brown students experience disproportionate harm and trauma from school police"
- Summary of research finding that building relationships, restorative justice, mental health services, and social-emotional development have positive impacts on school climate, student outcomes, arrest rates, and safety

#### *Recruiting, Hiring, Retention, and Promotion of People of Color in HCPSS*

Below are a myriad of HCPSS tables that illustrate disparities faced by aspiring and existing educators of color.

Race and Ethnicity of Instructional Staff Hired, Promoted, and Returned from Leave, 2018-2020

	2018	2019	2020
Race/Ethnicity	%	%	%
American Indian/Alaskan	≤ 5.0	≤ 5.0	≤ 5.0
Asian	5.6	7.8	6.8
Black or African American	13.1	16.3	15.5
Hispanic or Latino	≤ 5.0	6.1	6.0
Not Reported	≤ 5.0	≤ 5.0	≤ 5.0
Two or More Races	≤ 5.0	≤ 5.0	≤ 5.0
White	75.2	67.2	67.5



## Recruitment and Recommendations to Hire, Summary 2020

	New	Rehire	Promotion	Return from Leave Placement	Total	%
Official-Administrative and Non-Certificated Professional Staff	21	2	24	1	48	8.0
Professional Personnel	17	2	14	1	34	5.7
Analyst	4	-	-	-	4	
Chief	-	-	1	-	1	
Coordinator/Facilitator	3	-	1	-	4	
Executive Director	1	-	-	-	1	
Liaison	3	-	1	-	4	
Manaser/Assistant Manager	1	-	4	1	6	
Other Professional Personnel	3	-	4	-	7	
Specialist	1	1	1	-	3	
Technical Assistant	1	1	2	-	4	
School-Based Administration	1	-	10	-	11	1.8
Assistant Principal	-	-	5	-	5	
Leadership Intern	1	-	3	-	4	
Principal	-	-	2	-	2	
Nurse	3	-	-	-	3	0.5
Cluster Nurse	3	-	-	-	3	
Instructional Staff	186	16	36	27	265	44.2
Teaching Staff	174	15	33	24	246	41.0
Behavior Specialist	1	-	1	-	2	
Board Certified Behavior Analyst	-	-	1	-	1	
Media Specialist	2	1	1	-	4	
Resource Teacher	2	-	6	1	9	
Teacher	141	13	20	23	197	
Therapist	28	1	4	-	33	
Student Services	12	1	3	3	19	3.2
Psychologist	5	-	-	1	6	
Pupil Personnel Worker	-	-	3	-	3	
School Counselor	7	1	-	2	10	
Support Services Staff	153	20	97	17	287	47.8
Assistant	103	16	63	10	192	32.0
Health Assistant	2	-	-	1	3	
Paraeducator	41	3	58	8	110	
Security Assistant	2	-	1	-	3	
Security Officer	-	-	3	-	3	
Student Assistant	58	13	1	1	73	
Custodial	15	1	8	5	29	4.8
Custodial Floater	-	-	1	-	1	
Day Custodian	2	-	-	-	2	
Custodian Day Supervisor I	-	-	1	1	2	
Custodian Day Supervisor III	-	-	1	-	1	

Night Custodian	13	1	1	4	19	
Custodian Night Supervisor I	-	-	3	-	3	
Custodian Night Supervisor II	-	-	1	-	1	
Food Service	12	2	3	-	17	2.8
Food and Nutrition Services Assistant I	7	2	-	-	9	
Food and Nutrition Services Preparing Manager	-	-	1	-	1	
Food and Nutrition Services Satellite Manager	3	-	2	-	5	
Food Service Floater	2	-	-	-	2	
School Facilities	9	-	8	-	17	2.8
Groundskeeper	2	-	1	-	3	
HVAC Technician	2	-	1	-	3	

Recruitment and Recommendation to Hire, Summary by Race and Ethnicity, 2020

	American Indian or Alaska Native %	Asian %	Black or African American %	Hispanic or Latino %	Not Reported %	Two or More Races %	White %
Official-Administrative and Non-Certificated Professional Staff	≤ 5.0	≤ 5.0	≤ 5.0	≤ 5.0	≤ 5.0	≤ 5.0	≤ 5.0
Professional Personnel	≤ 5.0	≤ 5.0	≤ 5.0	≤ 5.0	≤ 5.0	≤ 5.0	≤ 5.0
Analyst	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0
Chief	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0
Coordinator/F acilitator	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0
Executive Director	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0
Liaison	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0
Manager/Assistant Manager	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0
Other Professional Personnel	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0
Specialist	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0
Technical Assistant	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0
School-Based Administration	≤ 5.0	≤ 5.0	45.5	≤ 5.0	≤ 5.0	≤ 5.0	≤ 5.0
Assistant Principal	< 5.0	< 5.0	40.0	< 5.0	< 5.0	< 5.0	< 5.0
Leadership Intern	< 5.0	< 5.0	50.0	< 5.0	< 5.0	< 5.0	< 5.0
Principal	< 5.0	< 5.0	50.0	< 5.0	< 5.0	< 5.0	< 5.0

Nurse	≤ 5.0	≤ 5.0	≤ 5.0	≤ 5.0	≤ 5.0	≤ 5.0	≤ 5.0
Cluster Nurse	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0
Instructional Staff	≤ 5.0	≤ 5.0	6.5	≤ 5.0	≤ 5.0	≤ 5.0	29.8
Teaching Staff	≤ 5.0	≤ 5.0	5.8	≤ 5.0	≤ 5.0	≤ 5.0	28.0
Behavior Specialist	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0
Board Certified Behavior Analyst	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0
Media Specialist	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0
Resource Teacher	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0
Teacher	< 5.0	< 5.0	5.2	< 5.0	< 5.0	< 5.0	21.5
Therapist	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0
Student Services	≤ 5.0	≤ 5.0	≤ 5.0	≤ 5.0	≤ 5.0	≤ 5.0	≤ 5.0
Psychologist	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0
Pupil Personnel Worker	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0
School Counselor	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0
Support Services Staff	≤ 5.0	≤ 5.0	19.2	≤ 5.0	≤ 5.0	≤ 5.0	20.5
Assistant	≤ 5.0	≤ 5.0	10.8	≤ 5.0	≤ 5.0	≤ 5.0	14.2
Health Assistant	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0
Paraeducator	< 5.0	< 5.0	6.3	< 5.0	< 5.0	< 5.0	8.8
Security Assistant	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0
Security Officer	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0
Student Assistant	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0
Custodial	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0
Custodial Floater	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0
Day Custodian	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0
Custodian Day Supervisor I	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0
Custodian Day Supervisor III	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0
Night Custodian	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0
Custodian Night Supervisor I	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0
Custodian Night Supervisor II	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0
Food Service	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0

Food and Nutrition Services Assistant I	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0
Food and Nutrition Services Preparing Manager	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0
Food and Nutrition Services Satellite Manager	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0
Food Service Floater	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0
School Facilities	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0
Groundskeeper	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0
HVAC Technician	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0
Other School Facilities	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0
Plummer	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0
Security and Safety Electronics Worker	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0
Secretarial/Clerical	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0
Administrative Secretary I & II	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0
Bookkeeper	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0
Middle School Data Clerk	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0
Principal's Secretary	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0
Registrar	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0
School Counseling Secretary	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0
Teachers' Secretary	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0
Technology Field Services	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0
Computer Technician	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0
Total Recruitment and Recommendation to Hire	< 5.0	8.2	28.7	5.5	< 5.0	< 5.0	54.5

#### Educator Recruitment Efforts, 2020

In-Person Initiatives	Virtual Initiatives
Bowie State*	Daily Virtual Preliminary Interviews
HCPSS Comprehensive Teacher Interview Fair	Get to Know HCPSS
HCPSS Preliminary Interview Events	Get to Know HCPSS, Inside Edition
HCPSS Special Education Teacher Interview Fair	University Prerecorded Video Presentation
Notre Dame of Maryland University	University Q&A Session
Towson University	

University of Delaware's 2019 Education Meetup	
University of Maryland, College Park	

Separations by Position Type, 2020

	Death	Resignation	Retirement	Termination	Total	%
Official-Administrative and Non-Certificated Professional Staff	1	16	7	2	26	6.1
Professional Personnel	-	12	3	2	17	4.0
Coordinator	-	1	-	-	1	-
Director	-	1	-	-	1	-
Executive Assistant	-	-	2	-	2	-
Liaison	-	4	-	-	4	-
Manager/Assistant Manager	-	2	-	1	3	-
Other Professional Personnel	-	2	-	-	2	-
Specialist	-	2	1	1	4	-
School-Based Administration	1	2	3	-	6	1.4
Assistant Principal	1	2	1	-	4	-
Principal	-	-	2	-	2	-
Nurse	-	2	1	-	3	0.7
Cluster and School-Based Nurses	-	2	1	-	3	-
Instructional Staff	3	136	96	13	248	57.8
Teaching Staff	2	132	89	13	236	55.0
Media Specialist	-	5	5	-	10	-
Reading Specialist	-	1	3	-	4	-
Resource Teacher	-	1	4	-	5	-
Teacher	2	121	71	13	207	-
Therapist	-	4	6	-	10	-
Student Services	1	4	7	-	12	2.8
Psychologist	-	2	3	-	5	-
Pupil Personnel Worker	1	-	1	-	2	-
School Counselor	-	2	3	-	5	-
Support Services Staff	1	80	66	8	155	36.1
Assistant	-	52	34	-	86	20.0
Health Assistant	-	1	1	-	2	-
Paraeducator	-	41	32	-	73	-
Student Assistant	-	10	1	-	11	-
Custodial	1	10	6	3	20	4.7
Day Custodian	-	1	1	-	2	-
Day Custodian Supervisor I	-	1	1	-	2	-
Night Custodian	1	6	3	3	13	-
Night Supervisor Custodian I	-	1	1	-	2	-
Night Supervisor Custodian II	-	1	-	-	1	-
Food Service	-	8	4	3	15	3.5
Food and Nutrition Services Assistant I	-	5	2	2	9	-

Food and Nutrition Preparing Manager	-	-	2	-	2	
Food and Nutrition Services Satellite	-	3	-	1	4	
School Facilities	-	4	5	1	10	2.3
Groundskeeper I	-	-	2	1	3	
Other School Facilities	-	4	3	-	7	
Secretarial /Clerical	-	6	17	-	23	5.4
Administrative Secretary I & II	-	1	1	-	2	
Bookkeeper	-	2	-	-	2	
Principal's Secretary	-	-	3	-	3	
School Counseling Secretary	-	1	3	-	4	
Secretary	-	-	1	-	1	
Teachers' Secretary	-	2	9	-	11	
Warehouse	-	-	-	1	1	0.2
Warehouse	-	-	-	1	1	
Total Separations	5	232	169	23	429	

Separations by Position Type, by Race and Ethnicity, 2020

	Asian	Black or African American	Hispanic or Latino	Native Hawaiian or Other Pacific Islander	Two or More Races	White
	%	%	%	%	%	%
Official-Administrative and Non-Certificated Professional Staff	≤ 5.0	≤ 5.0	≤ 5.0	≤ 5.0	≤ 5.0	≤ 5.0
Professional Personnel	≤ 5.0	≤ 5.0	≤ 5.0	≤ 5.0	≤ 5.0	≤ 5.0
School-Based Administration	≤ 5.0	≤ 5.0	≤ 5.0	≤ 5.0	≤ 5.0	≤ 5.0
Nurse	≤ 5.0	≤ 5.0	≤ 5.0	≤ 5.0	≤ 5.0	≤ 5.0
Instructional Staff	≤ 5.0	7.5	≤ 5.0	≤ 5.0	≤ 5.0	45.3
Teaching Staff	≤ 5.0	7.5	≤ 5.0	≤ 5.0	≤ 5.0	42.8
Student Services	≤ 5.0	≤ 5.0	≤ 5.0	≤ 5.0	≤ 5.0	≤ 5.0
Support Services Staff	≤ 5.0	14.0	≤ 5.0	≤ 5.0	≤ 5.0	17.5
Assistant	≤ 5.0	6.5	≤ 5.0	≤ 5.0	≤ 5.0	10.5
Custodial	≤ 5.0	≤ 5.0	≤ 5.0	≤ 5.0	≤ 5.0	≤ 5.0
Food Service	≤ 5.0	≤ 5.0	≤ 5.0	≤ 5.0	≤ 5.0	≤ 5.0
School Facilities	≤ 5.0	≤ 5.0	≤ 5.0	≤ 5.0	≤ 5.0	≤ 5.0
Secretarial/Clerical	≤ 5.0	≤ 5.0	≤ 5.0	≤ 5.0	≤ 5.0	≤ 5.0
Warehouse	≤ 5.0	≤ 5.0	≤ 5.0	≤ 5.0	≤ 5.0	≤ 5.0
Total Separations	≤ 5.0	22.0	5.1	≤ 5.0	≤ 5.0	67.3

Instructional Separations Presented, by Level by Race and Ethnicity, 2020

	American Indian or Alaska Native	Asian	Black or African American	Hispan ic or Latino	Native Hawaiian or Other Pacific Islander	Two or More Races	White
Elementary	≤ 5.0	≤ 5.0	≤ 5.0	≤ 5.0	≤ 5.0	≤ 5.0	35.5
Middle	≤ 5.0	≤ 5.0	≤ 5.0	≤ 5.0	≤ 5.0	≤ 5.0	13.7
High	≤ 5.0	≤ 5.0	≤ 5.0	≤ 5.0	≤ 5.0	≤ 5.0	9.7
Education Centers	≤ 5.0	≤ 5.0	≤ 5.0	≤ 5.0	≤ 5.0	≤ 5.0	6.0
Central Office and Annexes	≤ 5.0	≤ 5.0	≤ 5.0	≤ 5.0	≤ 5.0	≤ 5.0	≤ 5.0
Resigned from Leave- No Location	≤ 5.0	≤ 5.0	≤ 5.0	≤ 5.0	≤ 5.0	≤ 5.0	12.5
Total Instructional Staff Separations	≤ 5.0	≤ 5.0	12.9	≤ 5.0	≤ 5.0	≤ 5.0	78.2

Elementary Schools: Race and Ethnicity of Certificated Teaching Staff by Location, 2020

Elementary	American Indian or Alaska Native	Asian	Black or African American	Hispanic/ Latino	Native Hawaiian or Other Pacific Islander	Two or More	White	Undeclare d
	%	%	%	%	%	%	%	%
Atholton	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	88.6	< 5.0
Bellows Spring	< 5.0	< 5.0	6.3	< 5.0	< 5.0	< 5.0	90.0	< 5.0
Bollman Bridge	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	92.0	< 5.0
Bryant Woods	< 5.0	8.3	31.3	6.25	< 5.0	< 5.0	52.1	< 5.0
Bushy Park	< 5.0	< 5.0	< 5.0	<= 5.0	< 5.0	< 5.0	94.0	< 5.0
Centennial Lane	< 5.0	< 5.0	6.12	<= 5.0	< 5.0	< 5.0	89.8	< 5.0
Clarksville	< 5.0	< 5.0	< 5.0	<= 5.0	< 5.0	< 5.0	89.6	< 5.0
Clemens Crossing	< 5.0	6.82	9.1	<= 5.0	< 5.0	< 5.0	77.3	< 5.0
Cradlerock	< 5.0	< 5.0	13.3	6.67	< 5.0	< 5.0	76.7	< 5.0
Dayton Oaks	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	88.9	< 5.0
Deep Run	< 5.0	6.3	10.1	< 5.0	< 5.0	< 5.0	82.3	< 5.0
Ducketts Lane	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	93.8	< 5.0
Elkridge	< 5.0	6.0	7.5	< 5.0	< 5.0	< 5.0	83.6	< 5.0
Forest Ridge	< 5.0	10.9	20.0	< 5.0	< 5.0	< 5.0	69.1	< 5.0
Fulton	< 5.0	6.0	7.5	< 5.0	< 5.0	< 5.0	77.6	< 5.0
Gorman Crossing	< 5.0	< 5.0	6.6	< 5.0	< 5.0	6.58	77.6	< 5.0
Guilford	< 5.0	< 5.0	23.1	< 5.0	< 5.0	< 5.0	65.4	< 5.0
Hammond	< 5.0	< 5.0	8.3	< 5.0	< 5.0	< 5.0	83.3	< 5.0
Hanover Hills	< 5.0	< 5.0	16.3	6.3	< 5.0	< 5.0	68.8	< 5.0
Hollifield Station	< 5.0	< 5.0	< 5.0	6.2	< 5.0	< 5.0	84.6	< 5.0
Ilchester	< 5.0	< 5.0	7.4	5.6	< 5.0	< 5.0	87.0	< 5.0
Jeffers Hill	< 5.0	< 5.0	17.1	11.4	< 5.0	< 5.0	68.6	< 5.0
Laurel Woods	< 5.0	< 5.0	6.15	< 5.0	< 5.0	< 5.0	86.2	< 5.0

Lisbon	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	5.26	86.8	< 5.0
Longfellow	< 5.0	< 5.0	19.2	< 5.0	< 5.0	5.8	71.2	< 5.0
Manor Woods	< 5.0	5.97	< 5.0	< 5.0	< 5.0	< 5.0	89.6	< 5.0
Northfield	< 5.0	< 5.0	10.9	< 5.0	< 5.0	< 5.0	87.3	< 5.0
Phelps Luck	< 5.0	< 5.0	12.5	< 5.0	< 5.0	< 5.0	79.2	< 5.0
Pointers Run	< 5.0	< 5.0	10.8	< 5.0	< 5.0	< 5.0	83.1	< 5.0
Rockburn	< 5.0	6.78	< 5.0	< 5.0	< 5.0	< 5.0	84.7	< 5.0
Running Brook	< 5.0	< 5.0	10.6	< 5.0	< 5.0	< 5.0	84.8	< 5.0
St John's Lane	< 5.0	6.0	< 5.0	< 5.0	< 5.0	< 5.0	88.0	< 5.0
Stevens Forest	< 5.0	< 5.0	21.3	< 5.0	< 5.0	< 5.0	72.3	< 5.0
Swansfield	< 5.0	5.08	15.3	< 5.0	< 5.0	< 5.0	76.3	< 5.0
Talbott Springs	< 5.0	< 5.0	13.2	9.4	< 5.0	< 5.0	75.5	< 5.0
Thunder Hill	< 5.0	< 5.0	10.6	< 5.0	< 5.0	< 5.0	83.0	< 5.0
Triadelphia Ridge	< 5.0	6.38	8.51	< 5.0	< 5.0	< 5.0	80.9	< 5.0
Veterans	< 5.0	18.4	11.5	8.0	< 5.0	< 5.0	58.6	< 5.0
Waterloo	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	90.6	< 5.0
Waverly	< 5.0	5.41	< 5.0	< 5.0	< 5.0	< 5.0	86.5	< 5.0
West Friendship	< 5.0	< 5.0	5.7	< 5.0	< 5.0	< 5.0	91.4	< 5.0
Worthington	< 5.0	< 5.0	11.9	< 5.0	< 5.0	< 5.0	83.3	< 5.0
Elementary Total	≤ 5.0	≤ 5.0	9.3	≤ 5.0	≤ 5.0	≤ 5.0	81.6	≤ 5.0

Middle Schools: Race and Ethnicity of Certificated Teaching Staff by Location, 2020

Middle	American Indian or Alaska Native	Asian	Black or African American	Hispanic/ Latino	Native Hawaiian or Other Pacific	Two or More	White	Undeclared
	%	%	%	%	%	%	%	%
Bonnie Branch	< 5.0	< 5.0	15.3	< 5.0	< 5.0	< 5.0	76.3	< 5.0
Burleigh Manor	< 5.0	6.56	6.6	< 5.0	< 5.0	< 5.0	85.2	< 5.0
Clarksville	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	88.5	< 5.0
Dunloggin	< 5.0	6.0	16.0	< 5.0	< 5.0	< 5.0	76.0	< 5.0
Elkridge Landing	< 5.0	< 5.0	13.1	< 5.0	< 5.0	< 5.0	82.0	< 5.0
Ellicott Mills	< 5.0	< 5.0	5.97	< 5.0	< 5.0	< 5.0	79.1	< 5.0
Folly Quarter	< 5.0	5.77	< 5.0	5.8	< 5.0	< 5.0	80.8	< 5.0
Glenwood	< 5.0	6.7	< 5.0	< 5.0	< 5.0	< 5.0	84.4	< 5.0
Hammond	< 5.0	< 5.0	8.5	< 5.0	< 5.0	< 5.0	85.1	< 5.0
Harper's Choice	< 5.0	< 5.0	27.5	< 5.0	< 5.0	< 5.0	66.7	< 5.0
Lake Elkhorn	< 5.0	< 5.0	32.1	< 5.0	< 5.0	< 5.0	60.7	< 5.0
Lime Kiln	< 5.0	7.8	5.88	< 5.0	< 5.0	< 5.0	86.3	< 5.0
Mayfield Woods	< 5.0	< 5.0	11.0	< 5.0	< 5.0	< 5.0	80.8	< 5.0
Mount View	< 5.0	5.2	< 5.0	< 5.0	< 5.0	< 5.0	86.2	< 5.0
Murray Hill	< 5.0	< 5.0	13.6	< 5.0	< 5.0	< 5.0	80.3	< 5.0
Oakland Mills	< 5.0	5.9	19.6	5.9	< 5.0	< 5.0	66.7	< 5.0
Patapsco	< 5.0	5.6	9.3	< 5.0	< 5.0	< 5.0	81.5	< 5.0
Patuxent Valley	< 5.0	< 5.0	17.2	< 5.0	< 5.0	< 5.0	78.1	< 5.0
Thomas Viaduct	< 5.0	< 5.0	11.6	< 5.0	< 5.0	< 5.0	82.6	< 5.0



Wilde Lake	< 5.0	< 5.0	16.7	6.67	< 5.0	< 5.0	71.7	< 5.0
Middle Total	≤ 5.0	≤ 5.0	12.2	≤ 5.0	≤ 5.0	≤ 5.0	79.3	≤ 5.0

#### High Schools: Race and Ethnicity of Certificated Teaching Staff by Location, 2020

High	American Indian or Alaska Native	Asian	Black or African American	Hispanic/ Latino	Native Hawaiian or Other Pacific Islander	Two or More	White	Undeclared
	%	%	%	%	%	%	%	%
Atholton	< 5.0	< 5.0	7.7	< 5.0	< 5.0	< 5.0	83.7	< 5.0
Centennial	< 5.0	8.0	< 5.0	< 5.0	< 5.0	< 5.0	84.0	< 5.0
Glenelg	< 5.0	< 5.0	< 5.0	6.9	< 5.0	< 5.0	85.1	< 5.0
Hammond	< 5.0	< 5.0	11.8	6.4	< 5.0	< 5.0	75.5	< 5.0
Howard	< 5.0	5.4	7.0	< 5.0	< 5.0	< 5.0	86.8	< 5.0
Long Reach	< 5.0	< 5.0	21.6	< 5.0	< 5.0	< 5.0	69.4	< 5.0
Marriotts Ridge	< 5.0	< 5.0	5.8	< 5.0	< 5.0	< 5.0	88.5	< 5.0
Mt. Hebron	< 5.0	< 5.0	8.4	< 5.0	< 5.0	< 5.0	81.5	< 5.0
Oakland Mills	< 5.0	< 5.0	15.2	5.4	< 5.0	< 5.0	74.1	< 5.0
Reservoir	< 5.0	6.2	15.4	< 5.0	< 5.0	< 5.0	73.1	< 5.0
River Hill	< 5.0	< 5.0	8.2	5.2	< 5.0	< 5.0	83.5	< 5.0
Wilde Lake	< 5.0	< 5.0	15.0	< 5.0	< 5.0	< 5.0	73.5	< 5.0
High Total	≤ 5.0	≤ 5.0	10.7	≤ 5.0	≤ 5.0	≤ 5.0	79.6	≤ 5.0

#### Education Centers: Race and Ethnicity of Certificated Teaching Staff by Location, 2020

Education Centers	American Indian or Alaska Native	Asian	Black or African American	Hispanic/ Latino	Native Hawaiian or Other Pacific Islander	Two or More	White	Undeclared
	%	%	%	%	%	%	%	%
Applications and Research Lab (ARL)	< 5.0	< 5.0	10.7	< 5.0	< 5.0	< 5.0	82.1	< 5.0
Cedar Lane - Fulton	< 5.0	< 5.0	6.38	< 5.0	< 5.0	< 5.0	87.2	< 5.0
Homewood School	< 5.0	< 5.0	27.9	< 5.0	< 5.0	< 5.0	60.7	< 5.0
Education Centers	≤ 5.0	≤ 5.0	14.1	≤ 5.0	≤ 5.0	≤ 5.0	77.8	≤ 5.0

#### Central Office & Annex Offices: Race and Ethnicity of Certificated Teaching Staff by Location, 2020

Central Office and Annex Offices	American Indian or Alaska Native	Asian	Black or African American	Hispanic/ Latino	Native Hawaiian or Other Pacific	Two or More	White	Undeclared
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					Islander			
	%	%	%	%	%	%	%	%
Ascend One Center	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	< 5.0	94.3	< 5.0
Central Office	< 5.0	< 5.0	8.7	< 5.0	< 5.0	< 5.0	87.0	< 5.0
Old Cedar Lane School	< 5.0	< 5.0	9.8	7.3	< 5.0	< 5.0	75.6	< 5.0
Central Office and Annex Offices Total	≤ 5.0	≤ 5.0	7.1	5.1	≤ 5.0	≤ 5.0	84.8	≤ 5.0

Percent of Employees by Race and Ethnicity, 2019-2020

Race/Ethnicity	Percent of Employees, 2019	Percent of Employees, 2020
American Indian or Alaska Native	0.2	0.2
Asian	4.5	4.7
Black or African American	17.6	17.7
Hispanic	3.3	3.5
Native Hawaiian or Other Pacific Islander	0.0	0.0
Race/Ethnicity Currently Undeclared	0.1	0.3
Two or More Races	1.2	1.2
White	73.0	72.3

Professional Staff Resignations by Reason, 2016-2020

Reason	2016	2017	2018	2019	2020
Dissatisfied	4	2	4	6	5
Home Responsibility	3	11	8	6	15
Illness/Medical	9	5	5	6	6
Childrearing	-	1	-	5	3
Other Employment	16	5	7	22	10
Personal	-	-	-	-	-
Resign from Leave	40	18	22	46	14
Relocation	49	34	31	63	40
Resignation in lieu of non-renewal	*	*	*	8	-
Study	2	2	2	3	-
Teach in College	3	2	-	1	-
Teach in other Maryland School System	18	13	19	14	12
Teach Out of State	6	1	2	3	4
Unknown/Other	41	66	75	33	43
Total	191	160	175	216	152

## Professional Staff Resignations by Period, 2016-2020

Period	2016		2017		2018		2019		2020	
	N	%	N	%	N	%	N	%	N	%
School Year	38	19.9	33	20.6	32	18.3	142	65.7	109	71.7
Last Day of School to July 15	141	73.8	121	75.6	135	77.1	62	28.7	23	15.1
July 16 to First Day Teachers Report	12	6.3	6	3.8	8	4.6	12	5.6	20	13.2
Total	191	100	160	100	175	100	216	100	152	100

## Personal and Public Safety

### Gender-based Violence

#### Within Howard County, MD:

Data collected by the Howard County rape crisis/ intimate partner violence agency, HopeWorks of Howard County, supports that gender based violence in Howard County, MD is a racialized issue. Using racial statistics of Howard County residents from the latest Census Bureau Statistics (linked below)\*\* as the basis of comparison, we can see that racialized communities (specifically Black, Hispanic, and multi-racial) are disproportionately seeking services from HopeWorks of Howard County. According to HopeWorks statistics\* regarding the racial make-up of HopeWorks's clients by department, African-American people made up the largest majority of clients (37%) who received services from HopeWorks legal department (i.e. receiving legal advice, legal support in peace & protective order filing, etc.) between the fiscal year 2016 and 2020. There are similar disparities among other departments with 46% of the Advocacy Department's clientele identifying as African American and 16% identifying as Hispanic between January 2017 and February 2021. Additionally we see that 38% of clients receiving services from the Clinical Department identify as African American, 14% identify as Hispanic, and 8% identify as bi-racial. By far the Residential Department, which serves clients through providing emergency and long-term transitional shelter to clients who are in immediate danger, crisis, and/or without housing, sees the highest racial disparities. Between the fiscal year 2015 and fiscal year 2018, 60% of clients identified as African American, 14% identified as Hispanic and 6% identified as Bi-Racial. In comparison, the Howard County Census Bureau statistics reported that the racial make-up of Howard County included only 20.4% African American, 7.3% Hispanic, and 3.9% two or more races. Clients of color, namely African American, make up the largest majority of clients throughout HopeWorks departments yet only ~20% of Howard County residents identify as African American.

\*HopeWorks Clientele Statistics are Attached

\*\* Howard County, MD Racial Statistics from US Census Bureau

<https://www.census.gov/quickfacts/fact/table/howardcountymaryland/PST045219>

Race and Hispanic Origin	
White alone, percent	55.9%
Black or African American alone, percent <a href="#">(a)</a>	20.4%
American Indian and Alaska Native alone, percent <a href="#">(a)</a>	0.4%

Asian alone, percent <a href="#">(a)</a>	19.3%
Native Hawaiian and Other Pacific Islander alone, percent <a href="#">(a)</a>	0.1%
Two or More Races, percent	3.9%
Hispanic or Latino, percent <a href="#">(b)</a>	7.3%
White alone, not Hispanic or Latino, percent	50.3%

In Maryland:

According to the Maryland Coalition Against Sexual Assault (MCASA) 2020 fact sheet on Sexual Assault in Maryland an estimated 420,000 Maryland women have experienced rape in their lifetime, or 18.2% of the female population in the state. However, an estimated 22.3% of non-Hispanic black women in Maryland have experienced rape in their lifetime, compared to 18% of white women. See: [https://mcasa.org/assets/files/GeneralMDSexualAssaultFSUpdated\\_4.25.18.pdf](https://mcasa.org/assets/files/GeneralMDSexualAssaultFSUpdated_4.25.18.pdf)

Nationally:

According to the Center for American Progress issue brief on [The State of Women of Color in the United States](#): “Prevailing sexist and racist attitudes make women of color particularly vulnerable to sexual violence and access to support services difficult. In fact, multiracial women reported the highest rates of sexual violence in the NISVS (rape=32.3% and 64.1% of types of sexual violence).”

Statistics indicate that 21–55 percent of Asian and Pacific Islander women report experiencing intimate physical and/or sexual violence during their lifetime. xviii/AP survivors are more likely to experience abuse from multiple family members, including a spouse, and in-laws than other survivors. 13 percent of Asians/Asian Americans identified in-laws as the persons committing the abuse for which they sought help from a domestic violence program. This proportion is higher than those found for other groups: four percent for Hispanics/Latinx, three percent for Whites, and one percent for African Americans/Blacks. See: Facts & Stats Report: Domestic Violence in Asian & Pacific Islander Homes Mieko Yoshihama, Ph.D. and Chic Dabby Asian & Pacific Islander Institute on Domestic Violence, Updated 2015, <http://www.api-gbv.org/files/Facts.Stats-APIIDV-2015.pdf>.

According to the Women of Color Network, an agency eliminate violence against ALL women and their communities by centralizing the voices and promoting the leadership of women of color across the Sovereign Nations, the United States and U.S. Territories Black women experienced intimate partner violence at a rate 35 percent higher than that of white women, and about 22 times the rate of women of other races. More than two-fifths of Black women experience physical violence by an intimate partner during their lifetimes, compared with 31.5 percent of all women. See: “Women of Color Network Facts & Stats: Domestic Violence in Communities of Color” – June 2006.

On Stereotyping... regarding Black/African/African American women’s sexuality, including terms like “Black Jezebel”, “promiscuous,” and “exotic”, perpetuates the notion that Black/African/African American women are willing participants in their own victimization. However, these myths only serve to demean, obstruct appropriate legal remedies, and minimize the seriousness of sexual violence perpetrated against Black/African/African American women. See: West, C. M. & Johnson, K. (March 2013). Sexual violence in the Lives of African American Women. Harrisburg, PA: VAWnet, a project of the National Resource Center on Domestic Violence. Retrieved on June 3, 2021 from [http://www.vawnet.org/Assoc\\_Files\\_VAWnet/AR\\_SVAAWomenRevised.pdf](http://www.vawnet.org/Assoc_Files_VAWnet/AR_SVAAWomenRevised.pdf)

According to the Women of Color Network, an agency eliminate violence against ALL women and their communities by centralizing the voices and promoting the leadership of women of color across the Sovereign Nations, the United States and U.S. Territories API women tend to report lower rates of rape and other forms of sexual violence than do women and men from other minority backgrounds. This may be accounted for because traditional Asian values may discourage them from disclosing such victimization, even in confidential settings. See: <https://wocninc.org/wp-content/uploads/2018/11/SAFAQ-1.pdf>

See: Center for Disease Control. (2011). The National Intimate Partner and Sexual Violence Survey. Retrieved on June 3, 2021 from [http://www.cdc.gov/violenceprevention/pdf/nisvs\\_report2010-a.pdf](http://www.cdc.gov/violenceprevention/pdf/nisvs_report2010-a.pdf)

#### Research on Prevention:

According to UN Women, a sector of the United Nations focusing on the status of women across the world, prevention—addressing the structural causes, as well as the risk and protective factors, associated with violence—is pivotal to eliminating violence against women and girls completely. UN Women has designed a curriculum—Voices Against Violence—for those aged 5–25 years. The curriculum includes tools to help young people understand the root causes of violence in their communities, and to help educate and involve their peers and communities in preventing violence against women and girls. Violence prevention efforts focusing on root causes of violence is key in reducing gender based violence. See: <https://www.unwomen.org/en/what-we-do/ending-violence-against-women/prevention>

According to the U.S. Centers for Disease Control and Prevention (CDC), Prevention efforts should ultimately reduce the occurrence of IPV by promoting healthy, respectful, nonviolent relationships. Healthy relationships can be promoted by addressing change at all levels of the social ecology that influence IPV: individual, relationship, community, and society. CDC's Preventing Intimate Partner Violence Across the Lifespan: A Technical Package of Programs, Policies, and Practices highlights strategies based on the best available evidence to help states and communities prevent intimate partner violence, support survivors, and lessen the short and long-term harms of intimate partner violence. The strategies and their corresponding approaches are listed in the table below.

Preventing Intimate Partner Violence	
Strategy	Approach
Teach safe and healthy relationship skills	<ul style="list-style-type: none"> <li>• Social-emotional learning programs for youth</li> <li>• Healthy relationship programs for couples</li> </ul>
Engage influential adults and peers	<ul style="list-style-type: none"> <li>• Men and boys as allies in prevention</li> <li>• Bystander empowerment and education</li> <li>• Family-based programs</li> </ul>
Disrupt the developmental pathways toward partner violence	<ul style="list-style-type: none"> <li>• Early childhood home visitation</li> <li>• Preschool enrichment with family engagement</li> <li>• Parenting skill and family relationship programs</li> <li>• Treatment for at-risk children, youth and families</li> </ul>
Create protective environments	<ul style="list-style-type: none"> <li>• Improve school climate and safety</li> <li>• Improve organizational policies and workplace climate</li> <li>• Modify the physical and social environments of neighborhoods</li> </ul>

Strengthen economic supports for families	<ul style="list-style-type: none"> <li>● Strengthen household financial security</li> <li>● Strengthen work-family supports</li> </ul>
Support survivors to increase safety and lessen harms	<ul style="list-style-type: none"> <li>● Victim-centered services</li> <li>● Housing programs</li> <li>● First responder and civil legal protections</li> <li>● Patient-centered approaches</li> <li>● Treatment and support for survivors of IPV, including TDV</li> </ul>

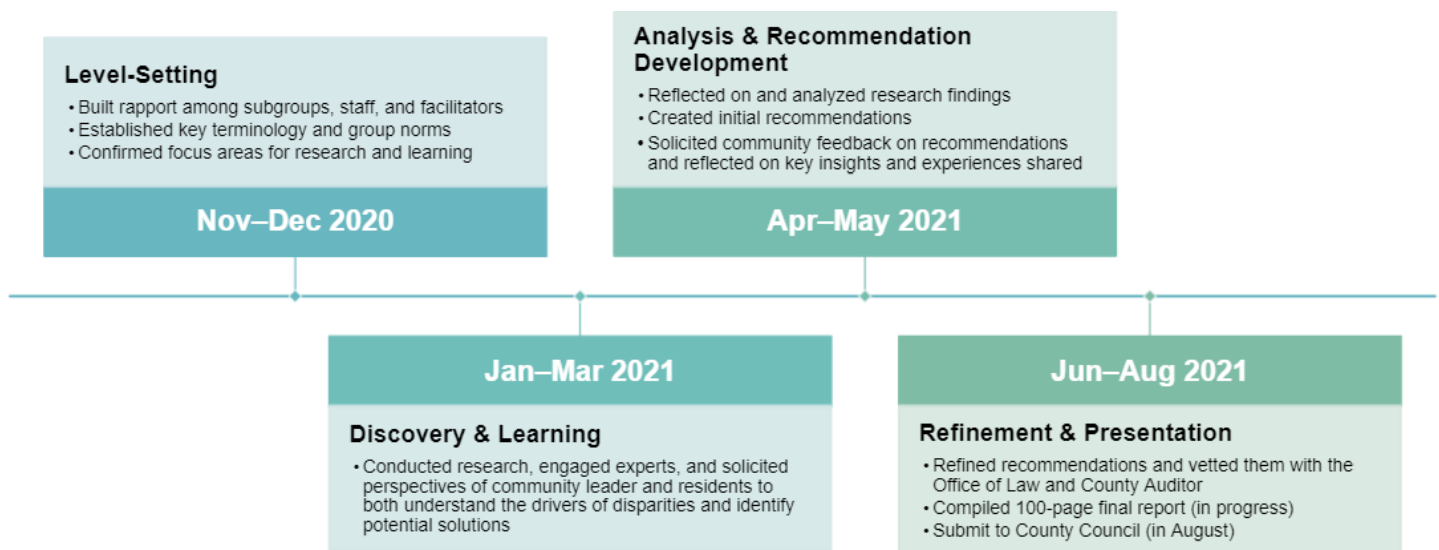
# APPENDIX C

## Overview of Engagement Process & Major Meeting Links

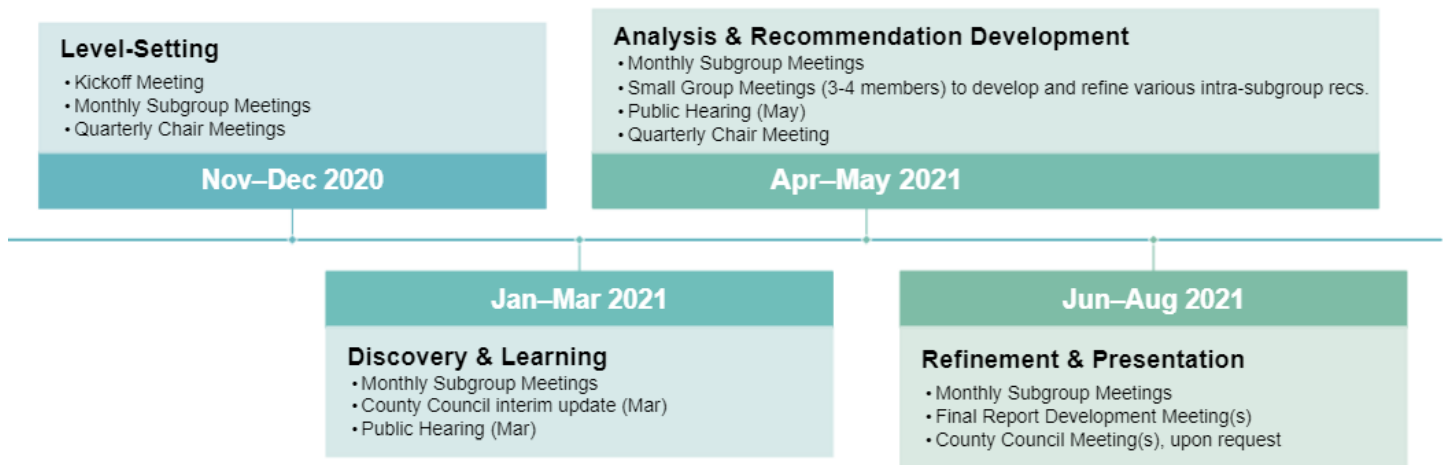
On October 5th, 2020, the County Council voted to approve [CR142-2020](#), legislation establishing the first Racial Equity Task Force for Howard County. The Task Force was charged with recommending legislation to the County Council to address racial disparities and inequities in Howard County.

Composed of over 60 community leaders, subject matter experts, students, and activists, the Racial Equity Task Force identified and evaluated actions that the County Council can pursue to advance racial equity in Howard County. To accomplish this goal, Task Force members were placed among six policy subgroups that focused on racial equity in personal and public safety, land-use and housing policy, economic and workforce development, public health and environmental policy, education, and legislative processes.

The Task Force's work fell into four phases of work from November 2020 through August 2021. The focus and key activities of each are described below.



During each phase, subgroups met at least once a month to deepen relationships, learn about disparities and opportunities together, and develop and finalize recommendations for the County Council. Small groups of subgroup members also met to deepen learning and hone recommendations in a smaller setting. In addition, the Task Force hosted two public hearings (hosted by subgroup chairs), provided an interim update to the County Council in March 2021, and regularly liaised with the Office of Law and Council staff for administrative guidance and support. Below is a visual representation of key meetings.



Group members collaboratively developed recommendations, sometimes breaking into smaller groups to hone specific recommendations or topical areas. All recommendations were shared with the Office of Law for feedback on the extent to which a recommendation fit within the Council's legislative authority (or suggestions for how they could). In June 2021 meetings, subgroup members voted on the placement of all fully developed recommendations. Fully developed recommendations are those that contained at least a topline recommendation, stated racial equity impact, and projected timeframe to initial impact. Some recommendations also included supporting qualitative and quantitative data, the intent behind a recommendation, and metrics to measure progress in eliminating disparities and advancing equity.

All full recommendations that were (a) within the County Council's legislative authority and (b) were supported by the majority of subgroup members were included in the main body of the report. All other recommendations and nascent ideas were included in Appendix A.

Links to key documents and major meetings videos and minutes can be found here:

- [Founding legislation \(CR142-2020\)](#)
- [All RETF member meetings](#), including task force kickoff and major Chair meetings
- RETF [Public Hearings](#)
- Subgroup Monthly Meetings
  - [Economic & Workforce Development](#)
  - [Education](#)
  - [Land Use & Housing Policy](#)
  - [Legislative Process](#)
  - [Personal & Public Safety](#)
  - [Public Health & Environmental Policy](#)

The County Council hired professional facilitators, Groundwork Partners ([www.groundworkpartners.co](http://www.groundworkpartners.co)) to guide and support the task force's efforts. Groundwork is a social impact consulting practice that works with nonprofits, foundations, and civic organizations to advance racial, gender, and economic justice. Lauren Marra and Karla Morrison-Brooks of Groundwork Partners helped the Council design the RETF's four phases of work and then worked closely with the Task Force's Chairs and members to build relationships, learn about opportunities and disparities in the County, and develop recommendations. More specifically, Lauren and Karla worked with Chairs to set agendas for all meetings, facilitate subgroup and all taskforce member meetings, and support recommendation development. They also partnered with Chairs to engage individual task force members, manage group dynamics, and ensure all



groups were seeing through their commitments. Finally, the team supported the Chairs in report writing and preparation for all engagement with Council and the public, and liaised regularly with the Council staff on all project management and member engagement tasks.

## APPENDIX D

### RETF Members

The Racial Equity Task Force membership consists of the names listed below and are organized by their respective subgroups. Each member's role is also included in the table.

SUBGROUP	FIRST NAME	LAST NAME	ROLE
Economic and Workforce Development	Aaron	Johnson	Task Force Co-Chair
Economic and Workforce Development	Ayesha	Holmes	Task Force Member
Economic and Workforce Development	Candace	Dodson-Reed	Task Force Co-Chair
Economic and Workforce Development	Darin	Atwater	Task Force Member
Economic and Workforce Development	Jonathan	Studdard	Task Force Member
Economic and Workforce Development	Leonardo	McClarty	Task Force Member
Economic and Workforce Development	Minah	Woo	Task Force Member
Economic and Workforce Development	Nat	Alston	Task Force Member
Economic and Workforce Development	Pamela	Pina	Task Force Member
Economic and Workforce Development	Roger	Barnes	Task Force Member
Economic and Workforce Development	Young	Ran Smith	Task Force Member
Education	Bitia	Dayhoff	Task Force Member
Education	Erika	Strauss Chavarria	Task Force Member
Education	Grace	Ko	Task Force Member
Education	Jackie	McCoy	Task Force Member
Education	Karen	Randall	Task Force Chair
Education	Mavis	Ellis	Task Force Member

Education	Meina	Liu	Task Force Member
Education	Natalie	Pretzello	Task Force Member
Education	Patricia	Silva	Task Force Member
Education	Sabina	Taj	Task Force Member
Education	Ying	Matties	Task Force Member
Land-Use and Housing Policy	Herb	Smith	Task Force Member
Land-Use and Housing Policy	Ian	Kennedy	Task Force Member
Land-Use and Housing Policy	Isabella	Battish	Task Force Member
Land-Use and Housing Policy	Jessica	Coates	Task Force Chair
Land-Use and Housing Policy	Jonathan	Edelson	Task Force Member
Land-Use and Housing Policy	Peter	Engel	Task Force Member
Land-Use and Housing Policy	Phil	Engelke	Task Force Member
Land-Use and Housing Policy	Suzanne	Haley	Task Force Member
Land-Use and Housing Policy	Taneeka	Richardson	Task Force Member
Land-Use and Housing Policy	Vonda	Orders	Task Force Member
Legislative Process	Allyson	Owens	Task Force Member
Legislative Process	Beth	Hufnagel	Task Force Member
Legislative Process	Dana	Davenport	Task Force Member
Legislative Process	David	Koralov	Task Force Member
Legislative Process	Kathryn	Valentine	Task Force Member
Legislative Process	Laura	Mettle	Task Force Member
Legislative Process	Rashida	George	Task Force Chair
Legislative Process	Lucas	De Melo	Task Force Ex-Officio Member
Legislative Process	Bruce	Nelson	Task Force Ex-Officio Member
Legislative Process	Sanjay	Srivastava	Task Force Member
Personal and Public Safety	Allison	Sayers	Task Force Chair

Personal and Public Safety	Augustin	Bibum	Task Force Member
Personal and Public Safety	Eduardo	Ribeiro	Task Force Member
Personal and Public Safety	Jonathan	Branch	Task Force Member
Personal and Public Safety	Jumel	Howard	Task Force Member
Personal and Public Safety	Marcus	Harris	Task Force Member
Personal and Public Safety	Maya	Carey	Task Force Member
Personal and Public Safety	Rahel	Petros	Task Force Member
Personal and Public Safety	Rich	Gibson	Task Force Member
Personal and Public Safety	Zainab	Chaudry	Task Force Member
Personal and Public Safety	Zikora	Akanegbu	Task Force Member
Public Health and Environmental Policy	Buffy	Illum	Task Force Co-Chair
Public Health and Environmental Policy	Chiara	D'Amore	Task Force Member
Public Health and Environmental Policy	Delora	Ifekauche	Task Force Member
Public Health and Environmental Policy	Jean	Silver-Isenstadt	Task Force Member
Public Health and Environmental Policy	Michael	Allen	Task Force Member
Public Health and Environmental Policy	Myiesha	Padder	Task Force Member
Public Health and Environmental Policy	Nia	Leak	Task Force Member
Public Health and Environmental Policy	Paula	Goodwin	Task Force Member
Public Health and Environmental Policy	Yvette	Oquendo	Task Force Member
Public Health and Environmental Policy	TiQuoria	Jackson	Task Force Ex-Officio Member
Public Health and Environmental Policy	Yvonne	Commodore -Mensah	Task Force Chair

## APPENDIX E

### Public Statements

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Following the March 4th, 2021 public hearing, the Racial Equity Task Force Chairs [issued this statement](#) in response to community feedback about the hearing.