

Sayers, Margery

From: LINDA Wengel <lwengel@msn.com>
Sent: Sunday, September 20, 2020 5:04 PM
To: CouncilMail
Subject: League of Women Voters of Howard County supports CR 142-2020

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

The League of Women Voters of Howard County supports CR 142 and urges its passage.

These difficult times have focused our nation’s attention on lingering racial disparities in the treatment of our minority populations in areas of health, justice, education, housing and employment opportunities. It is therefore timely and appropriate that Howard County conduct a thorough examination of its practices in all areas of racial equity to assure that it is living up to its promise that all Howard Countians are treated fairly and equitably. The creation of a Racial Equity Task Force is an excellent vehicle for studying these issues and recommending necessary legislation to correct inequities.

There are other groups in the county studying racial equity issues in housing, education and health. It is assumed that a new task force would coordinate with them. It is recommended that the task force subgroups get adequate administrative help from the county to maximize their effectiveness.

Thank you for your consideration.

Linda Wengel
Action Chair
LWVHC

Sayers, Margery

From: Vanita Leatherwood <vleatherwood@wearehopeworks.org>
Sent: Sunday, September 20, 2020 2:28 PM
To: CouncilMail
Cc: Rachel McNeill; Samantha Samuel-Nakka; Maya Carey
Subject: Racial Equity Taskforce Testimony
Attachments: HopeWorks Racial Equity Taskforce Testimony 2020.pdf

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Council Members,

Attached here is HopeWorks' written testimony related to the Racial Equity Taskforce. Should you have any questions please contact me at this email or call (443) 487 – 7489.

Thank you,

Vanita

Vanita Leatherwood, M.A., TLA | Executive Director
Pronouns: she/her/hers

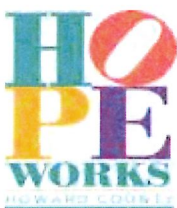
HopeWorks (formerly Domestic Violence Center)
9770 Patuxent Woods Drive, Suite 300
Columbia, Maryland 21046

Office: 410.997.0304 ext. 7750

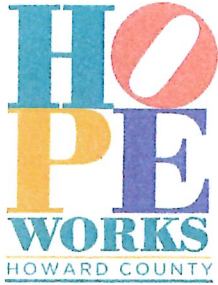
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September 18, 2020

Dear Councilmembers Rigby and Jones,

Thank you for the opportunity and privilege to submit testimony to the County Council on establishing a Racial Equity Taskforce for Howard County. I am submitting this testimony on behalf of HopeWorks of Howard County. HopeWorks is a social justice agency that provides comprehensive services to survivors of all forms of gender-based violence, including intimate partner violence, sexual assault and human trafficking.

An important facet of our mission is to address the root causes of violence from an anti-racist framework. We are committed to dismantling all systems of oppression because we recognize that they are tightly woven together to marginalize and abuse communities of color. We do this by advocating for people in Howard County that have been affected by sexual and intimate partner violence and by engaging the community in creating the change required for violence prevention.

As an agency, we recognize that communities of color are disproportionately impacted and experience racial trauma and disparities at an individual, community and systemic level. We recognize that all systems of oppression are connected and that ending sexual and intimate partner violence requires addressing the root causes of violence that include racial inequities.

We recognize that the root of gender-based violence is a reflection of unequal power dynamics and a key part of our work is transforming the culture of power that perpetuates systems of violence. In order to effectively advance racial justice, we need to shift the power to those voices who are disproportionately affected and systematically overlooked. We want to emphasize the importance of having the voices of those communities who have been traditionally marginalized as decision-makers in this Racial Equity Taskforce, including but not limited to the voices of LGBTQ+ persons, non-binary persons, Black, Indigenous and People of Color, people with disabilities, formerly incarcerated persons, undocumented and migrant persons, and survivors of intimate partner and sexual violence. We believe that centering the voices of key stakeholders and community members in the racial equity process and amplifying their contributions in forthcoming legislation on equity issues is fundamental.

On behalf of our agency, we support the creation of the Racial Equity Taskforce. Communities of color and the Howard County community at large deserves a genuine commitment to racial justice and accountability within its legislative processes. We all deserve to live with dignity, in communities where we feel safe and valued.

In solidarity,

Vanita Leatherwood
Executive Director

Sayers, Margery

From: Joan Driessen <joan.driessen@acshoco.org>
Sent: Sunday, September 20, 2020 12:48 PM
To: CouncilMail
Subject: ACS written testimony in SUPPORT of CR 142-2020
Attachments: Support for Racial Equity Task Force, CR 142-2020.docx

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Dear Council Members,

As Executive Director of the Association of Community Services (ACS), I am offering this testimony on behalf of our 137 nonprofit member organizations and 36 community advocates who work diligently to serve our community. I am submitting this letter in **support of CR 142-2020**, which establishes a Racial Equity Task Force that will study present racial inequities in Howard County and propose legislative actions to eliminate those inequities.

ACS began learning about racial equity and prioritizing our own organizational commitment to it in 2019. Our work has included an exploration of the history of Black residents in Howard County particularly as it relates to housing, being active members of the Howard County Equity Collaborative, prioritizing racial equity in our affordable housing advocacy, collecting and sharing data on racial/ethnic trends in Howard County for the past 50 years, building a support network of nonprofits that are committed to racial equity, and operationalizing racial equity within ACS. This work has given us an appreciation for the extent of the work that needs to be accomplished if Howard County is to truly be a community that provides the opportunity for ALL of its residents to thrive.

There are many types of social injustices across our country. In Howard County one of those injustices for the past 75 plus years has been racial housing inequality. In our community, too many Black and African American families have lost land assets and have had to live in uninhabitable conditions.

- In the late 1800s and early 1900s as Howard County's plantation economy waned, freed slaves became tenant farmers and then owners of the land that their ancestors had once worked. In the 1960s and 70s, land values shot up in Cooksville due to County decisions to preserve the County's agricultural heritage and limit development west of Rt. 32. African American families who had owned land for three or four generations had to sell because they couldn't pay the constantly increasing property taxes. Fifty years later, many of these family members come back to tend the graves of their ancestors in the small Mt. Carmel cemetery and they come back to attend Sunday services at the Mt. Gregory United Methodist Church; they have to "come back," but they can't afford to live there.
- A long-time resident of Guilford told us that in the late 1960s, almost all the Guilford community in which she was born were displaced when the County through eminent domain acquired property for Interstate 95. Some families moved back to this Jessup area by 95 and 32, but to smaller parcels of land losing important land and therefore wealth assets; some couldn't afford to move back.
- In 1967 a JET magazine story referred to the Fels Lane area in Ellicott City as "perhaps the nation's smallest ghetto." *"None of the crumbling century-old structures had a bathtub or shower; very few had toilets. The old outhouses had been torn down forcing residents to dump their wastes in the Tiber."* At one point the community organized a rent strike, but it never came off because, as one resident said, *"We have nowhere else to go."*

Certainly, there have been attempts to address inequities and a few successes, most notably through affordable housing initiatives. But how much progress have we really made?

- Ten years ago, the process to redevelop downtown Columbia began. In 2015 the plan that is to result in 900 units of low and moderate affordable housing being built was finally signed by the County Executive and

adopted by the County Council. Now, five years later, the County Council could make a decision that severely threatens the development of nearly half of those 900 housing units.

- Our County's decades old blindness to race inequities has resulted in neighborhood concentrations of low income, primarily Black and Brown families in 60-plus year-old housing. It should be no surprise that it is these concentrated communities of low wage earners that are the ones experiencing disproportionately high instances of COVID 19—a concrete example of how housing inequities are linked to health disparities.
- Today there's a shortage of 5500 affordable housing units for people earning less than \$50,000. The vast majority of the people affected by this lack of housing are low income Black and Hispanic residents, immigrants and seniors. APFO, the Administrative Public Facilities Ordinance, is pitting education and housing advocates against each other when we should be working together. How many of the 300 high school seniors who didn't graduate last year might have done better academically if they had been living in stable housing as they grew up?
- In the county population, there is one black person for every three white persons. Entering the county's homeless system, there are three blacks for every white. Is there a better indicator of housing inequities in our county?

Housing is just one area in which inequities have limited the opportunities of Howard County residents of color and we appreciate that land use and housing policies will be a focus for this task force. There is much to do to help ensure that when we revisit this County's story in 20 years, it will be one of more equity and inclusion.

Given that legislation plays such a major role in determining racial equities and inequities, we know that the formation of this task force is an essential step in doing our due diligence to be truthful about Howard County's history, where we are now, and developing the policies, programs and plans that will make our County truly a place of opportunity for all residents – regardless of their race or ethnicity.

I ask that you support CR 142-2020.

Thank you for the opportunity to submit this testimony

Respectfully,

Joan Driessen

Joan Driessen
Executive Director
Association of Community Services of Howard County
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HHPCorp
Heritage Housing Partners

September 21, 2020

Dear Council Chair Jung and County Council Members,

As Executive Director of the Heritage Housing Partners Corporation, I am pleased to submit this testimony in **support of CR 142-2020**, which will establish a Racial Equity Task Force to study racial disparities in Howard County. We thank and commend Council Members Rigby and Jones for sponsoring this legislation.

We know that racial inequities exist in our county, especially in the area of housing. For example, we already know that there is a shortage of 5,500 affordable housing units for people earning less than \$50,000. And we know that the vast majority of the people affected by this lack of housing are low income Black and Hispanic residents, immigrants and seniors. In the county's overall population, there is one Black person for every three White persons. Yet for those entering the county's homeless system, there are three Black persons for every one White person.

Therefore, we appreciate that a Land Use and Housing Policies Committee will be established as part of this Task Force. Examining our land use and housing practices is critically important with respect to identifying and rectifying racial inequities. It is also important that land use and housing policies be considered within the larger context of other racial disparities such as those in education, economic opportunities, health and the environment. One only has to look at those most harshly impacted by Covid-19 to see the interconnectedness of these issues especially as they pertain to Black and Hispanic residents.

We strongly encourage the Committee and the Task Force to look not just at the obvious inequities in our legislation but to dig deeper to find the unintended consequences of policies and practices impacting communities of color. We would also encourage the Committee to consider utilizing the research, public comments and work already begun as part of the Housing Opportunities Master Plan (Master Plan) and the General Plan—*HoCo By Design*.

Our entire country is at a critical juncture with respect to racial equity and disparities. It is important that we as a County begin to shine a light on our own shortcomings so that we can begin to bring about necessary changes. We ask that you support CR 142-2020 which will be an important first step.

Thank you for the opportunity to submit this testimony.

Sincerely,

Grace Morris

Grace A. Morris
Executive Director

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An Exelon Company

September 21, 2020

Howard County Council
George Howard Building
3430 Court House Drive
Ellicott City, MD 21043

Dear Howard County Council Members,

BGE writes in support of Council Resolution 142-2020, which would establish a racial equity task force in Howard County to recommend legislative actions to close racial disparities in the community.

This is a valuable bill that will further the county's commitment to diversity, equity, and inclusion and has the potential to serve as a celebrated example for other jurisdictions across the state of Maryland. Diversity, equity and inclusion are core values of BGE. Every day, our 3,200 employees work to demonstrate the importance of not just an inclusive workplace, but to also ensure the service we provide, the charitable contributions we make and the volunteer services we coordinate are thoughtful and understanding of all our served communities. As your resolution states "systemic injustices have contributed to the tragic and avoidable deaths of Americans, specifically unarmed Americans (and in particular African-Americans), sparking nationwide protest and civil unrest, forcing a conscious conversation throughout our community about racial equity and unconscious bias." As such, BGE believes we must do more to ensure that all our employees, customers, community members and business partners are able to fully and equitably participate in social, environmental and economic progress, especially employment opportunities.

BGE fully supports local actions that further our mutual goals to promote diversity, equity and inclusion, and believes the intent of this Task Force and its subgroups align with those important goals. If there is a request for BGE to serve on one of your task forces, we will work to identify an appropriate representative to further demonstrate our support.

Thank you for your attention to this issue and your continued commitment to diversity, equity and inclusion. If you have any questions about these comments and would like to discuss BGE's position further, please do not hesitate to contact me or BGE's External Affairs Department.

Best Regards,

Carim Khouzami
Chief Executive Officer

Cc: Councilman Opel Jones
Councilwoman Elizabeth Walsh
Councilwoman Deb Jung

Councilwoman Christiana Rigby
Councilmember David Yungmann
County Executive Calvin Ball
Sameer Sidh, Chief of Staff to the County Executive

Sayers, Margery

From: Jennifer White <jwhite@thehorizonfoundation.org>
Sent: Monday, September 21, 2020 4:26 PM
To: CouncilMail
Cc: burnsbuild1@gmail.com; Joan Driessen; Larry Walker; Kenitra Fokwa Kengne
Subject: Testimony Submission: CR142-2020
Attachments: Racial Equity Task Force - HF Testimony_Final.pdf

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Good Afternoon,

This testimony is on behalf of the African American Community Roundtable of Howard County, Association of Community Services, Equity4HC and the Horizon Foundation in support of CR142-2020.

Thank you,

Jennifer Arice White, MSPH

Senior Community Engagement Officer, Horizon Foundation

Direct: 443-766-1223 | Mobile: 248-345-3030

jwhite@thehorizonfoundation.org

www.thehorizonfoundation.org

10221 Wincopin Circle, Suite 200, Columbia, MD 21044



EQUITY4HC



Bill No: CR-142-2020
Title: A resolution creating a Racial Equity Task Force to study racial inequities and disparities in Howard County and recommend legislative actions to close racial disparities in our community.
Position: SUPPORT

For the African American Community Roundtable of Howard County, Association of Community Services, Equity4HC and the Horizon Foundation, equity means that everyone has a fair and just opportunity to live a long, healthy life – and no one is left behind despite who they are or where they live. However, research shows that some members of our community face barriers to good health, overall wellness and opportunity. This is especially true for our communities of color, which experience higher levels of chronic disease, deaths and disabilities.

Racism is a public health crisis, and we will not tolerate it anywhere it exists – in our community or in our country. To achieve racial equity, we must boldly advocate for policies, practices and attitudes that break down historic barriers for people of color. That’s why we support the creation of a racial equity task force that would identify solutions to correct these injustices anywhere and everywhere they exist – from health, to education, to housing, to public safety and more.

This is a unique and critical moment in our history as a community and as a nation. Over the past several months, we have all witnessed a long overdue reckoning on systemic racism. Paired with this outcry, we have seen stark racial disparities related to COVID-19, which exposed these long-standing inequities. The work to address these inequities continues – but now is the time to move our conversation on equity collectively toward action. If adopted, this racial equity task force must provide real, actionable recommendations that eliminate racial disparities and fight racism at its roots. We need real change.

The undersigned organizations are committed to advancing policies and systems change that promise equitable health outcomes, elevating the voices of leaders from diverse communities, building the capacity of community organizations to advocate for health equity and providing targeted grants to organizations to amplify impact in communities of color. As you know, the Horizon Foundation convenes the Howard County Equity Collaborative – comprised of the African American Community Roundtable, Equity4HC, the Association of Community Services and the Howard County Chinese School – which has been working on racial equity issues related to the social determinants of health, including housing and education. These groups are among the many leaders in our community who are raising their voices and working together to help build a Howard County where good health and opportunity is accessible and available to everyone.

Together, we can advance racial equity in Howard County. We support the creation of this task force and we urge all involved to identify real, tangible solutions to help eliminate disparities for our communities of color and then work swiftly to implement them. The Horizon Foundation and members of the Howard County Equity Collaborative stands ready in partnership to help you make this possible so everyone in our community has the opportunity to thrive.

Thank you for your consideration.

Larry Walker
President
African American Community Roundtable

Joan Driessen
Executive Director
Association of Community Services of Howard County

Daniel Burns
Executive Director
Equity4HC

Nikki Highsmith Vernick
President & CEO
Horizon Foundation of Howard County

Sayers, Margery

From: Tim & Deb Lattimer <lattimertp@gmail.com>
Sent: Monday, September 21, 2020 5:03 PM
To: CouncilMail
Cc: Ball, Calvin
Subject: Please support CR142-2020 to create a Racial Equity Task Force

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Dear Members of the Howard County Council –

As a resident of District 2 in Columbia, I strongly support the subject proposal to create a Racial Equity Task Force in Howard County. We are blessed to live in one of the most affluent counties in the United States, known for its high quality public schools and a quality of life that is superior to nearly all other counties.

But we cannot deny that racial disparities remain persistent in Howard County. For example, the Horizon Foundation has documented the persistence of racial disparities in health on multiple fronts, noting that:

- "Black infants die at more than double the rate of White infants.
- Latina and Black mothers are twice as likely as White mothers to receive late or no prenatal care.
- Heart disease, a leading cause of death in the county, is killing Black residents at a rate higher than for any other race.
- Black adults are more likely to report having diabetes than people of other races. Diabetes also sends Black adults to the emergency department at a rate four times higher than White adults.
- Nearly 50% of Latina high schoolers report feeling sad and hopeless to the point of stopping their usual activities, compared to 23% of White students and 26% of Black students. They are also most likely to take the further step of making suicide plans.
- Among adults in the county, Black residents are most likely to say they have been “bothered” by “feeling down, depressed or hopeless” and by “having little interest or pleasure in doing things” – two indicators of risk for depression.
- Asian residents are the least likely out of all races to have a signed advance directive, with 82% saying they do not have one.^[1]

Such disparities - as well as those in housing, education, and other areas - prevent Howard County from reaching its full potential and threaten to undermine the advances we have made. This underscores the importance of CR142-2020's proposed creation of various subgroups focused on specific sectors, so that Howard County can take an in-depth look within and across key sectors.

As an advocate for strong action on climate change and sustainability, I was especially pleased to see inclusion of public health and environmental issues among the proposed subgroups. As important as those issues are to me, I also recognize that we simply cannot make ours a truly sustainable and resilient community without also advancing greater equity and justice for ALL who

live in Howard County. As Rev. William J. Barber of the "Poor People's Campaign" put it, "We cannot separate the question of whether we can survive together on a warming planet from the question of whether we can redeem the promise of liberty and justice for all in this nation."^[2]

Just as our nation's Constitution sets forth the vision for us "to form a more perfect Union," our community must continue to strive toward making ours a "more perfect" county. Creation of this proposed Racial Equity Task Force would be an important step in that direction and I hope the County Council will give it unqualified and unanimous support.

Best regards, Tim Lattimer
Each Leaf Ct.
Columbia, MD 21045

^[1] "The 2020 Vision for Health in Howard County" Horizon Foundation, January 2020.

^[2] Barber, Rev. William J., "A Thrid Reconstruction for Our Common Home," in "Winning the Green New Deal: Why We Must, How We Can," Varshini Prakash and Guido Girgenti.

Sayers, Margery

From: Jennifer Broderick <Jennifer@bridges2hs.org>
Sent: Tuesday, September 22, 2020 7:11 PM
To: CouncilMail
Subject: Support CR142-2020 Racial Equity Task Force

[Note: This email originated from outside of the organization. Please only click on links or attachments if you know the sender.]

Dear Howard County Council members,

On behalf of Bridges to Housing Stability, inc., we support the Council Resolution number 142-2020, creating a Racial Equity Task Force to study racial inequities and disparities in Howard County. It is important to study this at this time in history with experts in the subgroup issues. Bridges to Housing Stability, as an organization is especially interested in the recommendations that will come out of the Land-Use and Housing Policy, and the Economic and Workforce Development subgroups.

Howard County has a reputation as a place of diversity and inclusion, but it is evident that even in Howard County, there are issue areas where there is persistent inequity and it is necessary for the council to be deliberate in seeking out recommendations to improve this in the county.

This task force is a great next step for the county to continue to move forward initiatives on race, equity, diversity, and inclusion.

I hope you will all support the creation of this task force, and consider future recommendations that come forward from it.

Thank you,
Jennifer Broderick, LCSW
Executive Director
Bridges to Housing Stability, Inc.
9520 Berger Rd. Suite 311
Columbia, MD 21046
301-323-8126

Sent from [Mail](#) for Windows 10

Howard County Housing Affordability Coalition

County Council Legislative Public Hearing Testimony September 21, 2020

Council Resolution 142-2020: Creating a Racial Equity Task Force

Good evening Chairwoman Yung and Council Members. I am testifying on behalf of the Howard County Housing Affordability Coalition.

The impact of County land use decisions too often has and continues to contribute to the marginalization and disenfranchisement of persons of color in our community. It is not socially just that these black and brown workers cannot afford to live close to jobs that are essential to our community's wellbeing. It is not socially just that the lack of attention to the impact of housing policy decisions on these generally lower income populations who have less, or no, political voice has left these populations concentrated in decades old and sometimes substandard housing or living in housing they cannot afford. The Coalition therefore supports Council Resolution 142-2020 that proposes creation of a Racial Equity Task Force.

We expect that the Task Force's Land Use and Housing Policy Subgroup will build on rather than replicate the research, public input and work already underway in the Housing Opportunities Master Plan and *HoCo By Design*—initiatives. Collaboration and coordination of efforts will not only use County resources efficiently and effectively, but also will help ensure policy development continuity and cohesiveness rather than competition.

The draft Master Plan recommendations are anticipated this December and therefore can serve as a basis for Racial Equity Task Force subgroup work. While the Master Plan Task Force is considering housing inequities in its deliberations, the Racial Equity Task Force, in adding a more intense equity lens, will bring added value to the Master Plan work. Integrating housing policy issues into other Task Force subgroup deliberations will lead to a much needed coalescence of the co-dependent equity issues of housing, education, economic development, health and the environment.

The proposed Task Force work schedule is well timed. The County Council should receive the Master Plan final report and recommendations in early 2021. Council adoption of the Plan by March or April can legislatively bring together the two entities' work as well as inform the *HoCo By Design* initiative. The early August *Racial Equity Task Force* final report deadline will provide impetus for elevated and accelerated Council consideration this time next year of potentially enhanced Master Plan recommendations as well as others that most certainly will emerge during the *Racial Equity Task Force's* work.

We are grateful to Council members Ms. Rigby and Dr. Jones for recognizing that housing is a social determinant of health and an essential contributor to a socially just community. We look forward to Council adoption of CR 142-2020 and supporting the work of the Racial Equity Task Force that the legislation will create.

Thank you for this opportunity to provide these comments on behalf of the Coalition.

Jackie Eng, Coalition Coordinator



**Community Action Council
of Howard County**
HELPING PEOPLE. CHANGING LIVES.

Bita Dayhoff, President

Testimony in Favor of County Council Resolution 142

Establishment of a Race Equity Task Force

Presented at County Council's Public Hearing

Monday, September 21, 2020

Good Evening, I am Bita Dayhoff, President of the Community Action Council of Howard County.

I fully support COUNCIL RESOLUTION 142-2020, to establish a racial equity taskforce in Howard County.

This RESOLUTION could not be more timely in this period when more than ever, America is searching for racial equity, racial justice and activism.

Many define race equity as fairness or the fair distribution of resources and goods. If that is solely the case, then my responsibility as President of CAC would entail insuring that our clients receive fair distribution for food from the Food Bank, or fair allocation of funds to prevent housing eviction. However, I believe, my duty far exceeds the mere fair or just allocation of resources.

It is our duty to be mindful of the cultural values, potentially different type of biases – even if unconscious - that influence systems of operations, policies and programs. It is our duty to understand better why when only 18% of the Howard County population is African American, 78% of the families who come to CAC and are facing eviction from their homes are African American. Its our responsibility to understand why while the poverty rate among white children has dropped by more than half, it has increased the most among minority children... and it is our responsibility to not only collect but talk about the actual percentage of our homeless individuals who are minorities.

Understanding the why behind those number will help us begin to address systematic issues that contribute to these disparities.

I was reading about Page Mcconnel, an 18 year old from Crosswell Tennessee who became the first in her family to go to college...now...she is also the first to drop out. Page could not make online classes work. she doesn't have Wi-Fi in her home and spent hours in a McDonalds parking lot to connect, but as you can imagine...there were a lot of connectivity issues. two weeks after starting at college Page gave up. I know Page doesn't live in Howard County...but this could can easily be a story of Howard County resident.

Page's story clearly depicts where the path to success divides... lack of resources for our youth can lead to a lifetime of struggle and poverty.

Students from low income families don't take a gap year to travel the world or work in unpaid internship...when low income students stop going to school they will rarely return and that fact clearly diminishes their job and wage prospects for the rest of their life. The fear here is that more low-income students and more minorities will be part of a lost generation who will find themselves stuck in the debilitating and multigenerational cycle of poverty.

The mission of CAC is to create conditions whereby those in poverty have an equal opportunity to reach their highest level of potential in order to achieve self-sufficiency. This argues for addressing causes of poverty as well as the causes of race inequities. The underlining socio-economic determinants of no job, low paying jobs, overcrowded housing or homelessness, need to be addressed in public policies.

The establishment of the Task Force provides us with an opportunity to listen, learn, reflect, understand and take bold action to create a community that is more inclusive and equitable.

Respectfully Submitted,

Bitia Dayhoff

President, Community Action Council of Howard County, Md. Inc.