

**County Council of Howard County, Maryland**

2021 Legislative Session

Legislative Day No. 15

**Resolution No. 146-2021**

Introduced by: The Chairperson at the request of the County Executive

A RESOLUTION endorsing the Howard County Executive’s intent to apply for membership with the Government Alliance on Race and Equity (GARE).

Introduced and read first time Sept 8, 2021.

By order Michelle Harrod  
Michelle Harrod, Administrator to the County Council

Read for a second time at a public hearing on Sept 20, 2021.

By order Michelle Harrod  
Michelle Harrod, Administrator to the County Council

This Resolution was read the third time and was Adopted , Adopted with amendments \_\_, Failed \_\_, Withdrawn \_\_, by the County Council on October 4, 2021.

Certified By Michelle Harrod  
Michelle Harrod, Administrator to the County Council

NOTE: [[text in brackets]] indicates deletions from existing law; TEXT IN ALL CAPITALS indicates additions to existing law; Strike-out indicates material deleted by amendment; Underlining indicates material added by amendment

1           **WHEREAS**, Howard County is a diverse and multicultural society, and the County  
2 should seek to acknowledge, analyze, and provide solutions to address and eliminate disparate  
3 outcomes for residents, including racial equities; and  
4

5           **WHEREAS**, Howard County should aspire to embody the values of diversity, inclusion,  
6 equity, and respect for every member of the Howard County community; and  
7

8           **WHEREAS**, the Howard County Local Children’s Board report, “Access to Opportunity  
9 in Howard County: Making the Case for Equity,” recommended that racial and socioeconomic  
10 equity should be given significant consideration when planning and developing policies and  
11 practices that impact Howard County Government’s public services, programs and initiatives;  
12 and  
13

14           **WHEREAS**, the Howard County Executive sponsored, and the Howard County Council  
15 approved, the renaming of the Office of Human Rights to the Office of Human Rights and  
16 Equity; and  
17

18           **WHEREAS**, the Howard County Executive created the Equity and Restorative Practices  
19 Unit within the Office of Human Rights and Equity to identify any practices or policies needed  
20 to ensure equity; recommend and implement training and competency-building; and develop  
21 strategic community partnerships to advance equity in the county; and  
22

23           **WHEREAS**, the Equity and Restorative Practices Unit has begun implementing racial  
24 and social equity, opportunity, and quality of life audits in the community to identify institutional  
25 and structural practices that produce inequities in services, policies, and access; and  
26

27           **WHEREAS**, Howard County Government’s current and future efforts to eliminate  
28 disparities, advance racial equity and opportunities for all can be strengthened by learning from  
29 and exchanging best practices with like-minded jurisdictions that also seek to advance equity in  
30 their communities; and

1           **WHEREAS**, the Government Alliance on Race and Equity (GARE) is a national  
2 network of over 350 local government jurisdictions, established in 2014, to bring subject matter  
3 leaders in government together to exchange information, collaborate, and advance racial equity  
4 policies and programs; and

5  
6           **WHEREAS**, GARE offers membership to local jurisdictions that have made  
7 commitments to advancing racial equity; and

8  
9           **WHEREAS**, GARE membership would provide Howard County with, *inter alia*, daily  
10 access to network managers that can provide resources on addressing equity challenges,  
11 opportunities to participate in monthly webinars on racial equity topics, cross-jurisdictional  
12 consulting exercises with other GARE members, and networking opportunities that will ensure  
13 that Howard County’s equity achievements serve as a model for its neighbors, the state, and the  
14 country; and

15  
16           **WHEREAS**, the County Executive hereby approves Howard County’s application for  
17 GARE membership to achieve the outcomes mentioned in this Resolution; and

18  
19           **WHEREAS**, there is adequate Howard County Government staff to engage in  
20 membership responsibilities, including, regular participation in GARE network online activities,  
21 incorporating GARE-supported models into government strategies, and sharing experiences  
22 through different communications platforms; and

23  
24           **WHEREAS**, the Department of County Administration can support the membership fee  
25 using existing funds.

26  
27           **NOW, THEREFORE, BE IT RESOLVED** by the County Council of Howard County,  
28 Maryland that it endorses this Resolution, thereby indicating support of the Howard County  
29 Executive’s intent to join the Government Alliance on Race and Equity.

1           **AND BE IT FURTHER RESOLVED**, that this Resolution shall take effect on the date  
2 of its adoption.