

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This Resolution was read the third time and was Adopted , Adopted with amendments __, Failed __, Withdrawn __, by the County Council on October 4, 2021.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

30

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



September 20, 2021

Dear Chairperson Walsh, Vice Chair Jones, Councilperson Rigby, Councilperson Jung, and Councilperson Yungmann:

The Howard Progressive Project (HPP), an organization committed to building a more just and equitable Howard County, strongly supports CR146-2021, and urges the council to unanimously approve this resolution to endorse the County Executive's intent to apply for membership with the Government Alliance on Race and Equity (GARE).

The work of the Racial Equity Task Force was a crucial step in Howard County's journey to achieve racial equity and advance opportunities for all. The Task Force identified many issues and problems and teed up dozens of critical recommendations. Becoming a member of GARE will help Howard County to effectively implement these recommendations, turning ideas into action, and actions into results.

Joining the GARE network will allow Howard County to access GARE's tools and resources, which are data-driven and focused on accountability and results. Becoming a GARE member will also allow Howard County the opportunity to learn from, and collaborate with, other jurisdictions both in the area and across the country.

GARE's work is built on the belief that the transformation of local government is essential for us to advance racial equity and is critical to our success as a nation. Howard Progressive Project shares that belief, and we know you do too. Please vote yes on CR146.

Sincerely,

A handwritten signature in black ink, appearing to read "D. Newberger", written over a horizontal line.

Daniel Newberger
Howard Progressive Project
1st Vice President & Treasurer



**HOWARD COUNTY COUNCIL
AFFIDAVIT OF AUTHORIZATION
TO TESTIFY ON BEHALF OF AN ORGANIZATION**


I, Daniel Newberger, have been duly authorized by
(name of individual)

Howard Progressive Project to deliver testimony to the
(name of nonprofit organization or government board, commission, or task force)

County Council regarding CR146-2021 to express the organization's
(bill or resolution number)

support for / opposition to / request to amend this legislation.
(Please circle one.)

Printed Name: Daniel Newberger

Signature: 

Date: September 20, 2021

Organization: Howard Progressive Project

Organization Address: 5305 Village Center Dr. # 293, Columbia MD 21044

Number of Members: 20

Name of Chair/President: Kelly Klinefelter Lee

This form can be submitted electronically via email to councilmail@howardcountymd.gov no later than 5pm the day of the Public Hearing or delivered in person the night of the Public Hearing before testifying.



HOWARD COUNTY DEPARTMENT OF COUNTY ADMINISTRATION

9820 Patuxent Woods Drive, Suite 237 ■ Columbia, Maryland 21046 ■ 410-313-6430

Lonnie R. Robbins, Chief Administrative Officer

Voice/Relay

Yolanda F. Sonnier, Administrator, Office of Human Rights and Equity
ysonnier@howardcountymd.gov

FAX 410-313-6468

Subject: Testimony for Support of Resolution
Government Alliance on Race and Equity (GARE)

To: Lonnie Robbins
Chief Administrative Officer

From: Dr. Denise Boston *DB*
Equity and Restorative Practices Manager

Date: August 26, 2021

The Office of Human Rights and Equity and the Equity and Restorative Practices Unit supports Council Resolution _____ that endorses Howard County Executive's intent to join the Government Alliance on Race and Equity (GARE).

The Equity and Restorative Practices (ERP) Unit has been steadfast and detailed in their efforts to create a common language to address institutional racial inequities and create structures, tools, and training that enhances a racial equity lens to the County's work. In 2021, as part of its ongoing efforts to develop and guide the implementation of strategic initiatives to enhance diversity and equity, ERP is conducting an internal and external racial and social equity audit which included employee surveys, community data, and people's stories and experiences on perceptions of inclusion, belonging, valuation, and inequities. GARE membership will provide the ERP Unit with strategic planning support, cross-jurisdictional networking opportunities and resources that will ensure our achievement's serve as an equity-centered model for our County, the state, and the country.

The purpose of the Equity Strategic Plan has four primary purposes: 1) improve HoCo's racial equity policies and procedures, 2) promotes an inclusive and equity-minded work environment that ensures equitable employment opportunities for all, 3) encourage and uplifts employees so that they may contribute and participate to their fullest potential in support of the equity mission, and 4) develop innovative approaches and investments in community engagement in a sustainable and culturally responsive manner. The Local Children's Board has been working with ERP in the support of GARE membership and their efforts to address racial inequities and overall outcomes.

ERP highly recommends approval of the County Executive's resolution declaring his intent for Howard County Government to join the Government Alliance on Race and Equity.

Fiscal Impact

The ERP process aligns with the County's goal to advance equity in budgeting, community engagement, and service delivery. Integrating equity into the budget process will ensure that programs, projects, plans, and investments help to reduce disparities. The membership fee is based on the amount of employees employed by the County. Currently, the annual membership fee is \$5,000.00. The fee can be paid out of the Department of County Administration's FY22 operating budget and will be included in future budgets.