

# CREATING A RACIAL EQUITY & SOCIAL JUSTICE POLICY FOR MONTGOMERY COUNTY GOVERNMENT



## LEARN

### *What's racial equity?*

Racial equity and social justice are what we strive to achieve in Montgomery County. The Government Alliance on Racial Equity (GARE) defines racial equity as “when race can no longer be used to predict life outcomes and outcomes for all groups are improved.” Racial equity and social justice are urgent moral and socio-economic endeavors for our community. Our County’s population has changed, both in numbers and in diversity, and this did not happen overnight. Addressing issues of racial equity is not only an ethical obligation; it is essential to ensure the continued economic vitality of our community.



## NEED

### *Why does Montgomery County need a Racial Equity and Social Justice Policy?*

Decisions are often made by local government without a full picture of how these decisions impact under-represented communities experiencing inequities across our County. These decisions impact education, housing, health care, transportation and more. A Racial Equity and Social Justice Policy is needed so that County government decisions can be made through a racial equity lens. By requiring an analysis about racial and socio-economic impacts across all communities, leaders can have a better picture of the impacts that these decisions may have on all community members, not just those who are plugged into the system.



## LEAD

### *What's being done to help foster racial equity and social justice?*

Montgomery County leaders recognize that government at all levels has helped to create and maintain systemic racial inequality. These same leaders and community members have committed themselves to envisioning and operationalizing policies to institutionalize new models of governing that use the lessons from the past to create a more equitable future. This process began in 2018 with a Montgomery County Council resolution, which was spearheaded by Council President Nancy Navarro and co-sponsored by County Executive Marc Elrich; and includes reports on racial equity and racial disparities by the Council’s Office of Legislative Oversight; leadership training through the Racial Equity Institute and Leadership Montgomery; and ongoing work among government leaders and staff to create a Racial Equity and Social Justice Policy for Montgomery County Government.



## ENGAGE

### *What's needed to make change?*

Community engagement is essential. Engaging in conversations about racial equity and social justice can be uncomfortable, but leaders need your help to create a Racial Equity and Social Justice Policy that is truly impactful. County leaders need your thoughts about how we can build an even better and stronger Montgomery County that meets the needs of all residents.



# TIMELINE



# ACT

## What action can I take?

Community members and organizations are encouraged to host community conversations on racial equity with their friends, neighbors and colleagues and to report their findings back using a survey tool (more information is found in the Racial Equity and Social Justice Community Engagement Toolkit). These structured conversations can take place in homes, community centers, houses of worship, coffee shops, parks or any place you feel comfortable.

Some guiding questions for the conversation include:  
 —Why does racial equity matter?  
 —Are you impacted by racial inequity?  
 —What changes do you want to see to promote racial equity and social justice?

Individuals who host community conversations are asked to complete an online Community Conversation Feedback Report, which can be found at [www.montgomerycountymd.gov/council/equitymatters.html](http://www.montgomerycountymd.gov/council/equitymatters.html). **July 16, 2019** is the deadline for submission.



# CONNECT



Community members can also share thoughts and start discussions on Montgomery County's Racial Equity and Social Justice Policy on social media by using **#EquityMattersInMoCo**.

A resource library has also been created on the Montgomery County Council's web site.

Visit [www.montgomerycountymd.gov/council](http://www.montgomerycountymd.gov/council) and click on the Equity Matters in MoCo icon.

