

# Racial Equity and Social Justice (RESJ) Impact Statement

Office of Legislative Oversight

## **BILL 17-24: ADMINISTRATION – DEPARTMENT OF TECHNOLOGY AND ENTERPRISE BUSINESS SOLUTIONS – NON-MERIT POSITIONS**

### **SUMMARY**

The Office of Legislative Oversight (OLO) anticipates Bill 17-24 will have a minimal impact on racial equity and social justice (RESJ) in the County. Repurposing the role of Chief Data Officer to Chief Operating Officer in the Department of Technology and Enterprise Business Solutions is unlikely to meaningfully impact racial inequities and disparities in the County.

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### **PURPOSE OF RESJ IMPACT STATEMENTS**

The purpose of RESJ impact statements (RESJIS) is to evaluate the anticipated impact of legislation on racial equity and social justice in the County. Racial equity and social justice refer to a **process** that focuses on centering the needs, leadership, and power of communities of color and low-income communities with a **goal** of eliminating racial and social inequities.<sup>1</sup> Achieving racial equity and social justice usually requires seeing, thinking, and working differently to address the racial and social inequities that have caused racial and social disparities.<sup>2</sup>

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### **PURPOSE OF BILL 17-24**

The Department of Technology and Enterprise Business Solutions (TEBS) provides technology and enterprise business solutions to all County departments and offices, such as cloud services and technical support.<sup>3</sup>

The Chief Data Officer position was established in 2020 under the Director of TEBS. The responsibilities included the coordination, direction, and evaluation of Countywide data management standards and practices, overseeing and maintaining data stores, data security and transparency, and implementing data systems policies and procedures. In a memorandum from the County Executive accompanying the introduction of Bill 17-24, it is stated “through ongoing strategic reorganization, the duties of the Chief Data Officer are now supported by other divisions within TEBS, providing an opportunity to repurpose this position.”<sup>4</sup>

If passed, Bill 17-24 would abolish the current non-merit position of Chief Data Officer within TEBS and create a new non-merit position, Chief Operating Officer. The new position would be appointed by the County Executive and would also work under the direction of the Director of TEBS. Responsibilities would include:<sup>5</sup>

- Overseeing and managing daily operations of the TEBS division;
- Assisting the Director in all aspects of planning, implementing, and guiding the County’s information technology programs, infrastructures, and services; and
- Coordinating with the Director to ensure effective operations and County programs and services.

Bill 17-24, Administration – Department of Technology and Enterprise Business Solutions – Non-merit Positions, was introduced by the Council at the request of the County Executive on September 10, 2024.

# RESJ Impact Statement

## Bill 17-24

### ANTICIPATED RESJ IMPACTS

OLO anticipates Bill 17-24 will have a minimal impact on RESJ in the County. Repurposing the role of Chief Data Officer to Chief Operating Officer in TEBS is unlikely to meaningfully impact racial inequities and disparities in the County.

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### RECOMMENDED AMENDMENTS

The Racial Equity and Social Justice Act requires OLO to consider whether recommended amendments to bills aimed at narrowing racial and social inequities are warranted in developing RESJ impact statements.<sup>6</sup> OLO anticipates Bill 17-24 will have a minimal impact on RESJ in the County. As such, OLO does not offer recommended amendments.

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### CAVEATS

Two caveats to this racial equity and social justice impact statement should be noted. First, predicting the impact of legislation on racial equity and social justice is a challenging analytical endeavor due to data limitations, uncertainty, and other factors. Second, this RESJ impact statement is intended to inform the legislative process rather than determine whether the Council should enact legislation. Thus, any conclusion made in this statement does not represent OLO's endorsement of, or objection to, the bill under consideration.

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### CONTRIBUTIONS

OLO staffer Janmarie Peña, Performance Management and Data Analyst, drafted this RESJ impact statement.

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<sup>1</sup> Definition of racial equity and social justice adopted from “Applying a Racial Equity Lens into Federal Nutrition Programs” by Marlysa Gamblin, et.al. Bread for the World, and from Racial Equity Tools. <https://www.racialequitytools.org/glossary>

<sup>2</sup> Ibid.

<sup>3</sup> [TEBS Organization Chart](#), Montgomery County Government, Accessed September 16, 2024.

<sup>4</sup> [Bill 17-24 Introduction Packet](#), Montgomery County Council, September 10, 2024.

<sup>5</sup> Ibid.

<sup>6</sup> Bill 27-19, Administration – Human Rights – Office of Racial Equity and Social Justice – Racial Equity and Social Justice Advisory Committee – Established, Montgomery County Council