

Racial Equity and Social Justice (RESJ) Impact Statement

Office of Legislative Oversight

BILL 11-25: CHILD CARE COORDINATION - AMENDMENTS

SUMMARY

The Office of Legislative Oversight (OLO) finds Bill 11-25 will have a minimal impact on racial equity and social justice (RESJ) in the County. While Black, Indigenous, and other People of Color (BIPOC) community members, especially young children and families who are Latinx, could be disproportionately impacted by the elimination of the Child Care and Early Education Officer position and the Early Childhood Coordinating Council, these resources do not impact the affordability of early care and education in the County and have been inactive for several years. Therefore, their elimination is not likely to meaningfully impact outcomes for BIPOC young children and their families.

PURPOSE OF RESJ IMPACT STATEMENTS

RESJ impact statements (RESJIS) evaluate the anticipated impact of legislation on racial equity and social justice in the County. RESJ is a **process** that focuses on centering the needs, leadership, and power of Black, Indigenous, and other people of color (BIPOC) and communities with low incomes. RESJ is also a **goal** of eliminating racial and social inequities. Applying a RESJ lens is important to achieve RESJ.¹ This involves seeing, thinking, and working differently to address the racial and social inequities that cause racial and social disparities.²

PURPOSE OF BILL 11-25

The purpose of Bill 11-25 is to update County laws related to early childhood care and education. If enacted, Bill 11-25 would:³

- **Eliminate the Child Care and Early Education Officer position.** The County Council created the Child Care and Early Education Officer position within the Department of Health and Human Services (DHHS) with the passage of Bill 13-15 in 2015. The officer was responsible for leading efforts “to expand and enhance childcare services in the County.”⁴ According to the County Executive, this position has not been filled since 2021.⁵ Further, the Office of Management and Budget (OMB) notes the position was reallocated to another program within DHHS several years ago.⁶
- **Eliminate the Early Childhood Coordinating Council.** The County Council also created the Early Childhood Coordinating Council (ECCC) under DHHS with the passage of Bill 13-15 in 2015. The ECCC was responsible for studying and developing policy recommendations on the availability and quality of childcare in the County.⁷

In 2022, the County Council passed Bill 42-21, which created the Early Care and Education Coordination Entity. This non-profit entity (currently the Montgomery County Children’s Opportunity Alliance⁸) is responsible for developing recommendations to increase “availability of and access to high quality early care and education programs with particular attention to underrepresented and special populations.”⁹ While the Council was considering Bill 42-21, there were concerns that the duties of the Early Care and Education Coordination Entity overlapped with those of the ECCC.¹⁰ Nonetheless, the ECCC remained intact, and the group continued to meet following the passage of Bill 42-21. OMB notes the ECCC has not convened in several years.¹¹ Meeting minutes for the ECCC were last posted in May 2023.¹²

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The County Executive argues these changes would reduce redundancies within the County’s Early Care and Education system, “creating a more efficient, coordinated system.”

The Council introduced Bill 11-25, Child Care Coordination – Amendments, on April 8, 2025.

This RESJIS builds on the RESJIS for Bill 42-21, Child Care – Early Care and Education Coordinating Entity – Established, which OLO published in December 2021. Please refer to this RESJIS for background on economic opportunity, childcare, and racial equity.¹³

ANTICIPATED RESJ IMPACTS

To consider the anticipated impact of Bill 11-25 on RESJ in the County, OLO recommends the consideration of two related questions:

- Who would primarily benefit or be burdened by this bill?
- What racial and social inequities could passage of this bill weaken or strengthen?

Young children and their families could be directly impacted by the elimination of the Child Care and Early Education Officer (CCEEO) position and the Early Childhood Coordinating Council (ECCC) within DHHS. Table 1 summarizes the share of children under 5 years in the County overall and by race and ethnicity. The data shows that, compared to the overall share, young children are more likely to be Latinx, equally likely to be Black, and less likely to be White or Asian.

Table 1: Share of Children Under 5 Years by Race and Ethnicity, Montgomery County

Race and Ethnicity ¹⁴	Share of Children Under 5 Years
Asian	3.0
Black	5.3
White	4.5
Latinx	8.1
County	5.6

Source: [Table S0201](#), 2023 American Community Survey 1-Year Estimates, Census Bureau.

Since Latinx and Black communities have higher shares of young children, Bill 11-25 could widen racial inequities and disparities in early care and education. However, as noted in the RESJIS for Bill 42-21, a lack of significant public investment in making early care and education more affordable likely plays a larger role in shaping racial and social inequities in this area than coordination.¹⁵ Further, the CCEEO position and the ECCC have been inactive for several years. Therefore, eliminating these resources is not likely to meaningfully impact outcomes for BIPOC young children and their families.

Of note, enabling legislation for the Early Care and Education Coordination Entity (currently the Children’s Opportunity Alliance or COA) required it to consult with the ECCC to develop “final recommendations for realigning existing County committees and advisory groups that provide input into the early care and education system.”¹⁶ ECCC meeting minutes from April 2023 confirm the COA was studying “strengths and areas of duplication” of County groups focused on early care and education, including the ECCC.¹⁷ In discussions with OLO, COA staff noted that while this study was completed, final recommendations were not issued. However, the study ultimately found it would be valuable to continue some functions of the ECCC as a subcommittee of the COA instead of as a separate entity under DHHS. COA staff report they are currently working on forming a steering committee that would assume some ECCC duties.¹⁸

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Overall, OLO finds Bill 11-25 will have a minimal impact on RESJ in the County. BIPOC community members, especially young children and families who are Latinx, could be disproportionately impacted by the elimination of the CCEEO position and ECCC. However, these resources do not impact the affordability of early care and education in the County and have been inactive for several years. Therefore, their elimination is not likely to meaningfully impact outcomes for BIPOC young children and their families.

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.¹⁹ OLO finds Bill 11-25 will have a minimal impact on RESJ in the County. As such, OLO does not offer recommended amendments.

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.

¹ Definition of racial equity and social justice adopted from Marlysa Gamblin et al., "[Applying Racial Equity to U.S. Federal Nutrition Programs](#)," Bread for the World and [Racial Equity Tools](#).

² Ibid.

³ [Introduction Staff Report for Bill 11-25](#), Montgomery County Council, Introduced April 8, 2025.

⁴ Memorandum from the County Executive to the Council President, Introduction Staff Report for Bill 11-25, PDF pg. 11.

⁵ Ibid.

⁶ Fiscal Impact Statement, Office of Management and Budget, Introduction Staff Report for Bill 11-25, PDF pg. 22.

⁷ [Action Staff Report for Bill 13-15](#), Montgomery County Council, Action May 12, 2015, PDF pg. 23.

⁸ [Montgomery County Children's Opportunity Alliance](#).

⁹ [Action Staff Report for Bill 42-21](#), Montgomery County Council, Action February 14, 2022, PDF pg. 3.

¹⁰ Ibid, PDF pg. 7 and 81.

¹¹ Fiscal Impact Statement, Office of Management and Budget, Introduction Staff Report for Bill 11-25, PDF pg. 22.

¹² [Early Childhood Coordinating Council: Meeting Minutes](#), Department of Health and Human Services.

¹³ [RESJIS for Bill 42-21](#), Office of Legislative Oversight, December 8, 2021.

¹⁴ Estimates unavailable for Native American and Pacific Islander community members.

¹⁵ Ibid.

¹⁶ [Montgomery County Code § 10A-12](#).

¹⁷ [Early Childhood Coordinating Council Meeting Minutes](#), Department of Health and Human Services, April 19, 2023.

¹⁸ OLO discussions with COA staff on April 24, 2025.

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