

Advancing Racial Equity in the FY26 CIP

July 17, 2024

Presented by the Montgomery County

Office of Racial Equity and Social Justice (ORESJ)



Agenda

- Racial Equity and Social Justice in the CIP
- Key Definitions
- Why Lead with Race?
- The FY26 CBET
- Tips for Completing the CBET
- BASIS Preview
- FY26 CBET Questions
- Rubric for the FY26 CBET
- What to Expect
- Where to Find Help
- Contact Us
- Questions

Racial Equity and Social Justice in the CIP

- Applying a racial equity and social justice lens to the CIP is required by the RESJ Act (Bill No. 27-19). It is a process that brings conscious attention to racial inequities before CIP decisions are made.
- The CIP Budget Equity Tool (CBET) itself is both a product and a process that encourages departments and decisionmakers to consider the racial equity and social justice impacts of their proposed projects, project amendments, and budget decisions on racial disparities and inequities in the County.
- The CBET makes applying a racial equity lens concrete by providing a structured approach for identifying, analyzing, and interpreting data about historical and current racial disparities and inequities in the County.

Key Definitions

- **Racial equity** is the condition that would be achieved if one's racial identity no longer predicts one's life outcomes.
- **Racial inequity** establishes race as the number one predictor of life outcomes – e.g., disproportionality in education (high school graduation rates), jobs (unemployment rate), criminal justice (arrest and incarceration rates), life expectancy, etc.
- **Racial disparity** is an unequal outcome one or more racial or ethnic group experiences as compared to the outcome for another racial or ethnic group and their population relative overall population.
- **Unintended Consequences** is not a concept unique to advancing RESJ and refers to the outcomes of an action that are not anticipated. These occur when the intended goals or outcomes of a particular action or intervention are not fully realized or when unanticipated side effects emerge.

Why Lead With Race?

- The creation and perpetuation of advantage and disadvantage based on race (and other racialized identities) is baked into the history and structures of US governmental policies, practices, and procedures, with these deep and pervasive racial inequities existing across all dimensions of success and well-being.
- While *Equity Emphasis Areas* offer a strong start to addressing inequities and social injustices in parts of Montgomery County, there are limitations to leading with this approach.
- Focusing on racial equity is an opportunity to introduce a framework, tools, and resources that can also be applied to other areas of marginalization.
- Leading with race is a strategy to help achieve equity and justice for all, not an attempt to rank oppressions based on severity.
- RESJ Act (Bill No. 27-19) requires the explicit use of a *racial* equity and social justice lens

The FY26 CBET

- The FY26 CBET contains questions about how the proposed project or amendment responds to racial disparities, inequities, and unintended consequences.
- This year, the assessment of CBET responses will focus primarily on project/amendment *impact* and will result in a Findings Statement (not a score)
- Not all projects or project amendments are required to complete a CBET; please refer to ORESJ correspondence

FY26 CBET Required for:

General Government

- Brookeville HVAC
- White Oak Science Gateway Redevelopment Project
- County Fleet Electric Vehicle Charging Stations
- Resilient Food Systems Infrastructure Connector Project

Public Safety

- MCCF Inmate Housing Pod Expansion (Corrections)
- 4D Police Station (Police)

Culture & Recreation

- Recreation Facilities Refurbishment Centers

Health & Human Services

- Stabilization Room at Picard or other location

- Men's Shelter

Transportation

- Gregg Road Bridge
- Burnt Hill Road Bridge Replacement
- Randolph Road Grade Interchange
- MCDOT Facility Assessment

Community Development & Housing

- Affordable Housing Acquisition and Preservation

Recycling & Resource Management

- Oaks Landfill Leachate Pretreatment Plant Retrofitting

The FY26 CBET

- **Responses must be at least 50 characters in length** and ideally should be approximately 4-5 sentences of narrative.
- **You will not be able to submit your department's CIP Budget unless you respond to all CBET questions meeting the character minimum for each.**

Tips for Completing the FY26 CBET

1. You are not required to complete a CBET for all CIP projects. You are only **required to complete a CBET for the projects listed in the CBET Tab** (department directors also received the list of required projects via email).
2. Before attempting to complete the CBET, please read the tool and rubric in its **ENTIRETY**.
3. Be sure to reference the FY26 CBET Guidance Manual early and often throughout the process of completing the tool.
4. We recommend that you **work on your CBET in a separate document and paste your responses in the textboxes** or **regularly click 'Save' (about every 15 minutes)** as you work directly in the Tab.
5. Respondents are required to **answer each of the questions** that comprise the full FY26 CBET.
6. Each response requires a **minimum of 50 characters**. You **will not be able to submit your full CIP budget without responding to each CBET question**, using a minimum of 50 characters.
7. Regularly consult with your CORE Team Lead, CORE Team members, and other members of your department who have expertise or received specialized training related to racial equity and social justice.
8. Questions in the *General CBET Questions* section are required.

BASIS Preview

The screenshot displays the BASIS CIP Budget Equity Tool interface. On the left is a dark green sidebar with the 'basis cip' logo and navigation links: 'Select Screen', 'Main Dashboard', 'Reports', 'CIP Budget Equity Tool', and 'Help'. The main content area features a header with 'Category' (Transportation) and 'Sub-Category' (-Select SubCategory-) dropdowns, and a user profile for 'Linda'. Below the header is a section titled 'FY26 CIP budget equity tool' with a location pin icon. A green notification banner states: 'A CIP Budget Equity Tool (CBET) response is NOT required for all the CIP projects your department manages. It is required only for the below projects:*'. Below this is a table with columns for Sub-Category, Project Name, Project Number, and Action. The table lists four projects: Burnt Hill Road Bridge Replacement, Gregg Road Bridge, Randolph Road Grade Interchange, and MCDOT Facility Assessments. At the bottom, a green banner states: 'Based on available information, these projects are either new or in a phase of development where the application of a racial equity analysis will be most impactful.'

basis
cip

Select Screen
Main Dashboard
Reports
CIP Budget Equity Tool
Help

Category: Transportation | Sub-Category: -Select SubCategory- | Linda

FY26 CIP budget equity tool

A CIP Budget Equity Tool (CBET) response is NOT required for all the CIP projects your department manages. It is required only for the below projects:*

All records per page | Search:

Sub-Category	Project Name	Project Number	Action
Bridges	Burnt Hill Road Bridge Replacement	P5026N2	
Bridges	Gregg Road Bridge	P5026N1	
Bridges	Randolph Road Grade Interchange	P5026N3	
Traffic Improvements	MCDOT Facility Assessments	P5026N4	

Showing 1 to 4 of 4 entries | -- Prev | Next --

Based on available information, these projects are either new or in a phase of development where the application of a racial equity analysis will be most impactful.

BASIS Preview, cont.

basis
cip

- Select Screen
- Main Dashboard
- Reports
- CIP Budget Equity Tool
- Help

Linda

FY26 CIP budget equity tool instructions

Instructions CBET Questions New Projects CBET Questions Amended Projects CBET Reporting Module

[Back to Projects List](#)

Burnt Hill Road Bridge Replacement (P5026N2)

Welcome to the Racial Equity and Social Justice Tab of the FY25-30 Capital Improvements Program (CIP) Budget. This tab contains important information about the CIP Budget Equity Tool (CBET). Please read it in its entirety and regularly consult ORESJ's [Budget Equity Tool Resource Page](#) for the FY25-30 Guidance Manual and training materials.

You are not required to complete a CBET for all CIP projects. You are only required to complete a CBET for the projects listed in the CBET Tab (department directors also received the list of required projects via email).

For your CIP budget to be considered complete, you must respond to each CBET question. Each response requires a minimum of 50 characters. You will not be able to submit your full CIP budget without responding to each CBET question, using a minimum of 50 characters.

As a reminder, your response to the CBET is our primary source of information for analysis and assessment of whether the project is likely to reduce or expand racial disparities and inequities in the County. **Our assessment and project scores will not change once they've been transmitted to OMB, the County Executive, and Department Directors.** We highly recommend that you attend our CBET Training, regularly refer to the Guidance Manual, and—if you have substantive questions related to your project and racial equity and social justice—schedule a technical assistance (TA) session with ORESJ prior to submission.

FY26 CBET Questions

New Project

Step 1

1. What need does this project fulfil and what benefit (or outcome) does this project seek to create in the community?
2. What informed the project request— how did you learn about this need?

Step 2

3. What does data, community feedback, and broader research (historical and/or current) tell you about who is most impacted/burdened by what this project seeks to address?
4. What unintended consequences does this project have the potential to create (at any point in the lifespan of the project) for communities of color and other marginalized groups?

Step 3

5. What racial disparities or inequities will this project impact if implemented /and/or completed?
 - a. Please use data, community feedback, and broader research (historical and/or current) about racial disparities to tell us who is most impacted/burdened by what this project seeks to address and whether implementation will help to reduce, widen, or maintain racial disparities and inequities.
6. Based on your previous response, how will the adoption of the project help to reduce/widen/maintain racial disparities and inequities?
7. How will you mitigate any unintended consequences, for communities of color and other marginalized groups, resulting from the development, construction, or implementation of the project?

FY26 CBET Questions

Project Amendment

1. What need does this amendment fulfil? How will the project benefit the community?
2. What racial disparities or inequities will this amendment impact because of its implementation/completion? What racial disparities or inequities will this project impact if it is implemented or completed?
 - a. [TEXTBOX] Please use data, community feedback, and broader research (historical and/or current) about racial disparities to tell us who is most impacted/burdened by what this project seeks to address and whether implementation will help to reduce, widen, or maintain racial disparities and inequities.
3. Based on your previous response, how will the adoption of the amendment (and project its related to) help to reduce/widen/maintain racial disparities and inequities?
4. How will you mitigate any unintended consequences, for communities of color and other marginalized groups, resulting from the amendment's effect on the development, construction, or implementation of the project?

FY26 CBET Questions

General Questions

1. Who and what resources did you consult in the preparation of this Budget Equity Tool response? Please use the prompts below to describe your research and process of completing this tool.
 - a. Have you consulted with your Racial Equity CORE Team or CORE Team Lead? (If yes, please provide their name(s).)
 - b. Have you consulted with the Montgomery County Office of Racial Equity and Social Justice? (Names of ORESJ staff that you consulted with and dates, and/or resources shared by ORESJ.)
 - c. Have you reviewed any Racial Equity Impact Assessments (or other related equity analyses)?
2. Please provide the name(s) of those involved in the completion of this assessment. Please use the prompts below to describe your research and process of completing this tool. (required 10 character minimum)
 - a. Assessment completed by: (Name(s), Title(s), Department)
 - b. If different from above, Departmental Director: (Name)
3. Please upload any documents that will aid in the explanation of how the proposed budget aligns with the County's policy of reducing and eliminating racial disparities and inequities.

Rubric For
The FY26
CBET
Assessment Factors

ORESJ will analyze CBET responses and assess the extent to which the project or amendment is likely to:

- Advance Equitable Outcomes
- Maintain Status Quo
- Exacerbate Inequities

Factors ORESJ will consider in its assessment of project impact include:

- the identification of specific racial disparities and inequities in the County;
- the use of data, supplemental research, and community engagement in the analysis of those disparities; and
- the formulation of the project or amendment; and the strength of the connection between the project and its ability to advance equitable outcomes in the County.

Rubric For The FY26 CBET *Finding Statement*

Your project/project amendment will receive one of the following Finding Statements:

- **Advances Equitable Outcomes** – The project or amendment is designed to reduce existing racial disparities and inequities. It prioritizes and centers the needs and experiences of BIPOC and low-income communities. Disaggregated data, research, and community outreach informed the planning and design of the project and steps for mitigating unintended consequences were articulated.
- **Maintains Status Quo** – The project largely continues current policies, practices, and resource allocations that maintain existing inequities rather than proactively working to reduce them. Projects that “Maintain Status Quo” may exist in areas where BIPOC and low-income communities reside, however the project plan, design, or intended use lacks an intentional and comprehensive approach to addressing specific racial disparities and advancing racial equity.
- **Exacerbates Inequities** – Analysis shows the project risks worsening racial disparities or creating new inequities through its design, planning, construction, or operations. The project does not adequately identify and mitigate potential unintended negative consequences for BIPOC and low-income communities. Resources may be allocated in a way that disadvantages or overlooks BIPOC and low-income communities.
- **More Information Needed** – More information is needed – this CBET response did not meet the minimum standard for evaluation by ORESJ. There is insufficient data, analysis or evidence provided to fully evaluate the project's impact on advancing equitable outcomes, either positive or negative. More information is required to determine how the project advances, maintains, or exacerbates equitable outcomes. *It is important to note that the provision of additional information would not inherently result in a project producing more equitable outcomes nor a project exacerbating inequities. At this time, ORESJ will not be providing a resubmittal period.*

Rubric For The FY26 CBET *Narrative Explanation*

Along with the Finding Statement, ORESJ will provide a brief justification in narrative form based on the following considerations:

- Examination of who benefits from, or is potentially harmed by, the implementation or absence of this project/project amendment.
- The level of detail and clarity about the project/project amendment, project/project amendment context and goals.
- The depth of supporting evidence, including the use of disaggregated data, community engagement, research on racial disparities and inequities, and best practices for advancing racial equity to make decisions about the project/project amendment—its planning and/or implementation.
- The resources-- CORE Team leads, ORESJ, or outside experts—that were consulted during budget development. As well as supplemental documentation and resources that further justify the necessity of the project/project amendment and its ability to address racial disparities and other inequities in the County.

What to Expect

- CBET Finding Statement will be provided to departments, the Office of Management and Budget, and the County Executive's office in early October (in alignment with the overall CIP deliberation process).
- **Findings Statements are final once they are transmitted**; ORESJ therefore recommends taking advantage of technical assistance offerings, consulting the FY26 CBET Guide, and referring to this presentation.

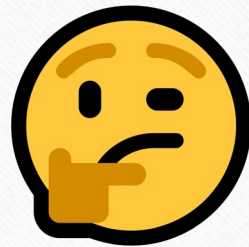
Where To Find Help

- ORESJ will hold 30-minute technical assistance sessions, by appointment only, during the month of August.
- ORESJ will check in with Departments throughout the process to answer questions.
- Should you need further assistance, please contact Andrea Gardner:
Andrea.Gardner@montgomerycountymd.gov.

Contact Us

- Tiffany Ward, Director Tiffany.Ward@montgomerycountymd.gov
- Sarah Alvarez, Program Manager, Policy Analysis
Sarah.Alvarez@montgomerycountymd.gov
- Linda Price, Program Manager, Policy Analysis
Linda.Price@montgomerycountymd.gov
- Rhiannon Reeves, Program Manager, Policy Analysis
Rhiannon.Reeves@montgomerycountymd.gov
- Andrea Gardner, Administrative Specialist
Andrea.Gardner@montgomerycountymd.gov

Questions



Thank You!



MONTGOMERY COUNTY
OFFICE OF RACIAL EQUITY
& SOCIAL JUSTICE