



MONTGOMERY COUNTY EXECUTIVE REGULATION

Offices of the County Executive • 101 Monroe Street • Rockville, Maryland 20850

Subject Racial Equity Action Plans	Number 30-25
Originating Department The Office of Racial Equity and Social Justice	Effective Date

Montgomery County Regulation on RACIAL EQUITY ACTION PLANS

Issued by: County Executive
Regulation No. 30-25

Authority: Montgomery County Code (2014) Section 2-64A

Supersedes: Executive Regulation 15-21

Council Review: Method (2) under Code Section 2-64A(d)(1)

Register Vol. __42__, No. __12__

Effective Date: _____

Comment Deadline: __December 31, 2025__

Summary: This regulation extends the date to develop a Racial Equity Action Plan to 2027, for departments and offices.

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Background: Section 2-64A of the Montgomery County Code authorizes the County Executive to adopt a racial equity and social justice action plan by method (2) regulation.



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COMCOR 02.64A.01 Racial Equity and Social Justice Action Plan

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02.64A.01.08 Guidelines for each department and office to develop its own racial equity and social justice action plan:

- 8.1 By [2025] 2027, each department and office will develop an equity action plan which:
 - a. details specific targets and strategies for the improvement toward equity goals; and
 - b. identifies the historical context and data for equity issues related to each office and department.
- 8.2 Goals must articulate the intended impact of each strategy.
- 8.3 Community input must be sought by each department and office. In the establishment of the equity plan per activities listed in A(2) above, including:
 - a. identifying the priorities of the local residents and businesses in the community; and
 - b. determining the impact on those most impacted by the department and office.
- 8.4 The action plan must evaluate and analyze data related to equity. This audit should assess each department and office:
 - a. cultural and organizational diversity;
 - b. degree of equity and inclusion in the department or office's culture, and worksite culture, when appropriate;
 - c. suggestions for improvements that support the diversity in composition and engagement;
 - d. disaggregated data of the demographic makeup of employees, vendors, contractors, population of the community served (client based);
 - e. current equity strategies including levels of engagement and budget allocations for these efforts; and
 - f. resources currently spent on expanding diversity, improving equity in services provided,



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and tracking community satisfaction.

8.5 The action plan must address policies and practices such as:

- a. structuring racial equity programming;
- b. gathering data;
- c. modeling diversity and inclusiveness;
- d. communicating consistently; and
- e. exercising community leadership.

8.6 Racial equity and social justice action plans must be updated every two years.

* * *

Approved:

Marc Elrich, County Executive

Date

APPROVED AS TO FORM AND LEGALITY:

Krueger

Office of the County Attorney

Date 11/5/2025