

## MONTGOMERY COUNTY EXECUTIVE REGULATION

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

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

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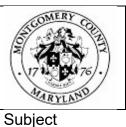
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#### COMCOR 02.64A.01 Racial Equity and Social Justice Action Plan

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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 access 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 ac	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	be updated every two	years.			
		* *	*				
Approved:							
Marc Elrich, County Executive		Date					
APPROVED AS TO FORM AND LEGALITY:							
Knu	nley						
Office of the County Attorney		11/5/2025_ Date					