



OFFICE OF RACIAL EQUITY AND SOCIAL JUSTICE


Marc Elrich
County Executive

Tiffany Ward
Director and Chief Equity Officer

MEMORANDUM

November 25, 2022

To: Jennifer Bryant, Director
Office of Management and Budget

From: Tiffany Ward, Director
Office of Racial Equity and Social Justice 

Re: Racial Equity Impact Assessment for Special Appropriation #23-60 Business
Continuity Phase II

- I. **FINDING:** The Office of Racial Equity and Social Justice (ORESJ)'s finding regarding Special Appropriation #23-60 *Business Continuity Phase II* is inconclusive. Efforts to protect and strengthen technology-enabled systems in the County will impact those who most frequently engage with county systems and services. However, it is unclear based on available information which aspects of systems infrastructure are being upgraded and therefore which operations are likely to be affected. ORESJ is, therefore, unable to conclude how these upgrades will impact service delivery across areas of government that help residents overcome racial disparities and structural barriers in sectors such as employment, healthcare access, and education.
- II. **BACKGROUND:** The purpose of Special Appropriation #23-60 is to fund equipment replacements and system updates to maintain the County's business continuity operations. This is an ongoing CIP project initiated in FY22 to help protect the County's IT systems against cybersecurity threats that could disrupt critical operations. For security reasons, specific operations and vulnerabilities are not enumerated in the request, therefore ORESJ's assessment of likely racial equity impacts is limited.

However, given that technology enables the delivery of virtually all county services, it can be reasoned that those engaging with and relying on County services to overcome structural economic, health, and education barriers are more likely to be impacted by service disruptions and vulnerabilities in privacy protection. Given racial disparities that

Special Appropriation #23-60 Business Continuity Phase II

November 25, 2022

Page 2 of 2

characterize many aspects of the economy, healthcare, and education in the County, ensuring that systems upgrades prioritize operations in these areas is critical for preventing gaps from widening.

cc: Gail Roper, Director, Department of Technology Enterprise Business Solutions
Ken Hartman, Director, Strategic Partnerships, Office of the County Executive