

Baltimore County Division of **Diversity,** **Equity,** and **Inclusion**

ANNUAL REPORT 2024



Baltimore County, Maryland

Annual Report: Division of Diversity, Equity, and Inclusion 2024

John A. Olszewski, Jr.
County Executive

D'Andrea L. Walker
County Administrative Officer

Sevetra Peoples-Brown
Chief Officer, Division of Diversity, Equity, and Inclusion
Executive Director, Human Relations Commission

Baltimore County Council

Izzy Patoka, Second District
Council Chair

Pat Young, First District
Izzy Patoka, Second District
Wade Kach, Third District
Julian E. Jones, Jr., Fourth District
David Marks, Fifth District
Mike Ertel, Sixth District
Todd Crandell, Seventh District

Division of Diversity, Equity, and Inclusion

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Date of Submission:
December 24, 2024

Note: All Underlined Information is Hyperlinked



Honorable John A. Olszewski, Jr.
Honorable Izzy Patoka
Honorable Pat Young
Honorable Wade Kach
Honorable Julian E. Jones, Jr.
Honorable David Marks
Honorable Mike Ertel
Honorable Todd K. Crandell

December 24, 2024

Dear Mr. County Executive, Mr. Chairman, and Councilmen:

I am pleased to present the December 2024, Baltimore County Division of Diversity, Equity and Inclusion (DEI) Final Report. Per Bill 32-23 § 3-2-808, “The Division of Diversity, Equity, and Inclusion shall issue an Annual Report to the County Executive and County Council of the Division’s activities, accomplishments, and outcomes no later than December 31 of each year.” This year is the second DEI final report submission.

Under the Olszewski Administration, the County continues to enhance and advance equitable decision-making practices. This includes a demonstrated commitment to promoting equitable policing practices, prioritizing resources and support for New Americans, and improving access and experience throughout service and program delivery for County residents, businesses, and visitors. As the County’s demographic continues to evolve there are opportunities to reimagine and build upon the foundational pillars of the County’s diversity, equity and inclusionary efforts. These include the 1963 Human Relations Commission, and 1983 Minority and Women-owned Business Enterprise (MWBE) program. In 2024 the Community Reinvestment and Repair Special Fund and Commission were added to support communities disproportionately impacted by the enforcement of cannabis prohibition. The firm foundation in which the Division of DEI was established continues to address both existing and the emerging needs of the community.

An outline of the various enterprise-wide initiatives, along with the Human Relations and MWBE programmatic milestones are the focus of the DEI work included throughout the report. The period of performance related to these areas is December 1, 2023 through November 30, 2024. We are happy to answer any questions you may have. Thank you for the opportunity to share.

Sincerely,

Sevetra Peoples-Brown

Executive Director, Human Relations Commission

Chief Officer, Diversity, Equity and Inclusion

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John A. Olszewski, Jr.

County Executive

“Diversity is our strength in Baltimore County and we will continue to support and implement best practices to ensure that our communities are more inclusive and better connected. Our report highlights the progress we have made over more than half a century of work and provides a blueprint to ensure that all residents can access resources, services, and opportunities for years to come.”

BALTIMORE COUNTY'S DIVISION OF DIVERSITY, EQUITY, AND INCLUSION

“The purpose of the Division of Diversity, Equity and Inclusion is to advance and advise on fair policies and practices by (1) making decisions, providing opportunities and allocating resources and services through a diversity, equity and inclusion lens; and (2) ensuring engagement, growth and prosperity for all County employees, residents, visitors and stakeholders.”

(source: § 3-2-804 Bill No. 32-23)



The Division of DEI works to enhance and promote access to resources and services that improve quality of life, regardless of race, ethnicity, gender, sexual orientation or identity, country of origin, religion, or physical and mental abilities.

Since the County's DEI operation was established in 2019, it has grown to a staff of 12 and now manages a budget of over \$1 million. Since 2023 when the DEI operation was designated by County law as a Division within Office of Human Resources, the division continues to track metrics related to key performance areas, build and strengthened relationships with community partners, and provide trainings that promote and support diversity and inclusion throughout the County workforce.

The Division of DEI is responsible for the management and oversight of the County's:

- ✓ **Human Relations Commission (HRC)** that enforces the County's antidiscrimination law and Article 29 of the Baltimore County Code.
- ✓ **Title VI Compliance**, as outlined in the 1964 Civil Rights Act. This responsibility was added to the Division in 2023, and the Division is currently establishing a centralized business process and oversight mechanism for the County in this area.
- ✓ **Minority and Women-owned Business Enterprise Program (MWBE)** works to increase and promote minority and women-owned business participation throughout County procured agreements (contract and grant agreements).
- ✓ **Community Reinvestment and Repair (CRRC) Commission**, established in 2024 to recommend use of the Community Reinvestment and Repair Special Revenue Fund (CRRF). The CRRF was established as a result of the legalization of recreational adult-use cannabis in Maryland.
- ✓ **Government-wide DEI initiatives** that support and address equitable decision-making. This includes, participating the County's capital and operational budget development process, Chairing the Equitable Policing Advisory Group, leading the DEI Employee Council, and managing various projects including the Enterprise-wide Equity Assessment, DEI on-demand trainings, and the Employee Viewpoint Survey.

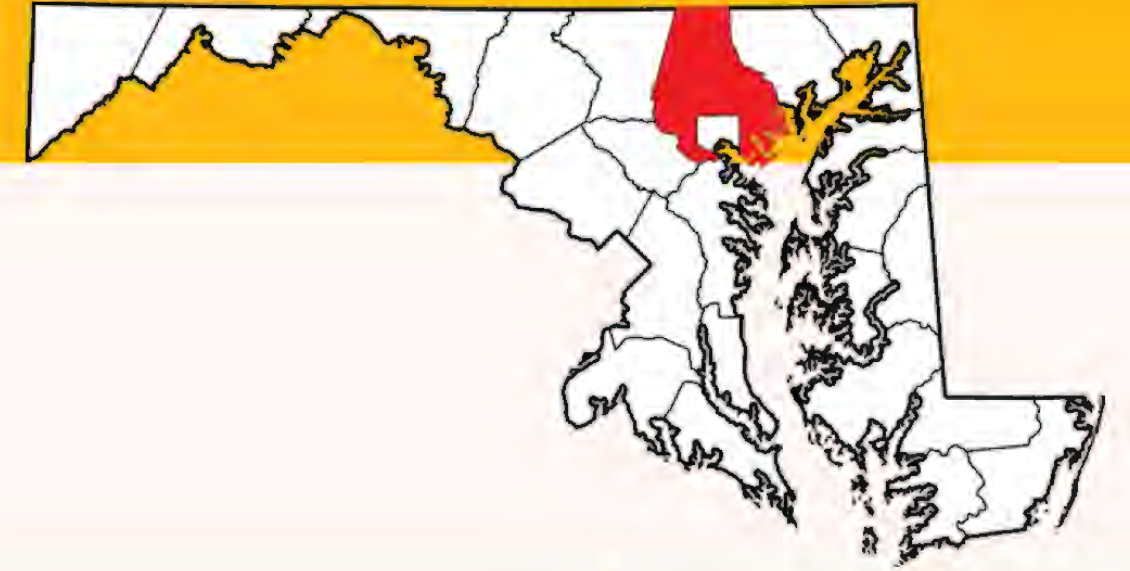
D'Andrea L. Walker

County Administrative Officer

“Baltimore County takes pride in being a diverse and inclusive community, celebrating the rich tapestry of countless cultures and backgrounds. Our commitment to enhancing our inclusion and diversity policies fosters an environment where all voices are heard and celebrated.”



BALTIMORE COUNTY AT A GLANCE

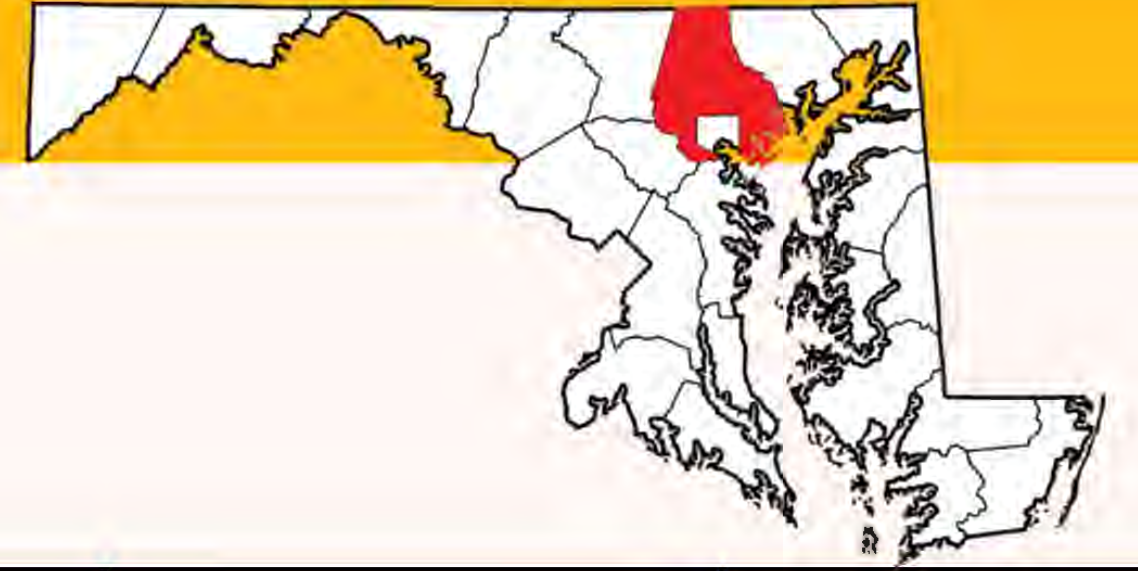


POPULATION	2024	2023
Population estimates, July 1, 2023, (V2023)	844,703	854,535

Age and Sex	Baltimore County		Maryland	
	2024	2023	2024	2023
Persons under 5 years, percent	5.6%	5.6%	5.7%	5.7%
Persons under 18 years, percent	21.7%	21.5%	22.0%	21.8%
Persons 65 years and over, percent	18.7%	18.5%	17.3%	16.9%
Female persons, percent	52.5%	52.4%	51.4%	51.3%

Income & Poverty	Baltimore County		Maryland	
	2024	2023	2024	2023
Median household income (in 2022 dollars), 2018-2022	\$88,157	\$81,846	\$98,461	\$91,431
Per capita income in past 12 months (in 2022 dollars), 2018-2022	\$46,603	\$43,290	\$49,865	\$45,915
Persons in poverty, percent	11.0%	9.8%	9.5%	9.6%

BALTIMORE COUNTY AT A GLANCE



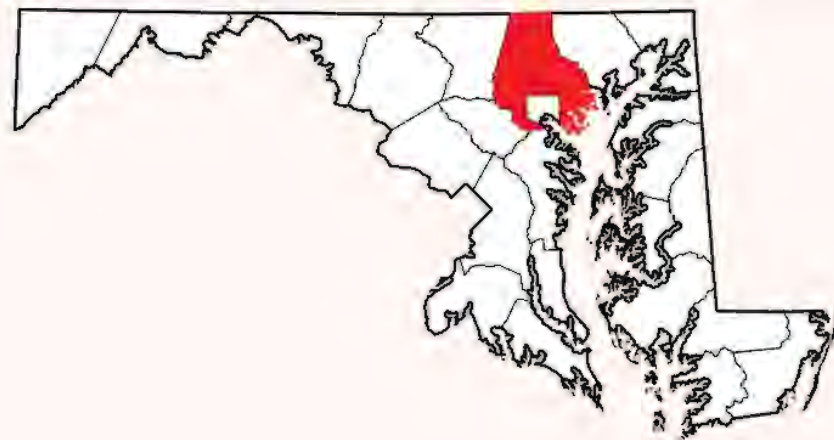
Race and Hispanic Origin	Baltimore County		Maryland	
	2024	2023A	2024	2023A
White alone, not Hispanic or Latino, percentA	51.6%	53.1%A	47.3%	48.3%A
Black or African AmericanA alone, percentA	32.2%	31.9%A	31.6%	31.7%A
American Indian and Alaska Native alone, percentA	0.6%	0.5%A	0.8%	0.7%A
Asian, Native Hawaiian and Other Pacific Islander alone,A percentA	6.6%	6.7%A	7.2%	7.2%A
Hispanic or Latino, percentA	8.0%	6.6%A	12.6%	11.5%A

Language Spoken At Home in 2024	Baltimore County	Maryland
English (<i>only</i>)A	83.4%A	78.5%A
SpanishA	5.4%A	9.9%A
Other Indo-EuropeanA	5.4%A	5%A
Asian and Pacific IslandA	3%A	3.7%A
Other LanguagesA	2.8%A	2.8%A

BALTIMORE COUNTY AT A GLANCE

Veterans	Baltimore County		Maryland	
Year	2024	2023	2024	2023
Veterans	39,560	42,558	332,655	352,738

Disability	Baltimore County		Maryland	
Year	2024	2023	2024	2023
Disability (Under the age of 65)	8%	8%	7.9%	7.7%



IMPACTS OF DEI INVESTMENTS: NATIONAL DATA

HEALTH AND WELL-BEING

- Companies that champion disability inclusion report 28% higher revenue. (Accenture)

RECRUITMENT AND RETENTION

- A diverse and inclusive workplace fosters higher employee satisfaction and retention. Studies show that inclusive teams improve decision-making processes by up to 87%. (Cloverpop)

ECONOMIC GROWTH

- Supplier diversity programs increase access to contracts for underrepresented groups. Women-owned businesses generate \$1.9 trillion annually. (National Association of Women Business Owners)
- States with robust veteran hiring initiatives help veterans integrate into civilian roles, leveraging their unique skills and experiences decreasing unemployment by 30%. (U.S. Department of Labor)
- Companies that champion disability inclusion report 28% higher revenue. (Accenture)
- Studies show by closing the gender gap that organizations with gender-diverse leadership are 25% more likely to outperform financially. (McKinsey & Company)

WHY INVEST IN DEI?

“Local governments, like Baltimore County, have a clear role to play in advancing fair housing choice and integration.”

Susie McClannahan, Senior Manager
Fair Housing Rights Program
Equal Rights Center

“Where a person lives has wide-reaching implications. It determines one’s access to resources and life outcomes like educational achievement and life expectancy. Both nationwide and specifically in Baltimore County, policies like redlining, whereby communities of color were marked as “hazardous” for investment and cut off from access to credit, and practices such as racially restrictive covenants, which barred people of color from living in certain properties or neighborhoods, isolated Black residents from opportunity. These systems entrenched geographic and socio-economic racial gaps that still persist today.”

“One critical tool Baltimore County can use to improve housing equity is the Affirmatively Furthering Fair Housing (AFFH) provision of the Fair Housing Act. The AFFH provision requires local jurisdictions that receive federal funding from HUD, including Baltimore County, to proactively promote fair housing and integration. The Equal Rights Center (ERC) appreciates Baltimore County’s participation this year in a coalition of local governments, housing authorities, and the Baltimore Metropolitan Council to create a regional analysis of impediments (AI). The analysis of impediments seeks to identify barriers to fair housing across the Baltimore region.”

“The ERC was honored to co-chair one of the regional AI working groups with the Fair Housing Compliance Manager at the Baltimore County Department of Housing and Community Development. The ERC looks forward to continuing to collaborate with Baltimore County in 2025 to advance housing equity for Baltimore County residents.”



DIVERSITY, EQUITY, AND INCLUSION IN BALTIMORE COUNTY: A TIMELINE

The Baltimore County **Human Relations Commission** (HRC) is established.

County Executive Donald P. Hutchinson extends the County's MWBE goals to the purchase of goods and services, **committing to spend \$750,000 with MWBEs** annually.

County Executive Smith increases the **MWBE goal to 15%** on all procurements.

County Executive Johnny Olszewski establishes an Office of Diversity, Equity, and Inclusion within the Office of the County Executive by Executive Order of 2019-002. The executive order also establishes the Baltimore County DEI Employee Advisory Council to engage in and respond to issues, concerns, and needs of County employees related to DEI across government.

1963

1983

1984

2004

2009

2018

2019

Baltimore County enacts its first **Minority and Women's Business Enterprise** (MWBE) program.

County Executive James T. Smith clarifies the definition of "minority business owners" and establishes a **minimum MWBE goal of 12% on all County contracts**, as well as **creating a Minority and Women Business Enterprise Office and a Minority Business Enterprise Commission**.

Baltimore County commissions its first **Disparity Study** to determine if data supports race and gender contracting remedies by assessing the county's use of MWBEs on contracts.

Baltimore County Bill 49-19 passes the **Housing Opportunity Made Equal (HOME) Act**, prohibiting discrimination against a person in the rental, sale, listing, representation, or soliciting of housing based on income.

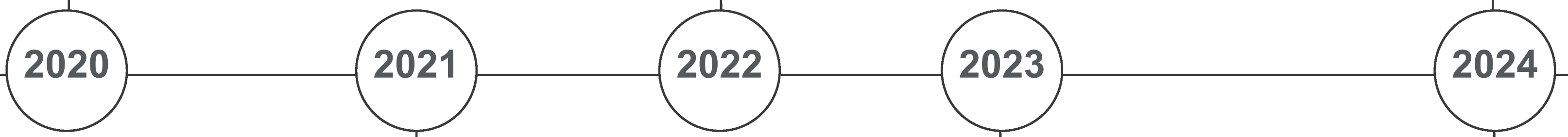
DIVERSITY, EQUITY, AND INCLUSION IN BALTIMORE COUNTY: A TIMELINE

The Maryland Legislature passes the **Housing Opportunities Made Equal (HOME) Act (HB 231/SB 530)**, prohibiting landlords from discriminating against those who use Housing Choice Vouchers by adding “source of income” to the classes protected by current Maryland fair housing law.

Juneteenth is declared a County holiday.

Executive Order 2022-005 increases the County’s goal for expenditures with **MWBEs to 23% per fiscal year, with an increase to 30% per year in fiscal year 2026.**

April 2024: Launched Enterprise-wide Equity Assessment New Americans Task Force Strategic Plan



County employees are granted two **DEI Days** per calendar year for use on culturally significant holidays and observances. The County’s first Immigrant Affairs Coordinator position was created.

Baltimore County awarded \$160,706,923 in American Rescue Plan Act (ARPA) in response to the COVID-19 public health emergency and its negative impacts on communities, residents, and businesses

Baltimore County Bill 32-23 **codifies the Division of Diversity, Equity, and Inclusion** in the County Code within the County’s Office of Human Resources and adds a Youth Member to the Human Relations Commission.

Baltimore County Bill 70-23 **amended Article 29** allowing civil penalties to be imposed up to \$5,000 for employment or public accommodation discrimination. Baltimore County New Americans Task Force formed.

May 2024: Baltimore County Bill 37-24 Creation of Community Reinvestment and Repair Commission and Special Fund

October 2024: Secured plans to begin offering on-demand, virtual diversity, equity and inclusion training to county staff

WHY INVEST IN DEI?

“We have a diverse staff of the Y of Central Maryland associates (employees) from different diverse backgrounds - we are able to bond and break down barriers, as well as gain an understanding of wider range perspectives and experiences - we have a workplace where everyone feels valued and respected”

“Diversity, Equity, and Inclusion is important in communities because it ensures everyone feels welcomed, valued, and has equal access to opportunities, regardless of their background, physical or mental capabilities, appearance, etc, thus creating a more vibrant, innovative, and socially cohesive environment where everyone can thrive and contribute fully; fostering a sense of belonging and protects against discrimination by promoting fair treatment for all.”

“Diversity and inclusion significantly impacts the Y of Central Maryland by allowing us to better serve the needs of our diverse communities by creating a welcoming and inclusion environment where people from all backgrounds feel valued, can participate fully in our programs, and have access to opportunities, strengthening community cohesion and fostering social responsibility across our membership and community bases and Y associates.”

“By promoting diversity, the Y is able to attract a broader range of individuals and families from different ethnic groups, socioeconomic levels, abilities, and sexual orientations, ensuring our programs, activities and services are accessible and inviting to everyone. We have a diverse staff of Y associates (employees) from different diverse backgrounds - we are able to bond and learn and include and break down barriers, and gain understanding by gaining a wider range of perspectives and experiences - we have a workplace where everyone feels valued and respected”

Tawanda Ford, Membership Director
The Y In Central Maryland
The Y Swim Center in Randallstown



DEI ACTIVITIES, ACCOMPLISHMENTS & OUTCOMES

Participation in County- and State-wide DEI Coalitions and Advisory Groups

- **Baltimore County New Americans Task Force:** Established in June 2023, this task force organizes focus groups in each councilmanic district, conducts surveys in the County's five most spoken languages, and identifies barriers faced by immigrants. Recommendations to address these barriers will be submitted in a report to the County Executive and County Council.
- **Coalition Opposed to Violence and Extremism (COVE):** DEI leads this alliance of civil and human rights organizations, law enforcement, advocacy groups, and educational institutions across Maryland and D.C. to combat violence and extremism.
- **Maryland Association of Human Relations/Rights Agencies (MAHRRA):** DEI serves as treasurer, facilitating the exchange of civil and human rights data and equal employment opportunity practices among local, state, and national organizations.
- **Maryland Commission on Hate Crime Response and Prevention:** As a Commissioner, DEI contributes to this body formed under HB 1066 in 2023 to establish a permanent mechanism for addressing hate crimes across Maryland.
- **State-wide Civil Rights Advisory Council:** DEI and the Human Relations Commission collaborate with public, private, and academic stakeholders to provide input to the Attorney General on a wide range of civil rights issues.

HUMAN RELATIONS PROGRAM

HUMAN RELATIONS COMMISSION (HRC)

Established in 1963 (over 60 years in operation)

The DEI Division’s Chief also serves as the Executive Director of the Human Relations Commission, a 15-member community-led board of directors who are appointed by the County Executive. Seven of the 15 member seats are representatives from each of the County’s seven Councilmanic districts.

The HRC works to uphold human and civil liberties of County residents by providing proactive education and outreach activities to enhance human relations, and forms partnerships with agencies and organizations to promote equal opportunity to the county’s citizens and those conducting business in Baltimore County.

The mission of the Baltimore County Human Relations Commission is to eliminate discrimination through enforcement of its anti discrimination civil/ human rights law (Article 29 of the Baltimore County Code), which prohibits discrimination in employment, housing, public accommodations, education and finance. The vision of the Commission is to continue to enhance its human relations/ civil rights resource agency where stakeholders will fully utilize the services provided.

Human Relations Commission (HRC) Highlights

Discrimination Areas Covered:

- Education
- Employment
- Finance
- Housing
- Public Accommodations

Discrimination Areas Covered	HRC Inquires Fielded		Casses Closed	
	FY 2024	FY 2023	FY 2024	FY 2023
Year				
Education	2	0	2	0
Employment	5	6	5	6
Finance	0	0	0	0
Housing	47	25	4	10
Public Accommodations	6	15	6	8

HUMAN RELATIONS PROGRAM

COMMUNITY REINVESTMENT AND REPAIR COMMISSION (CRRC)

Established in 2024

The Community Reinvestment and Repair Commission (CRRC) recommends fund usage from the Community Reinvestment and Repair Fund (CRRF), created following the legalization of recreational cannabis. Funded by a 9% cannabis sales tax, it aims to support communities affected by cannabis prohibition enforcement.

The funds must be utilized to support disproportionately impacted areas (geographic area that had above 150% of the State's 10 year average for cannabis possession charges). Of the 85 impacted areas in Maryland, 15 are in Baltimore County.

The CRRC is responsible for:

- Developing annual funding recommendations for the CRRF.
- Holding at least one public meeting each year before recommendations.
- Meeting annually with the County Executive or designee.
- Delivering recommendations by March 1 to the County Executive and posting on the County's website.
- Publishing a report by December 31, 2024, and every two years, on fund usage for the past two fiscal years.

Community Reinvestment and Repair Commission (CRRC) Timeline and Highlights

2022

Maryland voters approved the legalization of recreational adult-use cannabis.

2023

As a result of the legalization, the Community Reinvestment Reform Act was enacted.

Per Section 1-322(b)(2) of the Cannabis Reform Act of 2023 (HB253), "*counties are required to adopt laws "establishing the purpose for which money received from the fund may be used," and to report annually on how funds were expended.*

2024

- On June 28, 2024, Bill 37-24 became effective, authorizing the establishment of the CRRC and a Special Revenue Fund for the community reinvestment and repair efforts.

Note: The Commission's recommendations are advisory in nature and not binding.

- 9 voting members
- 5 ex-officio members

2025 (forecast)

- Launch of Community Reinvestment and Repair Fund Grants Program
- CRRC to begin making recommendations on the proposals to be funded

MINORITY AND WOMEN-OWNED BUSINESS ENTERPRISE PROGRAM

Established in 1983 (over 40 years in operation)

The County’s Minority and Women’s Business Enterprise (MWBE) program was established to increase MBE and WBE participation in Baltimore County contracts. The County’s current overall goal is 23% of the procurements awarded to and performed by MBE and WBE firms. This goal will increase to 30% in fiscal year 2026.

The DEI Division informs goals that support this County-wide program by reviewing all requests for proposals valued at a minimum of \$25,000 to establish guidelines for the participation of minority and women’s business enterprises in all County contracts. The program also provides trainings to ensure subcontractors are represented, performs compliance monitoring to verify that MWBE subcontractors are fairly represented, and conducts ongoing outreach and engagement, as well as mediation and resolution related to MWBE involved contract disputes.

Minority and Women-Owned Business Enterprise Program (MWBE) Highlights

Contract Highlights	FY 2024	FY 2023
Contracts Reviewed (Fiscal)	166	105
Renewal Contracts Reviewed	163	No Data Collected
Re-solicitations Contracts Reviewed	3	No Data Collected
Vendor Inquiries (Fiscal)	1,412	117
Pre-Bid/Proposal Meetings (Fiscal)	57	58
Post Construction/Pre-Start Meetings	38	15
Plan Pre-Award Reviews Per Task	111	118
Plan Post Award Reviews Per Task	50	87
Solicitations reviewed to determine whether to establish goal % (note: contracts valued at or above \$25,000)	130	No Data Collected
MWBE Goals Set (%)	23%	23%

DEI: EXTERNAL OUTREACH & ENGAGEMENT

DECEMBER 2023 - NOVEMBER 30, 2024



As part of the Maryland Connected Devices (MD-CDP) grant program, **distributed 75 Chromebooks to County households** with an income at or below 200% of the Federal Poverty Guidelines and that participate in certain government assistance programs.

January 2024

- Participated in County Executive's Budget Town Hall Meeting

May 2024

- Participated in the Youth Summit convened by the Baltimore County Police Department

June 2024

- Participated in Juneteenth event hosted by YMCA Randallstown
- Participated in Juneteenth event hosted by the Department of Recreation and Parks in Catonsville

July 2024

- Participated in MD Lynching Memorial project
- Participated in Baltimore County Remembrance Ceremony and Soil Collection for Howard Cooper

August 2024

- Participated in Maryland Association of Counties (MACo) Summer Conference

September 2024

- Participated in the 28th African American Festival in Central Towson
- Participated in Welcoming Week Community Fair
- Participated in Waterfront Festival: In celebration of Pride
- Participated in the Welcoming Community Fair event hosted by the Office of Immigrant Affairs
- Convened a workshop at the Community Leadership Summit

October 2024

- Participated in Social Justice Initiative
- Participated in Community Resource Health Fair
- Convened a workshop for Meet the Primes
- Convened a workshop for MWBE/Purchasing Open House
- Participated in Power of Age Expo

November 2024

- Participated in the Whiting Turner "Get Down to Business" Event

DEI: TRAININGS AND CONVENINGS

DECEMBER 2023 - NOVEMBER 30, 2024



Monthly

- New Employee Orientation (NEO)

March 2024

- MWBE Program Overview during Purchasing Week

April 2024

- DEI MWBE Liaison Training (Refresher)

June 2024

- Juneteenth Informational Seminar
- LGBTQIA+ Ally Awareness
- Cultural Competency

September 2024

- MWBE Focus Groups

October 2024

- MWBE Open House

TESTIMONIAL HIGHLIGHTS

“You all are doing a great job. Your sessions are informative and comfortable spaces. Thank you for the thought and care that goes into your presentations.”

Competency Training, June 2024

“The LGBTQIA+ Ally Awareness felt more substantial.”

LGBTQIA+ Ally Awareness Training, June 2024

“As a first time event it was well done.”

MWBE Open House, October 2024

WHY INVEST IN DEI?

“By educating youth and community members, DEI initiatives build a foundation for a more equitable and cohesive society.”

Arkia Wade, Troop Leader
Girl Scouts of Central Maryland
Girl Scout Troop 353

“A DEI function is essential in Baltimore County to promote understanding, equity, and inclusivity across diverse communities. It helps address systemic inequities, fosters mutual respect, and creates opportunities for all residents to thrive, regardless of their background. By educating youth and community members, DEI initiatives build a foundation for a more equitable and cohesive society.”

“For our organization, DEI efforts empower us to better serve the diverse needs of the community, particularly older adults and youth in Turner Station. Sessions like this deepen understanding of inclusion and equity, helping us create programs that reflect these values.”

“This directly benefits the people we serve by fostering respect, empathy, and collaboration among generations, strengthening the fabric of our community.”



DEI EMPLOYEE COUNCIL

Purpose

To advocate for, engage in and respond to issues, concerns and needs of the County workforce as it relates to diversity, equity and inclusion across government. The Employee Council’s responsibilities include:

- Providing advisement to and working collaboratively with the Chief Diversity and Inclusion Officer on specific workforce diversity, equity and inclusion issues, including:
 - Employee training
 - Customer service delivery
 - Public policy analysis and impacts
 - Workplace accommodations
 - Other relevant topics

Assisting in the planning of workplace initiatives and events designed to foster a culture that acknowledges, advances and celebrates diversity, equity and inclusion across the enterprise.

Agencies Represented on Council

Agencies represented on Council have a dedicated staff whose responsibility is to prioritize diversity, equity and inclusion efforts. DEI Employee Council Members include the following agencies:

- | | |
|--|---------------------|
| • Circuit Court | • Fire Department |
| • Department of Aging | • Immigrant Affairs |
| • Department of Health and Human Services | • Library |
| • Department Housing and Community Development | • Police Department |



DEI EMPLOYEE COUNCIL: AGENCY SPOTLIGHT

DEPARTMENT OF AGING

Launch of the DEIB Book Club for Staff

- January book - encouraging readers to recognize and address unconscious biases and having intentional interactions.
- September book - confronting ageism.

Expansion of the Rainbow Retirees Program

- Expanded program to three senior centers: Pikesville, Jacksonville, and Parkville offering a welcomed space for LGBTQ+ older adults.

SAGECare Certification for Inclusivity

- Earned the SAGECare certification, a national credential recognizing organizations committed to the unique needs of LGBTQ+ older adults.

Launch of the Villages of Baltimore County

- BCDA funded six organizations to expand the initiative, supporting low-income older adults and Baltimore's ethnically diverse communities. Each Village offers resources, volunteer-based assistance, and social activities tailored to the unique needs of their communities.

Chromebooks to Russian-Speaking Older Adults

- Bridging the digital divide and enhance connectivity by providing devices, to empower older adults to stay connected with family, access vital information, and participate in virtual programs and services by accessing the resources they need to live independently and stay engaged.



DEI EMPLOYEE COUNCIL: AGENCY SPOTLIGHT

DEPARTMENT OF HEALTH AND HUMAN SERVICES

Public Health Infrastructure Grant (<https://www.phinfrastructure.org/about/>)

- Baltimore County Health and Human Services (HHS) received funds through the to fund a new position devoted to Diversity, Equity and Inclusion within HHS who is being trained as a part of the Trevor Project's and became a founding member of the Maryland LGBTQ+ Government Resource Group

National Telecommunications and Information Administration (NTIA)

- Developed and implemented digital navigator training for communities in the Turner Station neighborhood to increase telehealth literacy and digital equity.
- Developed a survey with Polco, Inc. to assess participants' digital equity, and distributed laptops to eligible program participants as a part of a digital equity grant collaboration with Morgan State University, Coppin State University, and other community partners.

Language Access Plan

- Baltimore County Department of Health (BCHD) partnered with Centro de los Derechos del Migrante, Inc. (CDM) to create and implement increase of awareness and accessibility of multilingual services, particularly in the clinics. It addresses language barriers, improve staff awareness of resources, and provide timely and quality language assistance services to ensure equitable access to programs and services for individuals with LEP.



DEI EMPLOYEE COUNCIL: AGENCY SPOTLIGHT

DEPARTMENT OF HOUSING AND COMMUNITY DEVELOPMENT

Fair Housing Compliance

- Expanded fair housing testing and enforcement to address discrimination in rental housing, lending, and sales.
- Comprehensive fair housing training has been implemented for housing providers, community members, and staff to promote equitable treatment across Baltimore County's housing spectrum.

Housing Opportunities & Finance

- Advanced equitable housing access by financing attainable housing in high-opportunity areas, providing down payment assistance for first-time buyers, offering accessibility modifications for seniors and disabled residents.

Baltimore County Office of Housing

- To support underserved populations, increased Housing Choice Voucher (HCV) program participation.
- Expanded Family Self-Sufficiency (FSS) program enrollment, providing financial literacy and employment support.

Homeless Services Continuum of Care

- Dedicated additional resources to permanent supportive housing and health services for individuals experiencing chronic homelessness, prioritizing vulnerable populations, such as veterans and individuals with disabilities.

Policy & Strategic Outreach

- Collaborated with state and local stakeholders on Governor Moore's housing legislation and developed a community engagement "playbook" to strengthen public involvement in housing policy discussions.



DEI EMPLOYEE COUNCIL: AGENCY SPOTLIGHT

LIBRARY

Baltimore County Public Library's Black Library Workers Affinity Group

- Celebrated 3rd Anniversary

Microaggression Education

- Maryland Library Association provided a presentation on microaggressions at the annual conference
- Public Library Association led a virtual workshop on microaggressions.

New Affinity Groups Launched

- LGBTQ+ staff
- Staff 50+ years

Beginning Conversations

- DEI microlearning program providing education for staff on DEI topics like implicit bias, structural racism, and serving the communities for new Americans and people with disabilities.

New Initiatives

- Launched a Spanish language newsletter
- New American Welcome Centers are at all branches.



**BALTIMORE COUNTY
PUBLIC LIBRARY**

DEI EMPLOYEE COUNCIL: AGENCY SPOTLIGHT

OFFICE OF IMMIGRANT AFFAIRS

Centralized Language Access Training

- Leads language access training for county staff which is designated to ensure compliance with Title VI of the Civil Rights Act. Ensuring staff can provide meaningful access to constituents with limited English proficiency and can identify the language needs of an LEP individual, access and provide the necessary language assistance services, work with interpreters, request document translations, and track the use of language assistance services.

Community Outreach and Engagement (Post-Collapse of Key Bridge)

- The Chief of Immigrant Affairs coordinated outreach for families affected by the Francis Scott Key Bridge collapse, working with Baltimore City's Mayor's Office of Immigrant Affairs. They participated in committees for funding, case management, and the Baltimore Museum of Industry's storytelling project. Additionally, they advised on reaching limited English-proficient communities about available services.

Community Outreach and Engagement Presentations

- Provided various community presentations around Baltimore County's immigrant community and the process of writing the county's Immigrant Integration & Inclusion Strategic plan.

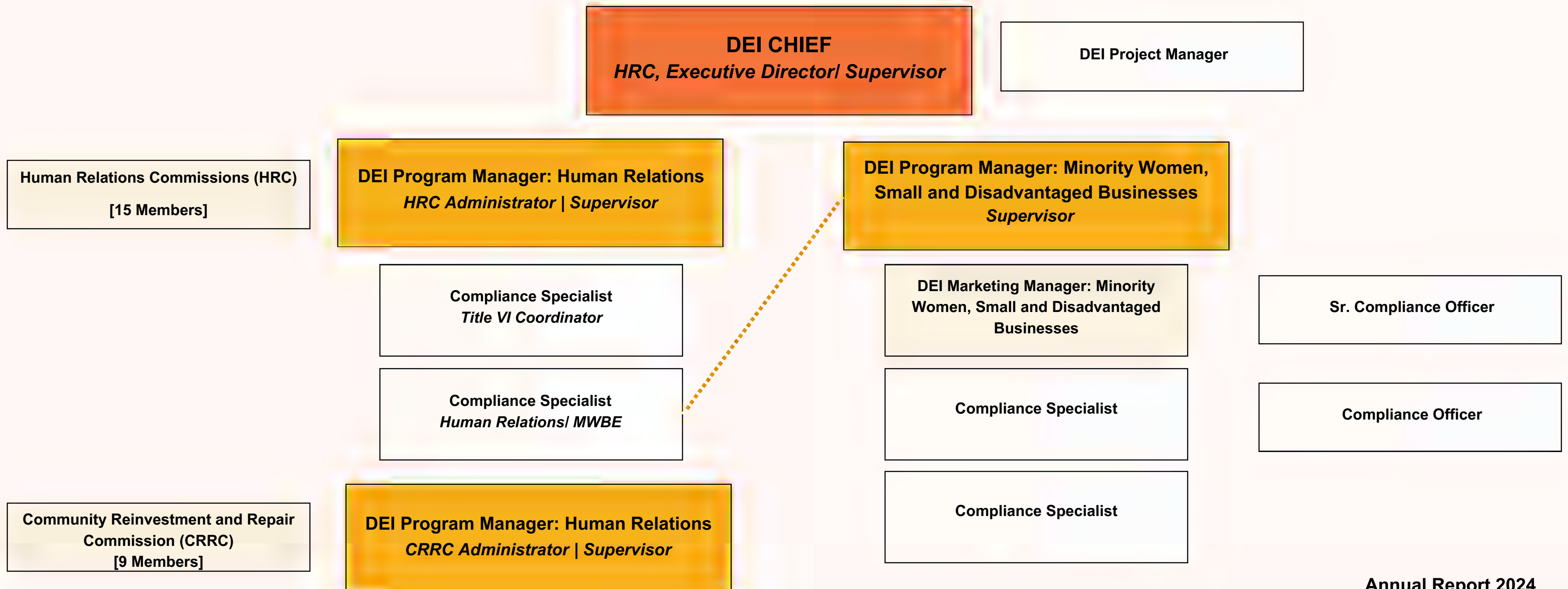
New Americans Task Force

- The New Americans Task Force published the Baltimore County Welcoming and Belonging Strategic Plan in March 2024 which outlines five objectives to address historical disparities: Community and Civic Engagement, Equitable Access, Economic Development & Entrepreneurship, Connected, Safe, and Healthy Communities, and Education.



DEI ORGANIZATIONAL CHART

DIVISION OF DIVERSITY, EQUITY AND INCLUSION ORGANIZATIONAL CHART



DIVISION OF DEI FISCAL BUDGET & STAFFING TREND

“This Administration’s work is rooted in equity, so that all communities, and especially those that have historically been underserved, receive the investments they deserve. In its first budget, the County’s first Chief Officer for Diversity, Equity, and Inclusion was created.

Now, every decision made in local government includes an equity component and significant progress has been made on issues surrounding diversity, equity, and inclusion.”

Fiscal Year	Budget	Staff
2020	\$0	0
2021	\$180,080	2
2022	\$650,000	6
2023	\$1,044,709	10
2024	\$1,199,836	12
2025	\$1,242,353	12

Baltimore County Division of **Diversity,** **Equity,** and **Inclusion**

105 West Chesapeake Ave, Towson, MD 21204



ANNUAL REPORT 2024

