



# THE PRINCE GEORGE'S COUNTY GOVERNMENT

## Office of Audits and Investigations

September 21, 2022

### FISCAL AND POLICY NOTE

TO: Robert J. Williams, Jr.  
Council Administrator

William M. Hunt  
Deputy Council Administrator

THRU: Josh Hamlin   
Director of Budget and Policy Analysis

FROM: Arian Albear   
Legislative Budget and Policy Analyst

RE: Policy Analysis and Fiscal Impact Statement  
CR-068-2022 Equity Policy Framework Within County Government

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CR-068-2022 (*Proposed and presented by:* Council Member Taveras)

Assigned to the Government Operations and Fiscal Policy (GOFP) Committee

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A RESOLUTION CONCERNING EQUITY POLICY FRAMEWORK WITHIN COUNTY GOVERNMENT for the purpose of declaring the intent of Prince George's County to develop an equity policy framework to promote racial equity and social justice throughout County Government.

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### **Fiscal Summary**

#### **Direct Impact**

*Expenditures:* None likely.

*Revenue:* None likely.

## Indirect Impact

Potentially favorable.

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## Legislative Summary:

CR-068-2022<sup>1</sup>, proposed by Council Member Taveras, was introduced by Council Members Taveras, Glaros, Ivey, Franklin, and Medlock on May 31, 2022, and referred to the Government Operations and Fiscal Policy (GOFP) Committee. CR-068-2022 would establish the intention of the Prince George’s County in developing an equity policy framework to promote racial equity and social justice throughout the County Government.

The Resolution exalts the County’s diversity and points to the need to decrease the disparities that exist among protected categories in the areas of education, employment, health, and housing as a result of “institutional and individual biases that work to undermine opportunities for vital members of [the] community.” These disparities, according to the Resolution, were exacerbated by the COVID-19 pandemic.

The Resolution highlights several organizations which worked to decrease disparities in COVID-19 infection and vaccination rates. These organizations include Mary’s Center<sup>2</sup>, a community health center in the Washington, DC metro area; CASA (de Maryland)<sup>3</sup>, a Latino and immigration advocacy-and-assistance organization; and the Government Alliance on Race and Equity (GARE)<sup>4</sup>, a national network of government working to achieve racial equity and advance opportunities for all.

The Resolution provides data to show racial and ethnic inequalities from an Urban Institute Report entitled “Racial Inequities in Prince George’s County: 2011-15”<sup>5</sup> and published in 2017.

CR-068-2022 resolves to establish a partnership among the different County government agencies and division and the jurisdictions members of GARE to foster equity. As a work product, the Resolution requires the Budget and Policy Division of the Office of Audits and Investigations to develop a report that “describes current disparities in education, employment, housing, health, general employment, land use, business owners, and other measures of opportunities” as a baseline for which the County Executive, working with the County Council, to consider next steps to develop an equity policy framework.

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<sup>1</sup> [CR-068-2022](#).

<sup>2</sup> [Mary’s Center](#).

<sup>3</sup> [CASA de Maryland](#).

<sup>4</sup> [Government Alliance on Race and Equity](#).

<sup>5</sup> [Racial Inequities in Prince George’s County: 2011-15](#). *Published December 2017*.

### **Background/Current Law:**

Similar resolutions, such as CR-127-2020 (Health in All Policies)<sup>6</sup>, seek to generally guide future legislation with a goal in mind. CR-127-2020, for example, sought to, among other things:

- Create metrics on health-related services and activities.
- Have all non-governmental organizations receiving County-funding identify their role in promoting health and reducing inequities.
- Develop a common knowledge base and framework for addressing health through an equity lens, establish health priorities and realistic goals, coordinate with other jurisdictions to address health disparities.

CR-127-2020 contains a similar reporting requirement from the Office of Audits and Investigations to establish data outcomes from organizations receiving County funding.

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### **Resource Personnel:**

- Jobina Brown, Policy and Communications Director, District 2.
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### **Discussion/Policy Analysis:**

CR-068-2022 would require increase efforts by all aspects of County government to enhance racial equity and social justice. The Resolution seeks to generate a holistic understanding of social and economic inequalities in all fields of County government by requiring a report from the Budget and Policy Division of the Office of Audits and Investigations. The report's due date, however, is in the past (May 31, 2022) in the first draft and updating may be needed. Additionally, May 31, 2023, may coincide with much of the Division's work surrounding the yearly budget work sessions and staff may not be able to produce the level of quality required for such a substantial analysis. Highlighting Montgomery County, Maryland's similar resolution,<sup>7</sup> the Council provided their Office of Legislative Oversight (OLO) until May 31, 2019 – over one (1) year since the resolution's adoption on April 24, 2018 – together with additional resources in the FY 2019 Operating Budget.

#### *Government Alliance on Race & Equity (GARE)*

Resolution CR-068-2022 compels the Prince George's County government, in all its agencies, divisions, and departments, to work within the framework of the Government Alliance on Race & Equity and utilize their toolkit to establish a uniform methodology from which to understand and address inequality in all its forms.

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<sup>6</sup> [CR-127-2022](#).

<sup>7</sup> Montgomery County, Maryland. [Resolution No.: 18-1095](#).

GARE's Racial Equity Toolkit<sup>8</sup> consists of the following multi-step process:

1. **Proposal:** What is under consideration?
2. **Data:** What is the data? What does it tell us? (*Quality & Quantity*)
3. **Community Engagement:** How have communities been engaged? Can engagement be expanded?
4. **Analysis and Strategies:** Who will benefit or be burdened by your proposal? Does the proposal advance racial equity or mitigate unintended consequences?
5. **Implementation:** What is the plan for implementation?
6. **Accountability and Communication:** How will you ensure accountability, communication, and evaluation of results?

The Government Alliance on Race & Equity (GARE) works many neighboring jurisdictions, including:

- Washington, D.C.
- Maryland
  - Montgomery County
    - City of Gaithersburg
    - City of Takoma Park
  - Frederick County
  - Howard County
  - Anne Arundel County
  - Charles County
  - Baltimore City Bureau of Budget and Management Research
- Virginia
  - City of Alexandria
  - Arlington County
    - Arlington County Department of Human Services
  - City of Falls Church
  - Fairfax County
  - Prince William County
  - Loudoun County

Within Prince George's County, GARE works with:

- City of College Park
- Prince George's County Fire/EMS Department

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<sup>8</sup> Government Alliance on Race & Equity, [Racial Equity Toolkit: An Opportunity to Operationalize Equity](#). Dec. 2016.

**Fiscal Impact:**

- *Direct Impact*

Adoption of CR-068-2022 should not have a measurable direct fiscal impact. Subsequent related enactments or policy changes may result in additional expenditures from County agencies, depending on the programs enacted and the benchmarks established by the County to measure and ensure racial and community equity.

- *Indirect Impact*

Inasmuch as the Resolution serves to encourage the creation of equity programs that result in decreasing the racial and social justice disparities within the County, there will be a long-term positive fiscal impact on the County from a generally wealthier and more socially connected population. This will, in turn, require less demand from County-funded social programs and expand the tax base.

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**Effective Date of Proposed Legislation:**

The proposed Resolution shall be effective upon its adoption.

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If you require additional information, or have questions about this fiscal impact statement, please email me.