

**CITY OF BALTIMORE  
COUNCIL BILL 22-0137R  
(First Reader)**

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Introduced by: Councilmember Ramos  
Introduced and read first time: September 19, 2022  
Assigned to: Education, Workforce, and Youth Committee

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REFERRED TO THE FOLLOWING AGENCIES: City Solicitor, Department of Housing and Community Development, Department of Public Works, Department of Transportation, Mayor's Office of Immigrant Affairs, Office of Equity and Civil Rights, Mayor's Office of Employment Development, Department of Human Resources, Department of Recreation and Parks, Baltimore City Public School System, Department of General Services

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A RESOLUTION ENTITLED

1 A COUNCIL RESOLUTION concerning

2 **Informational Hearing - Hiring Initiatives - Spanish Speakers**

3 FOR the purpose of inviting representatives from the Mayor's Office of Employment  
4 Development, the Mayor's Office of Immigrant Affairs, the Department of Human  
5 Resources, the Department of Public Works, the Department of Housing and Community  
6 Development, the Department of Recreation and Parks, the Department of Transportation, the  
7 Department of General Services, the Office of Equity and Civil Rights, and the Baltimore  
8 City Public School System to discuss the hiring of Spanish speakers for employment in City  
9 government.

10 **Recitals**

11 **WHEREAS**, the 2020 Census noted a 76% increase in the Hispanic and Latino population of  
12 Baltimore City, rising from 25,960 residents in 2010 to 45,927 residents at the time of the survey.

13 **WHEREAS**, despite this stark increase, analysis of post-enumeration survey data from the  
14 2020 Census revealed that Hispanic and Latino populations in both rural and urban areas were  
15 detrimentally undercounted.

16 **WHEREAS**, this significant undercounting has serious implications for Hispanic and Latino  
17 residents with regard to issues including health care, education, and representation in State and  
18 City government.

19 **WHEREAS**, the dramatic increase in Hispanic and Latino residents is indicative of a  
20 population that is no longer limited to Broadway, Eastern Avenue, and Highlandtown, but rather  
21 integrated and integral throughout the many neighborhoods and communities of Baltimore City.

22 **WHEREAS**, Baltimore City government should reflect the population it seeks to represent,  
23 including its Hispanic and Latino residents, in order to promote municipal services that are open  
24 and accessible to all.

EXPLANATION: CAPITALS indicate matter added to existing law.  
[Brackets] indicate matter deleted from existing law.

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1       **WHEREAS**, data regarding Hispanic and Latino residents in Baltimore City have consistently  
2 revealed detrimental under-use of City government services: a reality that was perhaps most  
3 evident during the COVID-19 pandemic, in which local public health officials encountered low  
4 rates of initial vaccine uptake among Hispanic and Latino residents due to distrust, language  
5 barriers, and logistical issues.

6       **WHEREAS**, this phenomenon extends to other facets of City government, such as Baltimore  
7 City 3-1-1 services, which received 660,000 calls in English but only 2,000 in Spanish between  
8 January 2020 and December 2021, suggesting a critical under-use by Spanish speaking residents.

9       **WHEREAS**, Baltimore City government employs approximately 13,000 people in a variety of  
10 jobs, which can be a route to a living wage and family-supporting income.

11       **WHEREAS**, Baltimore City government should seek to increase the number of Spanish  
12 speaking employees in public-facing roles, including an examination of relevant City hiring  
13 processes aimed at recruiting and retaining Spanish speaking employees.

14       **NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF BALTIMORE**, that the City  
15 Council invites representatives from the Mayor’s Office of Employment Development, the  
16 Mayor’s Office of Immigrant Affairs, the Department of Human Resources, the Department of  
17 Public Works, the Department of Housing and Community Development, the Department of  
18 Recreation and Parks, the Department of Transportation, the Department of General Services, the  
19 Office of Equity and Civil Rights, and the Baltimore City Public School System to discuss the  
20 hiring of Spanish speakers for employment in City government.

21       **AND BE IT FURTHER RESOLVED**, that a copy of this Resolution be sent to the Director of the  
22 Mayor’s Office of Employment Development, the Director of the Mayor’s Office of Immigrant  
23 Affairs, the Director of the Department of Human Resources, the Director of the Department of  
24 Public Works, the Director of the Department of Housing and Community Development, the  
25 Director of the Department of Recreation and Parks, the Director of the Department of  
26 Transportation, the Director of the Department of General Services, the Director of the Office of  
27 Equity and Civil Rights, the Chief Executive Officer of the Baltimore City Public School  
28 System, and the Mayor’s Legislative Liaison to the City Council.