


FROM	NAME & TITLE	Niles R. Ford, PhD, Chief of Fire Department <i>NRF</i>	CITY of BALTIMORE MEMO	
	AGENCY NAME & ADDRESS	Baltimore City Fire Department 401 East Fayette St. 21202		
	SUBJECT	City Council Bill #18-0223 Response to Equity Assessment Program		

TO

The Honorable Bernard C. Young, President
 And All Members of the Baltimore City Council
 City Hall, Room 408

DATE: June 11, 2018

FOR the purpose of providing for the implementation of an Equity Assessment Program for Baltimore City, to be developed and overseen by the Department of Planning; requiring City agencies to assess existing and proposed policies and practices for disparate outcomes based on race, gender, or income and to proactively develop policies, practices and investments to prevent and redress those disparate outcomes; defining certain terms; providing for the adoption of rules and regulations to carry out this Program; requiring certain notices and reports; and generally relating to the goal of eliminating structural and institutional racism and other forms of discrimination based on immutable characteristics.

The Baltimore City Fire Department (“BCFD” or the “Fire Department”) generally is in support of this bill with the highly laudable goal of eliminating structural and institutional racism and discrimination of all kinds.

The Department would, however, recommend that the bill be amended to provide that rules or regulations shall be implemented that include guidance on the methodology and requirements of the “equity assessment” that is mandated under Sections 39-8 and 39-9 bill. The Department also recommends that language be included to provide for training by experts in the field for all of the Equity Coordinators, as coordinated by an appropriate City agency. BCFD also recommends that the effective date of the bill be amended to allow sufficient time for the Equity Coordinators to receive appropriate and necessary training in conducting equity assessments, as well as provide for a reasonable period of time for the agencies to conduct their base level equity assessments of their existing practices and policies. The Department also recommends that a definition of “equity” be included in the definitional section.