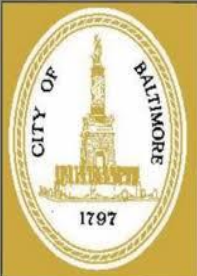


FROM	NAME & TITLE	Dr. Jason W. Mitchell, Director	CITY of BALTIMORE <i>MEMO</i>	
	AGENCY NAME & ADDRESS	Department of Public Works 600 Abel Wolman Municipal Building		
	SUBJECT	City Council Resolution 22-0137R		

December 13, 2022

TO:

Education, Workforce and Youth Committee

I am herein reporting on City Council Resolution 22-0137R introduced by Councilwoman Ramos.

The purpose of the Resolution is to request representatives from the Mayor’s Office of Employment Development, the Mayor’s Office of Immigrant Affairs, the Department of Human Resources, the Department of Public Works, the Department of Housing and Community Development, the Department of Recreation and Parks, the Department of Transportation, the Department of General Services, the Office of Equity and Civil Rights, and the Baltimore City Public School System to discuss the hiring of Spanish speakers for employment in City government.

According to the 2020 Census data, there was a 77% increase recorded in Baltimore’s Hispanic/Latino population since the gathering and analyses of the 2010 Census data. Persons of Hispanic or Latino origins now comprise 7.8% of the City’s population, growing and expanding in neighborhoods in the southeast, south, and northwest portions of Baltimore City.

The Department of Public Works is proud of its diverse workforce. The Department’s Office of Equity and Environmental Justice has enabled “intentional” initiatives to address inequities across all barriers (race, ethnicity, culture, religion, gender, sexual orientation, etc.). In addition to actively recruiting the population comprising the Baltimore community, among the initiatives advancing these efforts is the “Diversity Lens” training that provides detailed and specific guidance regarding the benefits and advantages of a diverse workforce that first acknowledges, and celebrates, values and respects all employees at every level in DPW. City Council Resolution 22-0137R is an expression of this inclusive intentionality.

The Human Resources Division of Public Works collaborates with the Department of Human Resources (“DHR”) in its hiring efforts. The Department appreciates DHR’s work to expand its outreach to Hispanic/Latino communities, as well as ensuring that resources are available for Spanish speakers at our career fairs to eliminate barriers that may occur during the recruiting process. The next Joint Hiring Event with DHR will be on Saturday, January 28, 2023 from

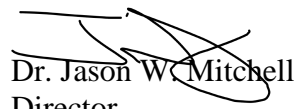
The Honorable President and Members
of the Baltimore City Council

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10am – 2pm at the Abel Wolman Building. In addition, Public Works is in the process of hiring a Spanish speaking community liaison, and the Department’s newest workforce program, B’More WISE¹, provides English as a Second Language (ESL) support for enrollees who struggle with language barriers.

The Department of Public Works supports City Council Resolution 22-0137R.


Dr. Jason W. Mitchell
Director

JWM/MMC

¹ B’More WISE is a new DPW program that provides training to individuals interested in a career in the water and wastewater industry, including young adults, recent high school graduates, under-employed individuals, individuals returning to the workforce after incarceration, and those who have lost their jobs due to COVID-1 or whose job prospects are significantly diminished due to socio-economic issues.