



<b>FROM</b>	NAME & TITLE	Jason Perkins-Cohen, Director 	CITY of <b>BALTIMORE</b> <b>MEMO</b>	
	AGENCY NAME & ADDRESS	Mayor's Office of Employment Development 417 E. Fayette Street, Suite 468		
	SUBJECT	<b>City Council Bill 18-0223 – Equity Assessment Program</b>		

**TO** The Honorable President and Members of the City Council DATE: June 8, 2018

City Council Bill 18-0223 proposes to put an Equity Assessment Program in place whereby Baltimore City agencies will be required to assess and redress existing and proposed policies and practices for disparate outcomes on the basis of race, gender or income. Its intent is to establish rules and regulations to implement the program with the goal of eliminating structural and institutional racism and discrimination.

The Mayor's Office of Employment Development (MOED) recently engaged with the Associated Black Charities to identify and train some of our staff on equitable and inclusive practices for workforce development professionals. We believe a race, equity and inclusion lens is critical to improving employment outcomes for Baltimore City's residents and, based on our experience and examination of our own practices, support the approval of City Council Bill 18-0223 with the following amendment:

- Include training for Agency Directors and staff to ensure agencies have a common understanding of the historical context, present-day impacts and effective strategies for increasing equity and inclusion

MOED recognizes the impact of structural and institutional racism on employment outcomes of Baltimore City residents and are actively taking steps to ensure our efforts incorporate an equity and inclusion lens. We also believe the many of the impacts of historical racism and discrimination has created the current conditions our agency contends with on a daily basis. We want to see the Equity Assessment Program achieve its intended outcomes and, based on our experience and the feedback of our partners and constituents, believe that agencies will need sufficient support to fully and effectively execute the requirements of this bill.

We believe in the merits of this bill to address structural and institutional racism and discrimination. We also appreciate that City Council Bill 18-0223 will mandate that an equity assessment is implemented as it relates to the allocation of taxpayer-supported resources.

cc: Kyron Banks