



## Legislation Details (With Text)

**File #:** 18-0223      **Version:** 0      **Name:** Equity Assessment Program  
**Type:** Ordinance      **Status:** Enacted  
**File created:** 4/16/2018      **In control:** City Council  
**On agenda:**      **Final action:** 8/10/2018  
**Enactment date:**      **Enactment #:** 18-160

**Title:** Equity Assessment Program  
 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.

**Sponsors:** Brandon M. Scott, Shannon Sneed, Bill Henry, President Young, Ryan Dorsey, John T. Bullock, Kristerfer Burnett, Leon F. Pinkett, III, Isaac "Yitzzy" Schleifer, Zeke Cohen, Sharon Green Middleton, Edward Reisinger, Robert Stokes, Sr., Mary Pat Clarke, Eric T. Costello

**Indexes:** Assessment, Equity, Program

**Code sections:**

**Attachments:** 1. 18-0223~1st Reader, 2. FPERS 18-0223, 3. ECB 18-0223, 4. ERS 18-0223, 5. Planning 18-0223, 6. Law 18-0223, 7. Sustainability Commission 18-0223, 8. HCD 18-0223, 9. BMZA 18-0223, 10. Health 18-0223, 11. DOT 18-0223, 12. DPW 18-0223, 13. Fire 18-0223, 14. Police 18-0223, 15. Labor 18-0223, 16. Parking 18-0223, 17. Rec and Parks 18-0223, 18. CHAP 18-0223, 19. Ethics 18-0223, 20. Finance 18-0223, 21. BCIT 18-0223, 22. HR 18-0223, 23. DGS 18-0223, 24. MOED 18-0223, 25. Comptroller 18-0223, 26. MOHS 18-0223, 27. Wage Commission 18-0223, 28. 2nd Reader Amendment 18-0223, 29. 18-0223~3rd Reader, 30. Completed File\_18-0223, 31. BDC 18-0223

Date	Ver.	Action By	Action	Result
9/17/2018	0	Mayor	Signed by Mayor	
7/9/2018	0	City Council	Approved and Sent to the Mayor	
6/25/2018	0	City Council	3rd Reader, for final passage	
6/25/2018	0	Judiciary and Legislative Investigations	Recommended Favorably with Amendment	
6/13/2018	0	Judiciary and Legislative Investigations	Recommended Favorably with Amendment	Pass
5/7/2018	0	Judiciary and Legislative Investigations	Scheduled for a Public Hearing	
4/19/2018	0	The City Council	Refer to Parking Authority Board	
4/19/2018	0	The City Council	Refer to Wage Commission	
4/19/2018	0	The City Council	Refer to Fire and Police Employees' Retirement System	
4/19/2018	0	The City Council	Refer to Labor Commissioner	
4/19/2018	0	The City Council	Refer to Environmental Control Board	
4/19/2018	0	The City Council	Refer to Commission on Sustainability	

4/19/2018	0	The City Council	Refer to Employees' Retirement System
4/19/2018	0	The City Council	Refer to Board of Ethics
4/19/2018	0	The City Council	Refer to Board of Municipal and Zoning Appeals
4/19/2018	0	The City Council	Refer to Commission for Historical & Architectural Preservation
4/19/2018	0	The City Council	Refer to Police Department
4/19/2018	0	The City Council	Refer to Mayor's Office of Human Services
4/19/2018	0	The City Council	Refer to Mayor's Office of Information Technology
4/19/2018	0	The City Council	Refer to Dept. of Health
4/19/2018	0	The City Council	Refer to Mayor's Office of Employee Development
4/19/2018	0	The City Council	Refer to Fire Department
4/19/2018	0	The City Council	Refer to Dept. of Transportation
4/19/2018	0	The City Council	Refer to Dept. of Public Works
4/19/2018	0	The City Council	Refer to Dept. of Recreation and Parks
4/19/2018	0	The City Council	Refer to Planning Commission
4/19/2018	0	The City Council	Refer to Dept. of Housing and Community Development
4/19/2018	0	The City Council	Refer to Dept. of Human Resources
4/19/2018	0	The City Council	Refer to Dept. of Finance
4/19/2018	0	The City Council	Refer to Dept. of General Services
4/19/2018	0	The City Council	Refer to Office of the Comptroller
4/19/2018	0	The City Council	Refer to Baltimore Development Corporation
4/19/2018	0	The City Council	Refer to City Solicitor
4/16/2018	0	City Council	Assigned
4/16/2018	0	City Council	Introduced

**Explanation:** Capitals indicate matter added to existing law.  
[Brackets] indicate matter deleted from existing law.

\* **Warning:** This is an unofficial, introductory copy of the bill.  
The official copy considered by the City Council is the first reader copy.

## **Introductory\***

# **City of Baltimore Council Bill**

Introduced by: Councilmembers Scott and Sneed

A Bill Entitled

An Ordinance concerning

### **Equity Assessment Program**

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.

By adding

Article 1 - Mayor, City Council, and Executive Agencies  
Section(s) 39-1 to 39-12, to be under the new subtitle designation,  
“Subtitle 39. Equity Assessment Program”  
Baltimore City Code  
(Edition 2000)

**Section 1. Be it ordained by the Mayor and City Council of Baltimore,** That the Laws of Baltimore City read as follows:

### **Baltimore City Code**

#### **Article 1. Mayor, City Council, and Executive Agencies**

##### **Subtitle 39. Equity Assessment Program**

###### **§ 39-1. Definitions.**

(a) *In general.*

In this subtitle, the following terms have the meanings indicated.

(b) *Agency.*

“Agency” means any department, authority, office, board, commission, council, committee, or other unit of the City government.

(c) *Director.*

“Director” means the Director of the Baltimore City Department of Planning or that Director’s designee.

(d) *Equity assessment.*

“Equity assessment” means a systematic process of identifying policies and practices that may be implemented to identify and redress disparate outcomes on the basis of race, gender, or income.

(e) *Gender.*

“Gender” means actual or perceived sex and includes a person’s gender identity, self-image, appearance, behavior, or expression, whether or not that gender identity, self-image, appearance, behavior, or expression is different from that traditionally associated with the sex assigned to that person at birth.

###### **§ 39-2. Rules and regulations.**

(a) *In general.*

The Director, with the approval of the Planning Commission, may adopt rules and regulations to carry out

this subtitle.

(b) *Filing with Legislative Reference.*

A copy of all rules and regulations must be filed with the Department of Legislative Reference before they take effect.

§§ 39-3 to 39-5. *{Reserved}*

§ 39-6. **Program initiated.**

The Director, with the approval of the Planning Commission, shall develop, adopt, and oversee an Equity Assessment Program that requires City agencies to:

- (1) proactively develop policies, practices, and strategic investments to reverse disparity trends based on race, gender, or income;
- (2) act to eliminate structural and institutional racism and discrimination of all kinds based on immutable characteristics to ensure that outcomes and opportunities for all people are no longer predicable based on those characteristics;
- (3) develop and implement an equity action plan to incorporate and embed equity principles and strategies into City operations, programs, services, and policies; and
- (4) conduct equity assessments of existing and proposed City actions and policies.

§ 39-7. **Notice of Planning Commission meetings.**

The Planning Commission shall give to each member of the City Council at least 5 days written notice of any Commission meeting at which the Commission proposes to consider approving:

- (1) the adoption of or amendment to the Equity Assessment Program; or
- (2) any rule or regulation adopted or amended under this subtitle.

§ 39-8. **Agency implementation - In general.**

The program shall require each City agency, in cooperation with the Director, to:

- (1) identify an equity coordinator who will be responsible for managing that agency's participation in the Equity Assessment Program;
- (2) conduct equity assessments of the agency's existing and proposed practices and policies; and
- (3) develop and implement a plan to address any disparate outcomes based on race, gender, or income that have been identified by the agency's assessments.

§ 39-9. **Agency implantation - Bill reports.**

Whenever an agency reports to the City Council on a proposed ordinance or resolution, the agency shall include in that report the results of an equity assessment of the proposal's impact on its operations.

§ 39-10. Agency implementation - Capital budget scoring .

The Director shall conduct an equity assessment on any proposed capital budget and score the proposed projects based on that assessment.

§ 39-11. Annual Equity Report.

(a) *In general.*

On or before June 30 of each year, the Director shall prepare and submit to the Mayor and the City Council an annual Equity Report.

(b) *Contents.*

The Report shall include:

- (1) an assessment of progress towards achievement of the goals of the Equity Assessment Program;
- (2) an assessment of the current scope of agency compliance;
- (3) a discussion of any disparate outcomes identified through equity assessments of existing City policies or procedures;
- (4) recommended steps to address the identified disparate outcomes; and
- (5) an update on progress towards eliminating previously identified disparities and implementing actions recommended in past reports.

**Section 2. And be it further ordained,** That the catchlines contained in this Ordinance are not law and may not be considered to have been enacted as a part of this or any prior Ordinance.

**Section 3. And be it further ordained,** That this Ordinance takes effect on the 30<sup>th</sup> day after the date it is enacted.