



## Legislation Details (With Text)

**File #:** 22-0137R    **Version:** 0    **Name:** Informational Hearing - Hiring Initiatives - Spanish Speakers  
**Type:** City Council Resolution    **Status:** Adopted  
**File created:** 9/19/2022    **In control:** Education Workforce and Youth  
**On agenda:**    **Final action:** 10/16/2023  
**Enactment date:**    **Enactment #:**

**Title:** Informational Hearing - Hiring Initiatives - Spanish Speakers  
 For the purpose of inviting 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.

**Sponsors:** Odette Ramos, Zeke Cohen, Ryan Dorsey, Mark Conway, Kristerfer Burnett

**Indexes:** Hiring, Informational Hearing, Initiative, Spanish Speakers

**Code sections:**

**Attachments:** 1. LAW 22-0137R, 2. 22-0137R HR, 3. DHCD 22-0137R, 4. 22-0137R DGS, 5. 22-0137R(2)~1st Reader, 6. DPW\_22-0137R, 7. DOT 22-0137R, 8. 04I BCPS report 22-0137R, 9. XX Final Synopsis 22-0137R, 10. BCRP 22-0137R, 11. MOED Bill 22-0137R, 12. XX 1 Writtem testimony 22-0137R, 13. 311 Call Center Spanish Language Line Metrics, 14. Bill 22-0137R Letter to City Council, 15. 22-0137R City Schools, 16. XX Packet - Written Testimony Received 2 2 23 Meeting, 17. XX Final Hearing Notes 22-0137R 2 2 23, 18. MIMA 22-0137R, 19. DHR 22-0137R, 20. Final Synopsis 22-0137R 10\_12\_23, 21. Hearing Notes 22-0137R 10\_12\_23

Date	Ver.	Action By	Action	Result
10/16/2023	0	Baltimore City Council	Adopted	
10/16/2023	0	Education Workforce and Youth	Recommended Favorably	
10/12/2023	0	Education Workforce and Youth	Recommended Favorably	Pass
8/21/2023	0	Education Workforce and Youth	Scheduled for a Public Hearing	
2/2/2023	0	Education Workforce and Youth		
1/9/2023	0	Education Workforce and Youth	Scheduled for a Public Hearing	
12/5/2022	0	Education Workforce and Youth	Scheduled for a Public Hearing	
9/22/2022	0	Baltimore City Council	Refer to Dept. of General Services	
9/22/2022	0	Baltimore City Council	Refer to Office of Equity and Civil Rights	
9/22/2022	0	Baltimore City Council	Refer to Baltimore City Public School System	
9/22/2022	0	Baltimore City Council	Refer to Dept. of Human Resources	
9/22/2022	0	Baltimore City Council	Refer to Dept. of Public Works	
9/22/2022	0	Baltimore City Council	Refer to Dept. of Housing and Community Development	
9/22/2022	0	Baltimore City Council	Refer to Dept. of Recreation and Parks	

9/22/2022	0	Baltimore City Council	Refer to Dept. of Transportation
9/22/2022	0	Baltimore City Council	Refer to Mayor's Office of Employee Development
9/22/2022	0	Baltimore City Council	Mayor's Office of Immigration Affairs
9/22/2022	0	Baltimore City Council	Refer to City Solicitor
9/19/2022	0	Baltimore City Council	Assigned
9/19/2022	0	Baltimore City Council	Introduced

\* **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                    R (Resolution)**

Introduced by: Councilmember Ramos

### A Resolution Entitled

#### A Council Resolution concerning **Informational Hearing - Hiring Initiatives - Spanish Speakers**

For the purpose of inviting 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.

#### **Recitals**

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

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

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

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

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

**Whereas**, data regarding Hispanic and Latino residents in Baltimore City have consistently revealed detrimental under-use of City government services. For instance, Baltimore City 311 services received 660,000 calls in English but only 2,000 in Spanish between January 2020 and December 2021, suggesting a critical under-use by Spanish speaking residents.

**Whereas**, the Baltimore City Health Department hired Spanish speaking community health workers and staff to reach thousands of residents during the COVID-19 pandemic. This effort resulted in the Hispanic and Latino population having the highest vaccination rate in the City. This is a model that worked, and could work across the City to ensure that Hispanic and Latino residents take advantage of essential city services.

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

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

**Now, therefore, be it resolved by the City Council of Baltimore**, that the City Council invites 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.

**And be it further resolved**, that a copy of this Resolution be sent to the Director of the Mayor's Office of Employment Development, the Director of the Mayor's Office of Immigrant Affairs, the Director of the Department of Human Resources, the Director of the Department of Public Works, the Director of the Department of Housing and Community Development, the Director of the Department of Recreation and Parks, the Director of the Department of Transportation, the Director of the Department of General Services, the Director of the Office of Equity and Civil Rights, the Chief Executive Officer of the Baltimore City Public School System, and the Mayor's Legislative Liaison to the City Council.