



DEPARTMENT OF
**ENVIRONMENTAL
PROTECTION**

MONTGOMERY COUNTY • MARYLAND

Equity Assessment Map

WTRC

March 12, 2021



Advancing Racial Equity: What the Law Requires

- Established an Office of Racial Equity and Social Justice (RESJ)
- Appointed a Chief Equity Officer
- Requires all employees receive Racial Equity training
- Require each Department and Office to establish a RESJ Action Plan
- Requires The Office of Legislative Oversight(Council) to submit a RESJ impact statement for each bill
- Established a Racial Equity and Social Justice Committee
- Requires that each department appoint a Racial Equity and Social Justice point person/lead

Advancing Racial Equity

- RACIAL EQUITY MEANS ... Closing the gaps so that race does not predict one's success, while also improving outcomes for all.
- TO CLOSE THE GAPS ... we center communities of color to target improvements for those most burdened by racial inequity
- MOVING BEYOND "SERVICES" to transform policies, institutions, and structures (i.e. systems)

DRIVING TOWARD EQUITY



DIVERSITY



INCLUSION



EQUITY

An effort to include people of color on staff (e.g. in meetings) but there is limited effort to include them proportionally or in decision-making. These efforts can lead to tokenism. Having a representative number of people of color is critical, but not enough.

People of color are included in discussion to provide input, but do not hold significant levels of decision-making power. The number and percent of people of color increases, at times leading to increased power.

Driven by a relentless focus on conditions in the community, recognizing that we must develop and implement policies and practices that eliminate racial inequities and increase success for all groups.

Racial Equity Core Teams

- Racial Equity Core Teams are leadership teams, including both formal and informal leaders, who are responsible for analyzing and assessing departmental policies, procedures, and practices with a racial equity lens, and instrumental in developing racial equity action plans.
- They are the drivers of the equitable systems change we seek.

DEP's Equity and Inclusion Core Group

The Equity and Inclusion Work Group is a team of DEP staff (approximately 20 members) tasked with reviewing existing programs to ensure that our department becomes more proactive to engage historically underrepresented and marginalized communities in our county. In addition to ensuring that our programming is conducted fairly (equitable), we also want to ensure that voices of these populations are "at the table" (inclusion). Group has been meeting for six months.

DEP's Equity and Inclusion Core Group

Ongoing Work:

Core Group Training – Creating a safe space

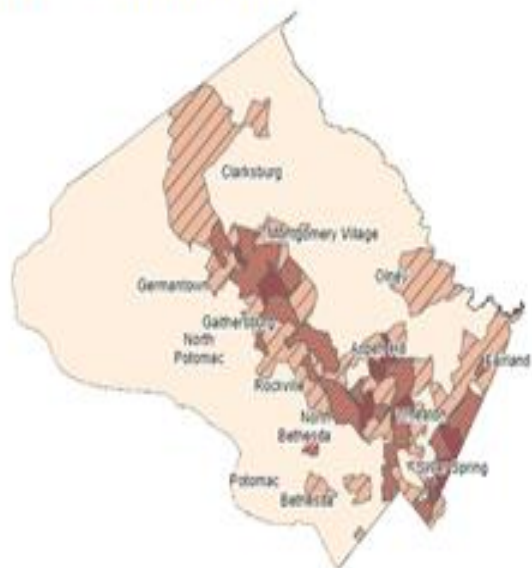
External Program Assessment – Outreach program survey

Internal Program Assessments – Department demographics

Racial Equity & Social Justice in the Climate Action Plan (CAP)

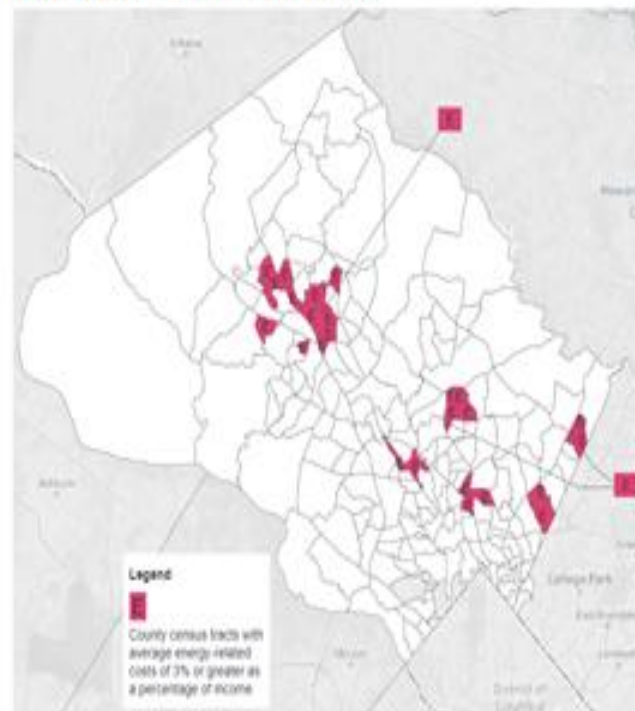
Racial Equity

When race can no longer be used to predict life outcomes and outcomes for all groups are improved



Social Justice

When all people have access to the same rights and resources and there is a fair distribution of resources



Equity Assessment Map

GOAL

- Develop a demographic index and mapping tool to identify areas within the County that are characterized by low income and a high percentage of people of color

PURPOSE

- Future CIP contracts will have a minimum equity assessment percentage and require the contract to use the Equity assessment map to help with developing outreach and engagement for each project
- Use the Equity Assessment Map to understand how past program performance lined up with areas of the county characterized by low income and high percentage of people of color.
- Use as part of future program performance and assessment

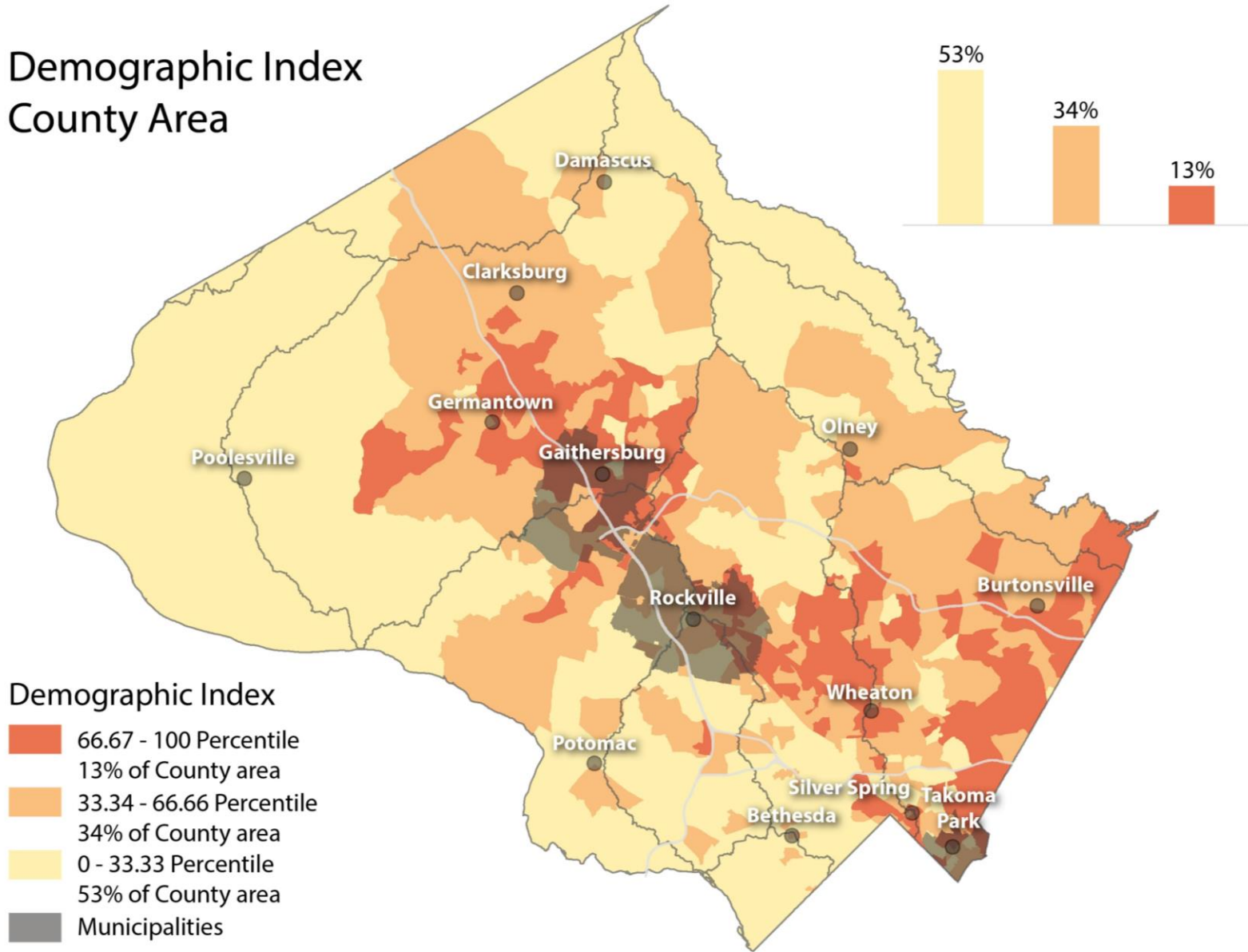
Watershed Restoration CIP Outreach

- Assess CIP program outreach policies and procedures to ensure that they are equitable and inclusive (ongoing).
- During engagement with communities identify where community needs/interests and DEP programs intersect and develop pilot implementation programs with community leaders.
- Ensure fair treatment and meaningful involvement of all people regardless of race, color, national origin, or income, with respect to the development and implementation of Watershed Restoration Projects.
- Ensure communities have equal access to the decision-making processes to have a healthy environment in which to live, learn, and work.

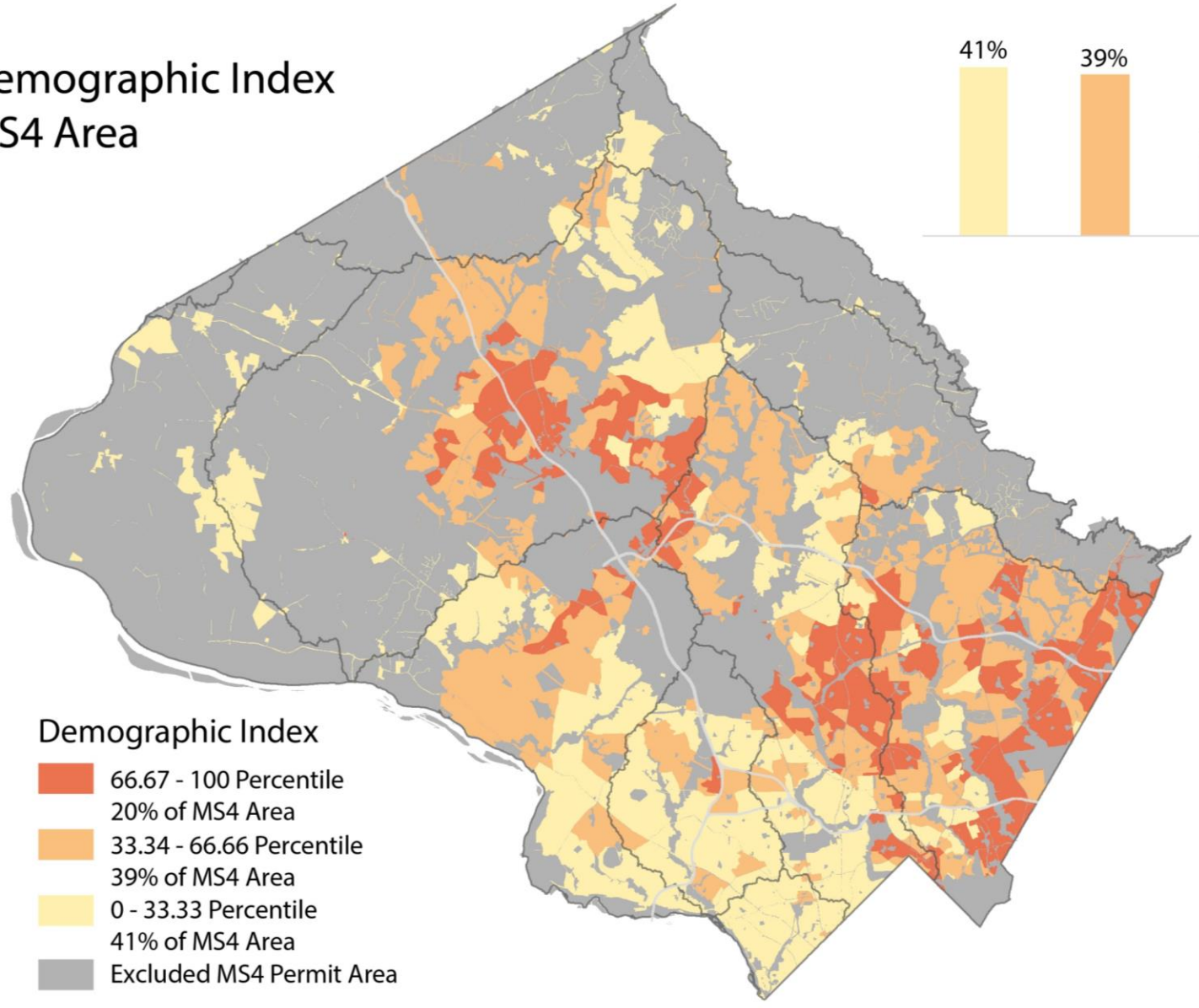
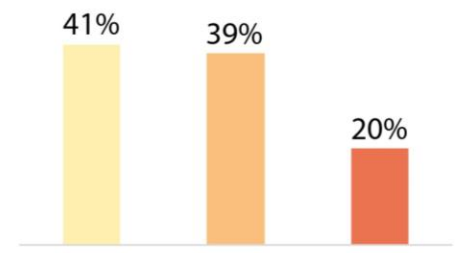
Demographic Index

- Used EPA EJ Screen to develop demographic index
- Demographic Index = $(\% \text{ POC} + \% \text{ low income})/2$
- Percent People of Color (POC): Percent of individuals in a block group who list their racial status as a race other than white alone and/or list their ethnicity as Hispanic or Latino.
- Percent Low Income: Percent of a block group's population in households where the household income is less than or equal to twice the federal "poverty level"
- Represented as a percentile for the County

Demographic Index County Area

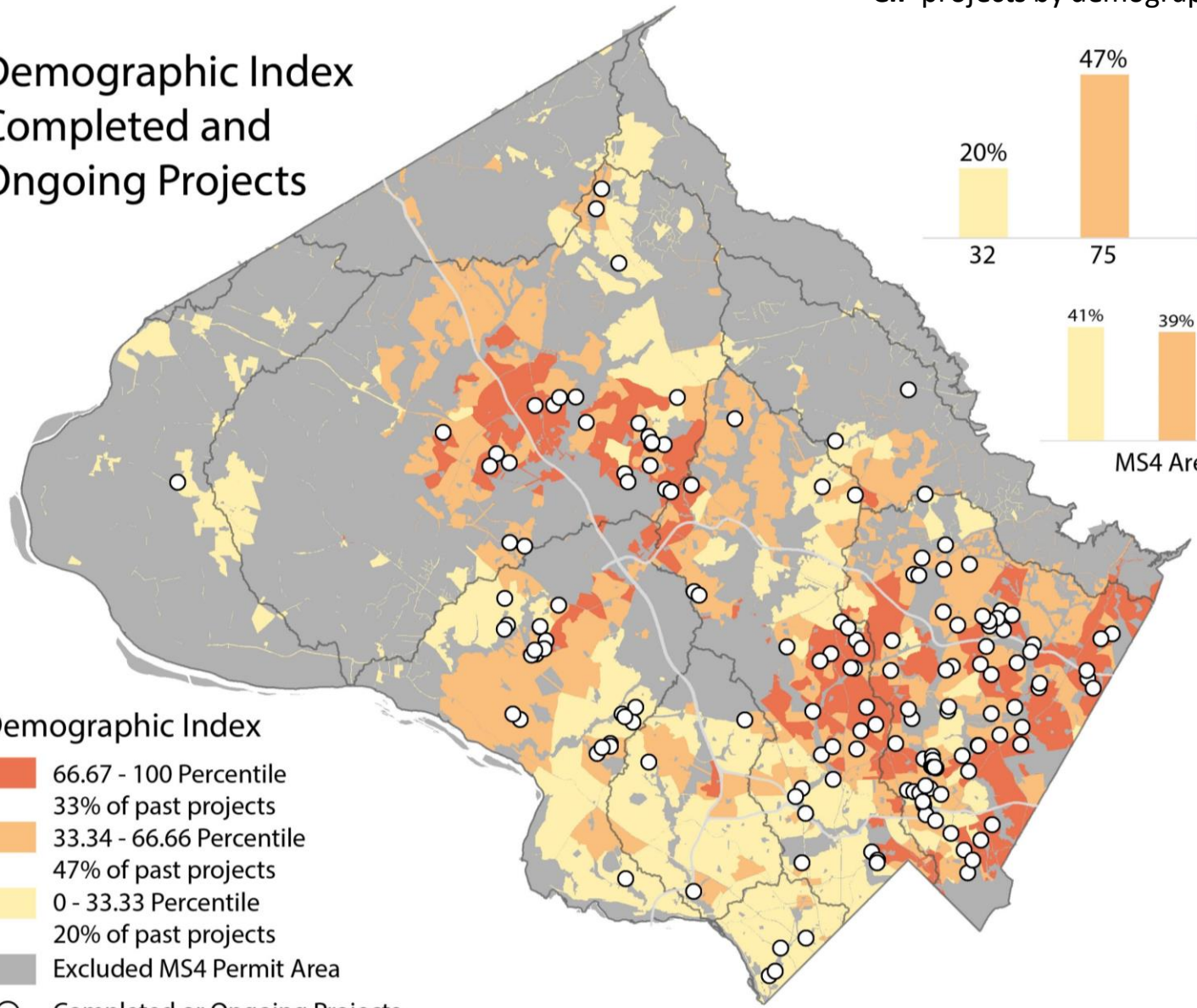


Demographic Index MS4 Area



- ### Demographic Index
- 66.67 - 100 Percentile
20% of MS4 Area
 - 33.34 - 66.66 Percentile
39% of MS4 Area
 - 0 - 33.33 Percentile
41% of MS4 Area
 - Excluded MS4 Permit Area

Demographic Index Completed and Ongoing Projects



Demographic Index

- 66.67 - 100 Percentile
33% of past projects
- 33.34 - 66.66 Percentile
47% of past projects
- 0 - 33.33 Percentile
20% of past projects
- Excluded MS4 Permit Area
- Completed or Ongoing Projects

20%

32

47%

75

33%

53

41%

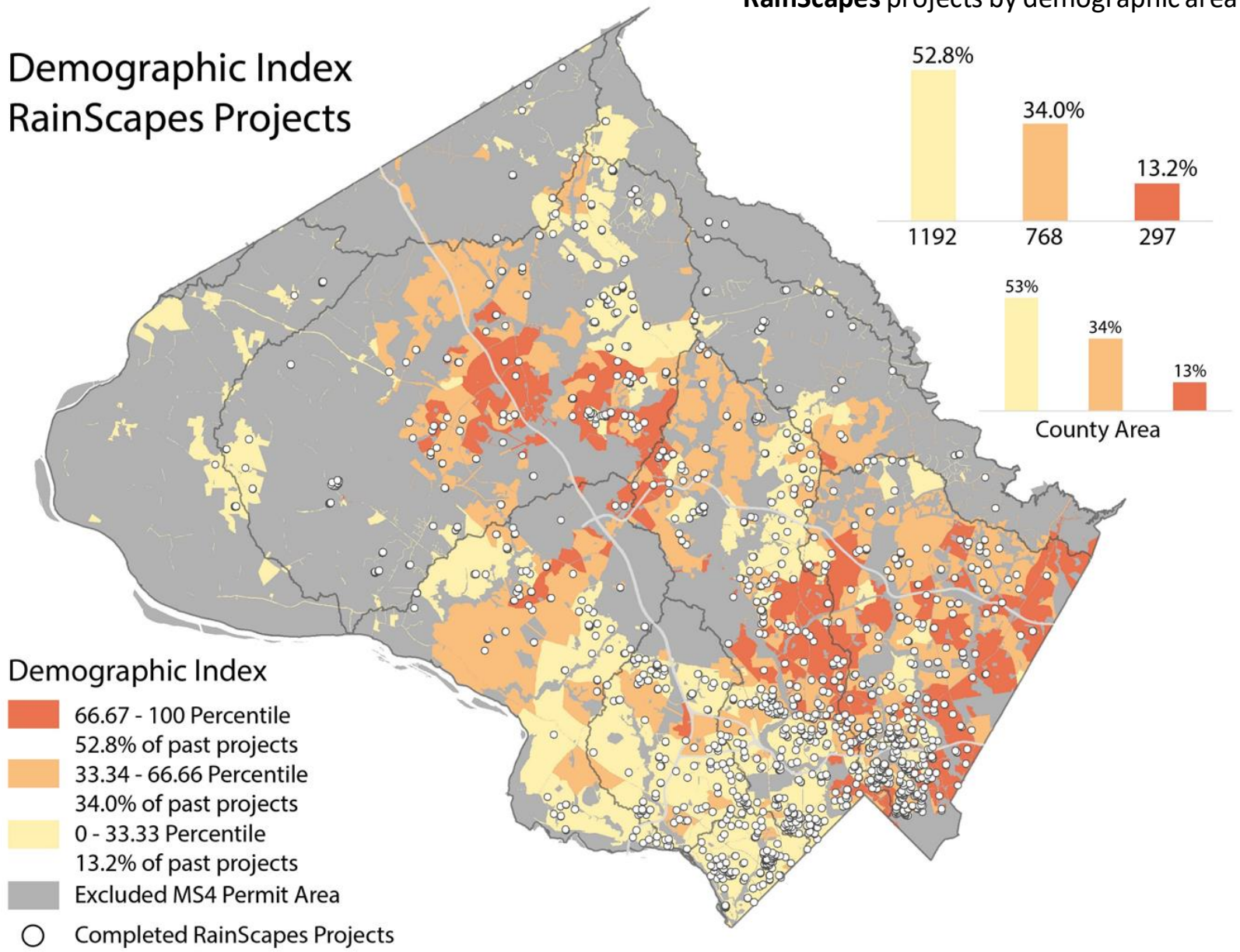
39%

20%

MS4 Area

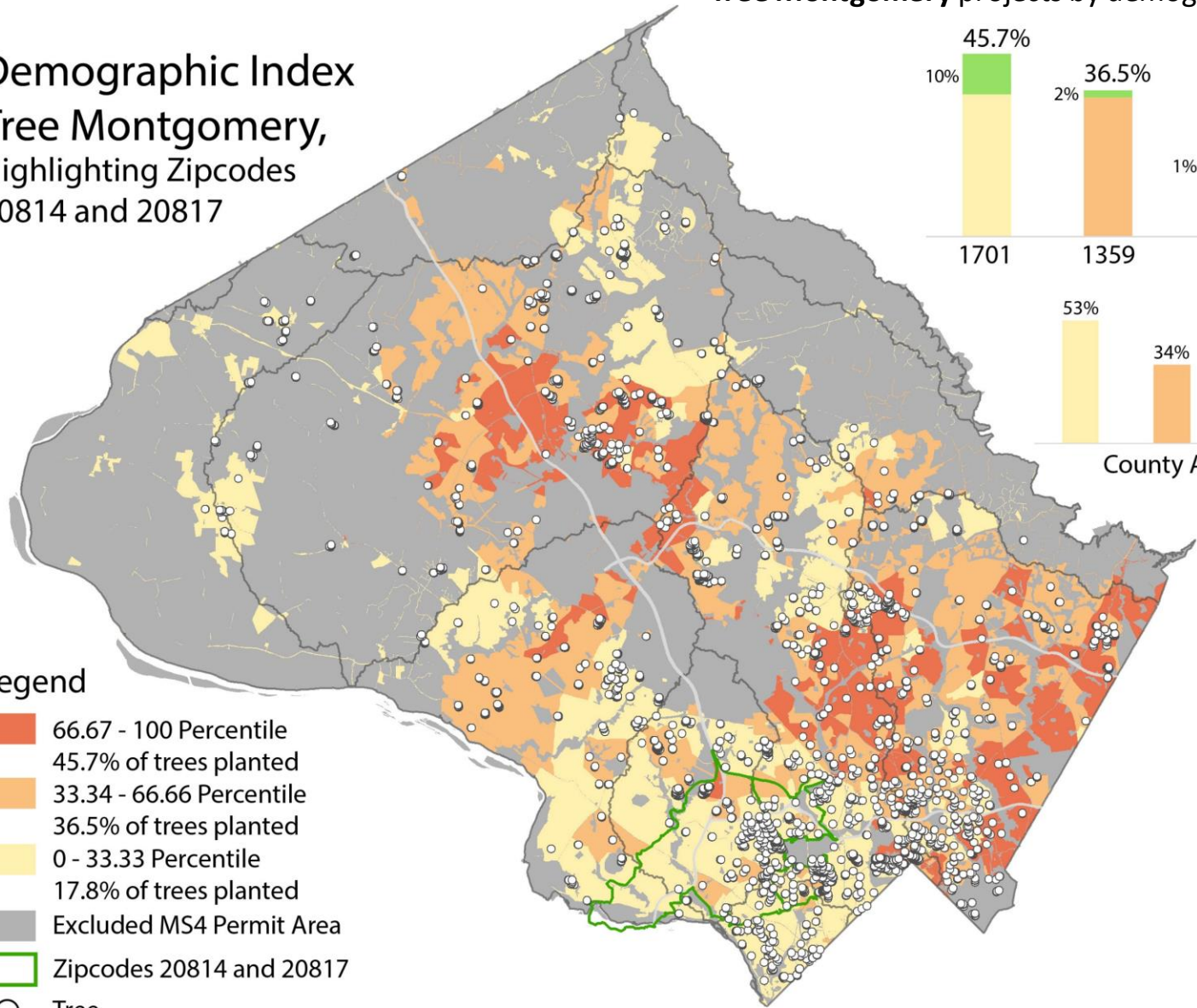
Demographic Index RainScapes Projects

RainScapes projects by demographic area



Tree Montgomery projects by demographic area

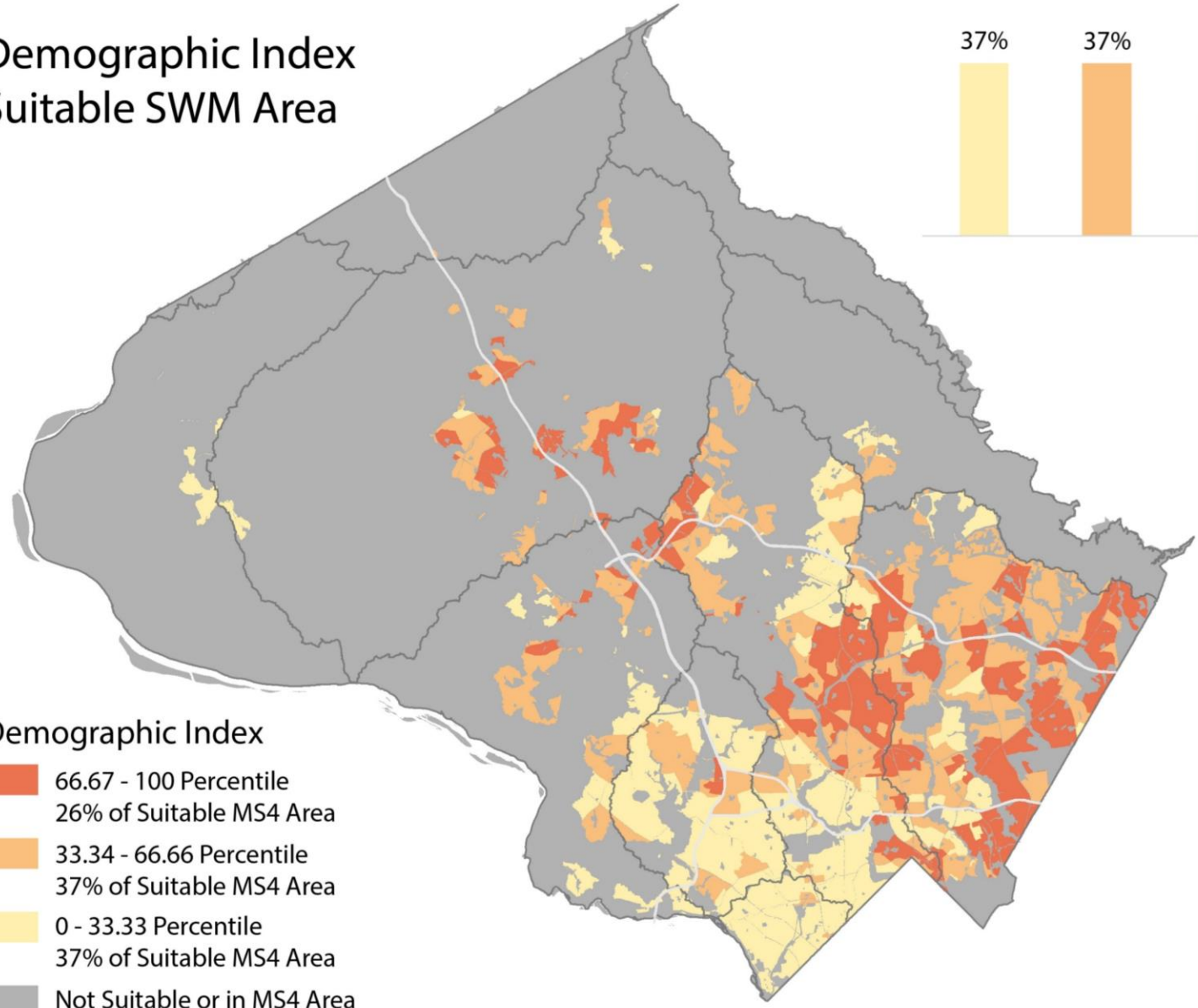
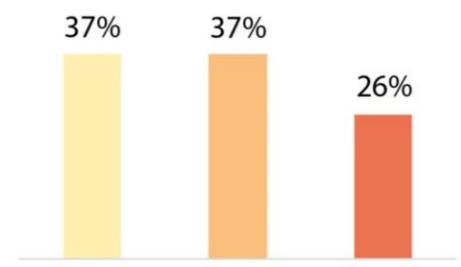
Demographic Index Tree Montgomery, Highlighting Zipcodes 20814 and 20817



Legend

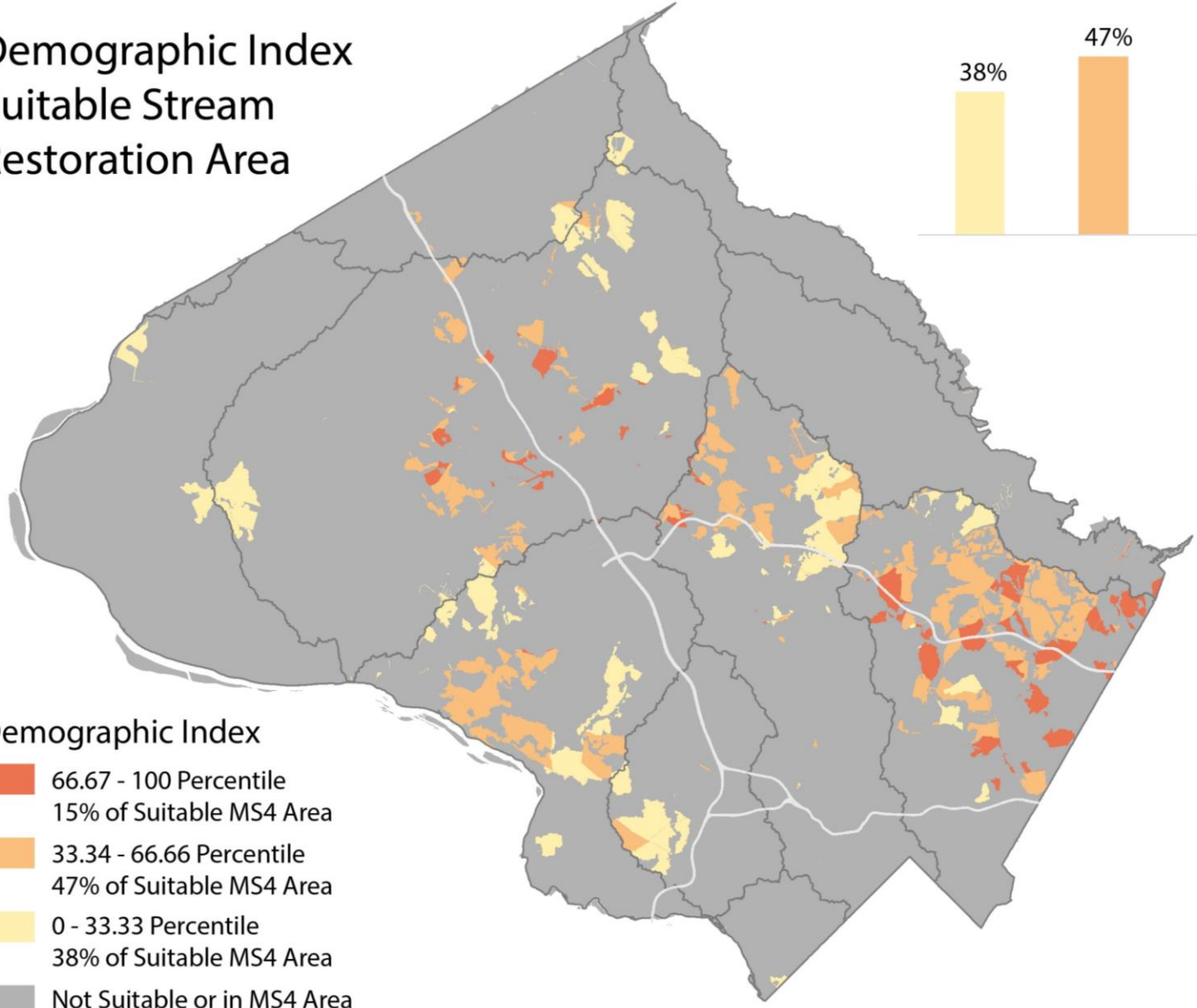
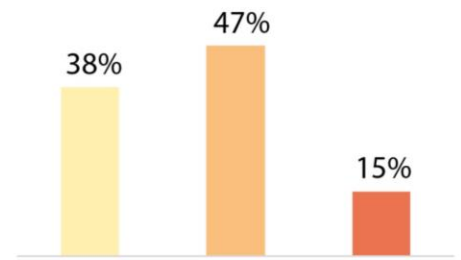
- 66.67 - 100 Percentile
45.7% of trees planted
- 33.34 - 66.66 Percentile
36.5% of trees planted
- 0 - 33.33 Percentile
17.8% of trees planted
- Excluded MS4 Permit Area
- Zipcodes 20814 and 20817
- Tree

Demographic Index Suitable SWM Area



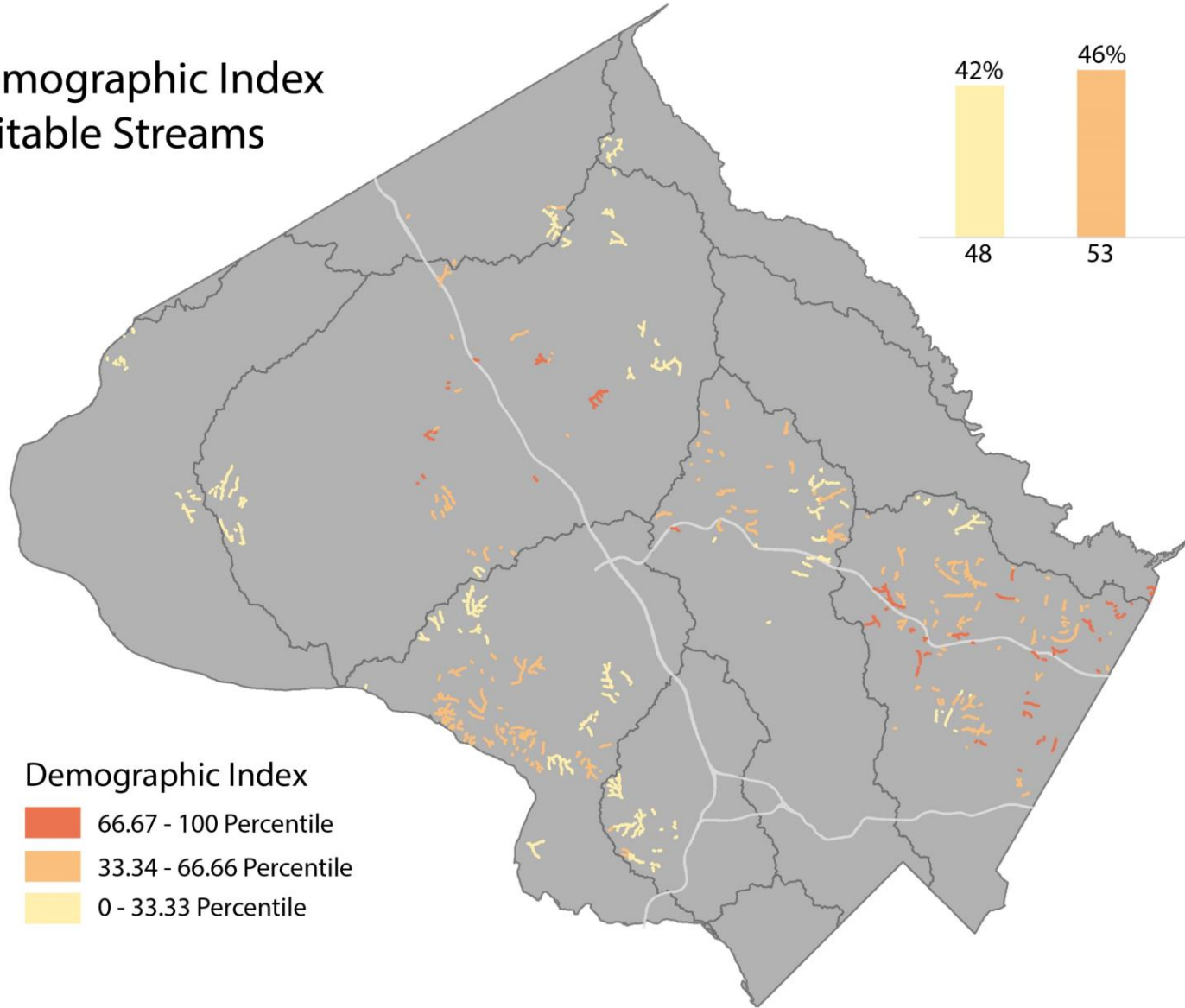
- ### Demographic Index
- 66.67 - 100 Percentile
26% of Suitable MS4 Area
 - 33.34 - 66.66 Percentile
37% of Suitable MS4 Area
 - 0 - 33.33 Percentile
37% of Suitable MS4 Area
 - Not Suitable or in MS4 Area

Demographic Index Suitable Stream Restoration Area



- Demographic Index**
- 66.67 - 100 Percentile
15% of Suitable MS4 Area
 - 33.34 - 66.66 Percentile
47% of Suitable MS4 Area
 - 0 - 33.33 Percentile
38% of Suitable MS4 Area
 - Not Suitable or in MS4 Area

Demographic Index Suitable Streams



Demographic Index

- 66.67 - 100 Percentile
- 33.34 - 66.66 Percentile
- 0 - 33.33 Percentile

Suitability and Equity Assessment Maps

[https://www.montgomerycountymd.gov/
water/restoration/equity.html](https://www.montgomerycountymd.gov/water/restoration/equity.html)

Questions?

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