

COUNTY COUNCIL OF BALTIMORE COUNTY, MARYLAND  
Legislative Session 2023, Legislative Day No. 9

Bill No. 32-23

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Mr. Julian E. Jones, Jr., Chairman  
By Request of County Executive

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By the County Council, April 17, 2023

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A BILL  
ENTITLED

AN ACT concerning

Government Reorganization – ~~Office~~ Division of Diversity, Equity, and Inclusion

FOR the purpose of establishing ~~an Office~~ a Division of Diversity, Equity, and Inclusion within the Office of Human Resources; providing for the purpose of the ~~Office~~ Division; providing for the appointment of a Chief; providing for the staff of the ~~Office~~ Division and its supervision; providing that the Chief shall serve as the Executive Director of the Human Relations Commission; adding a youth member of the Human Relations Commission; and generally relating to the establishment of ~~an Office~~ a Division of Diversity, Equity, and Inclusion within the Office of Human Resources.

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EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.  
[Brackets] indicate matter stricken from existing law.  
~~Strike out~~ indicates matter stricken from bill.  
Underlining indicates amendments to bill.

BY repealing and re-enacting, with amendments

Sections 3-3-1102(a), 3-3-1104(a) and (d)(1)(i),  
Article 3 – Administration  
Title 3 – Boards, Commissions, Committees, Panels, and Foundations  
Subtitle 11 – Human Relations Commission  
Baltimore County Code, 2015

BY adding

Sections 3-3-1102(b)(4)  
Article 3 – Administration  
Title 3 – Boards, Commissions, Committees, Panels, and Foundations  
Subtitle 11 – Human Relations Commission  
Baltimore County Code, 2015

BY adding

Sections ~~3-15-101~~ 3-2-803 through ~~3-15-106~~ 3-2-808  
Article 3 – Administration  
Title ~~15 2~~ – ~~Office of Diversity, Equity, and Inclusion~~ The Administrative Services  
Subtitle 8 – Office of Human Resources  
Baltimore County Code, 2015

1 SECTION 1. BE IT ENACTED BY THE COUNTY COUNCIL OF BALTIMORE  
2 COUNTY, MARYLAND, that the Laws of Baltimore County read as follows:

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ARTICLE 3 – ADMINISTRATION

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Title 2 – The Administrative Services

6

Subtitle 8 – Office of Human Resources

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8 § 3-2-803. DIVISION OF DIVERSITY, EQUITY, AND INCLUSION.

9

THERE IS A DIVISION OF DIVERSITY, EQUITY, AND INCLUSION WITHIN THE

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OFFICE OF HUMAN RESOURCES.

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§ 3-2-804.

THE PURPOSE OF THE DIVISION OF DIVERSITY, EQUITY, AND INCLUSION IS TO ADVANCE AND ADVISE ON FAIR POLICIES AND PRACTICES BY:

(1) MAKING DECISIONS, PROVIDING OPPORTUNITIES, AND ALLOCATING RESOURCES AND SERVICES THROUGH A DIVERSITY, EQUITY, AND INCLUSION LENS; AND

(2) ENSURING ENGAGEMENT, GROWTH, AND PROSPERITY FOR ALL COUNTY EMPLOYEES, RESIDENTS, VISITORS, AND STAKEHOLDERS.

§ 3-2-805.

(A) THERE SHALL BE A CHIEF OF THE DIVISION OF DIVERSITY, EQUITY, AND INCLUSION WHO SHALL ADMINISTER THE DIVISION AS A CROSS-DEPARTMENTAL UNIT, WORKING WITH RELEVANT AGENCIES.

(B) THE DIVISION SHALL HAVE THE PERSONNEL CONSIDERED NECESSARY TO CARRY OUT THE FUNCTIONS AND RESPONSIBILITIES ASSIGNED TO IT.

(C) THE CHIEF SHALL SUPERVISE THE OPERATIONS OF THE ADMINISTRATIVE STAFF OF THE DIVISION, INCLUDING THE HIRING, DIRECTION AND DISCHARGE OF STAFF MEMBERS IN ACCORDANCE WITH THE COUNTY PERSONNEL LAWS.

(D) THE CHIEF SHALL ALSO SERVE AS THE EXECUTIVE DIRECTOR OF THE HUMAN RELATIONS COMMISSION.

1     § 3-2-806.

2             THE DIVISION OF DIVERSITY, EQUITY, AND INCLUSION IS RESPONSIBLE

3     FOR:

4             (1) COORDINATION WITH OTHER STATE AND LOCAL OFFICES AND  
5     DEPARTMENTS TO PROMOTE EQUITY-INFORMED PLANNING, POLICY  
6     DEVELOPMENT, AND DECISION-MAKING;

7             (2) DEVELOPING AND IMPLEMENTING PROGRAMS, SERVICES, AND  
8     TRAININGS FOR COUNTY STAFF THAT SUPPORT ACHIEVEMENT OF THE  
9     COUNTY’S DIVERSITY, EQUITY, AND INCLUSION GOALS;

10            (3) PROMOTING EQUITABLE PROCUREMENT AND CONTRACTING  
11    PRACTICES;

12            (4) ADVISING ON POLICIES, SERVICES, AND DISTRIBUTION OF  
13    RESOURCES TO ACCOUNT FOR THE DISTINCT HISTORIES, CHALLENGES, AND  
14    NEEDS OF DIFFERENT COMMUNITIES;

15            (5) ENSURING THAT BALTIMORE COUNTY MINORITY, WOMEN AND  
16    DISADVANTAGED BUSINESS ENTERPRISE PROGRAMS MEET COMPLIANCE  
17    STANDARDS AND CONTRACTING GOALS; AND

18            (6) RECOMMENDING GOALS FOR ADVANCING DIVERSITY, EQUITY  
19    AND INCLUSION AND DEVELOPING DATA-DRIVEN METRICS TO TRACK  
20    PROGRESS.

21  
22     § 3-2-807.

23             THE DIVISION OF DIVERSITY, EQUITY, AND INCLUSION SHALL:

1                   (1) ESTABLISH POLICIES, PROCEDURES, OR REGULATIONS TO GUIDE  
2 ITS FUNCTIONS AND PROCESSES;

3                   (2) REFER COMPLAINTS OR ISSUES OF DISCRIMINATION TO THE  
4 COUNTY HUMAN RELATIONS COMMISSION ESTABLISHED UNDER TITLE 3,  
5 SUBTITLE 11 OF ARTICLE 3 OF THE CODE AND PROVIDE SUPPORT TO THE  
6 COMMISSION AS REQUESTED; AND

7                   (3) MANAGE THE BALTIMORE COUNTY SMALL BUSINESS PROGRAM  
8 ESTABLISHED UNDER § 10-2-108 OF THE CODE.

9  
10 § 3-2-808.

11                   THE DIVISION OF DIVERSITY, EQUITY, AND INCLUSION SHALL ISSUE AN  
12 ANNUAL REPORT TO THE COUNTY EXECUTIVE AND COUNTY COUNCIL OF THE  
13 DIVISION’S ACTIVITIES, ACCOMPLISHMENTS, AND OUTCOMES NO LATER THAN  
14 DECEMBER 31 OF EACH YEAR.

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16                   Title 3 – Boards, Commissions, Committees, Panels, and Foundations

17                                   Subtitle 11 – Human Relations Commission

18  
19 § 3-3-1102.

20                   (a)   (1) The Human Relations Commission consists of ~~[15]~~16 members appointed by  
21 the County Executive.

22                                   (2) Of the ~~[15]~~16 members of the Commission:

23   (i) One county resident who may be a resident of the councilmanic district

1 must be appointed on the recommendation of the County Council member representing that  
2 district; {and}

3 (ii) Eight members must be county residents appointed without  
4 requirements regarding district residence who reflect the ethnic and minority diversity of the  
5 county; ~~AND~~

6 ~~(III) ONE COUNTY RESIDENT THAT IS BETWEEN 14 AND 18~~  
7 ~~YEARS OF AGE AT THE TIME OF APPOINTMENT.~~

8 (3) (I) AT LEAST ONE BUT NOT MORE THAN THREE MEMBERS OF  
9 THE COMMISSION SHALL BE A YOUTH MEMBER BETWEEN 16 AND 18 YEARS OF  
10 AGE AT THE TIME OF APPOINTMENT.

11 (II) A YOUTH MEMBER MAY BE APPOINTED UNDER  
12 SUBPARAGRAPHS (2)(I) OR (2)(II) OF THIS SUBSECTION.

13 (b) (4) A MEMBER MAY NOT SERVE MORE THAN 2 TERMS  
14 CONSECUTIVELY.

15  
16 § 3-3-1104.

17 (a) Except as provided in Article 29, Title 3 of the Code:

18 (1) ~~{Eight}NINE~~ members of the Human Relations Commission is a quorum for  
19 the transaction of business at Commission meetings; and

20 (2) A majority vote of the members present where a quorum exists is sufficient  
21 for an official action of the Commission.

22 (d) (1) (i) The County Executive shall appoint an Executive Director, who [may  
23 be from the staff of the County Executive or from the staff of another board or commission]

1 SHALL BE THE CHIEF OF THE ~~OFFICE~~ DIVISION OF DIVERSITY, EQUITY, AND  
2 INCLUSION.

3  
4 TITLE 15—~~OFFICE OF DIVERSITY, EQUITY, AND INCLUSION~~

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6 ~~§ 3-15-101.~~

7 ~~THERE IS AN OFFICE OF DIVERSITY, EQUITY, AND INCLUSION.~~

8  
9 ~~§ 3-15-102.~~

10 ~~THE PURPOSE OF THE OFFICE OF DIVERSITY, EQUITY, AND INCLUSION IS~~  
11 ~~TO ADVANCE AND ADVISE ON FAIR POLICIES AND PRACTICES BY:~~

12 ~~(1) MAKING DECISIONS, PROVIDING OPPORTUNITIES, AND~~  
13 ~~ALLOCATING RESOURCES AND SERVICES THROUGH A DIVERSITY, EQUITY, AND~~  
14 ~~INCLUSION LENS; AND~~

15 ~~(2) ENSURING ENGAGEMENT, GROWTH, AND PROSPERITY FOR ALL~~  
16 ~~COUNTY EMPLOYEES, RESIDENTS, VISITORS, AND STAKEHOLDERS.~~

17  
18 ~~§ 3-15-103.~~

19 ~~(A) THE CHIEF OF THE OFFICE OF DIVERSITY, EQUITY, AND INCLUSION,~~  
20 ~~APPOINTED BY THE COUNTY EXECUTIVE, SHALL ADMINISTER THE OFFICE AND~~  
21 ~~IS DIRECTLY RESPONSIBLE TO THE COUNTY ADMINISTRATIVE OFFICER.~~

22 ~~(B) THE OFFICE SHALL HAVE THE PERSONNEL CONSIDERED NECESSARY~~  
23 ~~TO CARRY OUT THE FUNCTIONS AND DUTIES ASSIGNED TO IT.~~

1           ~~(C) THE CHIEF SHALL ALSO SERVE AS THE EXECUTIVE DIRECTOR OF THE~~  
2 ~~HUMAN RELATIONS COMMISSION.~~

3  
4 ~~§ 3-15-104.~~

5           ~~THE OFFICE OF DIVERSITY, EQUITY, AND INCLUSION IS RESPONSIBLE FOR:~~

6           ~~(1) COORDINATION WITH OTHER STATE AND LOCAL OFFICES AND~~  
7 ~~DEPARTMENTS TO PROMOTE EQUITY INFORMED PLANNING, POLICY~~  
8 ~~DEVELOPMENT, AND DECISION MAKING;~~

9           ~~(2) DEVELOPING AND IMPLEMENTING PROGRAMS, SERVICES, AND~~  
10 ~~TRAININGS FOR COUNTY STAFF THAT SUPPORT ACHIEVEMENT OF THE~~  
11 ~~COUNTY'S DIVERSITY, EQUITY, AND INCLUSION GOALS;~~

12           ~~(3) PROMOTING EQUITABLE PROCUREMENT AND CONTRACTING~~  
13 ~~PRACTICES;~~

14           ~~(4) ADVISING ON POLICIES, SERVICES, AND DISTRIBUTION OF~~  
15 ~~RESOURCES TO ACCOUNT FOR THE DISTINCT HISTORIES, CHALLENGES, AND~~  
16 ~~NEEDS OF DIFFERENT COMMUNITIES;~~

17           ~~(5) ENSURING THAT BALTIMORE COUNTY MINORITY, WOMEN AND~~  
18 ~~DISADVANTAGED BUSINESS ENTERPRISE PROGRAMS MEET COMPLIANCE~~  
19 ~~STANDARDS AND CONTRACTING GOALS; AND~~

20           ~~(6) RECOMMENDING GOALS FOR ADVANCING DIVERSITY, EQUITY~~  
21 ~~AND INCLUSION AND DEVELOPING DATA DRIVEN METRICS TO TRACK~~  
22 ~~PROGRESS.~~



1     ~~§ 3-15-105.~~

2             ~~THE OFFICE OF DIVERSITY, EQUITY, AND INCLUSION SHALL:~~

3                     ~~(1) ESTABLISH POLICIES, PROCEDURES, OR REGULATIONS TO GUIDE~~  
4     ~~ITS FUNCTIONS AND PROCESSES;~~

5                     ~~(2) REFER COMPLAINTS OR ISSUES OF DISCRIMINATION TO THE~~  
6     ~~COUNTY HUMAN RELATIONS COMMISSION ESTABLISHED UNDER TITLE 3,~~  
7     ~~SUBTITLE 11 OF THIS ARTICLE AND PROVIDE SUPPORT TO THE COMMISSION AS~~  
8     ~~REQUESTED; AND~~

9                     ~~(3) MANAGE THE BALTIMORE COUNTY SMALL BUSINESS PROGRAM~~  
10    ~~ESTABLISHED UNDER § 10-2-108 OF THE CODE.~~

11  
12     ~~§ 3-15-106.~~

13             ~~THE OFFICE OF DIVERSITY, EQUITY, AND INCLUSION SHALL ISSUE AN~~  
14    ~~ANNUAL REPORT TO THE COUNTY EXECUTIVE AND COUNTY COUNCIL OF THE~~  
15    ~~OFFICE'S ACTIVITIES, ACCOMPLISHMENTS, AND OUTCOMES NO LATER THAN~~  
16    ~~JANUARY 1 OF EACH YEAR.~~

17  
18             SECTION 2. AND BE IT FURTHER ENACTED, that this Act, having been passed by  
19    the affirmative vote of five members of the County Council, shall take effect July 1, 2023.



# LEGISLATION DETAIL

LEGISLATION \_\_\_\_\_

DISPOSITION \_\_\_\_\_

ENACTED \_\_\_\_\_

EFFECTIVE \_\_\_\_\_

AMENDMENTS \_\_\_\_\_

## ROLL CALL - LEGISLATION

MOTION		SECOND
AYE	NAY	
<input type="checkbox"/>	<input type="checkbox"/>	Councilman Young
<input type="checkbox"/>	<input type="checkbox"/>	Councilman Patoka
<input type="checkbox"/>	<input type="checkbox"/>	Councilman Kach
<input type="checkbox"/>	<input type="checkbox"/>	Councilman Jones
<input type="checkbox"/>	<input type="checkbox"/>	Councilman Marks
<input type="checkbox"/>	<input type="checkbox"/>	Councilman Ertel
<input type="checkbox"/>	<input type="checkbox"/>	Councilman Crandell

## ROLL CALL - AMENDMENTS

MOTION		SECOND
AYE	NAY	
<input type="checkbox"/>	<input type="checkbox"/>	Councilman Young
<input type="checkbox"/>	<input type="checkbox"/>	Councilman Patoka
<input type="checkbox"/>	<input type="checkbox"/>	Councilman Kach
<input type="checkbox"/>	<input type="checkbox"/>	Councilman Jones
<input type="checkbox"/>	<input type="checkbox"/>	Councilman Marks
<input type="checkbox"/>	<input type="checkbox"/>	Councilman Ertel
<input type="checkbox"/>	<input type="checkbox"/>	Councilman Crandell

## ROLL CALL - AMENDMENTS

MOTION		SECOND
AYE	NAY	
<input type="checkbox"/>	<input type="checkbox"/>	Councilman Young
<input type="checkbox"/>	<input type="checkbox"/>	Councilman Patoka
<input type="checkbox"/>	<input type="checkbox"/>	Councilman Kach
<input type="checkbox"/>	<input type="checkbox"/>	Councilman Jones
<input type="checkbox"/>	<input type="checkbox"/>	Councilman Marks
<input type="checkbox"/>	<input type="checkbox"/>	Councilman Ertel
<input type="checkbox"/>	<input type="checkbox"/>	Councilman Crandell

## ROLL CALL - AMENDMENTS

MOTION		SECOND
AYE	NAY	
<input type="checkbox"/>	<input type="checkbox"/>	Councilman Young
<input type="checkbox"/>	<input type="checkbox"/>	Councilman Patoka
<input type="checkbox"/>	<input type="checkbox"/>	Councilman Kach
<input type="checkbox"/>	<input type="checkbox"/>	Councilman Jones
<input type="checkbox"/>	<input type="checkbox"/>	Councilman Marks
<input type="checkbox"/>	<input type="checkbox"/>	Councilman Ertel
<input type="checkbox"/>	<input type="checkbox"/>	Councilman Crandell