

Discussion of Social Justice, Racism, and Bias in Rockville

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Focus Area 1: Support community participation and engagement among all members of the City's population, including City employees.

ST/MT	1	Compile and provide a list of anti-racism and bias reading list/resources on a dedicated webpage of the City's website; Consider hosting a speakers series on racial equity--invite speakers/trainers from League of Cities; PolicyLink	Perhaps HRC could take the lead in these types of dialogues, with support from City departments.	CMO/Other Depts.
MT	2	Institute community round table to foster community dialogue and talk about documentaries on race relations--could be virtual or outdoor movie		PIO/RP
MT	3	Encourage virtual meet-up within and amongst and between community members for discussion groups seeking to learn and the extent that we can support awareness which can lead to actions		HRC
MT	4	Create a format for people who have experienced discrimination and injustice to speak their in public format and to have their voice be heard in a public format for healing and expression. The format would only be listening and not discussion or judgement. Establish platforms that promote a deep understanding of the disproportionate injustices experienced by people of color	Similar to items 2, 3 and 4. This could be the focus of a public forum or of the discussion groups, with a focus on listening/being heard.	HRC
ST	5	Using virtual forums, get feedback on ideas and solutions from the community	Maybe after the M&C refine this list, it could be the topic of discussion at the first forum. Share it with the community in advance and use the forum to gather action items that are missing and help M&C prioritize them through discussion of community experience and concerns.	All Depts

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MT/LT	6	Promote an environment where peaceful protest is embraced and the exercise of freedom of assembly is encouraged. Support the right of Rockville community members to assemble and protest	This falls in the category of a goal, rather than an action item, and could be discussed further by the M&C to generate action items that could accomplish the goal.	
MT/LT	7	Deliver diversity training with special focus on microaggression and implicit bias for City employees. Expanding Fair and Impartial Training to all City staff, and the wider community, as an important educational piece of the equation. Could be done virtually	This type of training is best when there's interaction and break out sessions. Can possibly be accomplished virtually, with smaller groups. With a train the trainer component, easier to provide the training when new hires are onboarded. Anticipated cost: Approximately \$45,000. A good next step would be to get direction during the first budget work session on whether M&C would like to see funding for it in the CM Proposed FY22 Budget.	HR
ST	8	Solicit feedback through survey or invite employees to provide input and contribute towards solutions. Such forum would give employees a safe place to share experience (i.e., microaggression), ideas and thoughts and ways to address them	One employer called these conversation circles safe discussion in smaller groups.	HR
MT/LT	9	Encourage and foster "safe space" for employees, City residents, and students to talk about racial inequity.	Good first step would be more discussion with M&C about how to define "safe space" and what action items would foster a safe place.	

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MT	10	Create and administer a community survey to see what community would like to see regarding Social Justice, Racism and Bias		HRC/PIO/Other departments
ST	11	Create a citizen or review board made of a coalition of consisting of Asians, African Americans, Latino and LGBTQ individuals for the purposes of holding police department accountable and to serve as sounding board on racial justice. The board could be a subset of M&C Council or a separate entity empowered by M&C with ability to make decisions and recommendations that are enacted by M&C	To be discussed on Sept. 14 agenda.	RCPD
MT/LT	12	Create an inclusive community where Black lives are respected, and the Black community's concerns are heeded		
LT	13	Commit to use the City's resources toward creating a safe and inclusive environment through a deep and sustained review of City policies and programs and ongoing collaboration with the Black community, the Latino community, the Asian community, and others. The Human Rights Commission offers its assistance in order to achieve this endeavor	The leadership team could develop an approach to working with the community on policy/program review based on M&C prioritization.	All Departments
MT/LT	14	Create space for students to open discuss racial inequities	Explore working with the HRC's student ambassadors and the RM Jaguar Scholars to initiate a discussion about how the City can support creating space for students to discuss. Staff could seek also seek information from MCPS about what MCPS has in place to support this goal.	HCD (HRC/Community mediations)

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MT/LT	15	Restructure the purpose, goals and role of the HRC to have increased influence in social justice, racism and bias. The HSAC could also offer assistance in this area.	This suggestion may require changes to the City Code.	
MT	16	As part of Juneteenth celebration, create a day of action and reflection with focus on education, equity and action	Mayor and Council adopted a resolution making Juneteenth a City holiday and directed staff to create programming around the holiday.	HCD

Focus Area 2: Ensure the availability of diverse and affordable housing and provide for a variety of housing types and price points, and with access to amenities--retail, transportation, complete sidewalks, and parks

ST	1	Developing a system for tracking MPDU expiration dates (there are about 900 units with difference expiration dates) and to develop for strategies that seek to either extend affordability terms through incentive or acquire units	Staff has been assigned to review Declaration of Covenants and assemble data onto a spreadsheet as we review existing infrastructure to ascertain capacity of existing database.	HCD
ST/MT/LT--On-going	2	Explore a variety of strategies to meet the affordable housing goals, including adjustments the City's Moderately-Priced Dwelling Unit (MPDU) program, tax exemptions for affordable housing, fees and other subsidized housing programs, as well as strategies to increase housing affordability through provision of commercially-available housing at affordable prices	M&C has adopted some changes over the last 5 years. Discussions are on-going.	HCD
	3	Integrate officers within the communities in which they serve by creating a housing initiatives that would enable officers to live in the communities in which they serve	All of the action items to increase affordable housing in the City would support the goal of enabling officers and other City staff to live in the community served.	HCD/RCPD
ST/MT/LT--On-going	4	Seek ways to increase affordable housing cost is too high by reviewing exclusionary zoning language		HCD/PDS

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LT	5	Review zoning code, moratorium and aging commercial plazas to encourage affordable housing		DPW/PDS/HCD/external orgs
ST/MT/LT--On-going	6	Help create opportunities for social mobility through wrap-around services--combining housing and social services and other supportive services.	On-going. The creation of HCD is allowing for the opportunity to provide wrap-around/no wrong door approach to opportunities. HCD staff will be working to explore and create other self-sufficiency/empowerment programs (i.e., financial literacy) through partnerships and independently, as deemed appropriate.	HCD/external
ST/MT/LT--On-going	7	Address the housing needs of those who are unhoused (homeless), in transitional, permanent supportive housing, etc.	HCD staff is an active member of ICH--interagency Council on Homelessness. HCD also works with housing providers to use CDBG to fund repair of units owned by housing providers.	HCD/external organizations
LT	8	Certain neighborhoods such as the David Scull community are food desert--need ways to address through zoning or land swap, if feasible/possible		PDS/HCD/RHE/other external organizations, including HUD
ST	9	Look at tax credits for seniors to keep housing affordable and for aging in place	Department of Finance to explore and include in FY23 budgetary discussions.	Finance
LT	10	Look at Social impact funding opportunities to secure and support affordable housing		HCD

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LT	11	Improve transportation options for all residents and neighborhoods; encourage residential developments near transit	The work is underway in the Stonestreet corridor addresses residential development near the Rockville Metro Station. The Mayor and Council could discuss types of transportation options and parts of the City for priority focus.	PDS/DPW
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Focus Area 3:Continue to build on the City’s best practices in policing, promoting racially-just policing by building relationships between community members and law enforcement, and ensuring all community members are treated with equity and respect.

ST	1	Expand police education and reimburse staff for relevant courses	Consider allowing RCPD employees to use tuition reimbursement funds to pay for professional courses approved by the Chief of Police. This would help accentuate the training budget which was reduced.	RCPD/HR/Finance
MT	2	Host a police appreciation day	Change to public safety or City essential worker appreciation day to be more inclusive.	RCPD/HCD
Complete	3	Develop FAQs to share in response to comments and questions received from the community on Fair and Impartial Policing	This will be posted on the City's website on 9/14.	RCPD/CMO
ST	4	Encourage meet and greet between police officers and the community	Ongoing daily effort with our community to build trust and communication with every contact we make.	RCPD

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ST	5	Denounce police brutality in America and in Rockville, the county seat of Montgomery County	The City will continue to actively respond and comment on local and national incidents and occurrences. M&C could discuss future opportunities to engage in denouncing brutality. This summer, M&C issued a statement condemning the police-involved death of George Floyd, following his arrest by Minneapolis police officers. The statement is posted here: https://www.rockvillemd.gov/424/Mayor-Council . Additionally Chief Brito wrote a letter to the Rockville community condemning the killing of Mr. George Floyd by the Minneapolis police officers.	M&C/RCPD
MT/LT	6	Community oversight board/commission with ability to review excessive force complaints (should be located offsite and not in police department)	The 9/14 agenda item will provide the Police Chief's recommended approach.	RCPD
ST	7	Create an opportunity for support and training for police with lens of emotional intelligence and unconscious bias	RCPD has been a leader instituting Fair and Impartial Policing (FIP) implicit bias training in the police department and hosting FIP events with our community.	RCPD
LT	8	Identify ways to reduce calls to policies that are not police related by leveraging other City services such as community mediation and youth and family counseling	Coordination between RCPD and HCD.	RCPD/HCD

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MT	9	Conduct an assessment of police and community policing activities and programs--what worked and what didn't work	RCPD's Community policing programs continue to evolve and add value to our community engagement.	RCPD
ST	10	Incorporate mental health training and services to our police officers	Peer support and EAP services are available 24/7 .	RCPD/HR
MT	11	Launch a Police Athletics League as a way to build relationship with young members of the community	RCPD is engaged in the conversation with appropriate contacts.	RCPD
MT	12	Institute foot, bike, and Segway patrol	The hiring of additional officers improves our ability to implement foot, bike, and Segway patrols.	RCPD
LT	13	Repurpose new RCPD officer position to focus on mental health, homelessness, and other social service needs in the community	Due the growing population and needs of Rockville the RCPD needs to keep pace with demand for quality and responsive police services from our community.	HR/Finance/RCPD /CMO
MT/LT	14	Gather and report data on 911 calls, arrests and stop from Rockville City Police Department (RCPD) and other departments that can inform the Mayor and Council about the needs in the areas of injustice, racism, bias and track the effectiveness of efforts to address the needs. Using data on 911 and Police calls, look into a way to reduce or eliminate Police calls that are made from a biased perspective, and making it a municipal infraction or a misdemeanor. See Grand Rapids (MI) ordinance on Human Rights	911 calls come through the County. RCPD would need to coordinate with County. While it is a concerning issue, it would require legislation and could create a chilling effect of the community's willingness to contact RCPD. RCPD responses to all calls will be professional and in line with training provided on implicit bias.	RCPD
ST	15	Ensure veteran police officers receive current training on policing	On-going training of all RCPD police officers is mandated by the State of Maryland through the Police Training Commission.	RCPD

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MT	16	Repeat messaging of non-emergency number (County 311/RCPD 240-314-8900) as a way to relieve police from non-police calls--i.e., mental health, domestic violence, or other services	RCPD non-emergency staff routinely refer non-police calls to the appropriate City or County government agency for service.	RCPD/PIO
LT	17	Partner with County, non-profit, courts and others to appropriately respond to calls that are currently handled by police--mental health, housing issues	RCPD continually partners with HHS and Mobile Crisis as appropriate.	RCPD

Focus Area 4: Promote diversity in City staffing and Boards and Commissions membership

ST/Ongoing	1	Implement strategies to increase the diversity of members of the boards and commissions	This will be discussed with the M&C in the fall in the context of volunteerism generally.	CC/DCO
ST/on-going	2	Conduct more outreach to recruit community members to fill Board and Commission vacancies	HR will work with the CC/DCO to identify sources for board and commission recruitment .	HR CC/DCO
ST	3	Review of the City's recruitment process with the lens of racial equity and outreach to organizations for all recruitments and future actions to ensure broader applicant pools. Review and implement best practices in recruitment, hiring and promotion to enhance diversity in the City workforce	To be discussed on Sept. 14 agenda. This could be initiated in the short term.	HR

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MT	4	Consider the hiring of a Racial Equity Officer (Montgomery County has such an officer, and other communities)	This function should be in the CMO to have a more global impact on racial equity (broader than employment). Need clear goals and objectives for this position. Suggest coordination and partnership with the County's Racial Equity Officer to avoid duplication.	CMO/HR
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MT	5	Reconstitute Personnel Appeals Board for the benefit of employee	Need to review the purpose of the Personnel Appeals Board as outlined in the City Code. Revisions would require changes to the City Code.	HR/CAO
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Focus Area 5: Budgetary, Policy, and Planning considerations for the Mayor and Council.

LT	1	Incorporate a Racial and Social Impact Assessment on policy and items that are brought before the Mayor and Council (i.e., CIP or ordinances)		All depts
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MT	2	Consider if certain activities that currently reside in the police department should be moved to other departments of the City--i.e., should red-light and speed camera related activities be located under DPW?	RCPD has recognized this concern and has been proactive. For example, code enforcement was re-located to PDS. Automated Traffic Enforcement (ATE) by Maryland Code 21-809 require a duly authorized law enforcement officer to certify that a traffic violation occurred. Bifurcating the management of ATE would add unnecessary complications and communication gaps with our community.	RCPD/DPW
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MT	3	Review City codes, including Code Compliance, CIP and other to improve equity in beautification and upkeep of community	This would require review of CIP prioritization and planning; Review of housing code enforcement and zoning.	DPW/PDS/Other depts
LT	4	Partner with other county municipalities towards the development of a Racial Equity and Social Justice Policy handbook	Info about what the County is doing on this is in their Office Legislative Oversight. FY21 work program: https://www.montgomerycountymd.gov/olo . Perhaps we use what the County develops and adapt it to meet municipal needs.	CMO/HR