Resolution No.: 20-1106
Introduced: May 12, 2026
Adopted: May 12, 2026

COUNTY COUNCIL
FOR MONTGOMERY COUNTY, MARYLAND

Lead Sponsor: County Council on behalf of the County Executive

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SUBJECT: Approval of Executive Regulation 30-25 "Extending Deadline for Racial Equity Action Plans"

Background

1. On March 25, 2026, the County Council received Executive Regulation 30-25 "Extending Deadline for Racial Equity Action Plans", submitted as a Method (2) regulation.

2. Executive Regulation 30-25 would amend the existing regulation governing the racial equity and social justice action plans by extending the date for departments and offices to develop racial equity action plans by 2027.

3. The Executive Regulation was advertised on December 1, 2025 in the Montgomery County Register, Volume 42, Issue 12, and the comment deadline was December 31, 2025. No comments were received.

4. Montgomery County Code Section 2-64A(d)(1) requires the Executive to adopt a racial equity and social justice action plan by Method 2 regulation.

5. The Council must review the regulation under Method (2) of Section 2A-15 of the County Code. Under Method (2), the Council may approve, disapprove, or extend the time for action within 60 days of receiving the regulation. In the absence of Council action within 60 days, the regulation is deemed approved as submitted.

6. This regulation was reviewed at the Government Operations and Fiscal Policy (GO) Committee on April 24, 2026. The GO Committee voted 3-0 to recommend approval of the regulation.

Action

The County Council for Montgomery County, Maryland approves the following resolution:

Executive Regulation 30-25 Extending Deadline for Racial Equity Action Plans.

This is a correct copy of Council action.

Sara R. Tenenbaum
Clerk of the Council

MONTGOMERY COUNTY EXECUTIVE REGULATION

Offices of the County Executive • 101 Monroe Street • Rockville, Maryland 20850

Subject	Number
Racial Equity Action Plans	30-25
Originating Department	**Effective Date**
The Office of Racial Equity and Social Justice	

Montgomery County Regulation on

RACIAL EQUITY ACTION PLANS

Issued by: County Executive
Regulation No. 30-25
Authority: Montgomery County Code (2014) Section 2-64A
Supersedes: Executive Regulation 15-21
Council Review: Method (2) under Code Section 2-64A(d)(1)
Register Vol. __42___, No. _12____
Effective Date: _____
Comment Deadline: ____December 31, 2025_____

Summary: This regulation extends the date to develop a Racial Equity Action Plan to 2027, for departments and offices.

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101 Monroe Street, 6th Floor
Rockville, MD 20850

Background: Section 2-64A of the Montgomery County Code authorizes the County Executive to adopt a racial equity and social justice action plan by method (2) regulation.

MONTGOMERY COUNTY EXECUTIVE REGULATION

Offices of the County Executive • 101 Monroe Street • Rockville, Maryland 20850

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COMCOR 02.64A.01 Racial Equity and Social Justice Action Plan

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02.64A.01.08 Guidelines for each department and office to develop its own racial equity and social justice action plan:

8.1 By 2027, each department and office will develop an equity action plan which:

a. details specific targets and strategies for the improvement toward equity goals; and

b. identifies the historical context and data for equity issues related to each office and department.

8.2 Goals must articulate the intended impact of each strategy.

8.3 Community input must be sought by each department and office. In the establishment of the equity plan per activities listed in A(2) above, including:

a. identifying the priorities of the local residents and businesses in the community; and

b. determining the impact on those most impacted by the department and office.

8.4 The action plan must evaluate and analyze data related to equity. This audit should access each department and office:

a. cultural and organizational diversity;

b. degree of equity and inclusion in the department or office's culture, and worksite culture, when appropriate;

c. suggestions for improvements that support the diversity in composition and engagement;

d. disaggregated data of the demographic makeup of employees, vendors, contractors, population of the community served (client based);

e. current equity strategies including levels of engagement and budget allocations for these efforts; and

f. resources currently spent on expanding diversity, improving equity in services provided,

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and tracking community satisfaction.

8.5 The action plan must address policies and practices such as:

a. structuring racial equity programming;

b. gathering data;

c. modeling diversity and inclusiveness;

d. communicating consistently; and

e. exercising community leadership.

8.6 Racial equity and social justice action plans must be updated every two years.

* * *

Approved:

Marc Elrich, County Executive — March 25, 2026
Date

APPROVED AS TO FORM AND LEGALITY:

Office of the County Attorney — 11/5/2025
Date