

County Executive
of
Howard County, Maryland

Executive Order: 13
Dated: November 1, 2019
Subject: LGBTQ+ Workgroup

WHEREAS, Howard County has deep-rooted values of diversity, inclusion, civility, and respect for every member of the Howard County community; and

WHEREAS, members of our community have historically been targeted and discriminated against based on their sexual orientation and/or gender identity; and

WHEREAS, every person who lives, works, or visits Howard County should feel safe and should be treated with respect and have their dignity affirmed; and

WHEREAS, while Howard County has made great strides in building a diverse community, the County Executive recognizes that more work is needed to move toward a more inclusive community; and

WHEREAS, Howard County Government employees should strive each day to ensure that County services are comprehensive and equitable, and that each person is treated with respect and dignity; and

WHEREAS, I recognize that Howard County Government can always expand on existing relationships and explore ways to improve communication with the LGBTQ+ community to ensure that every resident is aware that Howard County Government strives to treat every person fairly and equally; and

WHEREAS, I am establishing the LGBTQ+ Workgroup to promote the values of diversity and civility, and to work with County agencies, non-profit organizations, and other interested community groups to facilitate an environment of inclusion, communication, understanding and respect throughout the County.

NOW, THEREFORE, BE IT ORDERED by the County Executive of Howard County, Maryland that the LGBTQ+ Workgroup is charged with the following:

1. Conduct quarterly meetings which shall include the members of the Workgroup, the Administrator of the Office of Human Rights and designated staff. The meetings shall be open to the public;
2. Organize a series of events and facilitated discussions, in partnership with community and non-profit organizations, to provide opportunities to share

- concerns, promote mutual understanding and foster stronger relationships to encourage a more inclusive community. This may include, but not be limited to, focus groups, facilitated dialogues, summits and additional outreach efforts;
3. Advise me on best practices and strategies to further protect and promote the LGBTQ+ community;
 4. Work with Howard County Government employees to identify best practices to affirm members of the LGBTQ+ community;
 5. Ensure that all meeting minutes are made available to the public on the Office of Human Rights website; and
 6. Submit periodic reports to me on the work of the Workgroup, in addition to current and emerging issues affecting the LGBTQ+ community. The final report shall include whether the Workgroup shall become permanent in the Howard County Government.

AND BE IT FURTHER ORDERED that the Office of Human Rights shall implement and provide leadership, oversight, staffing and logistical support for the LGBTQ+ Workgroup. The Administrator of the Office of Human Rights shall serve as the Coordinator of the Workgroup;


AND BE IT FURTHER ORDERED that the Assistant Chief Administrative Officer shall serve as the County Executive's liaison for the LGBTQ+ Workgroup;

AND BE IT FURTHER ORDERED that the LGBTQ+ Workgroup shall consist of eleven (11) members as follows:

1. Two (2) representatives from PFLAG Columbia/Howard County;
2. One (1) representative from HopeWorks;
3. One (1) representative from the Howard County Human Rights Commission (HRC);
4. At least two (2) student representatives; and
5. At least five (5) representatives from the Howard County community (*employee who works for an employer located within the County or a County resident*).

AND BE IT FURTHER ORDERED, that the LGBTQ+ Workgroup shall cease to exist on April, 2021 and the terms of the Committee members shall expire on April 1, 2021.

IN WITNESS WHEREOF, I, Calvin Ball, as County Executive of Howard County, Maryland have hereunto set my hand and caused the seal of Howard County to be affixed this 1st day of November, 2019.



Calvin Ball, County Executive