

**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   1<sup>st</sup>   day of November, 2019.

  
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Calvin Ball, County Executive