



COUNTY COUNCIL OF TALBOT COUNTY

COURTHOUSE

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ADMINISTRATIVE RESOLUTION

AN ADMINISTRATIVE RESOLUTION OF THE COUNTY COUNCIL FOR TALBOT COUNTY, MARYLAND, REQUIRING THAT THE COUNTY MANAGER PRODUCE A REPORT FOR THE COUNTY COUNCIL WITHIN THIRTY DAYS ON DIVERSITY TRAINING FOR TALBOT COUNTY EMPLOYEES AND IDENTIFYING FUTURE TRAINING OPPORTUNITIES; AND, ESTABLISHING AN ANNUAL REPORTING REQUIREMENT ON DIVERSITY TRAINING AND OPPORTUNITIES FOR TALBOT COUNTY EMPLOYEES

WHEREAS, the death of George Floyd, an unarmed African American man, on May 25, 2020 at the hands of the Minneapolis Police Department, has prompted important conversations across the country about racism and has galvanized support for concrete steps at all levels of government to promote police reform and greater cross-cultural sensitivity; and,

WHEREAS, the citizens of Talbot County include people of different races, religions, ethnicities, national origins, cultures, ages, sexes, sexual orientations, gender identities, and experiences; and,

WHEREAS, an understanding of the different types of people who live in the county is essential for Talbot County employees in order to provide the best local government services possible to the members of our diverse community; and,

WHEREAS, diversity training is an effective means of promoting understanding of and appreciation for people who are or may appear different than themselves; and,

WHEREAS, pursuant to § 304 of the Talbot County Charter, the County Manager, under the direction of the County Council, has the following powers and duties:

As Personnel Officer, [the County Manager] is responsible for the direction and supervision of County personnel and, should the Council deem it desirable, for the administration of a County personnel law if so adopted.

WHEREAS, the County Council desires that the County Manager report on diversity training and opportunities for Talbot County employees as provided herein.

NOW, THEREFORE, BE IT RESOLVED AND ORDERD by the County Council of Talbot County, Maryland, as follows:

1. **Recitals.** The above recitals are hereby incorporated as if fully set forth herein.

2. **Definition of “Diversity Training”.** As used herein, the term “diversity training” shall mean all classes, courses, trainings, seminars, workshops, conferences, or other organized efforts of any kind or nature designed to promote understanding of people of different races, religions, ethnicities, national origins, cultures, ages, sexes, sexual orientations, gender identities, and experiences.

3. **Initial Diversity Training Report.** Within thirty (30) days from the date of this Administrative Resolution, the County Manager shall submit to the County Council a written report describing all diversity training initiatives for Talbot County employees undertaken during the County’s Fiscal Year 2020 and identifying new opportunities for such training during Fiscal Year 2021 (the “Initial Report”). Following submission of the Initial Report, the County Manager shall present a summary of the Report to the County Council during a regularly scheduled County Council meeting.

4. **Annual Diversity Training Report.** At least once per County fiscal year, the County Manager shall submit to the County Council a written report describing all diversity training initiatives for Talbot County employees undertaken during the prior fiscal year and identifying new opportunities for such training during the following County fiscal year. Following submission of the annual report, the County Manager shall present a summary of the report to the County Council during a regularly scheduled County Council meeting. Except for the Initial Report referred to above, the County Manager shall make reasonable efforts to coordinate submission of the annual diversity training report with the County’s annual budgeting process so that identified training opportunities for the coming fiscal year can be budgeted for accordingly.

5. **Public Information.** The diversity training reports submitted by the County Manager as required herein shall constitute public records available promptly and free of charge to any member of the public upon request in accordance with the Maryland Public Information Act, General Provisions Article § 4-101 *et seq.*, Md. Code Ann., as amended from time to time.

THIS ADMINISTRATIVE RESOLUTION IS HEREBY EFFECTIVE the 23rd day of June in 2020.

GIVEN UNDER OUR HANDS AND THE GREAT SEAL OF TALBOT COUNTY, THIS 23RD DAY OF JUNE IN THE YEAR 2020.

ADOPTED:

By the Council. June 23, 2020

Susan Moran
Susan Moran, Clerk of Council

[Signature]
Corey W. Pack, President

[Signature]
Chuck F. Callahan, Vice President

[Signature]
Frank Divilio

[Signature]
Pete Leshner

Nay
Laura E. Price