



Nonprofit Needs & Racial Equity

Nonprofit Sector Needs

Background

According to Maryland Nonprofits, nonprofits employ just under 13% of the workforce in Maryland. In Howard County, nonprofits provide a very significant portion of the services that are typically provided by government agencies, which has both benefits and challenges. The major benefit is the flexibility to develop and re-develop services according to changing needs and dynamics in the County. The overarching challenge is lack of support to do the work. Furthermore, since nonprofits are not government agencies, employees do not have the same access to benefits and wages as they would through being directly employed by the government. Lastly, it is important to note that the FY 2021 Howard County Spending Affordability Advisory Committee specifically recommended increasing resources for nonprofits for the first time.

Key Issues

- Support for current and growing needs for services
 - COVID-related special funding has run out or will soon run out
 - Understaffed for current need for services
 - New support often focuses solely on start-ups/new organizations
 - Little support for organizations that provide indirect services
- Multi-year, operational funding that is disbursed in a timely manner
 - Nonprofits tend to grow at a different rate than for-profit businesses and the administrative burden required to find funding that is often capped to one year at a time hinders both organizational sustainability and growth
 - Delays in receiving funding that has been secured lends itself to running into deficits, depleting reserve funds, and delaying or pausing service provision
 - The Great Resignation and workforce recruitment difficulties that existed prior to the pandemic require additional funds and flexibility in the use of funds
- Inclusive representation is needed on boards, commissions, task forces, advisory groups, etc. and in formulating legislation – particularly when called upon to be partners and provide services
 - Nonprofits are often called upon to partner in and implement programs without being able to offer critical input and make decisions that work with how nonprofits operate

Recommendations

- Co-develop long-term, self-sustaining revenue streams for nonprofits for their current and growing needs
- Specify nonprofit representation and voting power on boards, commissions, task forces, advisory groups, etc.
- Fully staff offices that administer funds, support services (e.g., inspections), develop regulations, etc.
- Add staff to executive offices to serve as a direct liaison with nonprofits¹

¹ Reference: <https://www.baltimoresun.com/opinion/op-ed/bs-ed-op-0912-nonprofit-governor-20220909-e3ugacpyjfa3dbxno7cetr2cpq-story.html>



Nonprofit Needs & Racial Equity

Racial Equity

Background

In recent history, Howard County has seen both a growth in racial tensions (i.e., redistricting pre-pandemic) and the growth in prioritizing racial equity, particularly as we engage in more efforts to disaggregate County, school, and human services data by race and ethnicity. Our data conclusively shows that racial and ethnic disparities exist in Howard County and that these disparities are compounded by one's economic status. These injustices can be found in virtually every sector from health status and housing to transportation and wealth attainment. There are growing movements in the County to improve racial equity outcomes with policies and system changes at their core. At the same time, more work to advance racial equity needs to be done to implement policies already put into place and continue to change policies to create a better future for each one of us. Legislators play a critical role in this work and this one-pager serves to keep the issues before us.

Key Issues

- Disaggregated data by race and ethnicity must be transparently collected and reported by the state, county, and school system. You can't improve what you don't measure.
- Legislative practices and processes often exclude people of color from participation, which in turn, negatively impacts the ability to advance racial equity.
- Racial equity policies that have been passed at every level (Board of Education, County, and State) must be implemented fully, in a timely way, and with fidelity to the adopted policy.
- Greater collaboration between multiple levels of government and nonprofits is needed for progress in health, housing, childcare, transportation, food access and insecurity, the state of the prison in Howard County, and a number of additional issues.
- Movements towards racial equity typically do not include full acknowledgement and repair for harm done (e.g., recognition of underfunding of jurisdictions or programs is not always met with appropriate funding to remedy past issues).

Recommendations

- Make progress in adopting and implementing the following:
 - The County Council's Racial Equity Task Force's recommendations
 - HCPSS Educational Equity Policy 1080
 - State-level legislation specifically focused on equity (e.g., Blueprint for Education, Police Reform and Accountability, Broadband access)
- Audit legislative processes for both in-person and virtual participation to determine how people are excluded from participation and develop remedies so that legislative processes themselves are more equitable.
- Always consider how policies you are considering may impact communities of color and reach out to both impacted residents and non-profits that serve them for advice.