

Resolution No. 13-26

Resolution: To Adopt the City of Rockville
Justice Equity Diversity and
Inclusion (JEDI) Strategic Plan

WHEREAS, in Resolution No. 10-21, the Mayor and Council endorsed and committed to the establishment of government policies and practices that promote racial and ethnic equity and social justice, and recognized the need to apply a racial and ethnic equity lens systematically in the City's decision-making processes; and

WHEREAS, on September 13, 2021, the Mayor and Council adopted Resolution 12-21 – Hate Has No Place Here: Condemning and Denouncing All Hate, and Hate-Motivated Violence in the City of Rockville; and

WHEREAS, the Mayor and Council adopted Resolution 16-23- Resolution reaffirming the city's commitment against antisemitism; and

WHEREAS, on December 18, 2023, the Mayor and Council adopted Resolution 17-23- Resolution Rejecting Anti-Palestinian, Anti-Israeli, Anti-Arab, Antisemitism, Anti-Jewish, and Anti-Muslim Hate in the City of Rockville; and

WHEREAS, the Mayor and Council directed the Office of the City Manager to develop a Justice, Equity, Diversity, and Inclusion (JEDI) Strategic Plan and One-Year Roadmap to translate the City's JEDI mission of "Equitable Outcomes for All" into concrete, measurable, and accountable action across City government; and

WHEREAS, the JEDI Strategic Plan organizes collected and analyzed input into seven strategic priorities: (1) Build Shared Understanding and Practical JEDI Capacity; (2) Strengthen Inclusive Service Delivery and Language Access; (3) Advance Accessibility, Disability Inclusion, and Inclusive Design; (4) Deepen Community Engagement to Reach Underrepresented Voices; (5) Embed Equity in Policies, Programs, Budgets, and Decisions; (6) Build Data, Accountability, and Governance for Implementation; and (7) Strengthen JEDI Infrastructure, Capacity, and Communication; and

WHEREAS, the One-Year Roadmap translates these priorities into specific actions, responsible parties, timelines, and measures of progress across five sequenced phases from August 2026 through June 2027, and is further supported by a Five-Year Implementation Plan extending through 2030 to deepen, expand, and sustain this work; and

WHEREAS, the Plan establishes a governance and accountability structure, including a recurring and active feedback process, a public reporting rhythm, annual pulse checks with staff and community members, and a commitment to publish a public Year 1 progress report on the City's Engage Rockville website by June 2027; and

WHEREAS, the Mayor and Council find that adopting and committing to implementation of the JEDI Strategic Plan and One-Year Roadmap is consistent with, and advances, the policy direction established in Resolution No. 10-21 and the City's other existing equity-related resolutions, ordinances, and programs.

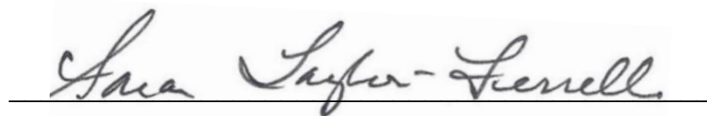
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NOW, THEREFORE, BE IT RESOLVED that on Monday, July 27, 2026, the Mayor and Council endorsed and adopted the City of Rockville JEDI Strategic Plan and One-Year Roadmap, as the City's guiding framework for advancing justice, equity, diversity, and inclusion in City government operations and services; and

BE IT FURTHER RESOLVED that the Mayor and Council do hereby proclaim:

1. All City departments will coordinate to implement actions to achieve the following goals:
 - a. Build shared understanding and practical capacity among all staff to apply justice, equity, diversity, and inclusion principles in their daily work.
 - b. Strengthen inclusive service delivery, language access, and accessibility so that city programs and services are known, reachable, and usable by all residents, including residents with disabilities and residents who speak languages other than English.
 - c. Deepen community engagement to reach residents and communities who have been underrepresented in city processes, including through trusted messengers and continued listening; and
 - d. Embed an equity lens in city policies, programs, budgets, and decisions, and build the data, accountability, and governance structures needed to measure and publicly report progress.
2. Implementation will involve community partners, city leadership, and shared ownership across departments.
3. This resolution shall take effect immediately and shall be read together with, and in furtherance of, Resolution No. 10-21.

I hereby certify that the foregoing is a true and correct copy of a Resolution
adopted by the Mayor and Council of Rockville at its meeting of October 5, 2026

A handwritten signature in cursive script, reading "Sara Taylor-Ferrell", written over a horizontal line.

Sara Taylor-Ferrell, City Clerk/Director of Council Operations