

Economic Justice and Racial Reconciliation

Good Afternoon,

My name is Jillian Lord. I am here as a private Maryland citizen and not a State employee. Therefore, anything I claim or state begins with "*I've been told.*"

I am in Favor of HB0159 with Amendments - Economic Justice and Racial Reconciliation Act.

It is time for Political Affiliations and **White privilege** to stop running rampant within Maryland State agencies!

The Economic, Gender, and Racial disparities in financial wealth amongst State employees, e.g., executive positions and salaries, favor those **not** of African American descent. Pages 42 & 48 of the Maryland Department of Budget and Management's FY21 Annual EEO report shows these disparities. Based on an average salary of \$63,900, African Americans earned the least with minimal salary

growth over five years.

COMPARISON OF AVERAGE SALARIES BY RACE AND GENDER FOR FY 2016 AND FY 2021

| YEAR | AVERAGE SALARY | White | | African American | | Other Minorities | |
|---------|----------------|----------|----------|------------------|----------|------------------|----------|
| | | MALE | FEMALE | MALE | FEMALE | MALE | FEMALE |
| FY 2016 | \$55,180 | \$61,576 | \$56,911 | \$51,390 | \$49,688 | \$61,588 | \$52,871 |
| FY 2021 | \$63,590 | \$72,810 | \$65,085 | \$58,977 | \$56,484 | \$78,218 | \$62,984 |

State Agencies clearly show that African Americas are worth significantly lesser than everyone else. It should come as no surprise since we all know this has been going on for decades (review prior DBM fiscal year EEO reports). It is time to eliminate the unfair career and wage gaps that currently plague Maryland State Agencies' African American population. It's just common sense.

<https://dbm.maryland.gov/eo/Documents/Publications/AnnualEEO-ReportFY2021.pdf> or <https://dbm.maryland.gov/eo/Pages/EEOHome.aspx>

The founder of *Change Maryland* claims that he is dedicated to bringing "*common sense*" to the State government. I quote;

*"I strongly believe that we must do **whatever** it takes to restore **honesty and integrity** to our state capital, to ensure that the best interests of Maryland's citizens*

*are being represented **fairly and honestly** and that the **voices** of the people we represent are finally being heard," – **Governor Larry Hogan**.*

I want to add one more word to that otherwise clear, concise, and well-stated sentence...**EQUITABLY**... "*to ensure that the best interests of Maryland's citizens are being represented **EQUITABLY**, fairly and honestly, and that the voices of the people **you** represent are finally being heard.*"

So, Delegates, Senators, and Governor ... **CAN YOU HEAR US**

NOW?

Thank you.