
**Anne Arundel County
Transparency, Community Engagement, and
Diversity in Government
Summary**



Office of the County Executive
April 11, 2016

Contents

BACKGROUND	3
TRANSPARENCY	3
COMMUNITY ENGAGEMENT	4
APPOINTMENTS	5
APPENDIX	
APPENDIX 1 (DEMOGRAPHIC BREAKDOWNS BY DEPARTMENT)	9

Background

A transparent, diverse county government committed to community engagement is a critical component in making Anne Arundel County the best place to live, work, and start a business in Maryland.



To that end, County Executive Steve Schuh has made it a goal for Anne Arundel County to provide easy access to public information, to be accessible to the citizenry, and to reflect the diversity of the people we serve. From opening up government online, to making diverse appointments to holding town hall meetings in the community, these policies have yielded historic results in terms of openness, diversity and engagement by county government.

Transparency

The people of Anne Arundel County deserve a government that is transparent. Since taking office, the Schuh Administration has introduced a number of policies to make information more accessible for citizens.

Easily Accessible Data

Making demographic data on county government employment more readily accessible will provide benchmarks from which officials can ensure our employee-recruiting efforts are effective.

Department by Department Demographics

Through the efforts the Office of Personnel, at the urging of the Caucus of African American Leaders, citizens can now find a department by department demographic breakdown (*See appendix 1*). Information regarding Equal Employment Opportunity complaints has also been posted for citizens to review. Both sets of data can be found at



www.aacounty.org/personnel.

Use of Force Complaints

Working with the Police Department, the Administration has made information on use of force complaints readily available for analysis by citizens. Given the national conversation on police and community relations, this data has been a starting point in the dialogue between the Anne Arundel County Police Department and community leaders since early 2015.

Community Engagement

A commitment to public engagement is critical to maintaining an open, transparent government. Through various events, the Schuh Administration has kept its commitment to hearing from the citizens it serves.

Town Halls

County Executive Schuh has sponsored town hall meetings on various subjects including the budget, heroin, and police-community relations. These town halls enabled hundreds of citizens have their voices heard by their county government. These events have been instrumental in helping shape policy, solve problems within our community, and empower everyday citizens.

Community Roundtables

In addition to engaging the general public through town halls, the Administration has sponsored 13 round table discussions on issues ranging



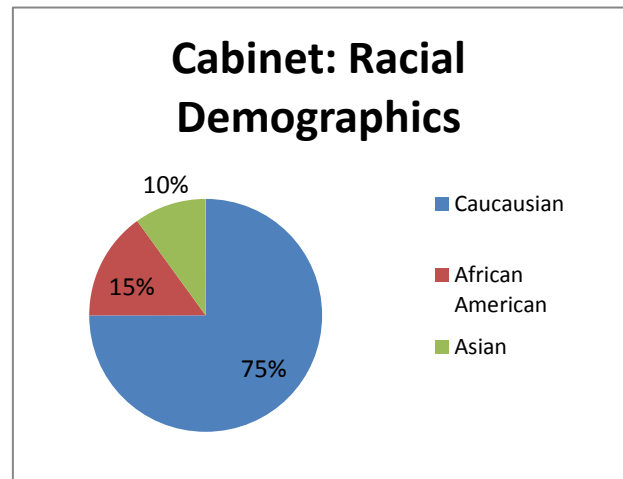
from the environment to education to the permit process. From these meetings, the County Executive has helped address long-standing problems and introduced policy changes to improve the quality of life in the county.

Diversity in Appointments

Having a government that is reflective of the community is a crucial strategy to ensure effective representation at the county level. Through the appointment process, the Administration has demonstrated a strong commitment to ensuring diversity of race, gender, political affiliation, and geography at all levels of county government.

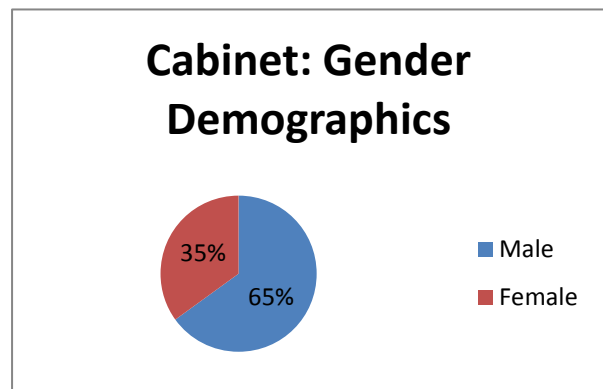
Cabinet Appointments

The Schuh Administration has brought together talented people of diverse backgrounds to head executive departments. One quarter (25%) of cabinet appointees are minorities, including 15% that are African American. These figures compare favorably to the countywide figures of 25% minorities and 16% African American.



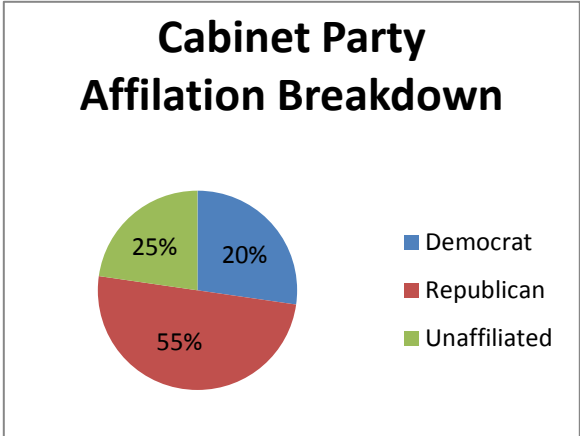
With respect to gender demographics, 35% of the Cabinet is made up of women. The County Executive’s Chief of Staff is the highest ranking woman in county government.

She is only the second woman in history to achieve this level of



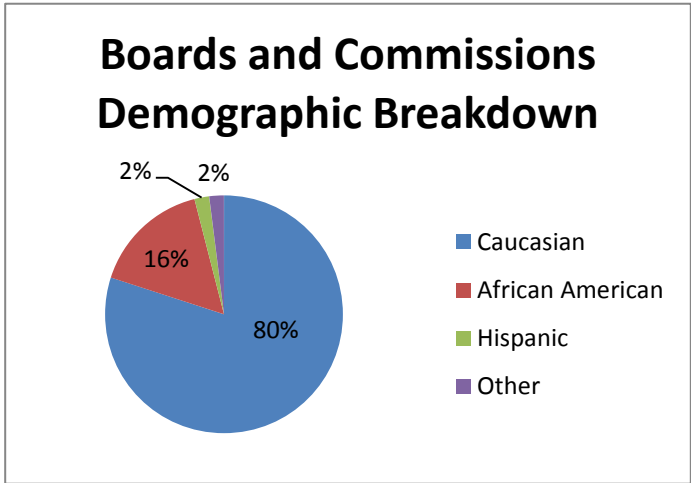
responsibility in Anne Arundel County. The County Attorney and Controller, as well as the directors of the departments of Health, Aging and Disabilities, Social Services, Central Services, and the Office of Personnel are also women.

There is also diversity of political views. Twenty percent of the Cabinet is Democrats, 25% are Unaffiliated, and 55% are Republicans.



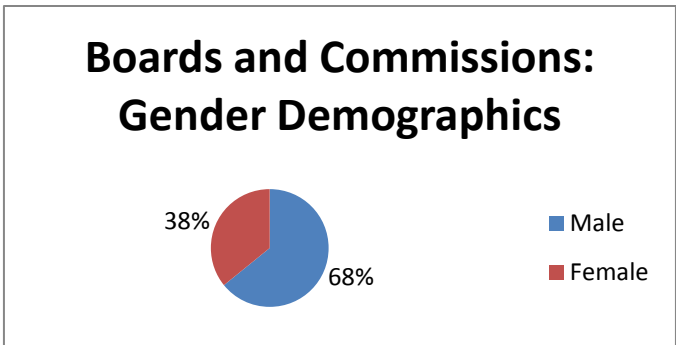
Boards and Commissions

Anne Arundel County sponsors 36 boards and commissions that provide a unique opportunity for citizens to be involved in their government on a part-time, volunteer basis. Since taking office, County Executive Steve Schuh has appointed 197 individuals to these boards and commissions.



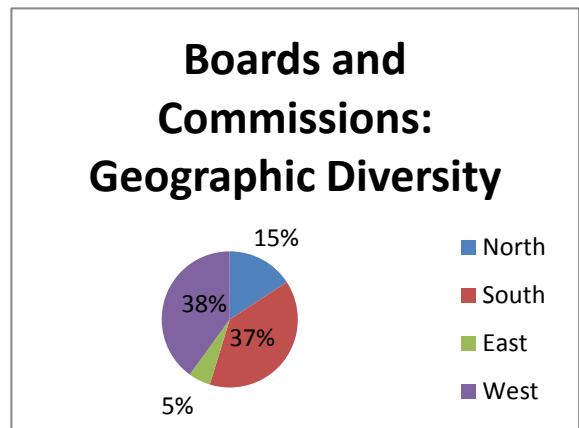
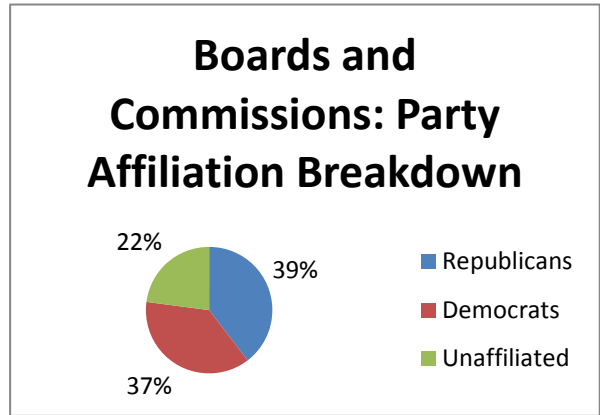
A concerted effort has been made by the Administration to ensure that these boards and commissions reflect the diversity of our county. More than 20% are minorities, including 16% that are African American.

With respect to gender demographics, 38% of appointments to boards and commissions are women.



Looking at party affiliation, 37% of the membership of these boards and commission are Democrats, 22% are unaffiliated, and 39% are Republicans.

The geographic representation also reflects every part of the county, with 37% of these appointments residing in South County, 38% in West County, 15% in North County, and 5% from East County.



Conclusion

Summary

The Schuh Administration has made a total of 217 cabinet, boards and commissions appointments. These appointments can be summarized as follows:

	Schuh Appointments¹	Anne Arundel County
Caucasian	79%	70%
African American	16%	16%
Men	63%	49%
Women	37%	51%
Republicans	39%	36%
Democrats	35%	43%
Unaffiliated	23%	21%

While there is work left to be done, the citizens of Anne Arundel County currently have a county government that is one of the most transparent, engaged, and diverse in county history.

¹ *Percentage combines both executive level cabinet appointments and appointments to boards and commissions.

Appendix 1

Department	Race	Female	Male	Total
Administrative Hearings Office	White	1	1	2
Budget Department	White	3	2	5
Budget Department	2 or More Races	0	1	1
Central Services Office	Asian	1	0	1
Central Services Office	Black/African American	19	35	54
Central Services Office	Hispanic/Latino	2	1	3
Central Services Office	White	29	92	121
County Executive Office	Asian	1	0	1
County Executive Office	Black/African American	2	0	2
County Executive Office	Hispanic/Latino	1	0	1
County Executive Office	White	9	7	16
Department of Aging and Disabilities	Asian	0	1	1
Department of Aging and Disabilities	Black/African American	16	3	19
Department of Aging and Disabilities	Hispanic/Latino	1	0	1
Department of Aging and Disabilities	White	39	1	40
Department of Public Works	American Indian	1	1	2
Department of Public Works	Asian	7	6	13
Department of Public Works	Black/African American	23	123	146
Department of Public Works	Hispanic/Latino	1	3	4
Department of Public Works	White	104	388	492
Department of	Not Specified	0	2	2

Public Works				
Department of Public Works	2 or More Races	0	1	1
Department of Recreation and Parks	Asian	1	0	1
Department of Recreation and Parks	Black/African American	6	11	17
Department of Recreation and Parks	Hispanic/Latino	2	1	3
Department of Recreation and Parks	White	28	44	72
Department of Social Services (only County employees)	Black/African American	2	0	2
Department of Social Services (only County employees)	White	6	1	7
Detention	American Indian	0	1	1
Detention	Asian	1	1	2
Detention	Black/African American	66	62	128
Detention	Hispanic/Latino	1	3	4
Detention	White	62	151	213
Detention	Not Specified	0	1	1
Finance Department	Asian	2	0	2
Finance Department	Black/African American	17	3	20
Finance Department	White	41	7	48
Finance Department	2 or More Races	0	1	1
Fire Department	American Indian	1	1	2
Fire Department	Asian	0	8	8
Fire Department	Black/African American	4	51	55
Fire Department	Hispanic/Latino	0	13	13
Fire Department	White	95	703	798

Fire Department	Not Specified	0	3	3
Health Department (only County Employees)	Asian	3	0	3
Health Department (only County Employees)	Black/African American	6	6	12
Health Department (only County Employees)	White	31	25	56
Inspections and Permits Department	American Indian	1	0	1
Inspections and Permits Department	Asian	0	2	2
Inspections and Permits Department	Black/African American	4	2	6
Inspections and Permits Department	Hispanic/Latino	0	1	1
Inspections and Permits Department	White	42	75	117
Office of Information Technology	Asian	0	2	2
Office of Information Technology	Black/African American	8	6	14
Office of Information Technology	Hispanic/Latino	1	0	1
Office of Information Technology	White	21	39	60
Office of Law	Black/African American	3	1	4
Office of Law	Hispanic/Latino	0	1	1
Office of Law	White	18	10	28
Office of Personnel	Black/African American	11	0	11
Office of Personnel	White	24	2	26

Office of Planning and Zoning	American Indian	1	0	1
Office of Planning and Zoning	Asian	1	4	5
Office of Planning and Zoning	Black/African American	7	2	9
Office of Planning and Zoning	White	28	22	50
Office of the State's Attorney	Asian	1	0	1
Office of the State's Attorney	Black/African American	7	1	8
Office of the State's Attorney	White	76	24	100
Office of the State's Attorney	Not Specified	1	1	2
Police Department	American Indian	2	2	4
Police Department	Asian	3	7	10
Police Department	Black/African American	33	62	95
Police Department	Hispanic/Latino	6	17	23
Police Department	White	198	570	768
Police Department	2 or More Races	0	2	2
Sheriff Department	American Indian	0	1	1
Sheriff Department	Asian	1	1	2
Sheriff Department	Black/African American	7	8	15
Sheriff Department	Hispanic/Latino	0	2	2
Sheriff Department	White	17	55	72
Sheriff Department	Not Specified	0	2	2
Sheriff Department	2 or More Races	0	1	1
Totals		1157	2690	3847

**Note: Data from
December, 2015**