

**INTRODUCED ON TUESDAY, FEBRUARY 25, 2025
TABLED ON TUESDAY, FEBRUARY 25, 2025
TAKEN FROM THE TABLE ON TUESDAY, MARCH 11, 2025
FAILED BY A VOTE OF 2 – 3 AT THE COUNCIL MEETING ON TUESDAY, MARCH 11, 2025**



COUNTY COUNCIL OF TALBOT COUNTY

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**CHUCK F. CALLAHAN, President
PETE LESHER, Vice President**

**KEASHA N. HAYTHE
LYNN L. MIELKE
DAVE STEPP**

ADMINISTRATIVE RESOLUTION REPEALING ADMINISTRATIVE RESOLUTIONS OF JUNE 23, 2020, AND JULY 14, 2020, REGARDING DIVERSITY TRAINING AND DEVELOPMENT OF A TALBOT COUNTY DIVERSITY STATEMENT, RESPECTIVELY

WHEREAS, on June 23, 2020, the County Council of Talbot County, Maryland (the “County Council”) adopted an Administrative Resolution requiring that the County Manager produce a report for the County Council within 30 days on diversity training for Talbot County, Maryland (the “County”) employees, identifying future training opportunities, and establishing an annual reporting requirement on diversity training and opportunities for County employees (the “June 23rd Administrative Resolution”); and

WHEREAS, on July 14, 2020, the County Council adopted an Administrative Resolution requiring the development of a County diversity statement, the inclusion of such a statement in the County Employee Handbook, and requiring a written acknowledgement from each County employee and Board, Commission, and Committee member that they have received, read, and understand the statement (the “July 14th Administrative Resolution”); and

WHEREAS, on January 20, 2025, the President of the United States issued an Executive Order that, in part, directed the Director of the Office of Management and Budget, assisted by the United States Attorney General and the Director of the Office of Personnel Management, to coordinate the termination of “diversity, equity, and inclusion” and “diversity, equity, inclusion, and accessibility” mandates, policies, programs, preferences, and activities in the federal government; and

WHEREAS, the County Council is desirous of repealing the June 23rd and July 14th Administrative Resolutions for consistency with the President’s January 20, 2025, Executive Order.

NOW, THEREFORE, BE IT RESOLVED, by the County Council of Talbot County, Maryland, that:

1. The June 23rd and July 14th Administrative Resolutions are hereby repealed in their entirety and are of no further force and effect.

2. In accordance with paragraph 1 above, effective immediately, the County Manager shall not be required to submit an annual report to the County Council on diversity training initiatives and new opportunities for such training.

3. In accordance with paragraph 1 above, effective immediately, the County's Diversity, Equity, and Inclusion Statement adopted pursuant to the July 14th Administrative Resolution by motion of the County Council on September 22, 2020, is hereby repealed and of no further force and effect. The same shall be removed from the County Employee Handbook and the County website as soon as practicable.

BE IT FURTHER RESOLVED, that this Administrative Resolution shall take effect immediately upon adoption.

INTRODUCED by the County Council of Talbot County, Maryland at a Regular Meeting on February 25, 2025, at which meeting copies were available to the public for inspection.

~~**ADOPTED by the County Council of Talbot County, Maryland at a Regular Meeting on March 11, 2025, at which meeting copies were available to the public for inspection. ***~~

GIVEN UNDER OUR HANDS AND THE GREAT SEAL OF TALBOT COUNTY, THIS 11TH DAY OF MARCH IN THE YEAR OF OUR LORD TWO THOUSAND AND TWENTY-FIVE.

ADOPTED:

Aye

Chuck F. Callahan, President

By the Council March 11, 2025

Nay

Pete Leshner, Vice President

Certified

Susan W. Moran

Susan Moran, Secretary

Nay

Keasha N. Haythe

Nay

Lynn L. Mielke

Aye

Dave Stepp

*As set forth in the header on Page 1, this administrative resolution failed by a vote of 2 – 3 at the Council meeting on Tuesday, March 11, 2025. Please see attached Council Minutes of Tuesday, February 25, 2025 and Tuesday, March 11, 2025.