

State of Maryland Commission on Civil Rights



2019 Annual Report

SUFFRAGE WINS

**Recognizing the 100th Anniversary of
Women's Suffrage – A Civil Rights Milestone**

*Our vision is to have a State that is free
from any trace of unlawful discrimination*

Larry J. Hogan
Governor

Boyd K. Rutherford
Lt. Governor

Alvin O. Gillard
Executive Director

Gary C. Norman, Esq.
Commission Chair

History of Voting Rights in the United States



Recognizing the 100th Anniversary of Women's Suffrage – A Civil Rights Milestone

On May 21, 1919, the U.S. House of Representatives finally passed the women's suffrage amendment after many decades of activism by individuals from all walks of life. The U.S. Senate followed suit on June 4, 1919, thereby submitting the amendment to the states for ratification. Women's suffrage finally won when the 19th Amendment was ratified on August 18, 1920, after Tennessee became the 36th state to approve it. 100 years later, the Maryland Commission on Civil Rights reflects on all of the work that went into making women's suffrage – one of the cornerstones of America's civil rights history – a reality. Here are just a small sample of some of the notable women who fought to make the United States a freer, more equal, and more perfect union.



Sojourner Truth (c: 1797 – 1883)

Abolitionist and women's rights activist best known for her speech on racial inequalities, "Ain't I a Woman?".

Truth was born into slavery but escaped with her infant daughter to freedom in 1826. She devoted her life to the abolitionist cause and helped to recruit black troops for the Union Army. Although Truth began her career as an abolitionist, the reform causes she sponsored were broad and varied, including prison reform, property rights and universal suffrage

Elizabeth Cady Stanton (1815 – 1902)

Author, lecturer, and philosopher of the woman's rights and suffrage movements, Elizabeth Cady Stanton formulated the agenda for woman's rights that guided the struggle well into the 20th century. She organized the first women's rights convention in 1848 in Seneca Falls at which she presented her Declaration of Sentiments, a treatise often credited with initiating the first organized women's rights and women's suffrage movements in the United States. She was also a strong advocate on other issues such as women's parental and custody rights, property rights, employment rights, income equality, divorce, and reproductive freedom.





Susan B. Anthony (1820 – 1906)

Social reformer, abolitionist, labor rights advocate, and women's rights activist who was one of the most visible leaders of the women's suffrage movement. She co-founded the American Equal Rights Association and used the organization's newspaper, *The Revolution*, to spread the ideas of equality and rights for women. In 1888, she helped to merge the nation's two largest suffrage associations into one, the National American Women's Suffrage Association, which she led up until 1900.

Ida B. Wells (1862 – 1931)

Journalist, abolitionist, and feminist who led an anti-lynching crusade in the United States in the 1890's. In 1896, she formed the National Association of Colored Women. She is considered a founding charter member of the NAACP.

Wells later called for President Woodrow Wilson to put an end to discriminatory hiring practices for government jobs. She created the first African American kindergarten in her community and fought for women's suffrage.



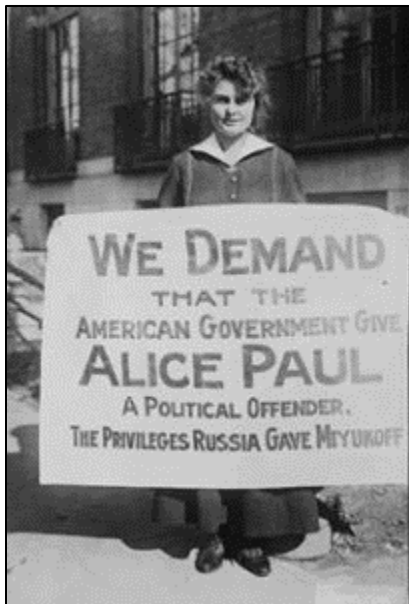
Mary Church Terrell (1863 – 1954)

Influential educator and activist who worked tirelessly to advance women's rights, especially the right to vote. She became the first president of the National Association of Colored Women in 1896 which pushed for social and education reforms.

Terrell was best known for building intergroup coalitions to achieve civil rights successes, such as between Black and white women. Later in life, she worked to desegregate public accommodations.

Nannie Helen Burroughs (1879 – 1961)

Educator, orator, religious leader, civil rights activist, feminist, and businesswoman who gained fame and recognition with her speech, “How the Sisters are Hindered from Helping” at the 1900 National Baptist Convention in Virginia. In 1909, she founded the National Training School for Women and Girls in Washington, DC. She fought both for equal rights in races as well as furthered opportunities for women beyond the simple duties of domestic housework.



Lucy Gwynne Branham (1892 – 1966)

Organizer for the National Women’s Party in Utah who was known for acts of civil disobedience. For instance, she was arrested for picketing the White House as part of the Silent Sentinels, a NWP campaign for women’s suffrage, for which she served 60 days in the Occuquan Workhouse and the District Jail. She later burned a letter from President Woodrow Wilson in Lafayette Square to protest for women's suffrage.

She lobbied in southern states for a federal amendment in the Senate that would legalize women’s suffrage. She traveled around America speaking of her experiences as part of the NWP’s “Prison Special” tour in 1919.

State of Maryland

Commission on Civil Rights

“Our vision is to have a State that is free from any trace of unlawful discrimination.”



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Shawn M. Wright, Esq.

January 1, 2020

The Honorable Larry Hogan
Governor, State of Maryland
State House, 100 State Circle
Annapolis, Maryland 21401

The Honorable Thomas V. Mike Miller, Jr.
President, Maryland State Senate
State House H-107, 100 State Circle
Annapolis, Maryland 21401

The Honorable Adrienne A. Jones
Speaker, Maryland House of Delegates
State House H-101, 100 State Circle
Annapolis, Maryland 21401

Governor Hogan, President Miller, and Speaker Jones:

In accordance with §20-207(c) of the State Government Article, *Annotated Code of Maryland*, we hereby submit to you the Annual Report of the State of Maryland Commission on Civil Rights (“MCCR”; “the Commission”) for Fiscal Year 2019. We are pleased to report that the Commission continues to improve upon its services in order to enforce Maryland’s anti-discrimination laws while advancing and promoting civil rights in our State. The Commission is grateful to Governor Hogan, the Department of Budget & Management, the Maryland State Senate, and the Maryland House of Delegates for their assistance and continued support of our mission.

MCCR enjoyed continued success through Fiscal Year 2019. The Commission fulfilled the obligations of its federal contracts with both the U.S. Equal Employment Opportunity Commission (“EEOC”) and the U.S. Department of Housing & Urban Development (“HUD”). In fact, we surpassed the case closure numbers for the previous fiscal year with EEOC and HUD resulting in 644 EEOC closures, and 106 HUD closures. We now have a three year trend of increased case closures across all jurisdictional enforcement areas, and expect to continue in this positive trajectory in FY2020.

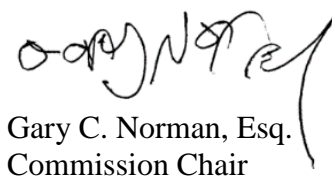
The Commission identified last fiscal year an area of concern which has continued. For the past three fiscal years, employment retaliation has been the most frequent basis or type of alleged unlawful discrimination complaint filed with the Commission. Retaliation is also the most frequent bases filed at the federal level as well. Title 20, our enabling statute, prohibits taking adverse action against job applicants and employees for asserting their rights to be free from employment discrimination. Asserting their rights is called a “protected activity”, and retaliating against applicants and employees for engaging in protected activities has a chilling effect on all job applicants and employees. In hope of positively impacting this troubling trend, MCCR has increased its education efforts by conducting workshops and training on “Know Your Rights” for the general public, as well as for those current employees in both the public and private sectors.

Through our Education & Outreach Unit, MCCR continues to build and develop partnerships throughout the State of Maryland. The newly created Maryland Commission on Civil Rights Western Maryland Advisory Council officially began to meet in the fall of 2019. Additionally, the Commission has partnered with the Office of the Statewide EEO Coordinator to create and provide sexual harassment prevention training for State employees at all levels of State government. Other important program partnerships have been developed with the University of Maryland Francis King Carey School of Law to better understand workplace implications of the newly passed State medical cannabis laws, as well as LifeBridge Health to better educate the public on the Commission’s services.

In December of 2018, members of the Board of Commissioners for MCCR elected a new Chairperson, Mr. Gary C. Norman, Esq. Chairperson Norman is the first Chair at MCCR to serve the agency in this leadership capacity with a guide dog, Bowie. He is a passionate public servant who works tirelessly to positively affect policies in the areas of disability and non-discrimination. Chairperson Norman represents MCCR on the newly established Maryland Lynching Truth & Reconciliation Commission. Furthermore, he engages in public policy dialog work aimed at connecting non-partisan experts together. All the while, Chairperson Norman enjoys serving as a mentor for law students with disabilities.

Overall, we are pleased to report that the Maryland Commission on Civil Rights maintains a strong commitment to the mission of the agency. Again, thank you for your continued support, as well as your leadership and service to Maryland. The State of Maryland Commission on Civil Rights appreciates the priority and commitment placed on the promotion and improvement of civil rights in our great State.

Respectfully submitted,



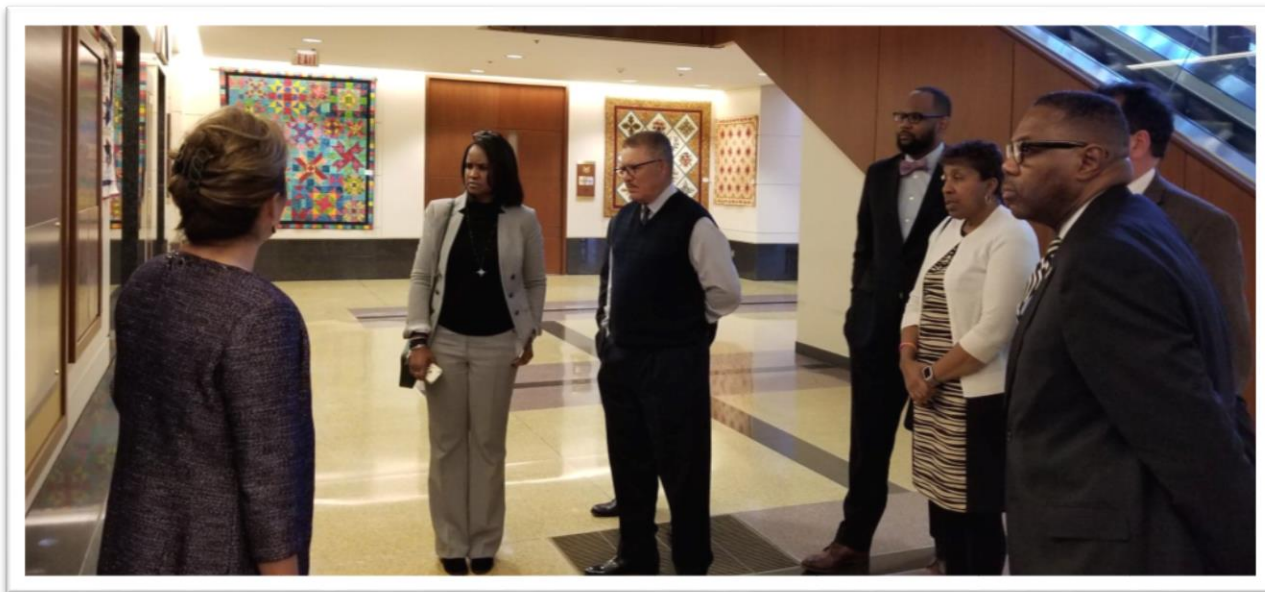
Gary C. Norman, Esq.
Commission Chair



Alvin O. Gillard
Executive Director

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The Commission

The Maryland Commission on Civil Rights (MCCR) represents the interests of the State to ensure equal opportunity for all through enforcement of Title 20 of the State Government Article and Title 19 of the State Finance & Procurement Article (the State's Commercial Non-Discrimination Policy), *Annotated Code of Maryland*. MCCR investigates complaints of discrimination in employment, housing, public accommodations and state contracts from members of protected classes that are covered under those laws.

MCCR is governed by a nine-member Commission appointed by the Governor and confirmed by the Maryland State Senate. Commission members are appointed to serve six-year terms. The Commission meets once a month to set policy and review programmatic initiatives. The current members are:



1. Gary Norman, Esq., Chairperson (*Baltimore City*)
2. Roberto N. Allen, Esq., Vice Chairperson (*Baltimore County*)
3. Allison U. Dichoso, Esq., Commissioner (*Prince George's County*)
4. Hayden B. Duke, Commissioner (*Frederick County*)
5. Eileen M. Levitt, SPHR, SHRM-SCP, Commissioner (*Howard County*)
6. Rabbi Binyamin Marwick, Commissioner (*Baltimore County*)
7. Gina McKnight-Smith, PharmaD, MBA, Commissioner (*Howard County*)
8. Shawn M. Wright, Esq., Commissioner (*Prince George's County*)

The Commission is an independent state agency that serves individuals, businesses, and communities throughout Maryland. Its mandate is to protect against discrimination based on race, color, religion or creed, sex, age, national origin or ancestry, marital status, physical or mental disability, sexual orientation, and gender identity. For employment cases, it is unlawful for an employer to discriminate against an applicant or employee based on that individual's genetic information. In housing cases, discrimination based on familial status is also unlawful.



In addition, the Commission assists employers in developing bias-free selection, hiring, retention, promotion and contracting procedures; increases equal housing opportunities to all groups in Maryland; ensures equal access to public accommodations and services; promotes knowledge and understanding of Maryland's anti-discrimination laws; and helps to promote and improve civil rights within the State.



History

The Beginning

It was for the purpose of considering matters concerning the “welfare of colored people residing in the State..., recommend legislation and sponsor movements looking to the welfare of said people, and to the improvement of interracial relations, and to cooperate with other State agencies to these ends” that the General Assembly created the **Interracial Commission** of Maryland in 1927 (Chapter 559 of 1927). The Commission was originally comprised of eighteen (18) members, nine (9) of which were Black and nine (9) were White. The Commission had no investigative or enforcement powers. However, in the realm of public service, the Commission came out against the Act of 1904. More commonly known as the Kerbin “Jim Crow” Law after its sponsor, Delegate William G. Kerbin of Worcester County, this law required separate seating, dining, and sleeping arrangements for Blacks and Whites on railroads and steamship lines operating strictly within the State’s borders.

In the arena of education, the Interracial Commission brought to light the vast disparities in education between the White and Black communities. Specifically, the Commission found that:

1. Black teachers received a salary of \$640 per year, while White teachers received \$1150.
2. Per pupil spending was \$95 per year per white student, while only \$45 per year per Black students.
3. White schools were open 187 days per year, while Black schools were open 168 days per year.

In 1943, the Commission was renamed the **Commission to Study Problems Affecting the Colored Population** (Chapter 432 of 1943). Their first recommendations were:

1. The school code be amended to provide that the minimum salaries of colored teachers and supervisors be the same as those provided to Whites,
2. An institution of higher learning be established for “Colored people around Morgan College,”
3. That Blacks be represented on all Boards and Commissions appointed by the State.

However, despite their work and recommendations, the Commission lacked staff and funding, and thus any power to positively and proactively affect the public policy at the time.

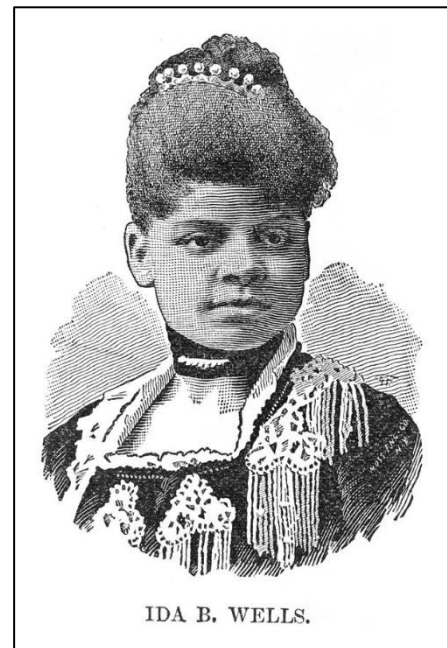


Then in 1951, the Commission to Study Problems Affecting the Colored Population was rebranded the **Commission on Interracial Problems and Relations** (Chapter 548 of 1951). This change was prompted by nearly a decade of racial tensions in Maryland, including riots in Baltimore in 1942 and the meeting of the Maryland Congress Against Discrimination in 1946. While still lacking human and financial resources, the Commission found an ally in Governor Theodore R. McKeldin, a strong civil rights advocate.

Transforming Into An Enforcement Agency

Due to the national Civil Rights Movement and the breaking down of numerous barriers, the Maryland General Assembly and Governor established the **Commission on Human Relations** in 1968 (Chapter 83 of 1968). This was the first time that the Commission was allotted a budget for paid staff. By Chapter 153 of 1969, the State waived its sovereign immunity, and the Commission was empowered to initiate and investigate complaints of discrimination against State agencies.

The 1974 General Assembly made further amendments to the law. Discrimination in housing on the bases of marital status and sex were prohibited, and exceptions were provided with respect to the application of certain provisions in the Discrimination in Housing subtitle (Chapter 848 of 1974). A second bill provided that it was unlawful for persons and organizations to discriminate in certain employment practices against persons who were mentally or physically handicapped, prohibited



IDA B. WELLS.

certain discriminatory activities against the physically or mentally handicapped in housing or obtaining loans on dwellings, and made technical corrections to the statute (Chapter 601 of 1974). A parallel bill prohibited discriminatory activities in public accommodations, employment, and housing because of marital status or physical or mental handicaps, and clarified the language of the law (Chapter 875 of 1974).



By Chapter 419 of 1975, the Commission was permitted to seek certain types of court relief; namely, a temporary injunction if the Commission believed the appropriate civil action is necessary to preserve the status of the parties or to prevent irreparable harm. Chapter 333 of 1975 provided that it was lawful for employers to establish standards concerning an employee's dress and grooming if the standards were directly related to the nature of the employment.

Chapters 937, 907, and 706 of 1977 were important changes that set the Commission on track to its modern composition. Chapter 937 of 1977

reduced the size of the Commission from twelve (12) members to nine (9), empowered the Commission to designate its own Chairperson, and abolished the previous \$16,000 salary for the Chairperson. The new legislation continued the appointment of the Executive Director by the Governor, but provided that he must choose from a list of up to five names submitted by the Commission, and also provided for the Executive Director's removal by the Governor upon recommendation of two-thirds of the members of the Commission. The authority to appoint and remove the Deputy Director and the General Counsel was transferred from the Governor to the Executive Director with approval by the majority of the Commission members. The law also authorized the appointment of hearing examiners to hear cases under the Human Relations law, and provided for an appeal from the decisions of the hearing examiners to the Commission. Finally, the new legislation expanded the Commission's power to order appropriate relief for victims of discrimination by empowering the Commission to award monetary relief, limited to two years back pay, to the victims of employment discrimination.

Furthermore, Chapter 907 of 1977 required employers to treat disabilities caused or contributed to by pregnancy or childbirth in the same manner as they treat other disabilities; and by Chapter

706 of 1977, the procedures that the Commission must follow in processing employment discrimination complaints against State agencies were altered.

Overall, the Maryland Commission on Human Relations got its true authority beginning with Chapter 83 of 1968. For the next few decades, amendments were adopted on occasion, but the Commission still served a single purpose – to administer and enforce the Maryland Public Accommodations Law, the Discrimination in Housing Law, and the Fair Employment Practices Law. In order to effectively achieve this, the Commission has a deferral relationship and funding provided by the Equal Employment Opportunity Commission and the U. S. Department of Housing & Urban Development.



In 1999, Governor Parris N. Glendening made Maryland history as the first sitting Governor to advocate for banning discrimination on the basis of sexual orientation. It wasn't until 2001 that these protections were codified, after the Governor's pushing the bill in the Maryland General Assembly for two years (Chapter 340 of 2001). With that, sexual orientation was added to the

already identified protected classes in Maryland law. That same year, genetic information was also included as a protected class.

The Modern Commission

The Commission has continued to build upon this framework as it carries out its superior investigatory procedures in the areas of employment, housing, public accommodations, and state contracts. In 2011, the Commission changed its name to the **Maryland Commission on Civil Rights** to more accurately reflect the anti-discrimination work through enforcement of the State's anti-discrimination laws, as well as through public outreach and education (Chapter 580 of 2011).

As of October 1, 2013, pregnant employees gained the legal right to request a reasonable accommodation at work if the pregnancy causes or contributes to a disability and if the accommodation does not impose an undue hardship on the employer (Chapters 547 and 548 of 2013).



In October, 2014, the Commission was vested with the authority to enforce Maryland’s anti-discrimination laws in employment, housing, and public accommodations on the basis of one’s gender identity. These protections came with the passage of the Fairness for All Marylanders Act of 2014 (Chapter 474 of 2014), and were the results of over a decade’s worth of work in the legislature. Passage of this legislation was monumental for many reasons. Previously, steps had been taken within the State to include gender identity and expression as a protected class. In 2002, Baltimore City passed a law prohibiting discrimination based upon gender identity and expression in employment, public accommodations, education, and housing. In 2005, the State hate crimes provision was amended to include gender identity as a protected class. Also, in August, 2007, Governor Martin O’Malley issued an Executive Order in which gender identity and expression were included as a protected class in state government employment. In November, 2007, the County Council for Montgomery County amended its laws to include gender identity as a covered

basis under employment, housing, public accommodations, cable television services, and taxicab services anti-discrimination laws. In December, 2011, Howard County joined Baltimore City and Montgomery County in adding gender identity and expression as a protected class. Most recently, on February 21, 2012, Baltimore County included in its anti-discrimination law protections based on gender identity. However, the Maryland Commission on Civil Rights believed that geography should not be the determinative factor for whether a citizen of Maryland is protected from unlawful discrimination.



Therefore, the Commission had supported similar versions of the bill introduced in 2007, 2008, 2009, 2010, 2011, 2012, and 2013, while advocating for these protections dating back to as early as the 1990's.

Effective October 1, 2015, interns were protected from discrimination and harassment at their place of internship. Interns may now access MCCR's complaint process and seek non-monetary relief if their internship provider does not have an internal grievance process to investigate and address allegations of discrimination and harassment (Chapter 43 of 2015).



*Are you passionate
about civil rights?*

*Do you want to make your
community more equitable
and inclusive for all?*



The Maryland Commission
on Civil Rights wants you
to serve on our
**Western Maryland
Advisory Council**

*Find out more & apply
online by June 30th at
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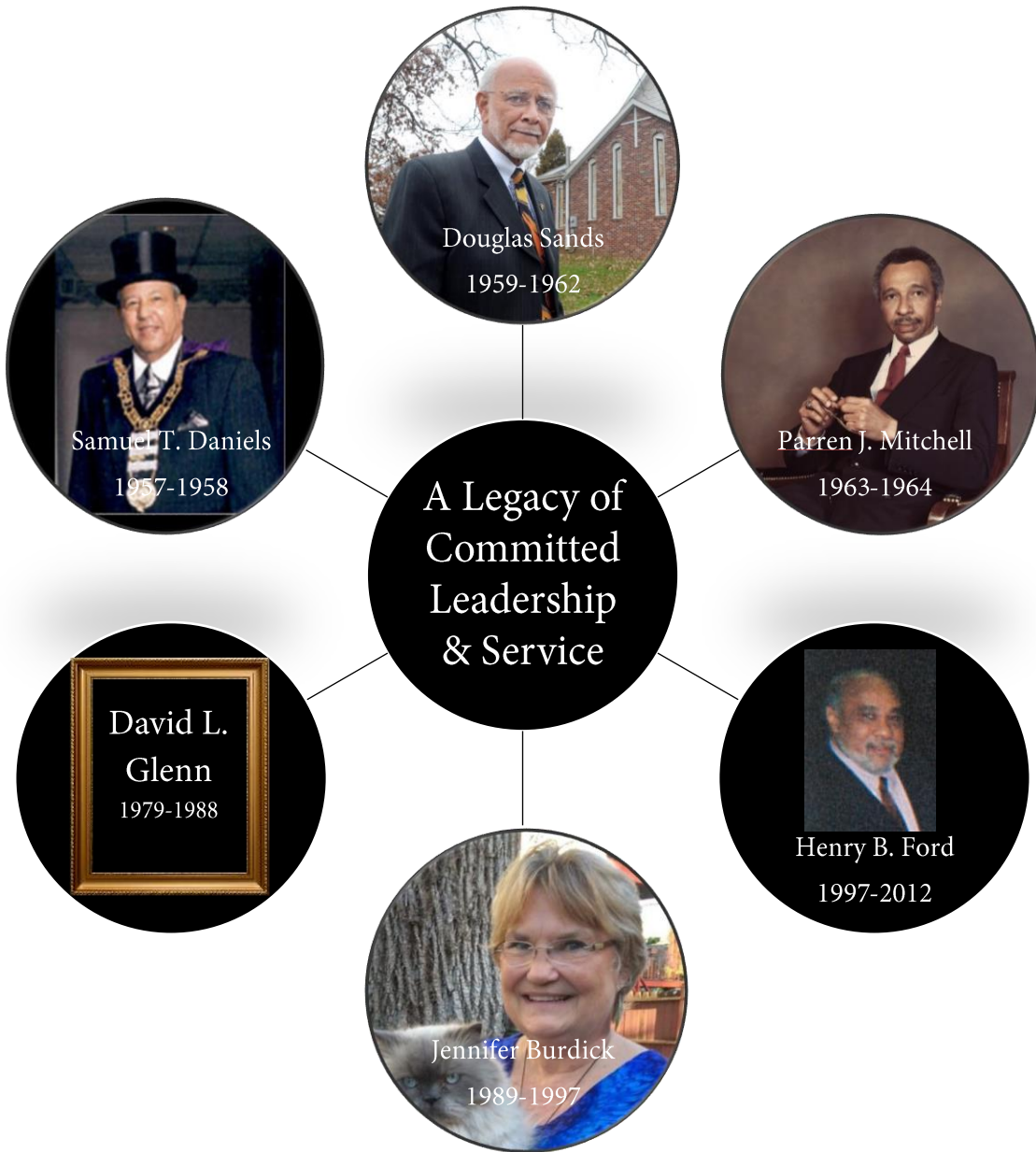
The Vision

In FY2017, MCCR was forced to close its field offices in Hagerstown, Leonardtown, and Salisbury due to staff retirements. However, the agency remained committed to making sure that it was connected with communities throughout the entire State. In order to accomplish this, MCCR Staff and Commissioners began researching the establishment of advisory councils in strategic regions around Maryland. During this research, MCCR visited sister agencies (such as the Pennsylvania Commission on Human Relations) and engaged local human relations commissions within Maryland to better understand how to build and utilize such an advisory council.

In CY2018, MCCR Staff and Commissioners agreed to a plan to build and recruit its first-ever advisory council. After reviewing Case Processing and Education & Outreach data, it was determined that the first council would be the Western Maryland Advisory Council (WMAC) to service Allegany, Frederick, Garrett, and Washington counties. The Frederick County Human Relations Commission also enthusiastically agreed to partner with MCCR to build a successful WMAC.

Throughout the first half of CY2019, MCCR aggressively advertised for applicants to serve on the WMAC. Efforts included holding local community meetings, connecting with leaders throughout the region, and taking out advertising in local print and digital media.

The application period ran through June 30, 2019, and the public response was incredible. MCCR is well positioned to have 15 qualified applicants to nominate for appointment by the Commissioners at the September, 2019, Commission Meeting.





Case Processing

The Case Processing Department provides intake and investigative services for complaints filed with MCCR in the areas of employment, housing, public accommodations and state contracts (the State's commercial non-discrimination policy). The Department utilizes a number of different tools to attempt to resolve complaints, such as **fact finding conferences**. These services have been very valuable to the Commission and have had a direct impact on the improving data contained herein. The Case Processing Department is comprised of an **Intake Unit** and two **Investigative Units**. The **Intake Unit** and two **Investigative Units** are housed in Baltimore City at the William Donald Schaefer Tower.



MCCR receives complaints directly from individuals who believe they have been victims of unlawful discrimination, and also processes through worksharing agreements complaints for the Equal Employment Opportunity Commission (EEOC) and the U. S. Department of Housing & Urban Development (HUD). MCCR automatically dual files a complaint of employment or housing discrimination with either the EEOC or HUD, respectively, when state and federal anti-discrimination laws overlap.

Intake



If you believe that you have been the victim of discrimination and suspect that you have been treated unfairly because of your **race, color, religion, sex, age, familial status, national origin, marital status, disability, genetic information, sexual orientation, or gender identity**, you may file a complaint of discrimination with MCCR. You may also file a complaint if you believe that you are a victim of **harassment** or **retaliation**. The Commission investigates complaints from anyone who reasonably believes they have been discriminated against in the areas of **employment, housing, public accommodations, and state contracts**. The Commission may also initiate a complaint based on reliable information that any person or business is or has been

engaged in a discriminatory practice. Any person may contact MCCR's Baltimore office to inquire about filing a complaint.

To file a Complaint of Discrimination, it is required that the Complainant provide to MCCR a written and signed complaint. Anyone wishing to file a complaint alleging unlawful discrimination in violation of Title 20 of the State Government Article or Title 19 of the State Finance & Procurement Article must file the complaint within:

- 180 days of the alleged unlawful incident in cases of discrimination by a place of employment and/or public accommodation; or
- one (1) year of the alleged unlawful incident in the case of discriminatory housing practices.

The Commission strongly encourages anyone wishing to file a complaint to immediately contact MCCR by telephone, e-mail, fax, or mail to begin the process of filing a complaint.



Case Intake Trends – By Region & Type

Anyone who believes they are a victim of unlawful discrimination in the state can file a complaint with MCCR. State law does not require those individuals filing with the Commission to reside in Maryland. Because of this, the location of a complaint is determined by the Respondent's physical address, not the Complainant's home or work address. This enables MCCR to better understand how Maryland's anti-discrimination laws in employment, housing, and public accommodations are being adhered to in the various regions for different employees, residents, and patrons of businesses.

After three years of substantial increases in the number of citizen complaints filed directly with MCCR, the last two fiscal years have seen a decrease in the number of complaints filed. MCCR

believes the decrease is likely attributable to the absence of any block of systemic complaints which normally have multiple complainants, allegations, and respondents, resulting in elevated intakes. MCCR had such a block of complaints in FY2017.

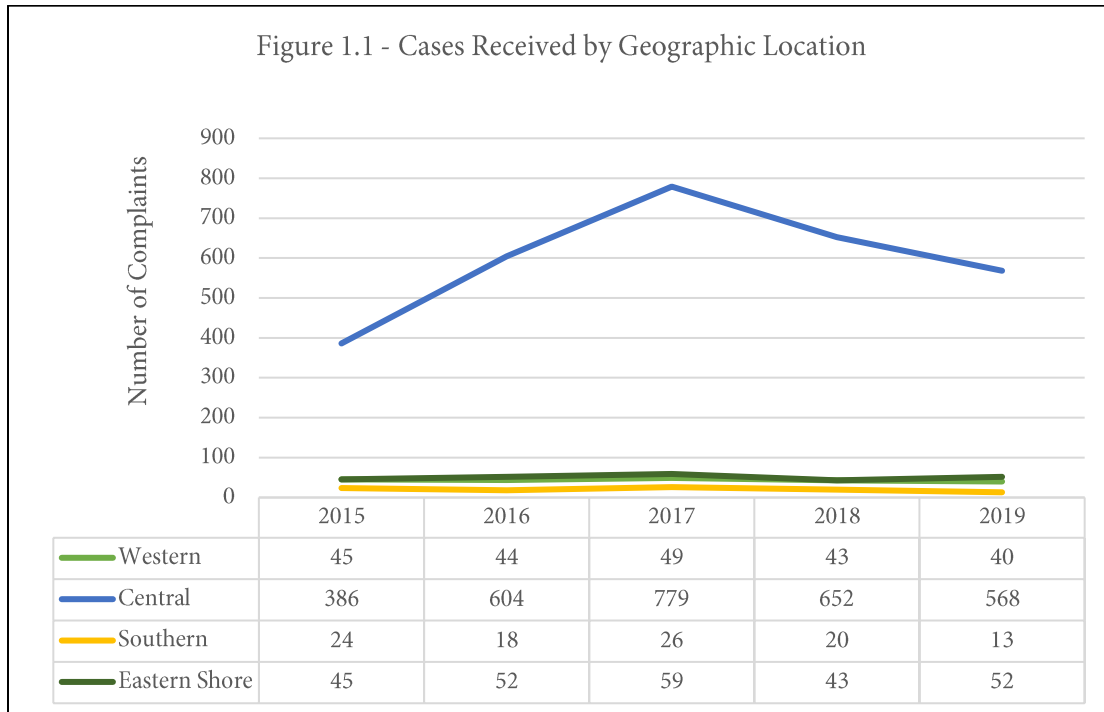
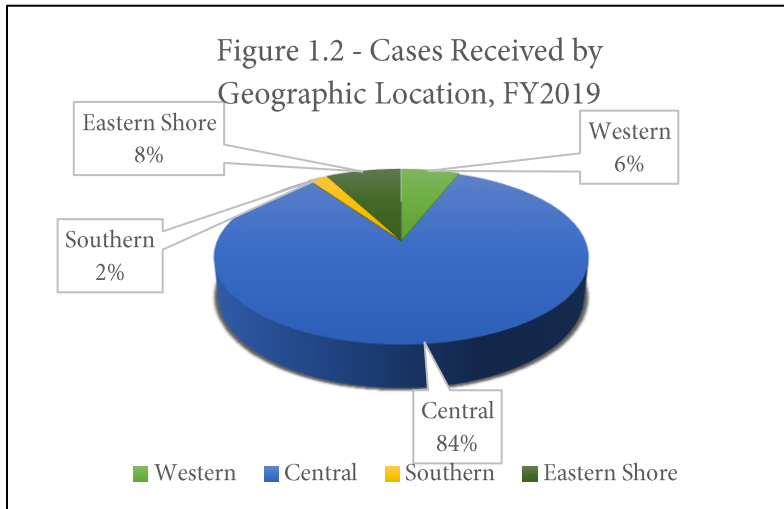


Figure 1.1 breaks down the total intakes by region in Maryland. As the table illustrates, total complaints peaked in FY2017, and declined in FY2018 and FY2019. When comparing the two most immediate fiscal years, the slight fluctuations in intakes within each region – 43 to 40 in Western Maryland, 652 to 568 in Central Maryland, 20 to 13 in Southern Maryland, and 43 to 52 in the Eastern Shore – are most likely the result of cyclical changes that the agency has seen between any two consecutive fiscal years. However, MCCR knows that there are many complaints of unlawful discrimination that go unreported every year. Because of this, MCCR will continue tracking these numbers closely while focusing on outreach, partnerships, and relationship-building in every corner of the State.

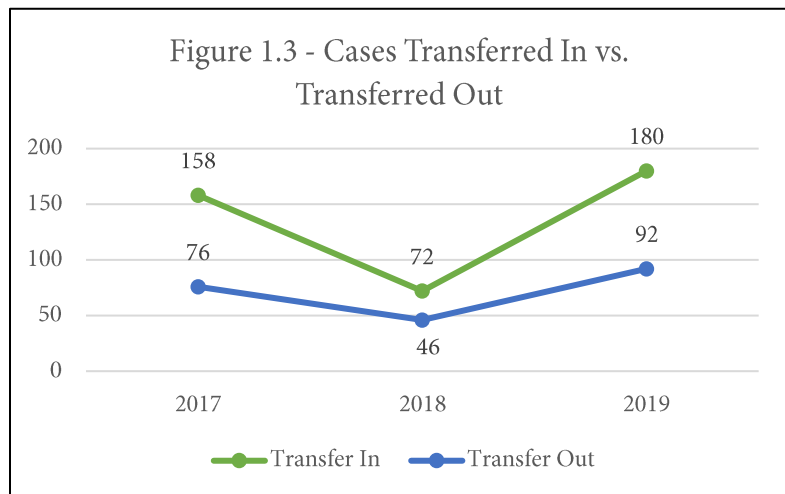
Please note: These numbers reflect only those complaints filed directly with MCCR, not any complaints transferred to MCCR that were originally filed with the United States Equal Employment Opportunity Commission (EEOC). Figure 1.3 will detail additional cases that were transferred to MCCR from the EEOC, and that were transferred to the EEOC from MCCR.



Overall, the number of complaints MCCR received from each region of Maryland remained relatively constant in FY2019 from FY2018. Figure 1.2 shows that 84% of complaints received by MCCR originated from the Central Region, 2% from the Southern Region, 8% from the Eastern Shore, and 6% from the Western Region; whereas in FY2018 those numbers were 86%, 2%, 6%, and

6%, respectively. Figures 1.4, 1.5, 1.6, and 1.7 that follow will further break down each region to not only identify what counties are included in that region, but also the area of discrimination (employment, housing, or public accommodation discrimination) for each complaint.

In addition to having complaints filed directly with the Commission, MCCR maintains a contractual relationship with both the EEOC and the U.S. Department of Housing & Urban Development (HUD). These relationships are possible because federal and state employment and housing anti-discrimination laws, respectively, are what is known as “substantially equivalent” –our laws closely mirror one another. Because of this, discrimination complaints filed with MCCR where the EEOC or HUD shares jurisdiction are automatically dual-filed with their agencies. Additionally, if an employment discrimination complaint based in Maryland is filed with the EEOC, then it may be transferred to MCCR for investigation. Meanwhile, Maryland-based housing complaints filed with HUD are automatically transferred to MCCR for investigation. Figure 1.3 illustrates the number of employment complaints transferred to MCCR from the EEOC, and transferred from MCCR to the EEOC.



As can be seen, MCCR’s total FY2018 transfers-in and transfers-out totaled 118 complaints. However, in FY2019 combined transfers rose significantly to 272. **Therefore, the total number of complaints MCCR received (both directly and indirectly through the EEOC) in FY2019 was**

945 complaints – an increase of 69 complaints from FY2018’s 876. While MCCR did have to transfer more cases out to the EEOC because MCCR lacked jurisdiction (example: the complaint was untimely under Maryland law but timely under federal law), MCCR was able to accept 108 more case transfers in in FY2019 than in FY2018.

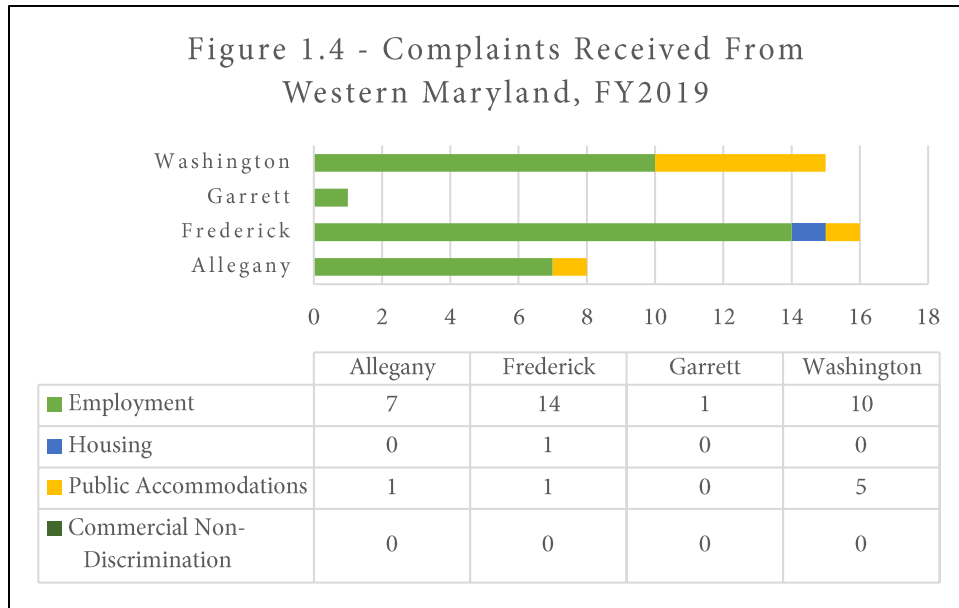
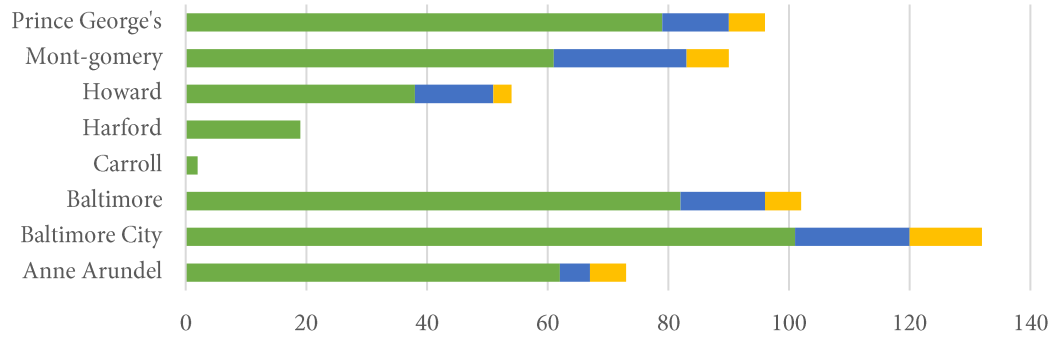


Figure 1.4 illustrates the number of complaints received in Western Maryland, broken down by County and area of discrimination for each complaint. Figure 1.1 showed that the total number of complaints received in FY2019 was 40, down from FY2018’s 43. This slight decrease is likely due to cyclical reasons. However, MCCR knows that the number of discrimination complaints filed annually remains lower than it should be. Therefore, MCCR is excited to be finalizing and appointing the first-ever Western Maryland Advisory Council (WMAC) which will consist of 15 community representatives that will serve as the “eyes and ears on the ground”. More details about the WMAC will be contained in the 2020 Annual Report that MCCR will publish next year.

Figure 1.5 - Complaints Received from Central Maryland, FY2019



	Anne Arundel	Baltimore City	Baltimore	Carroll	Harford	Howard	Mont-gomery	Prince George's
■ Employment	62	101	82	2	19	38	61	79
■ Housing	5	19	14	0	0	13	22	11
■ Public Accommodations	6	12	6	0	0	3	7	6
■ Commercial Non-Discrimination	0	0	0	0	0	0	0	0

Central Maryland is home to MCCR’s Baltimore City Headquarters as well as approximately 80% of the State’s population. It is a major hub of commerce (Port of Baltimore, BWI Thurgood Marshall Airport, I-95 Corridor) and tourism (City of Annapolis, National Harbor, Arundel Mills, Baltimore Inner Harbor). These factors continue to underpin why 84% of the complaints filed with MCCR originated from counties in this geographic region. While 84 fewer complaints were filed in FY2019 as opposed to FY2018, the 568 complaints MCCR did receive, proportionally by both County and area of discrimination, largely mirrors what was seen in FY2018. The only notable difference is that Anne Arundel County saw a substantial decrease in complaints filed – from 101 in FY2018 to 73 in FY2019. This, again, is likely the result of cyclical explanations.

Despite any fluctuation in the numbers contained in Figure 1.5 likely being the result of cyclical patterns, MCCR does believe that Education & Outreach efforts in the immediate region (being so close to agency headquarters) is having a sustainably beneficial impact on our presence and relationship with the communities we serve. Indeed, the Maryland Commission on Civil Rights has been fortunate and successful in establishing long-lasting relationships with businesses, institutions, and organizations in and around Maryland, with particular concentration in the central region. These relationships lead to many partnership ventures, such as the Maryland Equity & Inclusion Leadership Program with the University of Baltimore Schaefer Center for Public Policy.

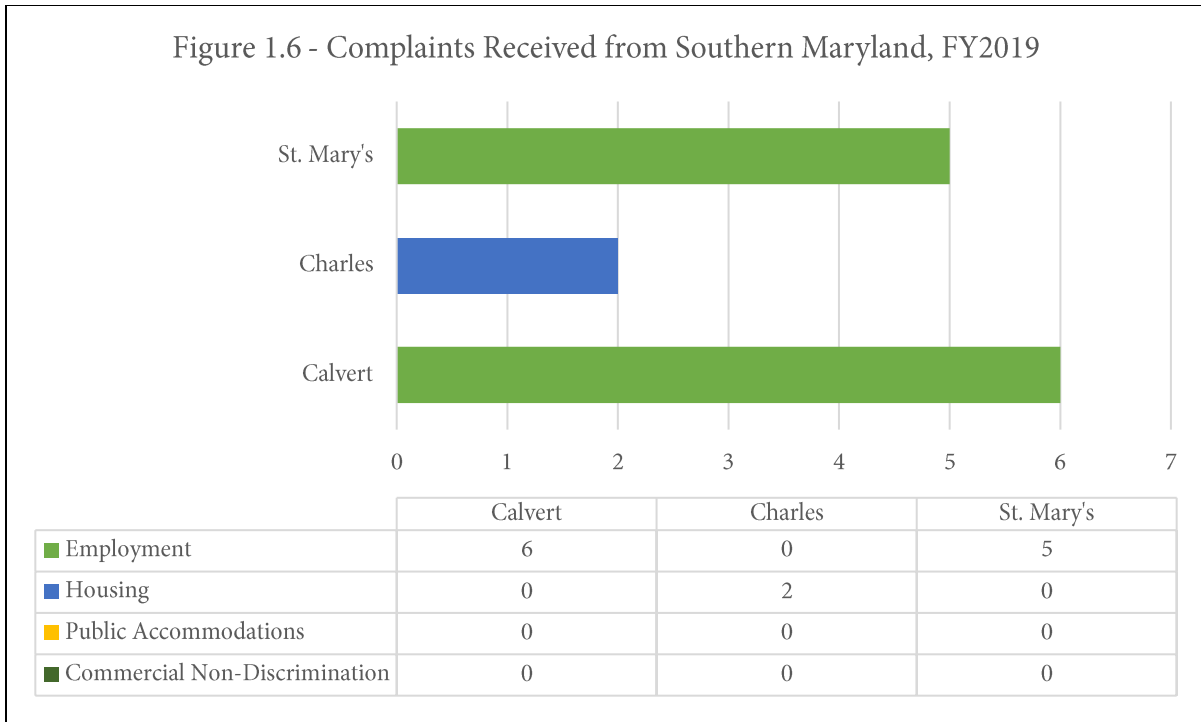
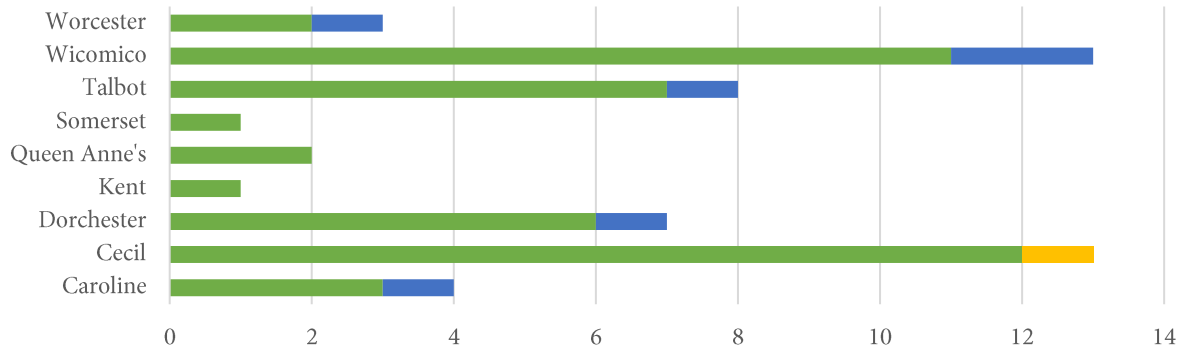


Figure 1.6 reflects the complaints received from those counties in Maryland’s southern region. As in previous years, this remains an area that files the fewest complaints of unlawful discrimination – 13 in FY2019, down from 20 in FY2018. However, Southern Maryland is home to a large number of individuals who come from all walks of life.

MCCR has been in communication with individuals interested in establishing a regional human/civil rights organization to fill what they believe is a void in the region. This organization would provide an outlet whereby they can raise and address pressing civil and human rights issues within their communities. Currently, only St. Mary’s County has a human relations commission, but that commission does not have the investigative and enforcement authority vested in MCCR. Because of this, aggrieved and concerned individuals can only file a complaint with MCCR, and are forced to go to local organizations – such as the NAACP – in order to engage one another on pressing matters.

MCCR has been fortunate to build many productive relationships within the region. Therefore, community support for a local organization leads MCCR to believe that if the Western Maryland Advisory Council is successful, then Southern Maryland would be well-served by a similar Advisory Council.

Figure 1.7 - Complaints Received from Eastern Shore, FY2019

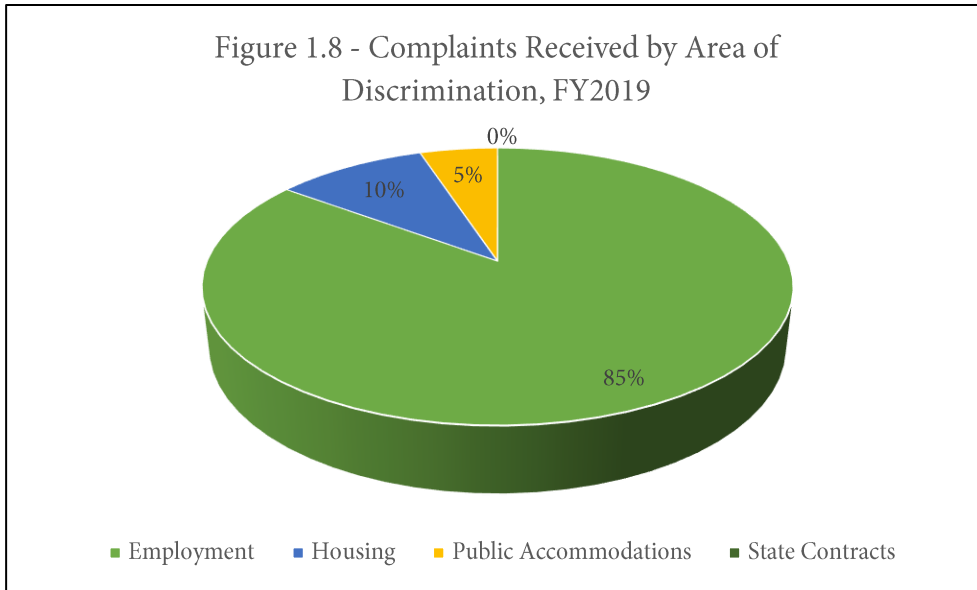


	Caroline	Cecil	Dorchester	Kent	Queen Anne's	Somerset	Talbot	Wicomico	Worcester
■ Employment	3	12	6	1	2	1	7	11	2
■ Housing	1	0	1	0	0	0	1	2	1
■ Public Accommodations	0	1	0	0	0	0	0	0	0
■ Commercial Non-Discrimination	0	0	0	0	0	0	0	0	0

Finally, Figure 1.7 contains the complaints received from the Eastern Shore – 52 in FY2019, which is up from FY2018’s 43 complaints. Three counties in particular saw sizable increases in the number of complaints filed with MCCR – Cecil County saw 6 complaints filed in FY2018 and 13 in FY2019; Somerset County saw 1 complaint filed in FY2018 and 10 complaints in FY2019; and Wicomico County saw 5 complaints filed in FY2018 and 13 complaints in FY2019. MCCR believes that these increases are the result of successful Education & Outreach efforts across the entire region, as well as the streamlining of complaint filing procedures on MCCR’s website in an easy-to-access, user friendly manner.

Technology affords the Commission an incredible opportunity to make inroads into underserved communities across the State, especially in this region separated by the Chesapeake Bay and connected primarily by the Bay Bridge. MCCR remains committed to harnessing these technological opportunities as an additional tool to build and maintain those connections necessary to ensure the agency is carrying out its mandate to enforce Maryland’s anti-discrimination laws, while working every day to promote and improve civil rights in Maryland.

Overall, the Maryland Commission on Civil Rights saw approximately 85% of its complaints received being in the area of employment (including transfers-in/out), 10% being in the area of housing, and 5% being in the area of public accommodations in FY2019. These proportions are remarkably similar to the 81%-10%-9% split, respectively, from FY2018. Even though the incredible majority of complaints throughout the agency’s history have been in the area of employment discrimination, MCCR believes there remains chronic underreporting, especially in



the area of housing discrimination. MCCR knows that the well-being and stability of Maryland’s residents and workforce are directly dependent upon employers and housing providers sharing the Commission’s enthusiasm for and commitment to Maryland’s antidiscrimination laws. The Maryland Commission on Civil Rights will continue to explore innovative ways to best guarantee that the agency is receiving and investigating complaints of unlawful discrimination whenever and wherever they occur within Maryland. *(Note: For an aggregate chart breaking down the total number of complaints received by both County and Area of Discrimination, please turn to page 33.)*

Employment

Every year, employment discrimination complaints account for approximately 80% of the Commission’s total complaint intake. It comes as no surprise that 85% of the complaints MCCR received in FY2019 were in the area of employment discrimination. While this trend holds true for similar agencies across the country, there are some trends within employment discrimination claims that have emerged over the last few years. These concerning trends have caught the attention of the Maryland Commission on Civil Rights, and are a priority of the agency’s efforts to combat unlawful discrimination within our state.

§20-602 of the State Government Article, *Code of Maryland*, prohibits discrimination in employment based on an individual’s race, color, religion, ancestry or national origin, sex, age, marital status, sexual orientation, gender identity, disability, or genetic information. In addition to acts of discrimination, harassment and retaliation against an employee by an employer are prohibited under State law. Figure 2.1 illustrates that among the 804 employment discrimination complaints received by MCCR (both direct and transfers to/from EEOC), 1455 different protected bases/acts were selected across these complaints.

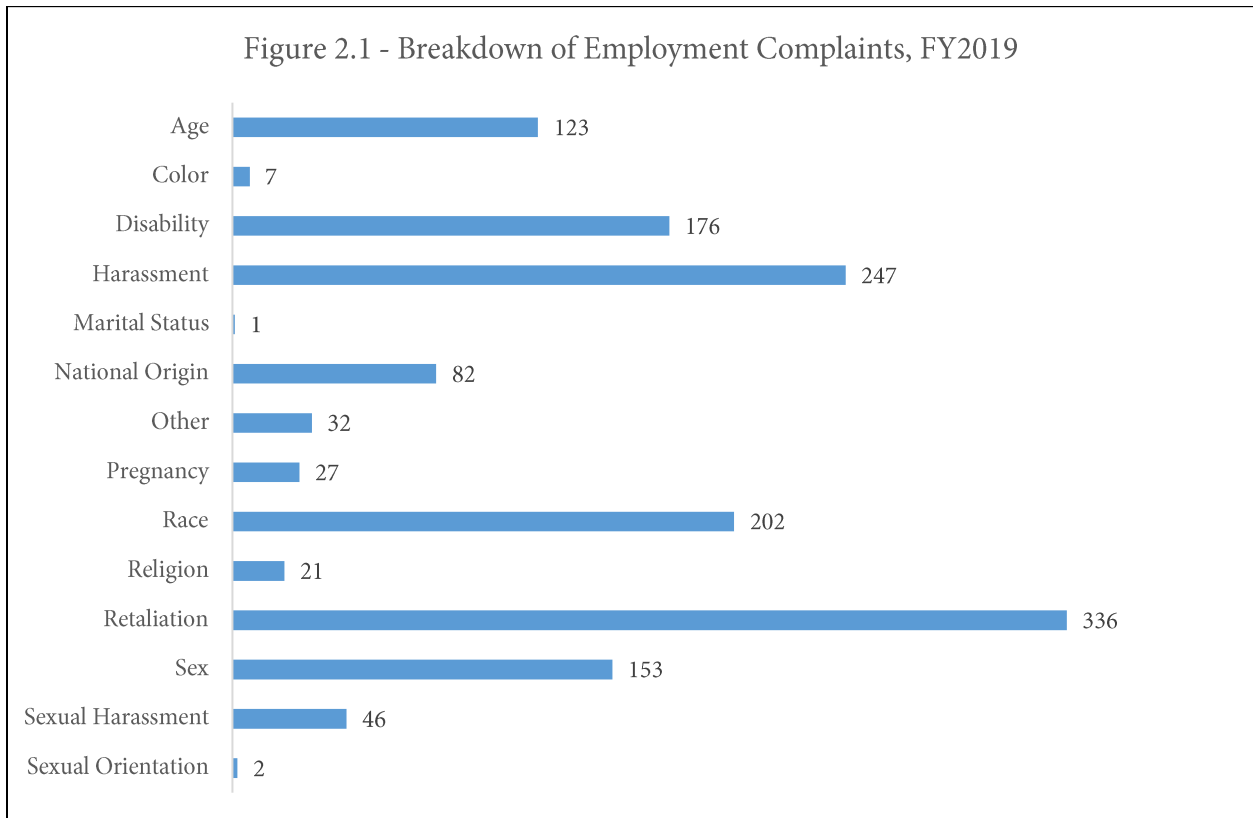
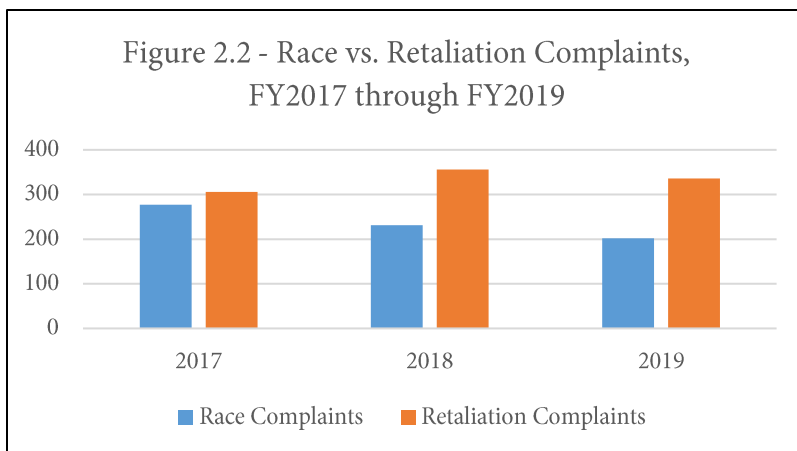
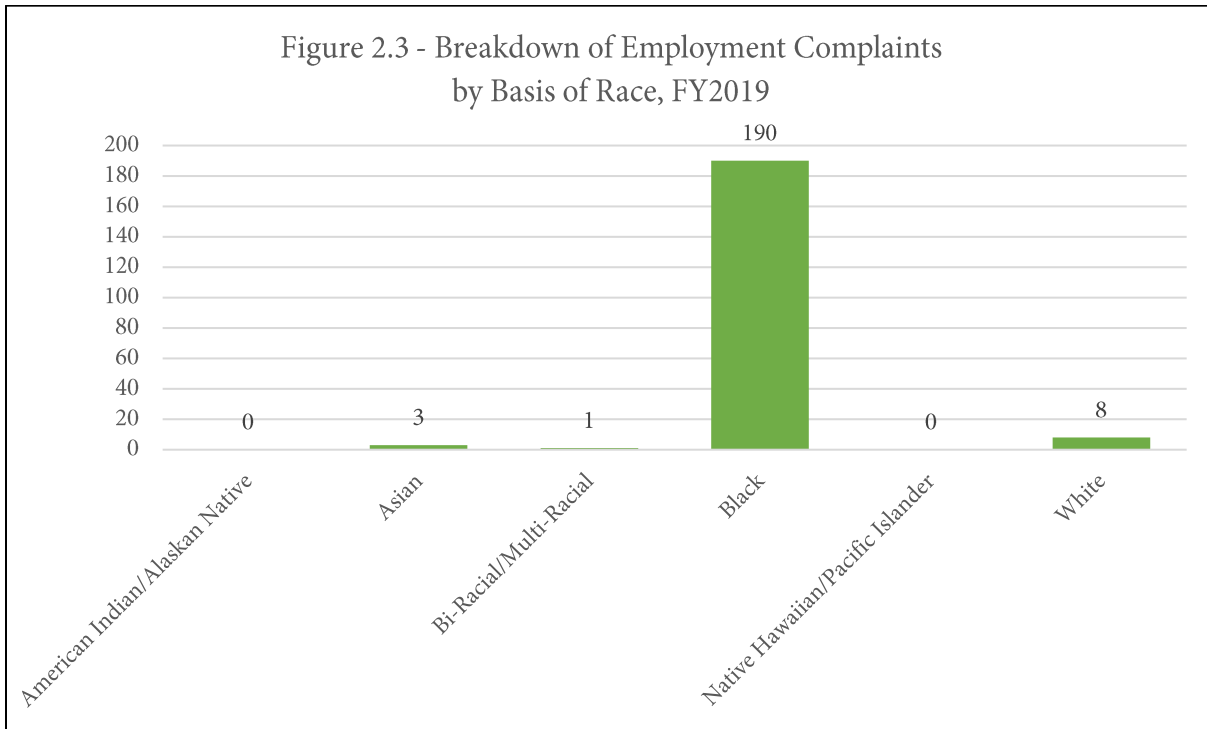


Figure 2.1 shows that the top protected bases in FY2019 were retaliation, harassment, and race, which is consistent with data provided in previous years. However, for the third year in a row, MCCR has received more complaints of alleged unlawful retaliation than complaints of alleged unlawful race discrimination. Prior to FY2017, race-based complaints always outpaced retaliation complaints. However, as Figure 2.2 shows, retaliation complaints are not only outpacing race discrimination complaints, but the disparity between the two has only grown over the years. This is consistent with trends across the nation, including in numbers reported by the EEOC.



MCCR continues to be concerned by this phenomenon because retaliation complaints have a chilling effect on our work to eradicating any trace of unlawful discrimination within Maryland. If employees fear losing their jobs because they seek to protect their rights in the workplace, then that could lead to fewer complaints being filed,

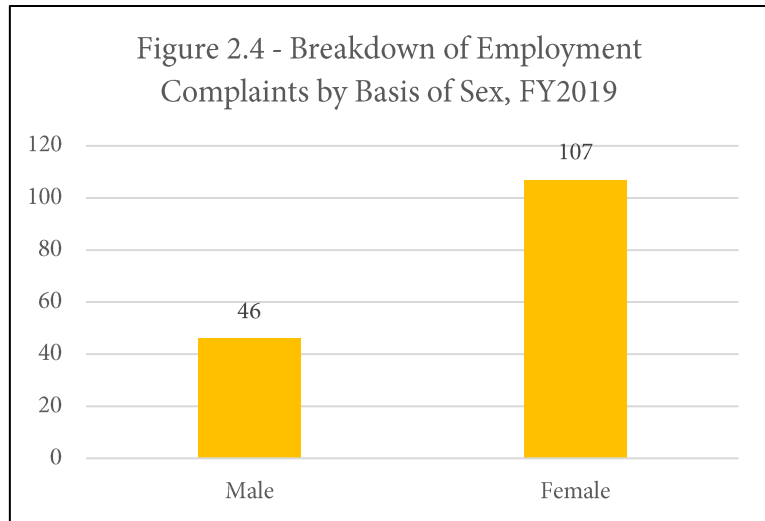
whether it is internally with their employer or with MCCR. However, MCCR is steadfast in working with employers and employees to spread the word that retaliation is prohibited under Maryland law, and that MCCR is ready to enforce Title 20 protections to the fullest extent possible.



With “race” still being the most frequently identified protected class among those individuals filing discrimination complaints with MCCR, it is important to note that within race, 94% of those complaints were filed by Black/African American employees. This is up from FY2018’s 87%. Meanwhile the number of complaints filed by White employees fell from 28 (12%) in FY2018 to 8 (4%). Historically, complaints filed by Black/African American employees have always hovered around 85%, while complaints filed by White employees have always been around 10%.

“Disability” remains the second most frequently identified protected class among employment discrimination complaints filed with MCCR. The total number of disability complaints received was 176 – up from FY2018’s 162 complaints despite a decrease in total complaint receipts. This accounts for 12% of total selected bases in FY2019, down from 13% in FY2018 yet still consistent with the long-term trend of approximately 15%. The spike in retaliation complaints is also impacting the proportion of disability complaints received by MCCR.

Due to professional women speaking up about discrimination, harassment, and abuse in the workplace, MCCR saw the total number of sex discrimination complaints remain constant – 153 in both FY2018 and FY2019. The proportions between complaints filed by men (1/3) and women (2/3) remained the same, too. This 2-to-1 ratio is consistent with trends seen across data available in each of the recent previous years.



MCCR continues to receive a large influx of requests from employers and community leaders across the State for assistance with addressing and preventing instances of sex discrimination and sexual harassment in the workplace. The recent legislation mandating that MCCR and the Department of Budget & Management EEO Coordinator work together to train designated representatives from all units of State government in sexual harassment prevention has further driven public interest in equity and prevention in the private sector as well.

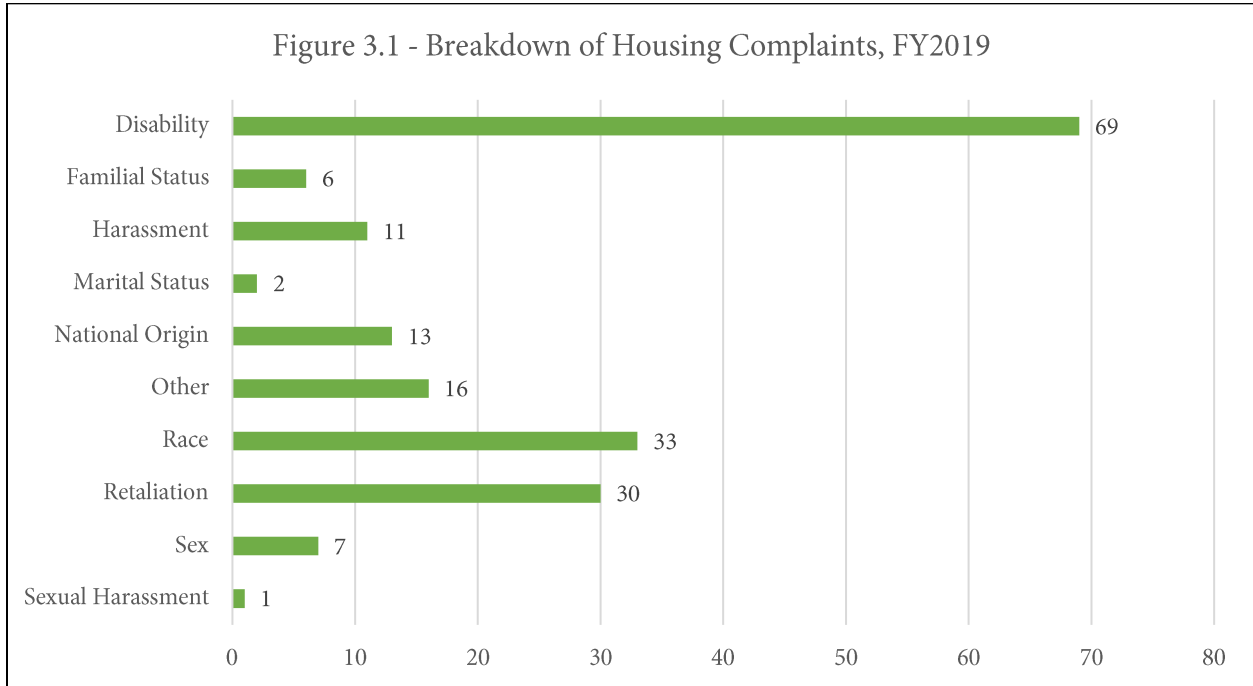
No matter the claim, the Maryland Commission on Civil Rights needs anyone who believes they are a victim of unlawful employment discrimination to file a complaint with this agency. Only after the Commission receives information/evidence of a potentially unlawful act can such a claim be investigated, and corrective action be taken where appropriate. Similarly, MCCR applauds and continues to be available to those employers who remain committed to Maryland law so that we can work collaboratively to eradicate unlawful employment discrimination, thereby increasing opportunity for the State’s dedicated and talented workforce.

Housing

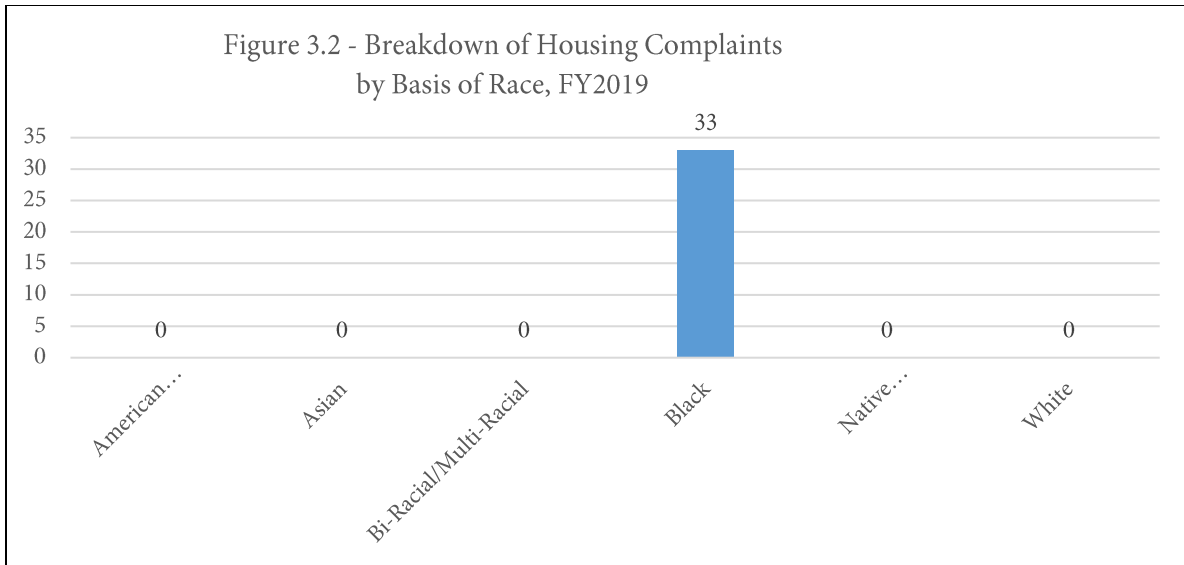
Housing discrimination, much like employment discrimination, is an incredibly threatening reality faced by many around the State that rocks a family’s foundation and can cause incredible pain. The Maryland Commission on Civil Rights is all too familiar with these horror stories. That is why our goal continues to be to investigate fully and issue a written finding for a housing discrimination complaint within 100 days of receipt.

MCCR has typically received fewer than 100 housing discrimination complaints annually. For a state with approximately 6 million residents, this figure has given the Commission great cause for

concern knowing that many instances go unreported. To remedy this, MCCR has partnered with HUD to expend partnership funding to advertise the agency’s role as the enforcer of Maryland’s Fair Housing Law. MCCR has also strategically targeted communities in every county across Maryland, as well as worked with advertising vendors to produce materials in both English and Spanish. Through combined radio, print, and digital marketing efforts over the past five years thanks to federal partnership grant funding awarded to MCCR, the agency has been able to reach millions of Marylanders to inform them of their right to fair housing.



In FY2019, MCCR received 93 housing discrimination complaints – up from FY2018’s 88 complaints. Within these 93 complaints, 188 different bases were selected. Figure 3.1 shows us that with respect to those bases, the top three selected were disability (37%), race (18%), and retaliation (16%) – similar to FY2018. Unlike FY2018, though, race-based complaints outpaced retaliation complaints, albeit by a similar small margin just like last year. Retaliation complaints being in the top three types of complaints is still of concern for the agency because of a similar chilling effect as in employment – some tenants and homebuyers may hesitate to file a complaint under Maryland’s Fair Housing law for fear that they will face eviction or denied access to necessary financing for their home.



As with employment, race-based housing discrimination complaints are most frequently filed with MCCR by Black/African American individuals. Figure 3.2 illustrates an alarming fact that MCCR saw for the first time last fiscal year, which is that race-based housing complaints increased from 19 to 33 and 100% of those complaints were filed by Black/African American individuals. For comparison, in FY2018 approximately 85% of race-based housing discrimination complaints were filed by Black/African American individuals and approximately 16% were filed by White individuals.

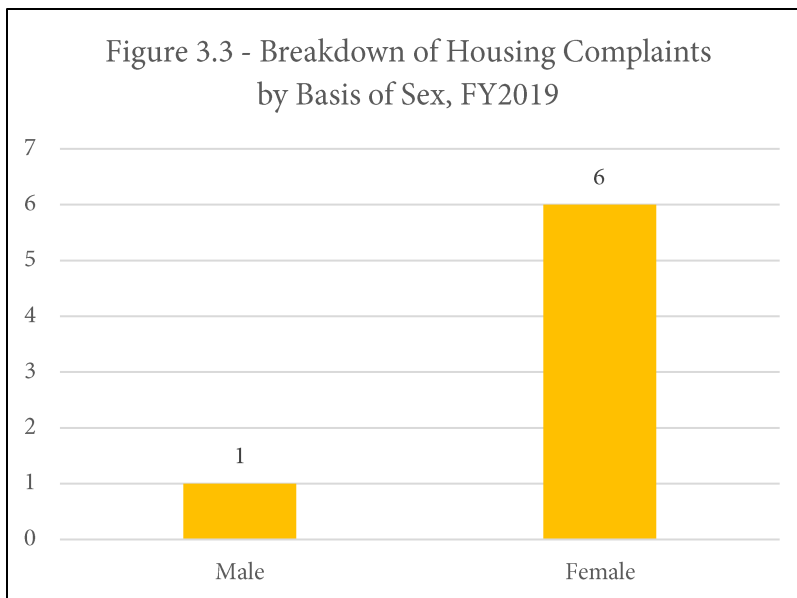
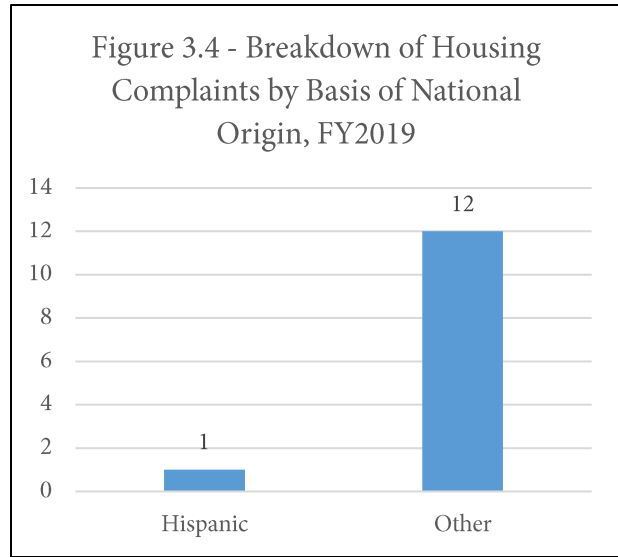


Figure 3.3 breaks down the 7 sex-based housing discrimination complaints filed with MCCR in FY2019; this is the same number of complaints filed last year, too. Sex discrimination remains pervasive within housing, especially with complaints from women far exceeding complaints filed by men. The lone sexual harassment complaint MCCR received in FY2019 was also filed by a female, too, which is no surprise – history has shown that

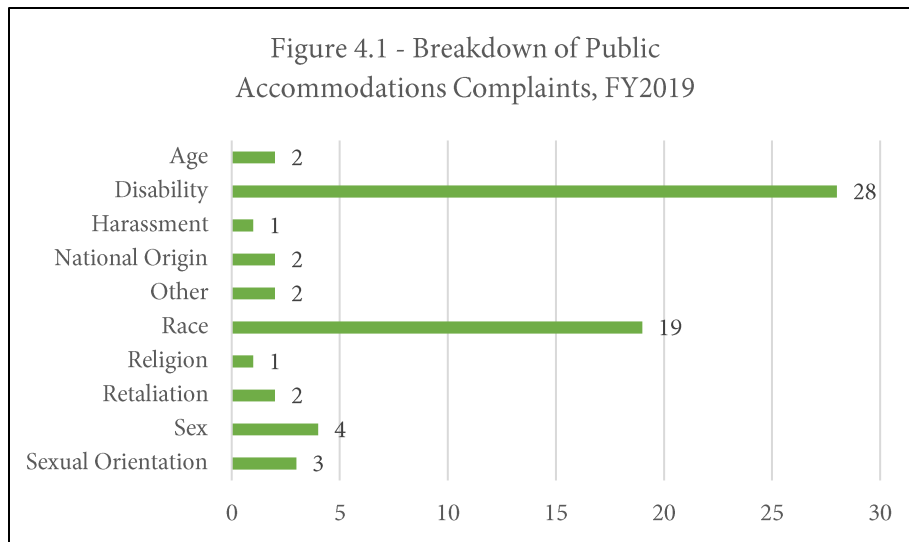
women are more likely than men to be subjected to unwanted sexual advances from housing providers in the area of housing.

Individuals of different national origin may be likely to be subjected to discriminatory housing practices. Despite this, in FY2018, MCCR received only 2 complaints of national origin housing discrimination – one by Hispanic, 1 by “Other”. This number rose to 13 national origin housing discrimination complaints in FY2019 – the highest since FY2014 (9 complaints filed). MCCR believes that this increase in national origin-based complaints is a result of direct outreach into underserved communities so they are aware of their rights under Maryland law, as well as how to access services to protect those rights. MCCR will continue to focus outreach efforts so that every Marylander knows their rights and where to turn if they believe they are a victim of unlawful housing discrimination.



Public Accommodations

Complaints of discrimination against an owner or operator of a place of public accommodation, as previously mentioned, historically account for approximately 10% of the total complaints MCCR receives in any given year. As was shown in Figure 1.8, this number dropped to 5% from last year’s 9%. MCCR believes this drop is due to the 4% increase in the total number of complaints of alleged unlawful employment discrimination both directly filed with MCCR and transferred to MCCR from the EEOC. Public accommodation discrimination complaints generally are about the denial of entry to or service at an establishment serving the public, or the existence of barriers that prevent an individual from patronizing such an establishment.



Therefore, it comes as no surprise that again this year, as in the past, the vast majority of complaints come from those protected because of their disability, with race being the second most frequent basis. Among the 48 complaints of alleged unlawful public

accommodation discrimination, 64 total bases were identified. 28 (44%) of those bases were lodged by a person claiming discrimination due to their disability.

Disability complaints often center on the issue of accessibility, much like in housing cases. As is commonly the case, these allegations are that an owner/operator did not make the place of public accommodation accessible, with some of those complaints being outright denial of service because of that individual's disability. Despite the American with Disabilities Act and Maryland's own accessibility laws being on the books for decades, many places of public accommodation refuse to comply with existing law or are unaware of their obligations under law. The refusal to comply is the greatest concern to MCCR, and is one of the primary reasons why the agency continues to support efforts to improve our enforcement authority and remedies under our public accommodations statute so that they are comparable to those found in the employment and housing sections of our law.

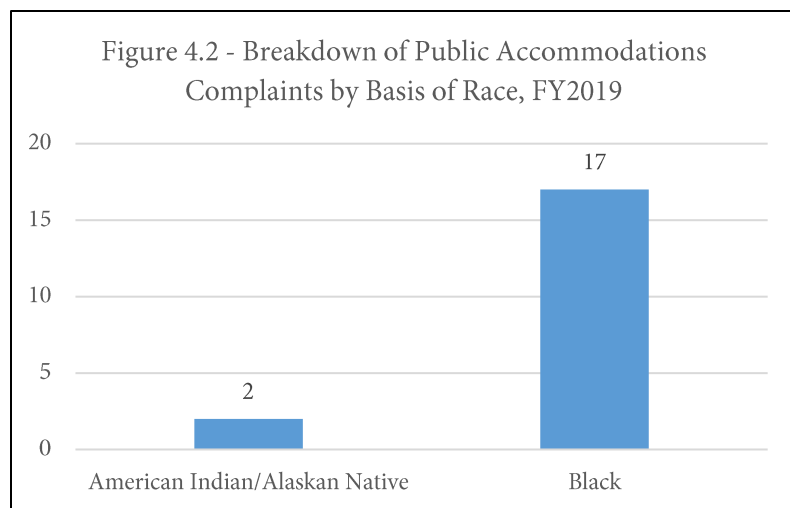


Figure 4.2 breaks down the complaints filed because of alleged discrimination based on an individual's race. As was seen in both employment and housing, complaints filed by Black/African American individuals account for nearly every complaint – 17 of the 19 filed in FY2019. This is consistent with the intake of race-based discrimination complaints filed in previous years.

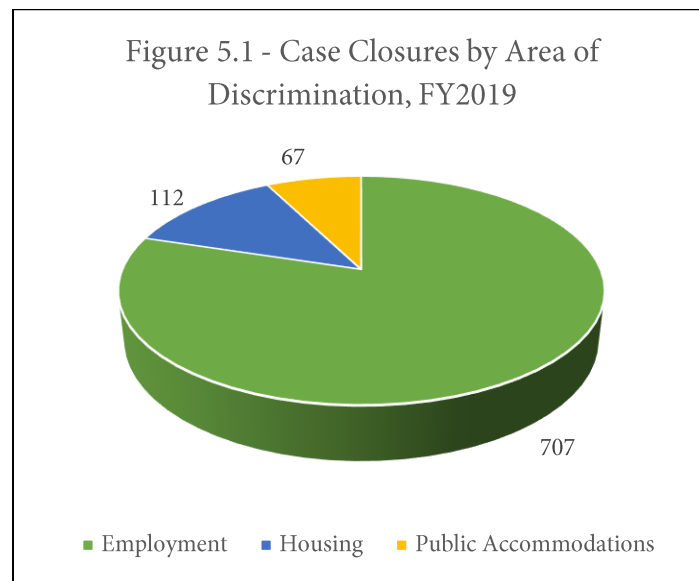
As touched on across this chapter, the absence of widespread public accommodation complaints does not mean that there is an absence of incidents. One of the primary reasons why MCCR believes there is underreporting of complaints is because of the public's lack of awareness of their rights under Maryland's public accommodations anti-discrimination law. That is why MCCR has gone all in on a partnership-centric education and outreach initiative to educate everyone in our State on their rights under the law that this agency is charged with enforcing.

Second to that, and specific to public accommodations complaints, there is a disparate lack of enforcement authority for this agency and relief available for victims of unlawful discrimination in our public accommodation antidiscrimination statute. For years now, the General Assembly has entertained legislation that aims to enhance the remedies available to Complainants. Those enforcement and remedy mechanisms already exist in employment and housing law, so this legislation seeks to achieve parity between MCCR's three primary enforcement areas. MCCR

remains committed to working with the Governor, the General Assembly, and community stakeholders in an effort to craft legislation that modernizes this section of the law. The Commission has many times seen potential complaints stop short of being filed by Complainants because the law does not afford them what they believe to be adequate relief – the peace of mind that a meaningful and lasting resolution can be achieved so as to prevent this from ever happening to anyone else in the future. While MCCR does not believe this enhancement of the law will cause a deluge of new complaints (nor will it place an onerous burden on Maryland businesses), we do believe that it will be an effective tool to encourage many places of public accommodations to become compliant with what is existing Maryland law with respect to fairness, equity, and accessibility.

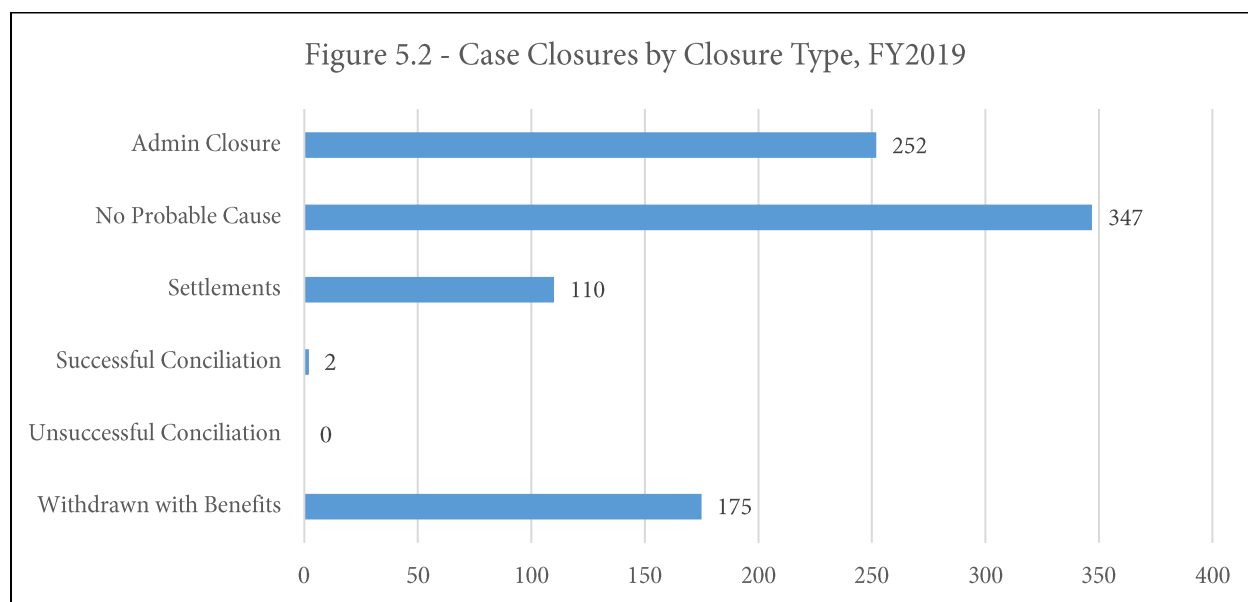
Case Closures

As Maryland’s enforcement agency for state anti-discrimination protections, MCCR’s chief mandate by the Governor and General Assembly is to investigate allegations of unlawful discrimination and work with the parties in an effort to achieve an administrative resolution. Agencies like MCCR exist across the country to relieve pressure placed on the judiciary so that only the most egregious offenses of state law and policy (where the Respondent is being recalcitrant in conciliating) are litigated in the courts.



As seen in Figure 5.1, MCCR closed a total of 886 complaints in FY2019 – an increase of 86 cases over FY2018. Furthermore, case closures in the areas of employment and housing discrimination increased from FY2018, with 99 more in employment and 3 more in housing. The agency continues to review protocols to make sure that we were as organizationally efficient as possible.

The credit for this increase in the number of closures across the board is a direct result of the commitment by MCCR staff to a Maryland free from any trace of unlawful discrimination.



The closure types in Figure 5.2 are defined as:

1. Administrative Closure – this happens during the investigation phase. Some examples include the alleged discriminatory act does not fall within MCCR’s statutory jurisdiction, the complaint was not filed within the statute of limitations, failure to locate/cooperate by Complainant, the Complainant elected to pursue the matter in court after the statutorily prescribed waiting period, or the Respondent has less than 15 employees.
2. No Probable Cause – MCCR does not have sufficient evidence to suggest probable cause for the complaint of discrimination. As such, MCCR is unable to conciliate or litigate the matter further.
3. Probable Cause – MCCR deems there is enough evidence provided to suggest that an act of unlawful discrimination occurred against the Complainant.
4. Settlements – During the investigative phase, both parties reach a mutually agreeable settlement with the help of MCCR’s services. This occurs prior to the issuance of a written finding of Probable Cause/No Probable Cause.
5. Successful Conciliation – After the Probable Cause Finding is issued, the parties enter into negotiations and a settlement is agreed to by both parties.
6. Withdrawn with Benefits – The Complaint of Discrimination was withdrawn by the Complainant and Respondent because they settled privately outside of MCCR’s services.

Please note: that the total number of closures may not equal the individual allegations of discrimination illustrated in Figures 1, 2, 3, and 4. That is because an investigation may be looking at evidence to see if an act of discrimination occurred against multiple protected classes. For

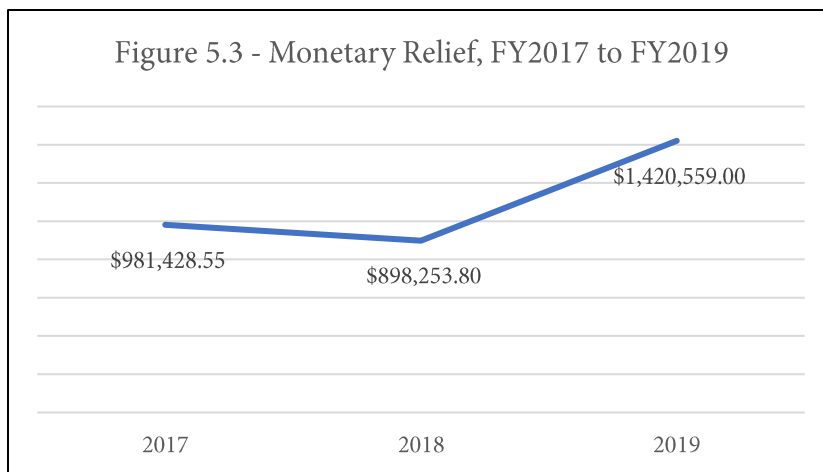
instance, someone may allege employment discrimination on the basis of both race and sexual orientation, or housing discrimination based on both disability and retaliation. While it may qualify as only one case received by MCCR, the Commission is obligated to tabulate and report all of the bases and issues.

It is important to note as well that the cases closed in FY2019 may not necessarily have been cases received in FY2019. Due to a number of variables, including when the Charge of Discrimination was signed by the Complainant and served on the parties, as well as how long the investigation/resolution efforts take, a case may have closed in FY2019 when it was received in FY2018. However, most of the closures in FY2019 were for cases received during FY2019.

Monetary Relief

As Maryland’s enforcement agency for state anti-discrimination protections, MCCR’s chief mandate by the Governor and General Assembly is to investigate allegations of unlawful discrimination and work with the parties in an effort to achieve an administrative resolution.

The Case Processing Department utilizes the fact finding conference (FFC) method of collecting information and investigating cases. FFCs have proven invaluable as Investigators work to bring the parties together early in the process to seek resolution or settlement. All the while, FFCs have enabled MCCR to reduce case processing times and increase the amount of favorable resolutions to Charges of Discrimination. This, in turn, relieves the burden on both MCCR’s General Counsel’s Office and Maryland’s Judiciary. Because cases are either settled privately and/or administratively (facilitated through MCCR’s involvement), only the most egregious cases of discrimination where MCCR’s Civil Rights Officers have found Probable Cause (and where conciliation efforts have failed) are prepared for public hearing before the Office of Administrative Hearings or the Circuit Court.



For FY2019, MCCR secured \$1,420,559.00 in monetary relief for Complainants. This figure is up considerably from FY2018, due in large part to the increased case closures in FY2019. Monetary relief is not an arbitrary determination; a calculation is made based on the merits of the complaint of

discrimination and the damages or losses suffered by the Complainant in order to arrive at a monetary figure.

Monetary relief is just one of the many ways Complainants and Respondents can resolve a case. In addition to this form of resolution, FFCs and thorough investigations have enabled MCCR to work with Complainants and Respondents to reinstate wrongfully terminated employees, secure equitable salaries for employees, and train employers/housing providers on how to adhere to Maryland's anti-discrimination law. As MCCR continues to reevaluate and grow, we will keep an eye on best practices both in Maryland and around the country to determine where MCCR can reform itself to provide the best possible service to every Marylander without increasing the burden on taxpayers.



Supplemental Case Processing Charts

Breakdown of Complaints Received by County & Area of Discrimination, FY2019					
County	E	H	PA	C-ND	Total
West					
<i>Allegany</i>	7	0	1	0	8
<i>Frederick</i>	14	1	1	0	16
<i>Garrett</i>	1	0	0	0	1
<i>Washington</i>	10	0	5	0	15
Total	32	1	7	0	40
Central					
<i>Anne Arundel</i>	62	5	6	0	73
<i>Baltimore City</i>	101	19	12	0	132
<i>Baltimore</i>	82	14	6	0	102
<i>Carroll</i>	2	0	0	0	2
<i>Harford</i>	19	0	0	0	19
<i>Howard</i>	38	13	3	0	54
<i>Montgomery</i>	61	22	7	0	90
<i>Prince George's</i>	79	11	6	0	96
Total	444	84	40	0	568
Southern					
<i>Calvert</i>	6	0	0	0	6
<i>Charles</i>	0	2	0	0	2
<i>St. Mary's</i>	5	0	0	0	5
Total	11	2	0	0	13
Eastern Shore					
<i>Caroline</i>	3	1	0	0	4
<i>Cecil</i>	12	0	1	0	13
<i>Dorchester</i>	6	1	0	0	7
<i>Kent</i>	1	0	0	0	1
<i>Queen Anne's</i>	2	0	0	0	2
<i>Somerset</i>	1	0	0	0	1
<i>Talbot</i>	7	1	0	0	8
<i>Wicomico</i>	11	2	0	0	13
<i>Worcester</i>	2	1	0	0	3
Total	45	6	1	0	52
Transfers In & Out	272	0	0	0	272
Grand Total	804	93	48	0	945

Breakdown of Complaint Intakes by Type of Discrimination & Protected Class, FY2019				
Class	E	H	PA	Total
Race	202	33	19	254
<i>Black</i>	190	33	17	240
<i>White</i>	8	0	0	8
<i>Asian</i>	3	0	0	3
<i>Bi-Racial/Multi-Racial</i>	1	0	0	1
<i>American Indian/Alaskan</i>	0	0	2	2
<i>Native Hawaiian/Pacific Islander</i>	0	0	0	0
Sex	153	7	4	164
<i>Female</i>	107	6	3	116
<i>Male</i>	46	1	1	48
Pregnancy	27	0	0	27
Sexual Harassment	46	1	0	47
Harassment	247	11	1	259
Sexual Orientation	2	0	3	5
Age	123	N/A	2	125
Retaliation	336	30	2	368
Disability	176	69	28	273
Religion	21	0	1	22
<i>Catholic</i>	1	0	0	1
<i>Jewish</i>	1	0	0	1
<i>Muslim</i>	7	0	0	7
<i>Other</i>	11	0	1	12
<i>Protestant</i>	0	0	0	0
<i>7th Day Adventist</i>	1	0	0	1
National Origin	82	13	2	97
<i>East Indian</i>	3	0	0	3
<i>Hispanic</i>	17	1	0	18
<i>Arab, Afghan, Mid-Eastern</i>	3	0	0	3
<i>Mexican</i>	0	0	0	0
<i>Other</i>	59	12	2	73
Familial Status	N/A	6	N/A	6
Marital Status	1	2	0	3
Color	7	0	0	7
Gender Identity	0	0	0	0
Other	32	16	2	50
Total	1455	188	64	1707



Case History Sampling

In the Case Processing section, the numbers demonstrate the extraordinary work that MCCR carries out on a daily basis. However, these numbers do not illustrate the “human element”. At MCCR, every case received is important and is given thorough attention. To help better understand MCCR’s efforts in enforcing Maryland’s anti-discrimination laws while improving the State’s civil rights climate, the following case histories have been compiled, identified by the county of incident.

Employment



Anne Arundel County

The Complainant alleged she was discriminated against because of her race (Black) when she was terminated for working overtime.

The Complainant was advised by management she could no longer work overtime and to complete her work within the eight hour allotted workday. However, her White counterparts were not similarly prohibited from working overtime after the Complainant was told not to by management. The Complainant continued to work overtime and was ultimately terminated because of it. Meanwhile, her White colleagues still worked over the allotted eight hour time to complete their work and received overtime pay.

After filing this complaint and filing an internal grievance, the parties agreed that Complainant would be reinstated back to work and made whole with a settlement totaling \$76,248.00 for damages she incurred for being out of work for approximately 7 months.

Baltimore County

The Complainant alleged that three separate Respondents' discriminated against him on the basis of his age and retaliated against for participating in a protected activity when he was informed that his position was being eliminated and that he would not be allowed to apply for other vacancies for which he was qualified for after filing an internal complaint of age discrimination. Specifically, Complainant alleged that he experienced repeated derogatory age-related comments from co-workers about his work methodologies and educational background that created a hostile work environment. After conducting a Fact Finding Conference and a complete investigation, two of the Respondents were dismissed because the investigation established that neither company participated in decision making process of the Complainant's



termination, and the sole remaining Respondent and the Complainant found it best for the case to be resolved without a Written Finding and settled the case for \$45,000.00.



Montgomery County

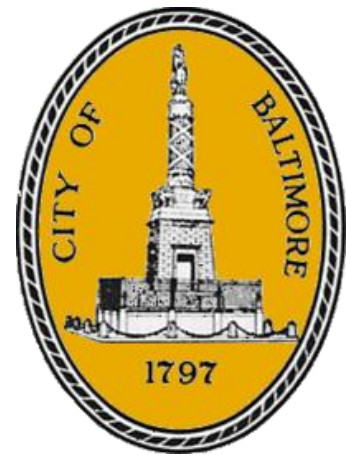
The Complainant, a registered nurse, was accused of not completing required training and given a written discipline. However, there were others (not of her protected classes [sex, national origin and age]) who did not complete the same training and were not disciplined in writing. The Complainant complained to Human Resources about the disparate treatment. A supervisor later wrote an unfavorable and untrue review for the Complainant despite the fact that her work performance was excellent. According to the Complainant, that supervisor was trying to get her fired because the supervisor wanted to bring someone else that she knew on board. The Complainant refused to sign the review because she knew it wasn't accurate. Eventually, it came out that the review was untrue and had to be re-written by another supervisor. The Complainant was terminated a month later - allegedly for poor performance. The Complainant also alleged retaliation. The complaint ended up being settled for \$12,500.00.

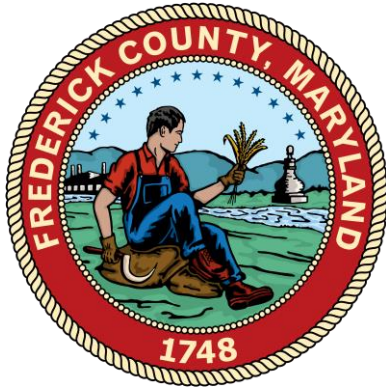
Housing

Baltimore City

The Complainants and their children believed they were being discriminated against based on their race (African American) and their familial status. The family had been renting a condominium in this community since August, 2016. Beginning in May, 2017, the Complainants allege that both the Condominium Association leadership and the property manager continually subjected them to numerous discriminatory acts and forms of harassment. Some of these alleged acts include racial slurs against members of the family, assault against the son, and a dog bite incident against the daughter.

The Board and the property manager also allegedly fabricated violations of community guidelines (including the children playing in the grass, riding their bikes, and swimming in the community pool) in an effort to justify their eviction from the community. The lease was terminated early on June 30, 2018. The parties negotiated a settlement to the complaint, including \$7,500.00 in monetary relief to the family.





Frederick County

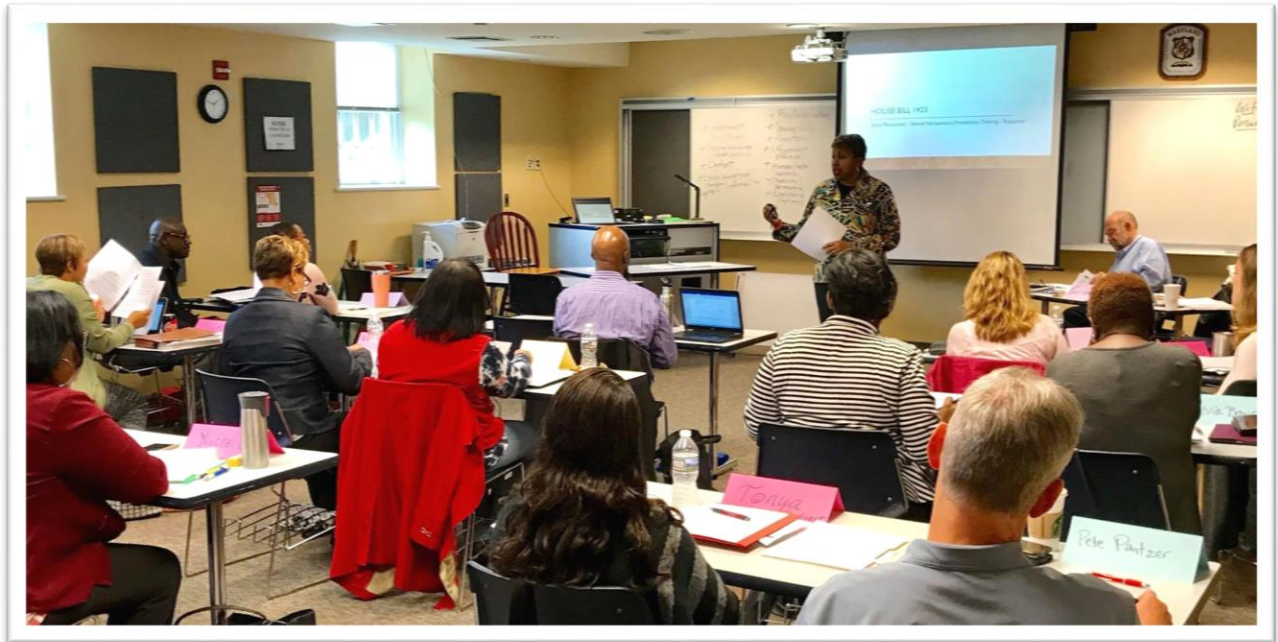
The Complainant had a disability and needed an assigned parking space. The Investigator conducted a site visit and, later, the parties entered into a Pre-Determination Settlement Agreement. The agreement was for the Respondent to assign a parking spot to the Complainant. However, the location of the parking needed some maintenance work to be done. The Complainant sent MCCR pictures after the maintenance work showing that the completed work was not properly done. The Investigator forwarded the pictures to the Respondent's Attorney, and the work was corrected. Within two weeks the Complainant received a notice of non-renewal of his lease. Even though the Respondent is not required to give any reason for not renewing the lease, the Complainant contacted MCCR about filing a retaliation complaint. MCCR contacted the Respondent's Attorney, who worked with the Respondent and the decision not to renew the lease was reversed.

Public Accommodations

Prince George's County

The Complainant contacted MCCR alleging that a transportation service discriminated against him because of his race (African American) and disability. The Complainant resides in a designated residence for disabled individuals. In September, 2018, the Complainant ordered transportation from his residence to the Prince George's County Department of Social Services for an appointment. Upon arrival and after seeing the Complainant, the Complainant alleges that the driver pretended he was not the one assigned to his service request and subsequently denied him transportation services. The Complainant contacted the Respondent, who said they would investigate the allegation; however, they never followed-up with him. After MCCR investigated the complaint, the Complainant and Respondent agreed to settle the matter for \$1,500.00.





Office of the General Counsel

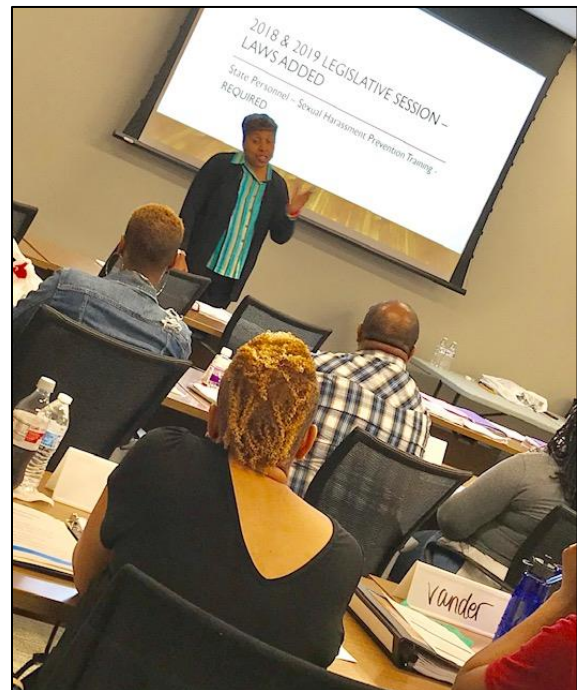
The Maryland Commission on Civil Rights (MCCR) was created as an independent State agency by the Maryland General Assembly. In addition, MCCR was given the authority to investigate the State for unlawful discrimination as an employer. State agencies are normally staffed by the Office of the Attorney General regarding legal matters. However, State Government Article, §20-206 established an independent legal office – the Office of the General Counsel (The Office) – separate from the Office of the Attorney General to enforce the State’s anti-discrimination law, State Government Article, Title 20 (Title 20). The Office is charged with bringing actions against entities and individuals who violate Title 20, including State agencies.

In its role as chief legal counsel for MCCR, the Office’s enforcement role includes litigation and negotiation. This includes presenting cases before the Office of Administrative Hearings, circuit courts, the Court of Special Appeals, Court of Appeals, federal district court and federal appellate courts. The Office is responsible for:

- filing petitions to enforce agency subpoenas and orders, as well as to collect judgements;
- seeking injunctions against parties in violation of Title 20; and
- representing and defending MCCR during personnel grievances, tort claims, and other lawsuits and court actions.

Other parts of the Office’s responsibilities are:

- to provide education on best practices;
- to create training modules;
- to train MCCR staff; and
- to provide technical assistances on Title 20 and current anti-discrimination trends and law for:
 - small businesses
 - corporations
 - employers
 - State & local government agencies
 - property owners
 - non-profits & advocacy groups
 - professional & trade groups
 - Maryland citizens in general



There are additional duties handled by the Office that include reviewing legislation; drafting regulations; and providing written and oral advice letters or opinions to MCCR staff, management and Commissioners. The Office is also involved in carrying out the legislative mandate requiring working with representatives for all units of agencies in State government to train every State

employee on sexual harassment prevention. This work is carried out in conjunction with MCCR's Education & Outreach Unit and the Statewide EEO Coordinator's Office.

Legal Technical Assistance

- As a part of implementing recent legislation that went into effect October 1, 2018, regarding sexual harassment in the workplace training, the General Counsel in conjunction with members of MCCR's Education & Outreach Unit has conducted "Train-the-Trainer Sexual Harassment Workshops" for State unit representatives across Maryland. In addition, bi-monthly "Sexual Harassment Prevention Workshops" have been conducted in Frederick County, the City of Bowie, Anne Arundel County Community College, Baltimore City Community College, and Prince George's County. These workshops are open to the public. The Office has also conducted sexual harassment training for the State Ethics Commission and the University of Maryland Capital Region's Health Equity Speakers Series.
- "Disability and Reasonable Accommodation Workshops" were presented by the Office and the Education & Outreach Unit to St. Mary's County Government and to the public in Laurel, Maryland.
- "Discrimination in Religion Prevention" training was presented at the Maryland Department of Agriculture (which was also open to the public) and at the Maryland Office of the Public Defender's Annual Conference.
- A seminar on Fair Housing Law was provided to the City of Bowie government officials.



- The General Counsel assisted in planning, implementing and serving as a panelist at a symposium on medical cannabis entitled “A New Frontier: The Evolving Legal & Policy Landscape of Medical Cannabis in Maryland”. The symposium included panel discussions by experts entitled “The Science of Medical Cannabis”, “Law & Policy Landscape” and “The Future of Medical Cannabis Enforcement” in the workplace. The symposium was the work of a joint partnership among MCCR, the Network for Public Health Law, and the University of Maryland Francis King Carey School of Law.



- The General Counsel planned and served on the committee that presented at the Maryland State Bar Association’s (MSBA) “Diversity & Inclusion Conference” held at the University of Baltimore’s Business Center.
- As a member of the MSBA Labor & Employment Law Section Council, the General Counsel served on the planning committee and moderated the panel on “Medical Cannabis in the Workplace” presented at the MSBA’s 2019 Legal Summit & Annual Meeting.

Significant Litigation

Baltimore City Employer Refuses to Provide a Reasonable Accommodation for a Disabled Employee

A noted Baltimore City not-for-profit community based organization which addresses inequities in healthcare services for African American women was charged by the Maryland Commission on

Civil Rights with disability discrimination against an employee in violation of Annotated Code of Maryland, State Government Article, Title 20, Subtitle 6.

The employee began work with the company as a community health worker. She was not immediately assigned to work in the community. The employee spent most of her time inside the office participating in training. During this time, she informed her supervisor that she had asthma and used an inhaler. Despite this, she was directed to share an office with several co-workers who were cigarette smokers. Although they smoked outside the building, the aroma from the cigarette smoke would remain in their clothing when they returned to their shared space.

The Complainant began to cough uncontrollably working in the enclosed office. She suffered discomfort in her breathing. She had to visit her physician who treated her for the symptoms. Because her asthma was aggravated, the Complainant requested an accommodation to allow her to transfer to another office. The request was refused by the organization. After continued breathing issues, the Complainant returned to her physician and obtained a letter stating that the office transfer is medically necessary. The Complainant's health care provider also placed her on sick leave for several days. The day after the employer received the physician's correspondence, the Complainant was terminated.

The Commission filed a Statement of Charges against the not-for-profit organization. The case settled, with the company agreeing to pay \$25,000 in monetary relief to the Complainant. The organization also agreed to complete staff training in the area of anti-discrimination in employment surrounding a request for a reasonable accommodation.



Education & Outreach



The Commission’s Education & Outreach Unit (E&O) provides services and programming to further the Commission’s mission “**to ensure opportunity for all through the enforcement of Maryland’s laws** against discrimination in employment, housing, public accommodations, and state contracts; **to provide educational outreach services** related to provisions of this law; and **to promote and improve civil rights in Maryland.**”

The E&O Unit has a variety of responsibilities including creating and providing educational programming, materials, resources and support for businesses, state and local government agencies, nonprofit and community organizations, faith groups, academic institutions and the citizens of Maryland. The E&O Unit also coordinates a variety of outreach services to educate the public on their civil rights and responsibilities under the law. Outreach services include attending public events and fairs; publicizing educational information online, on local TV and radio stations and in print; and collaborating with partner organizations to ensure that all persons who live, work and visit the state of Maryland have equal access to employment, housing, public accommodations, and state contracts. Additionally, the Unit takes the lead in planning and hosting special events; fostering relationships with other civil/human rights and diversity organizations; identifying the needs of underserved populations; facilitating public dialogue and reducing conflict related to equity and human rights issues; and connecting people across their differences to promote and improve civil rights in Maryland.

Education

Approximately 3,679 individuals in over 110 different organizations state-wide attended educational programming (training, seminars, and workshops) provided by the Commission’s E&O Unit this fiscal year. Examples of programming topics include:

- *Understanding Fair Housing*
- *Conflict Resolution & Prevention*
- *Dimensions of Diversity*
- *Disabilities & Reasonable Accommodations in the Workplace*
- *Know Your Civil Rights*



- *Religion & Reasonable Accommodations in the Workplace*
- *Sexual Harassment Prevention*
- *Understanding Fair Housing*
- *Understanding Sexual Orientation & Gender Identity*

The Commission also offers several different versions of popular training topics tailored to specific public audiences including:

- *Disability Awareness & Etiquette*
- *Employment Discrimination Prevention*
- *Hate Crime Prevention*
- *Know Your Civil Rights in the Workplace/Know Your Civil Rights in Housing*
- *Religious Discrimination Prevention*

The E&O Unit also conducts in-house trainings for Commission staff, including a Sexual Harassment Prevention workshop that all Agency staff attended in spring 2019.

Dimensions of Diversity



One of the more common requests that the E&O Unit receives is to provide “diversity” training for public, private, not-for-profit and community organizations. For some organizations, this request comes after one or more incidents of employee conflict, workplace tension or other related disputes. For other organizations the request comes from a general and genuine interest in better understanding identity, difference and cultural diversity. And still for others, these requests can seem like an easy way

for them to “check the box” of addressing equity and inclusion in their organizations.

The E&O Unit has adapted training over the years to address intergroup relations, racial equity, and cultural diversity. This course entitled “Dimensions of Diversity” is intended to give an introduction to the concepts of identity and difference, and how to prevent illegal discrimination. This workshop was provided to numerous audiences in FY2019 including The Caroline Center; Carroll County Public Library; the Southern Maryland Regional Library Association; Maryland State Retirement Commission; Maryland Transportation Authority; Global Communities; Calvert County Government; Queen Anne’s County Health Department; as well as the Maryland Department of Juvenile Services, among others.



Know Your Civil Rights

The Commission created a series of “Know Your Civil Rights” workshops tailored for various public audiences. Workshops were initially conducted in summer 2017 in state office buildings to reach out to state employees, state contractors and vendors to provide information about the Commission and its services. In FY2019, the Agency continued to offer these informative workshops to the general public through partnership with county public libraries. These workshops also served as unique outreach opportunities to engage the public and answer questions regarding the Commission’s services. Workshops were provided to other requesting organizations such as the Baltimore Educational and Social Society, the Maryland State Department of Education Division of Rehabilitation Services, Chapel Green Apartments/Moravia Park Apartments, Springdale Preparatory School, the MadeIt! Foundation, and the Prince Georges’ County Office of Human Resources.

LGBTQ+ Inclusion

With the passage of the Fairness for All Marylanders Act of 2014, gender identity was added as the newest protected class in State Government Article Title 20 of Maryland’s Annotated Code. Since then the public, service organizations, and workplaces throughout the State have sought the Commission’s assistance in understanding the law and understanding the differences between terms such as sexual orientation, gender identity, biological sex, and gender expression. The Commission also receives regular requests for assistance in facilitating discussions around gender-inclusive employment practices that promote a welcoming atmosphere for LGBTQ+ (Lesbian,

Gay, Bisexual, Transgender, Queer & Questioning and other sexual minority identity) employees. The Commission offers interactive training specific to sexual orientation and gender identity diversity and continues to provide resources for organizations looking for best practices in this area.



In FY2019, the Commission provided sessions on this topic for a variety of audiences including the Maryland Association of Nonprofits Annual Conference, the Maryland Department of Juvenile Services, the City of Cumberland Human Relations Commission, and local community colleges in Maryland.

In addition, the E&O Unit continues to provide a growing number of advanced level workshops focused on this topic area that is entitled “Creating Safe Spaces for LGBTQIA Individuals: Becoming an Ally”. These “Safe Spaces” workshops are conducted in partnership with the Salisbury University Foundation and the Salisbury University Center for Extended & Lifelong Learning, and are specifically for individuals and organizations hoping to learn more about how to create safe and inclusive spaces for LGBTQ+ persons. Audiences included the Montgomery County Nonprofit Association; Maryland Department of Transportation: Baltimore County Library System; and the Montgomery County Health Department. Due to the increasing demand for these sessions, in January and June of 2019, the Safe Spaces leadership team conducted two 2-day Train-the-Trainer sessions to expand the number of certified Safe Spaces trainers throughout the State. It is anticipated that more train-the-trainer sessions will also be offered in FY2020 to continue to expand the Safe Spaces training program’s reach across the State.

Sexual Harassment Prevention

Year after year, the Commission receives multiple requests to provide Sexual Harassment Prevention training for state agencies, private employers, community organizations and others. Along with these requests, in 2018 the Maryland General Assembly passed House Bill 1423 – *State*



Personnel – Sexual Harassment Prevention Training – Required, effective October 1, 2018. In sum, the new law requires:

- all state employees to complete a minimum amount of sexual harassment prevention training on a regular rolling basis;
- all state units to designate a representative to coordinate with the MCCR to implement the training for their employees; and
- the Maryland Department of Budget & Management’s Statewide Equal Employment Opportunity (EEO) Coordinator to enforce certain requirements through audits and other measures.

The E&O Unit worked closely with the Commission’s General Counsel to create and enhance its Sexual Harassment Prevention training curriculum, developed a bi-monthly training schedule specifically for Sexual Harassment Prevention workshops, coordinated with the Maryland Department of Budget & Management Statewide EEO Coordinator’s Office to plan joint outreach efforts to all state agencies, and planned and facilitated the two-day Sexual Harassment Prevention Train-the Trainer courses offered bi-monthly to the state agencies’ representative trainers who have been designated to provide training for their respective agencies and commissions.

MCCR continues to receive strong feedback from training participants and organizations who attend various E&O educational programs. Below are some selected comments from FY2019 training evaluation surveys:

“The training was excellent! Thank you for the information as well as the experiences-I really enjoyed the small group exercise. The trainer was wonderful. This was extremely helpful!”

“I got so much out of the training both personally and professionally. I do wish it was a full day- I believe we could have gone even further in our discussion. Thanks for your expertise and your energy!”

“I believe that this training should be mandatory for all of our staff, not just supervisors!”

“All the trainings I have attended that were presented by MCCR have always been consistently of high quality and extremely informative...this did not disappoint! I am glad we have this resource in the state for both agencies and their staff.”

Outreach

In partnership with several other organizations and agencies, the Commission also attended, facilitated and assisted in planning several outreach events across the state FY19. The wide array of events include state and regional conferences, county fair housing and disability fairs, regional cultural celebrations, commemorative events, community events, as well as local fairs, festivals and parades. MCCR’s presence and active involvement in these events raises the Commission’s visibility, fosters goodwill with our partners, and creates numerous proactive opportunities to educate the public and expand our networks of trust in local communities.

The Commission connected with approximately 8,200 individuals in FY2019 at various outreach events to provide information about the agency and its services.



In fact, MCCR participated, facilitated and/or presented at several new partner outreach events this year, including:

- August 2018 – Sisters Together & Reaching (STAR) East Baltimore Community Health Fair where MCCR provided resources and information to those attending the event
- October 2018 – Collaborated with Towson University film producers and the Reginald F. Lewis Museum, hosting the “Voices of Baltimore” Documentary Film Screening & Panel Discussion with iconic Baltimoreans who navigated the Civil Rights Era
- Launched the New 2018/2019 Equity Speakers Series in partnership with Maryland Nonprofits (formerly the Maryland Association of Nonprofits)
- Collaborated with Baltimore County Libraries to host at various locations a series of fall “MCCR Know Your Civil Rights” workshops for high school seniors and college-bound students
- The United Methodist Women’s Forum at Coppin State University
- New Union Church in Baltimore City Public Health Fair
- April 2019 – Collaboration with the Reginald F. Lewis Museum to present Freddie Gray Commemoration/Fair Housing event/Factuality Game & Sean Yoes book talk
- May 2019 – Easton Multicultural Festival, Queen Anne’s County Senior Summit, and Ocean City Public Defenders Conference
- June 2019 – The Annapolis Pride Festival



In addition to continuing MCCR’s presence and participation in numerous events throughout the year at annual festivals, fairs, cultural celebrations, community health fairs and political forums, E&O is enabling several new partnerships for inclusion in events and hosting programs with the following new partners:

- Association of College Registrars
- Association of Maryland Pupil Personnel Workers
- Charles County Government
- College of Southern Maryland
- D.C. Department of Health
- Greater Chesapeake Human Resources Group
- International Association of Human Resources Professionals (Patuxent River Basin Chapter)
- Key Bridge Foundation
- Library Association of Maryland
- local human resources practitioner groups
- Maryland Association of College & University Registrars
- Maryland Association of REALTORS®
- Maryland Judiciary/District Court
- Maryland Municipal League
- Maryland NonProfits
- National Center for Alternative Dispute Resolution
- Prince George's County Housing Commission
- Southern Maryland Tri-County Aging Commissions
- Susquehanna Human Resources Association
- Worcester County Department of Social Services
- several colleges and universities
- several county government offices and county public school systems.



E&O has proactively increased MCCR's social media presence by posting our events on several platforms and sites, as well as implemented an online registration system for our trainings and events where MCCR is participating to extend our outreach to new prospects and wider audiences.

Collaboration



Education and outreach services go hand-in-hand at the Commission. Each training workshop is also an opportunity to reach out to new audiences who may not know about the agency or understand their own rights. Each outreach event is also an opportunity to educate the public about their legal protections and responsibilities related to civil rights in Maryland.

Through our Investigations and Legal units we are able to provide responsive assistance to individuals filing Charges of Discrimination. Through the E&O Unit, the Commission is able to assess needs, track trends and provide proactive services that not only aide in preventing discrimination but also promote and improve the climate of civil rights in our State. Our collaborative partnerships allow the Commission to rapidly respond to critical situations when needed. The Commission has continued to reach out to local communities to offer assistance and support. Filing charges, investigating cases or going to court may not always solve the underlying conflicts for many people. In fact, the same diversity that makes our communities unique and dynamic is also the source of much misunderstanding and strife among our citizens. With that in mind, the Commission has made a concerted effort to continue building our network of partner relationships, as well as to connect people by encouraging civil, meaningful discussions about issues related to civil rights, systemic inequities, identity, and difference.

In that vein, the Commission's E&O Unit collaborated with state and local partners on several unique programs and events in FY2019:



Maryland Equity & Inclusion Leadership Program

In 2017 MCCR, in partnership with the University of Baltimore Schaefer Center for Public Policy, launched the Maryland Equity & Inclusion Leadership Program (MEILP). This innovative pilot leadership program aimed to engage, educate, and support current and emerging leaders across the State to take a deeper dive into learning about structural and systemic inequities, and to develop diversity-based initiatives within their respective organizations. The 2017 Cohort successfully graduated 34 participants from public, private, and non-profit organizations and across all sectors of industry. The 2019 Cohort, with 35 participants, was inaugurated in January of 2019 with a 2-day kick-off, and continues for a full year until December of 2019. Program partners included the Maryland Association of REALTORS®, Maryland Public Television, Baltimore Jewish Council, Maryland NonProfits, the Reginald F. Lewis Museum of Maryland African American History & Culture, and the American Red Cross.

MCCR recruited an Advisory Team of committed educators, social justice advocates and diversity experts to plan the 2019 year-long program. The 2017 class graduates formed an Alumni Committee with three co-chairs to continue sharing, learning, and challenging one another to bring effective diversity, equity, and inclusion work to their organizations. The Alumni Committee has hosted several meetings along with educational events for program graduates, and planned several social and networking events to welcome and support the 2019 Cohort. The 2019 Cohort was facilitated and led by the Advisory Team. Through a series of diversity and inclusion presentations, group discussions, interactive activities, small group meetings and networking, the

2019 Cohort built connections and community amongst one another and delved deeply into tough but meaningful discussions around topics like unconscious bias, identity, systemic racism, privilege, gender identity, sexual orientation, religion, ethnicity, microaggressions, and workplace inequities. The program also provided personal leadership style assessments, project development and evaluation workshops, best practices for developing diversity and inclusion policies and practices, and leadership skill-building for participants.

The Maryland Equity Speaker Series

In October 2018, the Commission, in partnership with Maryland Nonprofits, launched the first Equity Speaker series. This series of speakers on a variety of topics such as Unconscious Bias, Sexual Orientation and Gender Identity, and Sexual Harassment was offered to the staff and administration of nonprofits, MEILP participants, and the general public. This Series continues through to December 2019 with topics such as Religious Accommodation and Awareness in the Workplace, and Managing Board Diversity.



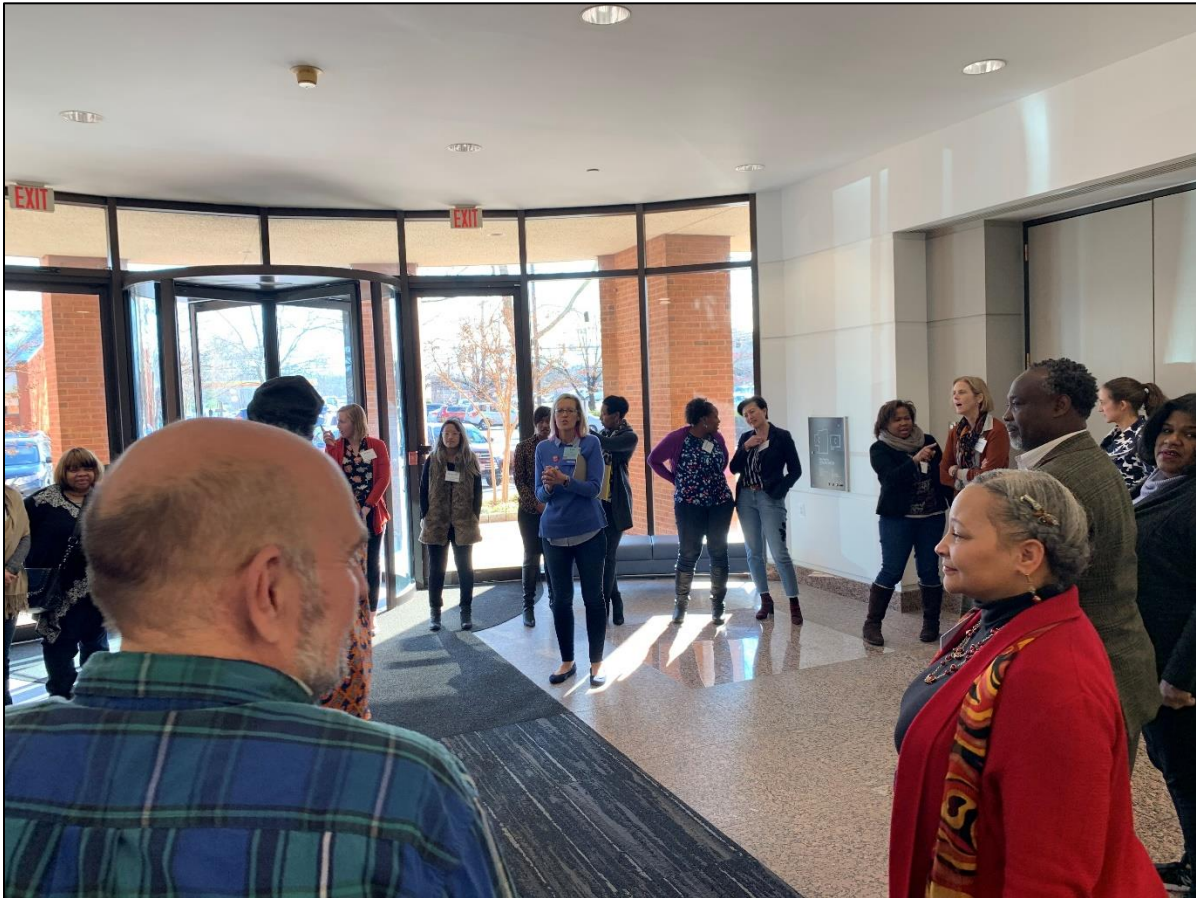
Fair Housing Children & Family Education

In FY2015, the Commission launched a pioneering education program using the acclaimed children’s book *The Fair Housing Five & the Haunted House* written by the Greater New Orleans Fair Housing Action Center. The book provides young people and their families with important opportunities to engage in discussion and activities related to themes from the book including discrimination, social justice, fairness, and equity. It is a unique program that allows MCCR to directly connect with families across Maryland to discuss fair housing issues.

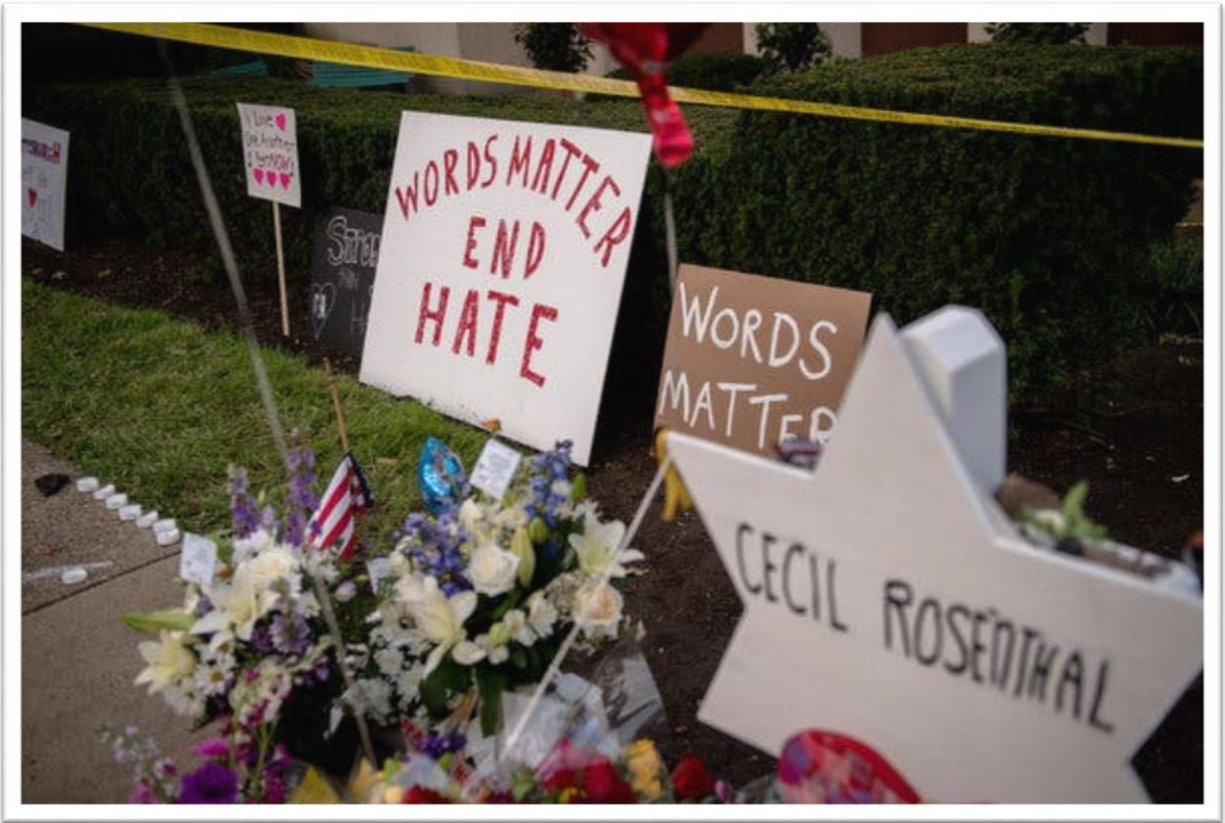
Every year since the program’s launch, MCCR has partnered with new and different organizations to donate copies of the books to libraries, schools and youth programs. MCCR has also partnered with local county human relations commissions to educate their staff and commissioners on how to lead these interactive book discussions with their county residents.

In FY2019, the Commission continues the tradition to partner with local groups, libraries, and schools to provide copies of the book (in both English and Spanish) to be used as well as to place

in their respective libraries. The Commission continues to partner with Maryland REALTORS® to donate copies of these books as needed to groups across the state

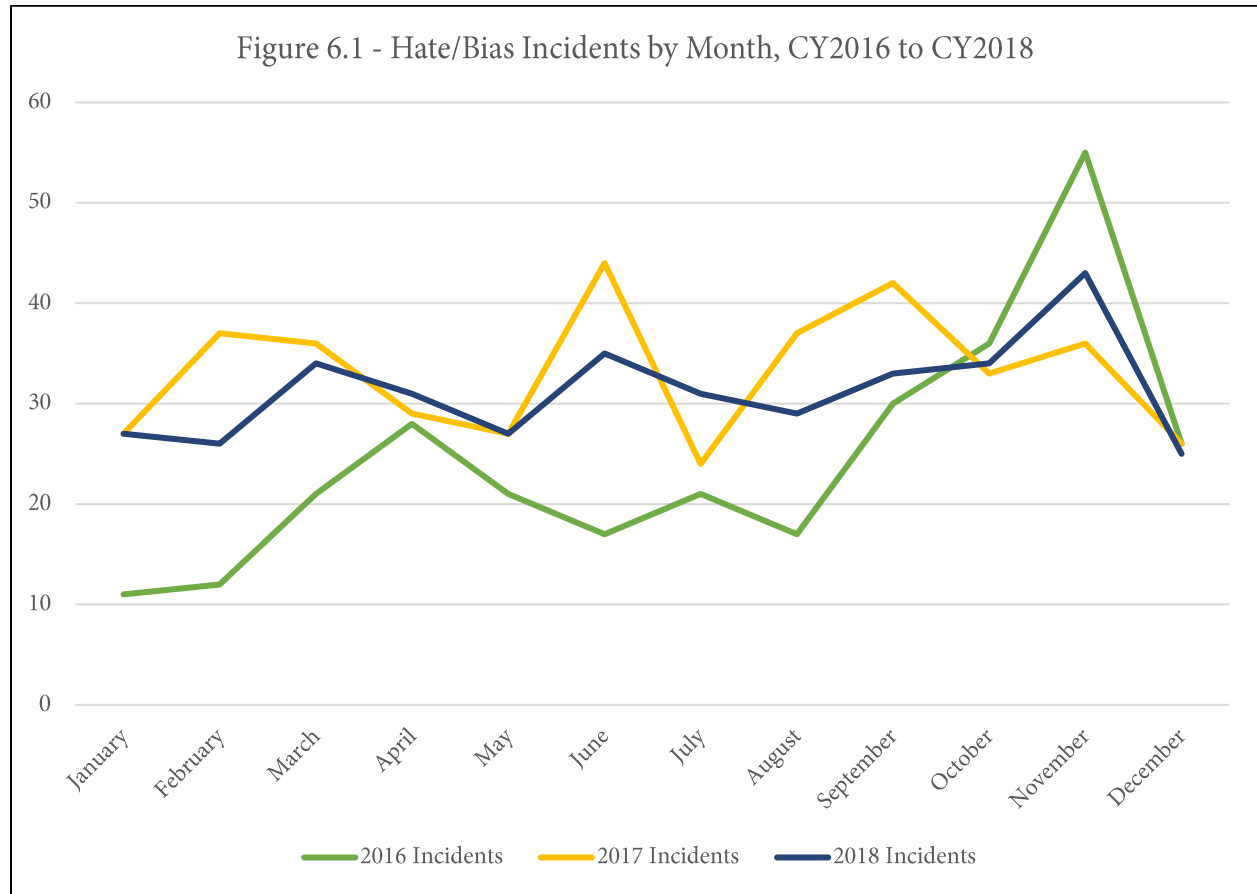


By better educating the public, raising awareness about the Commission and building strong collaborative partnerships we are providing the best chance of realizing our vision **to have a State that is free from any trace of unlawful discrimination.**



Hate Crimes Report

Per Public Safety Article § 2-307(b)(4), *Annotated Code of Maryland*, MCCR receives a copy of every Maryland Supplementary Hate Bias Incident Report Form filed by law enforcement officials around the State and compiled by the Maryland State Police (MSP). These forms are completed when there is evidence to initially suggest that a hate-motivated crime may have occurred against a victim. However, even if an investigation results in no evidence of a hate crime, the report is still retained by MSP and copied to MCCR. MCCR thanks MSP for their continued partnership in sharing hate crimes data.

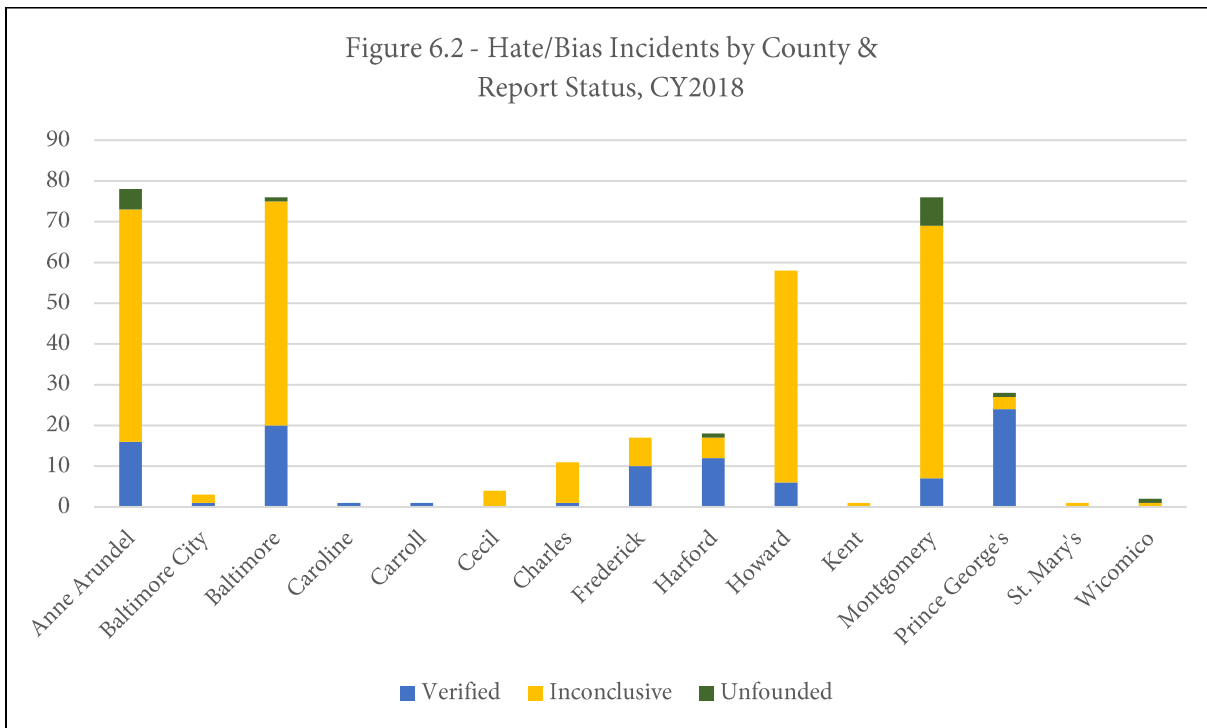


To begin, a total of 375 Hate/Bias Incident Reports were submitted throughout the entirety of Calendar Year 2018, a 23 (6%) report decrease from CY2017's 398 reports, yet still exceeding CY2016's 295 reports by 80 (27%) reports. Furthermore, submitted Hate/Bias Incident Reports followed the same trend in CY2018 as in CY2017, with CY2018 reports exceeding those from CY2017 in the final quarter (October through December). Overall, the total reports submitted on a monthly basis continued to stabilize after the 2016 presidential election, which saw a sharp increase in the number of reports before dropping slightly and stabilizing throughout CY2017. Figure 6.1 illustrates this month-to-month trend for the prior three calendar years.

While a 6% decrease in the number of reported acts of hate/bias on the surface is good news compared to CY2017's 35% increase, MCCR believes that there is chronic underreporting across the State can help to explain these trends. It is true that the national climate continues to fuel acts of hate and bias from individuals. However, it is also true that society is now paying more attention to those acts, and speaking out more frequently when they occur. Not only does the public call police more readily when these incidents arise, they have also been taking to social media to document these incidents and hold the offenders accountable. This increased attention by the public has led many law enforcement agencies to reevaluate their policies and operations in order to better identify and capture these incidents.

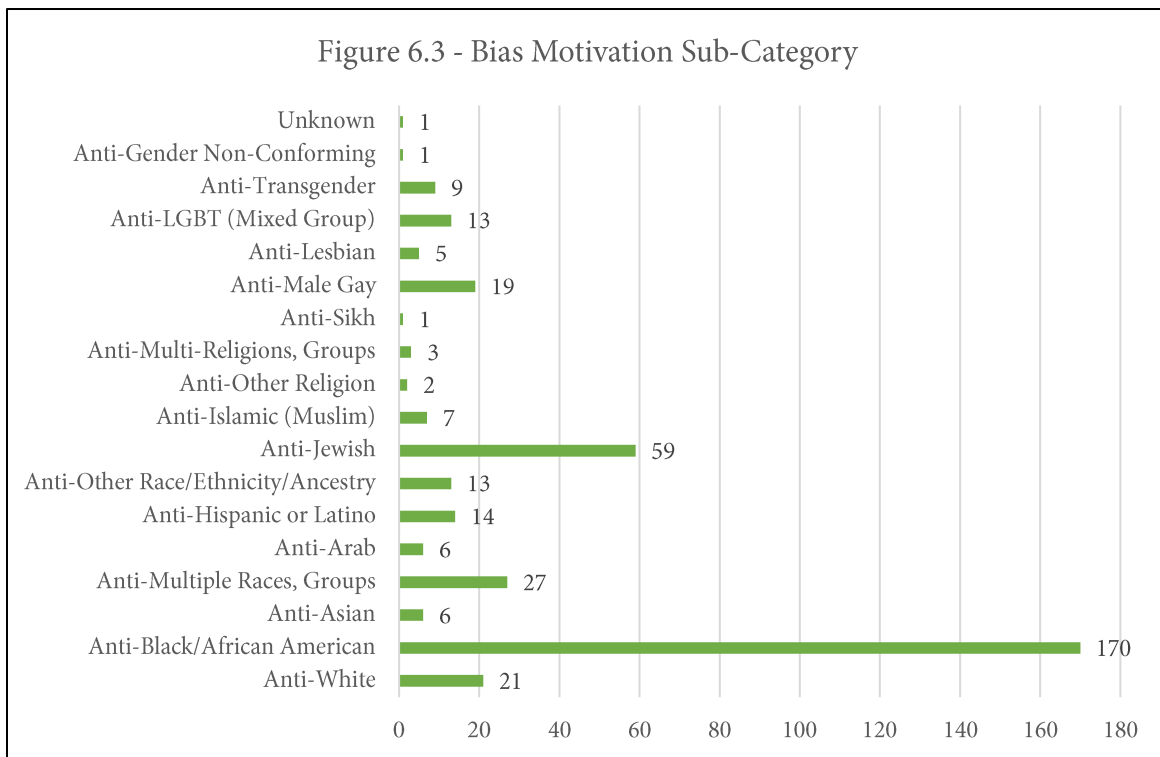
Despite local law enforcement agencies stepping up and doing a better job reporting acts of hate and bias in Maryland, there is still much more work that remains to be done in order to guarantee that the reported data accurately and completely reflects the reality across our State. Only with the full picture can our State and counties work together to effectively combat and eradicate hate.

As noted on page 12 of the 2018 Hate Bias Report, an average of 15 counties reported at least one hate bias incident between 2009 and 2018. However, this does not suggest that having zero hate bias incident reports means no incidents occurred during that time period. For the first time ever, MSP's report illustrates by county, zip code, and reporting agency the location of incidents. These details can be found beginning on page 15 of their report.



Consistent with recent history, Anne Arundel, Baltimore, Howard, and Montgomery counties submitted the most Hate Bias Incident Reports to MSP. Anne Arundel County, however, submitted the most incident reports of any jurisdiction for the first time in its history. Over at least the past three calendar years, Anne Arundel County has instituted policies with the aim of being more diligent in capturing and reporting incidents potentially motivated by hate or bias. Recent news reports out of the county, which have included the discovery of nooses being hung on public school property, suggest that acts of hate and bias are on the rise, too. These two factors – bolstered by strong community leadership and a commitment to equity and inclusion by local government officials – are the most likely explanations for Anne Arundel County reporting the most incidents in CY2018.

Howard County similarly has seen an increase in the number of reported incidents, most likely a result of similar efforts as in neighboring Anne Arundel County. Meanwhile, Baltimore and Montgomery counties continue their reputation for being leaders in the State with respect to their commitment to appropriately identifying and reporting potential acts of hate and bias. Their leadership continues to highlight the reporting disparity amongst jurisdictions, such as in neighboring Baltimore City which only three (3) Hate Bias Incident Reports in CY2018.



As is the case with acts of unlawful discrimination in employment, housing, and public accommodations, the most reported incidents appear to have been motivated against those who are Black/African American. Figure 6.3 breaks down every category of reported bias motivation.

Figure 6.3 does not include, however, any category which had zero (0) incidents reported for that category – such as Anti-Asian, Anti-Physical or Mental Disability, and Anti-Homeless Individual or Group. The full table of incidents by bias motivation can be found on page 8 of MSP’s report.

As with previous years, the top three bias motivation sub-categories – Anti-Black/African American, Anti-Jewish, and Anti-Male Gay – are the same as in previous years, with each category seeing proportionally the same number of incidents as in previous years. Therefore, the trend remains that racial minorities, religious minorities, and members of the LGBTQ+ community are the most likely to be the targets of hate and bias than those Marylanders who are Caucasian, Christian, and/or heterosexual.

While the challenges today are nothing new, there remains strong efforts statewide to address incidents of hate and bias in a desire to eradicate it from our communities. MCCR is proud to be working alongside MSP, the Office of the Attorney General, the U.S. Department of Justice, the Coalition Opposed to Violence & Extremism (COVE), Maryland’s local human relations commissions, and many other community organizations and leaders to figure out how together we can improve reporting throughout all of Maryland.



Annual Operating Budget

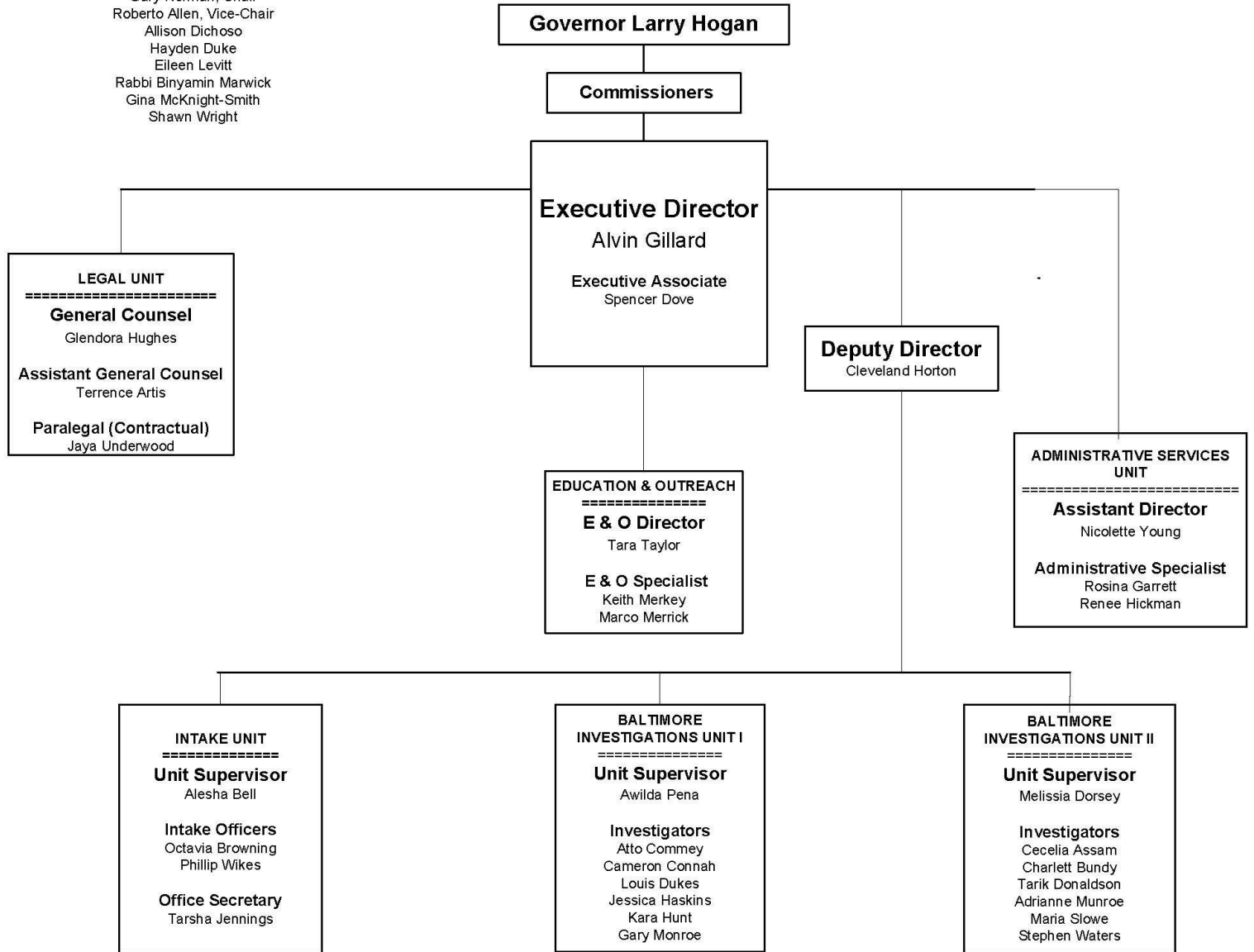
MCCR Budget Report for the Last Three Fiscal Years			
Fiscal Year	2017	2018	2019
Federal Funds	\$625,003	\$582,153	\$697,390
<i>HUD</i>	\$338,433	\$275,143	\$330,606
<i>EEOC</i>	\$286,570	\$307,010	\$366,784
Reimbursable Funds	--	\$10,000	--
Special Funds	--	\$61,060	\$850
State General Funds	\$2,565,108	\$2,461,714	\$2,543,675
Grand Total	\$3,190,111	\$3,114,927	\$3,241,915
Staff Positions			
Authorized Permanent	31	31	31
Total Positions	31.0	31.0	31.0



Organizational Chart

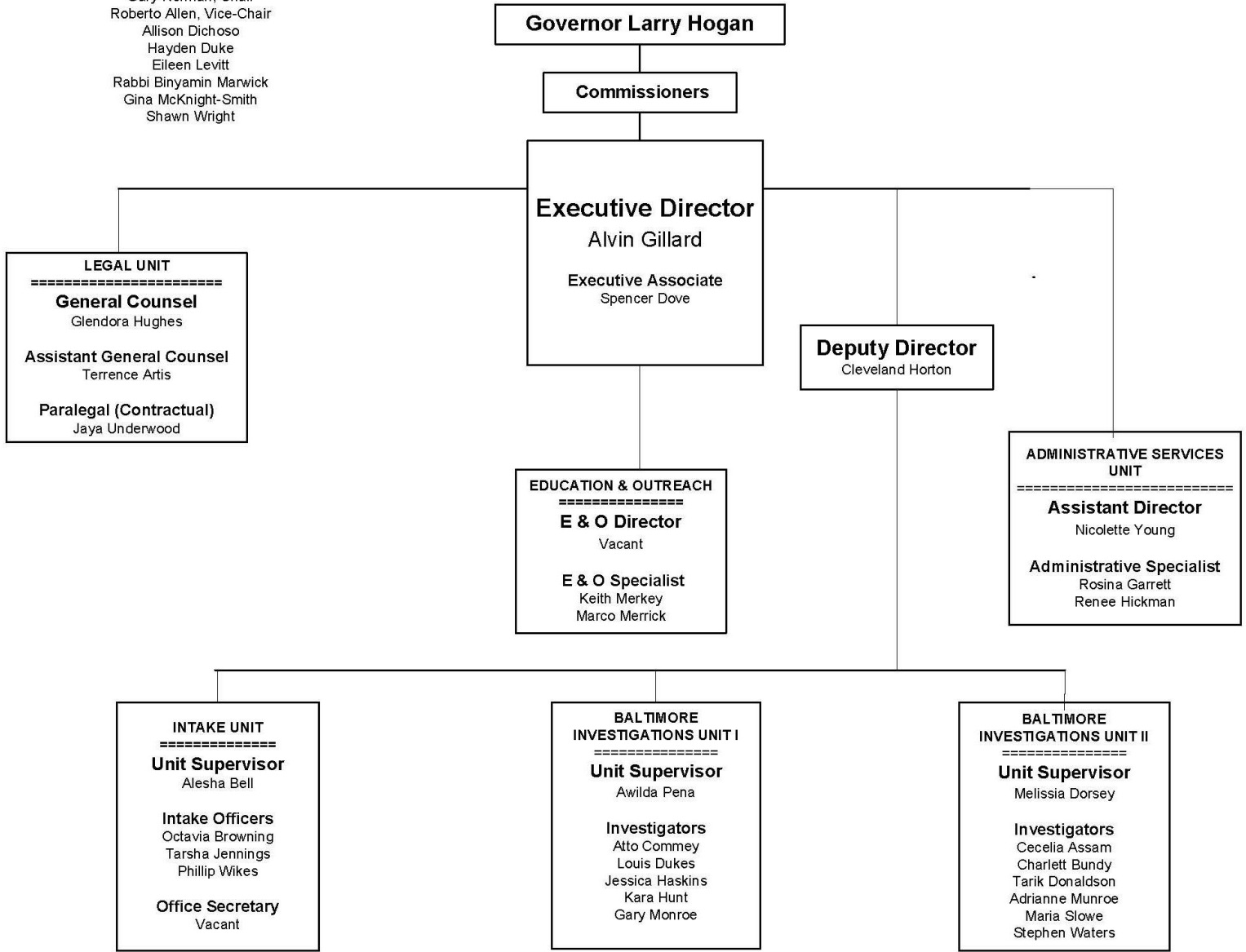
MCCR Organizational Chart
Current as of June 30, 2019 – End of Fiscal Year 2019

COMMISSIONERS
 Gary Norman, Chair
 Roberto Allen, Vice-Chair
 Allison Dichoso
 Hayden Duke
 Eileen Levitt
 Rabbi Binyamin Marwick
 Gina McKnight-Smith
 Shawn Wright



MCCR Organizational Chart
Current as of December 31, 2019 – End of Calendar Year 2019

COMMISSIONERS
 Gary Norman, Chair
 Roberto Allen, Vice-Chair
 Allison Dichoso
 Hayden Duke
 Eileen Levitt
 Rabbi Binyamin Marwick
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 Shawn Wright



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Thank you!

It is the mission of the Maryland Commission on Civil Rights to ensure opportunity for all through the enforcement of Maryland's laws against discrimination in employment, housing, public accommodations, and state contracts; to provide educational outreach services related to provisions of this law; and to promote and improve civil rights in Maryland.

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