



GOOD TROUBLE



NECESSARY TROUBLE

Larry J. Hogan, Governor
Boyd K. Rutherford, Lt. Governor
Alvin O. Gillard, Executive Director
Gary C. Norman, Esq., Commission Chair

In July, the nation mourned the loss of Rep. John Lewis, a civil rights icon and leader of Congress for three decades. Shown on the cover during the 1965 march to the Alabama state capital across the Edmund Pettus Bridge.



**NEVER, EVER BE AFRAID
TO MAKE SOME NOISE AND
GET IN GOOD TROUBLE,
NECESSARY TROUBLE.**

REP. JOHN LEWIS (1940-2020)



Image by Joe Yates via Unsplash



STATE OF MARYLAND COMMISSION ON CIVIL RIGHTS

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

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

**The Honorable
Bill Ferguson**
President,
Maryland State Senate
State House H-107,
100 State Circle
Annapolis, MD 21401

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

January 1, 2021

Governor Hogan, President Ferguson, 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 2020. 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.

As you know, the State workforce was ordered to begin working from home in March, 2020, as a result of the COVID-19 pandemic. Fortunately, the Commission had taken steps over the previous years to implement an infrastructure that enabled staff to complete their work remotely, while ensuring that we were capable of connecting with and receiving complaints of alleged unlawful discrimination from throughout the State. Because of these proactive measures, the Commission was able to mitigate much of the impact on service delivery once remote work operations were initiated.

Despite the challenges arising from the pandemic, MCCR enjoyed continued success through Fiscal Year 2020. 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"). Our total case closure numbers were 620 EEOC closures, and 125 HUD closures. The HUD closure number increased by 19 over last year, and is now the fourth year in a row that the agency has been able to increase its closure rate. MCCR expects to continue building upon our overall four year positive trajectory in FY2021.

OFFICERS

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Executive Director
Nicolette Young,
Assistant Director
Glendora C. Hughes,
General Counsel

Governor

Larry Hogan
Lt. Governor
Boyd K. Rutherford
Commission Chairperson
Gary C. Norman, Esq.
Commission Vice Chairperson
Roberto N. Allen, Esq.

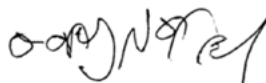
COMMISSIONERS

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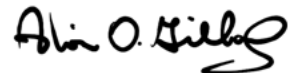
Throughout 2019 and 2020, we as a State and as a nation have seen a rise in activism to address continued social challenges, including race based inequalities and the call for police reform. The senseless deaths of Ahmaud Arbery of Georgia, George Floyd of Minneapolis, and Breonna Taylor of Kentucky should shake us all to our cores regardless of our race, politics or faith. In the year 2020 in the United States of America, these types of acts should not be occurring, and certainly they should not be happening with apparent impunity. It should not take the uncovering of videos or acts of civil unrest and uprisings for responsible offenders to be held accountable for their acts of hate, disregard, indifference and murder. Fortunately, the Maryland Commission on Civil Rights continues to foster meaningful connections with leaders and communities across the State actively working to reform our system so that we can achieve equity, inclusion, and opportunity for all. While there is so much work that remains to be done, MCCR is encouraged by the commitment to justice for all that has been expressed by businesses, communities, and policy leaders.

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

A



PIVOTAL

MOMENT

In 2020, like all other agencies in our state, the Maryland Commission on Civil Rights (MCCR) responded to multiple unprecedented challenges while continuing our work to stamp out all traces of unlawful discrimination in our state.

When the COVID-19 pandemic forced all state agencies to shift to remote operations in March 2020, we transitioned without a hitch thanks to proactive planning and infrastructure investments of the past few years. Unfortunately, the public health emergency did force us to postpone until 2022 our biennial civil rights and fair housing gala, celebrating a century of women’s right to vote and 30 years of the Americans with Disabilities Act.

Our Education & Outreach Unit moved to virtual training platforms and developed new digital training modules for state employees and businesses. As COVID-19 shut down businesses and thrust many Marylanders into economic hardship, we responded to COVID-19-related complaints, while seeing a reduced number of public accommodation complaints as people heeded the call to stay at home. At the same time, the highly publicized killings of Ahmaud Arbery in Georgia, George Floyd in Minneapolis and Breonna Taylor in Kentucky, and

the nationwide calls for reforms to address systemic racism in our country shone a new light on the importance of the work MCCR has been doing for nearly a century to promote equity, inclusion and opportunity for all in the State of Maryland. We saw new trends emerging in the types of discrimination prevalent in the state. In just one significant example, the Office of the General Counsel pursued charges in a case of discrimination by a wedding venue against a same-sex couple seeking to marry there, a first in Maryland.

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OUR

FOCUS



The Maryland Commission on Civil Rights (MCCR) is an independent state agency serving individuals, businesses and communities throughout Maryland. MCCR is governed by a nine-member Commission appointed by the Governor and confirmed by the Maryland State Senate to serve six-year terms. The Commission meets once a month to set policy and review programmatic initiatives.

MCCR's mandate is to ensure equal opportunity 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.

Since 1968, the Commission has had authority to administer and enforce the Maryland Public Accommodations Law, the Discrimination in Housing Law and the Fair Employment Practices Law. To achieve this, MCCR has a deferral relationship and funding provided by the Equal Employment Opportunity Commission and the U. S. Department of Housing & Urban Development.

OUR MISSION

is 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.

OUR VISION

is to have a state that is free from any trace of unlawful discrimination.

LEADING THE CHARGE FOR EQUITY IN MARYLAND FOR NEARLY 100 YEARS

MARYLAND COMMISSION ON CIVIL RIGHTS



NEARLY A CENTURY OF PROGRESS

Maryland General Assembly creates the **Interracial Commission of Maryland** (Chapter 559 of 1927), consisting of 9 Black members and 9 White members – without investigative or enforcement powers.



Renamed the **Commission to Study Problems Affecting the Colored Population** (Chapter 432 of 1943) – without staff or funding to proactively and actively affect public policy.

1927

Commission advocates against the **Act of 1904, Maryland's "Jim Crow" Law**, which required separate seating, dining and sleeping arrangements for Blacks and Whites on railroads and steamship lines operating in Maryland.

1942

Racial tensions erupt in **riots in Baltimore.**

1943

Commission recommends addressing disparities in education, including establishing an **institution of higher learning for "Colored people around Morgan College."**

MCCR'S ACTIVITIES

- Investigate complaints of unlawful discrimination in employment, housing, public accommodations and state contracts based on employment, housing, public accommodations, or state contracts because of race, color, religion or creed, sex, age, ancestry or national origin, marital status, physical or mental disability, sexual orientation, gender identity, genetic information (employment only), familial status (housing only), and/or source of income (housing only).
- Promote awareness and understanding of Maryland's anti-discrimination laws.
- Help to promote and improve civil rights within the state by working with employers to develop bias-free selection, hiring, retention, promotion and contracting procedures; advocating equal housing opportunities for all groups; and working to advance equal access to public accommodations and services.



Rebranded the
**Commission on
Interracial Problems
and Relations**
(Chapter 548 of 1951).



1946

The **Maryland Congress Against Discrimination** meets.

1951



1963

More than 200,000 demonstrators **March on Washington for Jobs and Freedom**.

Protests lead to **desegregation of Gwynn Oak Amusement Park** in Baltimore County.

Race riots erupt in Cambridge, Md.

1964

Civil Rights Act of 1964 prohibits discrimination based on race, color, religion, sex, national origin (and later sexual orientation and gender identity).



1965

Maryland passes the **Fair Employment Act**.

U.S. passes the **Voting Rights Act of 1965**.



1967

Maryland repeals **ban on interracial marriage**.

Established as the **Commission on Human Relations** (Chapter 83 of 1968), and for the first time allotted a budget for paid staff.

Empowered to initiate and investigate **complaints of discrimination against state agencies** (Chapter 153 of 1969).

1968

Following the **assassination of Dr. Martin Luther King, Jr.**, riots erupt in Baltimore in April.

President Lyndon B. Johnson signs the landmark **Fair Housing Act (Civil Rights Act of 1968)**.



1969



Name changed to the **Maryland Commission on Civil Rights** to 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).

Vested with the authority to enforce **Maryland's anti-discrimination laws** in employment, housing and public accommodation on the basis of gender identity.

2001

Protections against discrimination on the basis of **sexual orientation** codified with Chapter 340 of 2001.

2011



2013

Pregnant employees gain the legal right to request a reasonable accommodation at work (Chapters 547 and 548 of 2013).

2014

Maryland passes the **Fairness to All Marylanders Act of 2014** (Chapter 474 of 2014), codifying more than a decade of actions that established gender identity as a protected class.



Permitted for the first time to seek certain types of court relief in order to preserve the status of parties or prevent irreparable harm.

Gains increased independence and autonomy in operations and is **empowered to award monetary relief to the victims of employment discrimination.**



1974

- Maryland laws amended to ban:
- **housing discrimination** based on marital status and sex;
 - certain employment practices and housing discrimination **against people with mental or physical disabilities**;
 - **discriminatory practices in public accommodations, employment and housing** due to marital status or physical or mental handicap.

1975

Chapter 333 of 1975 makes it **lawful for employers to set standards for employee dress and grooming that relate directly to the nature of the employment**

1977

Chapter 907 of 1977 requires employers to treat **disabilities related to pregnancy or childbirth** in the same manner as other disabilities.

1999

Governor Parris N. Glendening is the first sitting governor to advocate for **banning discrimination on the basis of sexual orientation.**



Launches the **Western Maryland Advisory Council (WMAC)** to serve Allegany, Frederick, Garrett and Washington counties.



2015

Interns are protected from discrimination and harassment at their place of internship (Chapter 43 of 2015).

2018



2020

The **Housing Opportunities Made Equal Act** adds "source of income" as a protected class under Maryland's Fair Housing law (Chapters 116 and 117 of 2020).

The **Crown Act passes** (Chapters 473 and 474 of 2020), identifying discrimination based on an applicant's or employee's hair texture, style or protective hairstyle as a type of race discrimination under existing Maryland EEO law.

CASE

PROCESSING



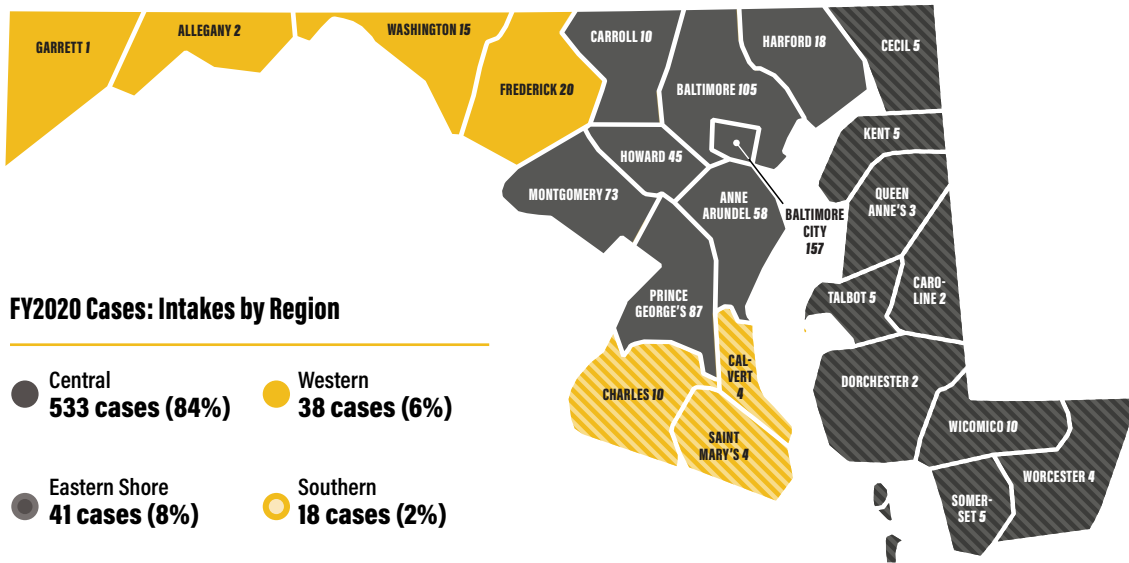
DEPARTMENT

MCCR's Case Processing Department investigates complaints in the areas of employment, housing, public accommodations and state contracts. Our mandate is to protect against discrimination in employment, housing, public accommodations or state contracts because of race, color, religion or creed, sex, age, ancestry or national origin, marital status, physical or mental disability, sexual orientation, gender identity, genetic information (employment only), familial status (housing only) and/or source of income (housing only).

MCCR receives complaints directly from individuals who believe they have been victims of unlawful discrimination and collaborates with the Equal

Employment Opportunity Commission (EEOC) and the U.S. Department of Housing & Urban Development (HUD).

SERVING ALL OF MARYLAND



TOTAL CASE CLOSURES

732 **886**

FY2020

FY2019

Type of Closure

- 147 (20%)** Withdrawn with Benefits
- 0** Unsuccessful Conciliation
- 1 (.1%)** Successful Conciliation
- 61 (8%)** Settlements
- 332 (46%)** No Probable Cause
- 191 (26%)** Administrative Closure

Monetary Relief

\$899,014

FY2020

\$1,420,559

FY2019

FY2020 CHALLENGES



5 vacant positions
in FY2020

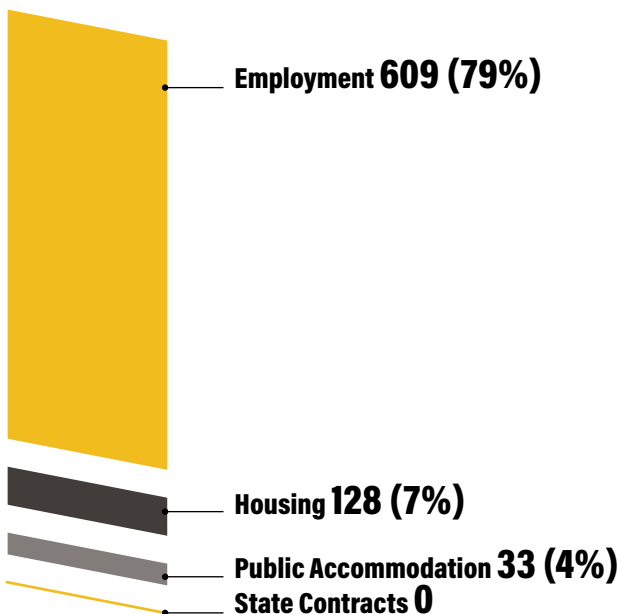


26 COVID-19 related inquiries
received February through
June 2020



9 resulted in
charges

Complaints by Area of Discrimination



HOW TO FILE A CASE

Anyone who wishes to file a complaint with MCCR alleging unlawful discrimination in violation of Title 20 of the State Government Article or Title 19 of the State Finance & Procurement Article should:

- Complete an [online inquiry form](#) on the MCCR website. Those needing assistance can contact MCCR by telephone, e-mail, fax or mail to begin the process of filing a complaint.
- File the complaint within 6 months of an alleged unlawful incident of employment or public accommodation discrimination.
- File the complaint within one (1) year of an alleged unlawful incident of housing discrimination.
- Learn more or file a complaint online at mccr.maryland.gov/Pages/Intake.aspx

CASE PROCESSING DEPARTMENT

EMPLOYMENT

Every year, employment discrimination complaints account for approximately 80% of MCCR's total intake. In 2020, we saw a continuation of a concerning trend: the rise in retaliation complaints. Fear of retaliation has a chilling effect on efforts to encourage reporting of employment discrimination. Since 2017, retaliation has been the #1 employment-related complaint received by MCCR. The drop in total number of retaliation cases from FY2019 to FY2020 mirrors both the simultaneous national rise in these cases and the leveling-off of complaints we've received over the past few years. FY2016 and FY2017 saw massive spikes in intakes, and numbers have steadily declined to more typical levels this year. Harassment was #2 in frequency of complaints in 2020. For the first time in 2020 disability replaced race as the #1 protected class among individuals filing discrimination complaints with MCCR, followed by race.

CASES TRANSFERRED

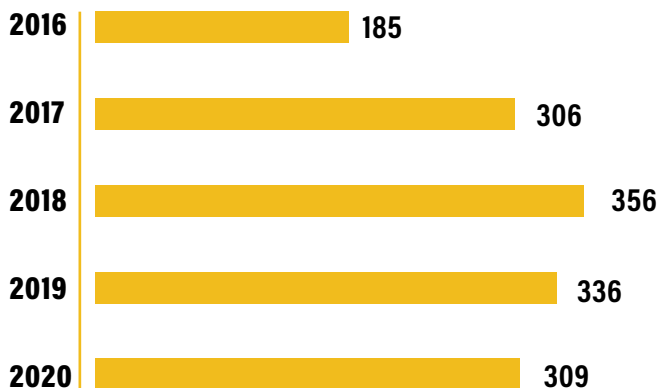
18

to EEOC

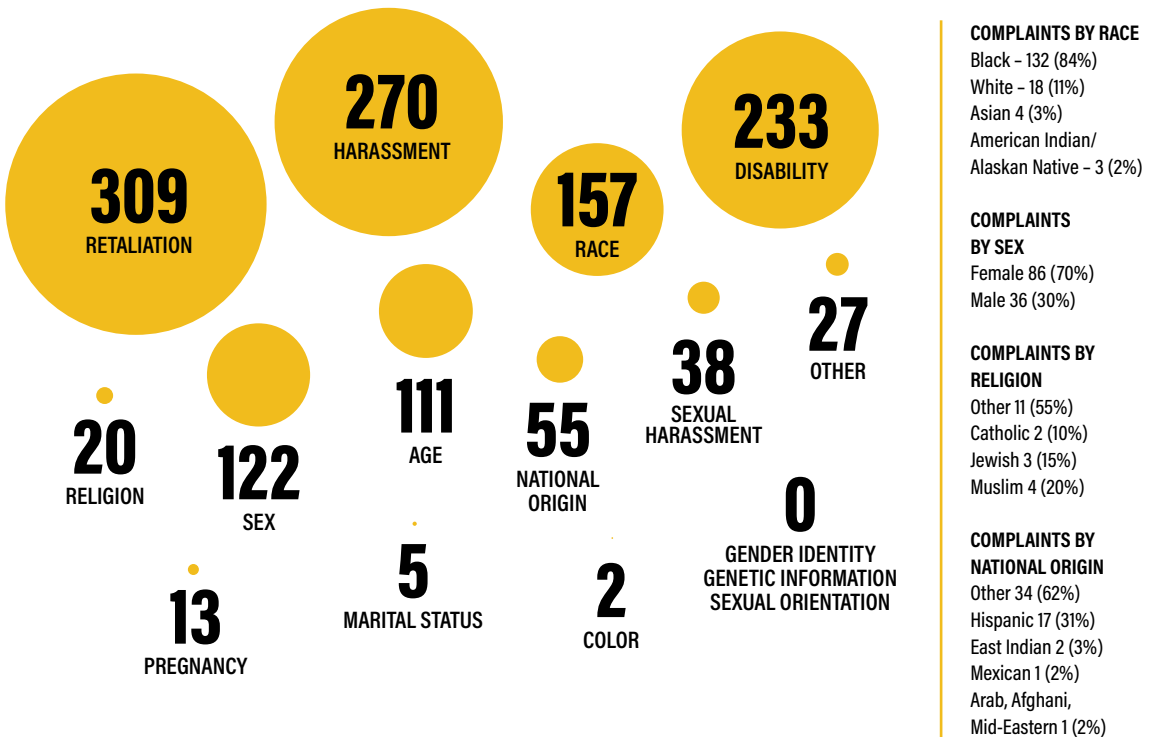
102

from EEOC

RETALIATION COMPLAINTS



Breakdown of Employment Complaints, FY2020



Case Studies: Employment Discrimination

Based on Disability *Anne Arundel County*

Assigned to work in her employer's warehouse, the complainant inquired about how to request a reasonable accommodation based on her disability. After she provided the medical documentation requested by her employer to support her request, the complainant was told not to return to the worksite. MCCR was able to negotiate a settlement for back wages.

Based on Race, National Origin and Disability *Baltimore County*

The complainant alleged that her employer had terminated her based on her race, national origin and disability. She alleged that she had been subjected to a hostile work environment and harassment, and that when she requested a reasonable accommodation for her disability, she was discharged. The MCCR investigator facilitated a private agreement that included payment of \$20,000, and the complainant withdrew the underlying charge of discrimination.

Retaliation *Baltimore City*

An employee of a healthcare facility alleged that her employer retaliated against her after she filed a complaint of discrimination based on race and sex with MCCR. Her employer denied all allegations, saying they had initiated an investigation into the complainant's performance simply to ensure a non-toxic workplace environment free of intimidation for all employees. Following a lengthy and thorough investigation, the parties finally reached a point of conciliation, and ultimately settled the matter for \$7,500.

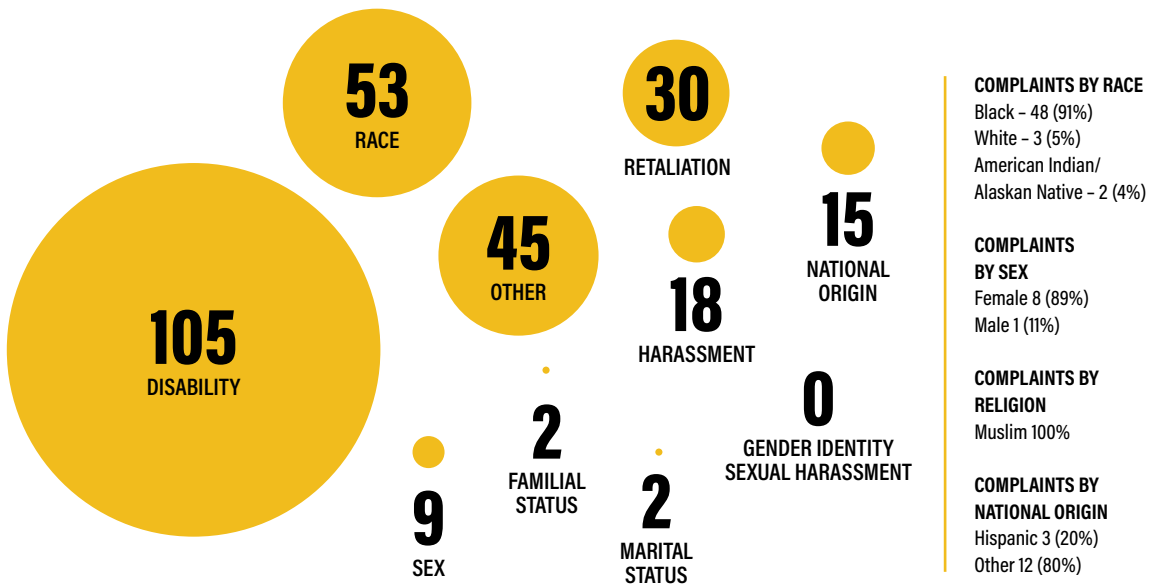
CASE PROCESSING DEPARTMENT

HOUSING



In recent years, MCCR has been concerned that its typical annual caseload of approximately 100 housing discrimination cases is an inappropriately low level of reporting based on the state's population of 6 million residents. Through targeted outreach, we have actively worked to educate the public about their rights and about MCCR's role in investigating housing discrimination complaints. Understanding the pain and suffering experienced by the victims of housing discrimination, MCCR seeks to investigate and issue a written finding within 100 days of receipt of complaints in this area. In FY2020, we saw a significant uptick in total cases: from 93 in FY2019 to 128 for FY2020. Consistent with historic trends, disability complaints related to accessibility remained the #1 type of complaint this year, followed by race.

Breakdown of Housing Complaints, FY2020



Case Studies: Housing Discrimination

Based on Disability *Prince George's County*

A college student sharing common areas with three dormitory roommates filed a housing charge on the basis of her disability, requesting reasonable accommodation for her cat, an emotional support animal (ESA). During the conciliation process, the student and residence staff agreed that she could bring her ESA into the residence if her roommates agreed. If they didn't agree, she could move to a residence unit where her ESA could accompany her. With the approval of her roommates, the student was able to move her emotional support cat into the dorm.

Based on Sex *Kent County*

Complainants alleged they were sexually harassed by their landlord. MCCR's investigation produced evidence of sexually explicit requests from the landlord via text, and threats to damage the property and to evict the tenants if they did not comply with his demands. When the tenants refused the landlord's requests, they were evicted from the property. A probable cause finding was issued, and MCCR has begun conciliation efforts with the parties.

Based on Race and Disability *Anne Arundel County*

A disabled resident asked for a designated parking space because a neighbor's multiple vehicles were filling all the spaces closest to her unit. The homeowners' association (HOA) agreed to create a handicap space, but not for her sole use. The neighbor, a HOA board member, supervised the painting of the handicap space with a derogatory, demeaning and discriminatory symbol, subjecting her to ridicule. She filed a retaliation complaint with MCCR, and we negotiated a settlement for an apology, a designated parking space marked with a generic handicap symbol and \$15,000 in damages.

CASE PROCESSING DEPARTMENT

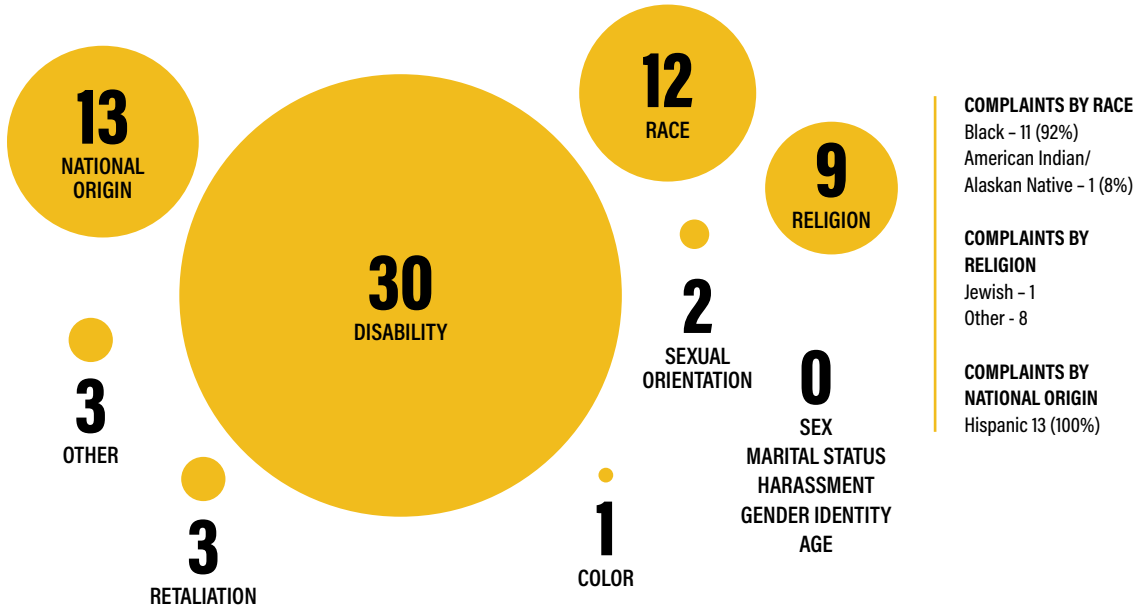
PUBLIC



ACCOMMODATION

Complaints of discrimination against an owner or operator of a place of public accommodation fell in 2020 as a percentage of MCCR's total caseload. The low rate of reporting reflects reduced traffic to retail establishments, restaurants and other commercial businesses during COVID-19 lockdowns beginning in March. Consistent with history, disability remained the #1 reported protected class for public accommodation complaints in 2020. National origin complaints, specifically against Hispanic complainants, skyrocketed in 2020 to the #2 protected class, which may reflect an increasingly hostile climate towards Hispanic populations fueled by anti-immigration rhetoric nationally. Complaints based on race at #3 were slightly down from FY2019.

Breakdown of Public Accommodation Complaints, FY2020



Case Studies: Public Accommodation Discrimination

Based on Race and Sex *Baltimore City*

The complainant was an African American man shopping at a retail store with his children. After he made a purchase, the complainant was accused of stealing. Police were called, but the store's security tape did not show the alleged theft, and he was not detained. Public accommodation complaints are not normally settled with monetary payments, but in this case, the parties agreed to a monetary settlement during the conciliation process.

Based on Disability *Harford County*

A resident filed a complaint against her homeowner's association (HOA) because their meeting locations were not accessible to her. She had a disability that interfered with her mobility and made her unable to use stairs, and on two occasions HOA meetings were held at a location without an elevator, preventing her from attending. MCCR facilitated a process that resulted in the HOA agreeing not to hold meetings at that location until a new elevator could be installed.

Based on Race and National Origin *Howard County*

In a 2019 case resolved in 2020, the complainant was not allowed to purchase a promotional gift card from a store because the cashier assumed she was a member of the same household as a man who already gotten a card—because the two customers had entered the store at the same time and were both Asian-American. The complainant explained that she did not know the man, but the cashier refused to sell her the gift card. In her complaint, the woman told MCCR she wanted an apology letter from the store, which she received.

OFFICE

OF THE



GENERAL

COUNSEL

The MCCR's Office of the General Counsel (OGC) is an independent legal department serving as the Commission's chief legal counsel. The OGC represents MCCR in litigation and negotiations and provides legal advice to the agency's commissioners, management and staff. In addition, the OGC manages MCCR's legislation and regulation activities—drafting bills and regulations, testifying and providing technical assistance to legislators.

Because the OGC operates independently from the Office of the Attorney General, which represents most state agencies, OGC is able to pursue legal action in discrimination charges the Commission might bring against the State of Maryland under the state's anti-discrimination statute, Title 20 of the State Government Article.

The OGC represents MCCR on the state's Equal Pay Commission and the Office of the Attorney General's Hate Crimes Workgroup. The Assistant General Counsel participates in the Maryland Volunteer Lawyers Service and the Pro Bono Resource Center.

OFFICE OF THE GENERAL COUNSEL

The OGC does extensive outreach to the general public, state and local governments, and to a wide range of agencies and organizations, including bar associations and the Office of the Attorney General, among others. The focus of these activities is on providing technical assistance on anti-discrimination law and civil rights challenges.

2020 OGC Outreach Highlights

Guest speaker or presenter: Maryland Non-Profits Equity Speaker Series; Legal Aid workshop on barriers to employment discrimination; Law Firm of Franklin & Prokopik's Labor & Employment Law Seminar; the EEOC's Regional Employment Seminar Conference; University of Maryland Francis King Carey School of Law symposium panel on "Challenging Gender Bias in the Legal Profession."

Bar association activities: serve on the Maryland State Bar Association's (MSBA) Labor & Employment Section Council and MSBA's Diversity & Inclusion Committee; moderated a seminar on "Medical Cannabis in the Workplace" at the Legal Summit & Annual Meeting, and a MSBA webinar on "Labor and Employment Law during COVID-19."

Trainings & Workshops: sexual harassment prevention and Train the Trainer workshops to state agencies; workshops on "Employment Law 101" at the statewide EEO Coordinator's Office's annual retreat; "Investigative Techniques and Theories" workshop for state agencies' EEO coordinators; E&O "Disability & Reasonable Accommodation Seminar" for Prince George's County Government; seminar on "Faith & Religion Accommodation in the Workplace" in partnership with the Jewish Community Service, Baltimore Jewish Council & Center for Leadership, a program of "the Associated."

AN EVENT VENUE REFUSES TO HOST A SAME-SEX WEDDING

A same-sex couple planning to marry contacted a wedding and reception venue in Elkton after seeing an ad on weddingwire.com. They called and the facility's owner invited them to visit that same day, so they drove 90 minutes from Laurel to tour the facility. They were greeted by the owner, but were told that, as a same-sex couple, they could not be married there even though same-sex marriage is legal in Maryland.

MCCR and the complainant attempted to negotiate a resolution during the investigation and after the Probable Cause finding was issued, but the owner of the facility refused to come to a meaningful resolution, asserting a first amendment right (freedom of religion) to deny service based on sexual orientation.

Similar defenses that have been made ever since the Civil Rights Movement (for example, to deny service to Black and African American individuals) have not held up when legally challenged. Maryland law prohibits businesses that serve the public from discriminating against customers, and the first amendment does not convey on business owners/operators a right to discriminate against members of a protected class in state law.

Unable to negotiate a resolution, the OGC filed a Statement of Charges with the Office of Administrative Hearings contending that the facility refused to allow the wedding of a same-sex couple on its grounds, while heterosexual couples were welcome to marry there—charging the place of public accommodation with discrimination based on sexual orientation.



This Cecil County wedding and event venue violated state law in refusing to host the wedding of a same-sex couple, interfering with the complainant's state-protected right not to be subjected to unlawful discrimination by a place of public accommodation at its facility. Maryland's anti-discrimination statute, Title 20 of the State Government Article, prohibits the owner of a place of public accommodation to refuse, withhold, or deny any person any of the accommodations, services, goods, advantages, facilities or privileges of the facility because of sexual orientation, race, sex, age, color, creed, national origin, marital status, gender identity or disability.

**“I WISH FOR A
WORLD THAT VIEWS
DISABILITY...NOT
AS A HINDRANCE
BUT AS UNIQUE
ATTRIBUTES THAT
CAN BE SEEN AS
POWERFUL ASSETS
IF GIVEN THE RIGHT
OPPORTUNITIES”**

OLIVER SACKS

Neurologist & Author

In 2020 as in previous years, disability remained the primary protected class in both housing and public accommodation complaints processed by MCCR.



Photo by Nayeli Dalton via Unsplash

EDUCATION & OUTREACH



MCCR's Education & Outreach Unit (E&O) develops and offers educational materials, resources and support to businesses, state and local government agencies, nonprofit and community organizations, faith groups, academic institutions and the citizens of Maryland. Each training workshop is an opportunity to reach out to audiences and educate them about the agency and their rights.

The E&O Unit's outreach services focus on educating the public on their civil rights and responsibilities under the law. Outreach activities include attending public events statewide; publicizing our educational information online, on local TV and radio stations and in print; and collaborating with partner organizations to ensure that everyone who lives, works and visits the State of Maryland has equal access to employment, housing, public

accommodation and state contracts. The E&O Unit also takes the lead in planning and hosting MCCR's 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 & OUTREACH UNIT

7,082

**ATTENDED E&O UNIT EDUCATIONAL
SESSIONS, TRAININGS, OUTREACH
EVENTS AND INITIATIVES**

3,600

**INDIVIDUALS CONNECTED WITH MCCR
THROUGH PUBLIC OUTREACH**

6,500

**PIECES OF MCCR LITERATURE
PROVIDED AT OUTREACH EVENTS**

17

**NEW PARTNER
ORGANIZATIONS ADDED**

\$25,000

**HUD PARTNERSHIP FUND GRANT - WILL FUND A 2021 FAIR
HOUSING SUMMIT AND ALLOW MCCR TO EXPAND FAIR
HOUSING TRAINING THROUGHOUT THE STATE**

SOCIAL MEDIA OUTREACH

EXTENDS OUR REACH TO NEW AND WIDER AUDIENCES.



@MDCIVILRIGHTS

EDUCATION & OUTREACH UNIT

EDUCATION & TRAINING

The Education & Outreach Unit conducts in-house trainings for Commission staff and creates custom training programs in response to issues arising from ongoing and completed investigations into complaints of discrimination. MCCR continually updates our education and training offerings and regularly customizes training programs to meet the specific needs of an organization or audience. Customizations may offer, for example, targeted insight and research related to targeted populations and specific legislation.

In response to the passage in 2018 of House Bill 1423, which requires all state employees to complete a minimum amount of sexual harassment training on a regular, rolling basis, the E&O Unit worked closely with the Office of the General Counsel to develop a bi-monthly training of sexual harassment prevention workshops. These workshops continued remotely in 2020 and were supplemented by digital training modules. MCCR coordinates with the Maryland Department of Budget & Management

Statewide EEO Coordinator's Office to plan joint outreach efforts to all state agencies. We also plan and facilitate bi-monthly, two-day Sexual Harassment Prevention Train-the-Trainer courses for agencies and commissions state-wide. In addition, each year, MCCR responds to multiple requests to provide sexual harassment prevention, diversity and inclusion trainings for private employers, community organizations and local governments.

2020 Education & Training Highlights

Race in America: Systemic and Structural Discrimination

The 2020 killings of Ahmaud Arbery, Breonna Taylor and George Floyd sparked large-scale protests across the U.S. They added to a long history of high-profile deaths of Black Americans, including Freddie Gray in Baltimore in 2015. The E&O unit helps organizations and citizens increase understanding and develop strategies to address race-based discrimination. This new interactive workshop provides a historical and contemporary overview of race in America in three sessions: What is Race? A Conceptual Framework; Systemic and Structural Racism: How does Race operate in American Society?; Current Issues—Understanding Systemic Oppression and Uprising. The workshop culminates in a discussion of best practices and strategies.

Brown Bag Series: Employment, Housing and Public Accommodation

Many organizations wish to educate their employees on state laws and resources regarding discrimination, as well as preventative practices. A major barrier to effective employee training is time. Many employers and housing providers tell us that scheduling their entire workforce for lengthy trainings poses an administrative burden. In response, the Education and Outreach Unit created a series of targeted, one-hour presentations on the laws enforced by MCCR in the areas of employment, housing and public accommodations. Each one-hour session includes a 15-minute question-and-answer period. These brief, interactive curricula help to make high-quality staff training feasible for more employers and allow MCCR to reach more citizens.

Sexual Harassment Prevention: Virtual Transition

In 2020, with statewide agencies and many public and private employers shifting to teleworking in response to the statewide health emergency, MCCR received many requests for sexual harassment training providing guidance in the area of online harassment and associated preventative measures. To meet this need, MCCR drafted a virtual sexual harassment module and course booklet that meets the legislative requirement for interactive training and also expands the subject matter to include relevant and prescient information for teleworking entities.

A Sampling of MCCR's Core Curriculum Topics

- 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
- 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

EDUCATION & OUTREACH UNIT

OUTREACH & COLLABORATION

MCCR participates in a wide array of events each year. Our presence and active involvement raises the Commission's visibility, fosters goodwill with our partners and allows us to educate the public and expand our network of trust in local communities. MCCR participated in several in-person events before March 2020, and as the COVID-19 health crisis began to curtail outreach opportunities, the E&O Unit identified new ways to provide information and services.

In addition to the unique challenges of continuing outreach activities in 2020 through remote events and meetings using a variety of platforms based on user preferences, an ongoing challenge in our effort to identify and meet needs state-wide continued to be finding ways to connect with audiences in rural areas. To address this challenge, the E&O Unit established two new initiatives in 2020:

Attending monthly meetings of the local Human Rights Commissions builds awareness of local issues and allows MCCR to assist with antidiscrimination efforts. E&O staff participated in regular meetings with

the commissions for Anne Arundel County, Baltimore City, Salisbury, Annapolis, Montgomery County and Prince George's County.

Focusing on Western and Southern Maryland – the E&O unit works with the new Western Maryland Advisory Council to seek new partnerships, expand training and craft material for the region. This 15-member volunteer extension of MCCR covers Allegany, Frederick, Garrett and Washington counties. We are also partnering with representatives from Charles County, St. Mary's County and Calvert County toward forming a *Southern Maryland Advisory Council*.

Sampling of 2020 Partner/Outreach Events

JULY 2019	Hagerstown Hopes, the Washington County Gay Pride Festival
AUGUST 2019	Baltimore City Civil Rights Commission's Community Accessibility Fair in Cherry Hill
SEPTEMBER 2019	Coalition-building Workshop in collaboration with COVE and Baltimore City Civil Rights and Wage Enforcement Commission Frostburg Appalachian Festival
OCTOBER 2019	LifeBridge Health Fair sponsored by Sinai Hospital, Baltimore
NOVEMBER 2019	Faith Forum on Religion in partnership with Jewish Community Services and the Associated Center for Leadership, Temple Oheb Shalom LifeBridge Health Men's Health Fair held, with Sinai Hospital
DECEMBER 2019	MD Equity and inclusion Leadership Program Graduation Ceremony and Luncheon, in partnership with University of Baltimore's Schaefer Center for Public Policy
JANUARY 2020	University of Maryland, Baltimore's Empowered Worker Day
FEBRUARY 2020	Housing Fair sponsored by the Housing Opportunity Commission of Montgomery County
2020	Launched the New 2019/2020 Equity Speakers Series in partnership with Maryland Nonprofits

New Partnerships in 2020

- The Associated of Baltimore
- The Jewish Community Center of Baltimore
- Calvert County Government
- Charles County School System
- The Western and Southern Library Associations
- The Cumberland Human Relations Commission
- Maryland Nonprofits
- The Conflict Resolution Center of Montgomery Co.
- The Housing Opportunities Commission of Montgomery Co.
- The Baltimore County Community Housing and resource Board
- LifeBridge Health
- The U.S. Nuclear Regulatory Commission
- The Maryland Emergency Management Administration (MEMA)
- Worcester County Department of Health
- Baltimore City Family Life Centers
- Several colleges and universities
- Several county government offices and county public school systems

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. A summary of MSP's findings is provided here; please refer to the full report for further details. www.mcac.maryland.gov/resources/2019%20Hate%20Bias%20Report.pdf

HATE CRIMES REPORT

In calendar year 2019, there were 385 reported incidents of hate or bias throughout Maryland. This is in line with the three-year average of 386 hate/bias incidents per year, which is a leveling off from the sharp increase in 2016 over previous years, when fewer than 300 incidents were consistently reported each year.

As noted on page 12 of the 2019 Hate Bias Report, an average of 15 counties reported at least one hate bias incident between 2010 and 2019. MSP's report breaks down hate bias incident reports by county, zip code, reporting agency and location of incidents. These details can be found beginning on page 15 of their report. Anne Arundel, Baltimore, Howard and Montgomery counties continue to lead in the state for their commitment to appropriately identifying and reporting potential acts of hate and bias.

Similar to acts of unlawful discrimination in employment, housing and public accommodations, the most reported incidents appear to have been motivated by Race/Ethnicity/Ancestry, with the majority of those incidents targeting those who are Black/African American. The full table of incidents by bias motivation can be found on page 8 of MSP's report.

Similar to previous years, the top three bias motivation sub-categories remain Anti-Black/African American, Anti-Jewish and Anti-Male Gay—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 more likely to be targets of hate and bias than those Marylanders who are Caucasian, Christian and/or heterosexual.

The challenges represented by the current data are not new, and there continue to be strong efforts state-wide to address incidents of hate and bias and a desire to eradicate it from our communities. MCCR is proud to work alongside the Maryland State Police, 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 improve reporting throughout all of Maryland.

385

HATE/BIAS REPORTS IN 2019

+10 REPORTS OR **3%** INCREASE OVER 2018
386 AVERAGE OF HATE BIAS INCIDENTS PER YEAR SINCE 2017
32 AVERAGE REPORTS PER MONTH

TOP 3 BIAS MOTIVATION CATEGORIES

69%

RACE/ETHNICITY/ANCESTRY
53.6% BLACK | 32.4% WHITE

20%

RELIGION

12%

SEXUAL ORIENTATION

TOP 4 BIAS MOTIVATION SUB-CATEGORIES

51%

ANTI-BLACK OR
AFRICAN AMERICAN

18.6%

ANTI-JEWISH

7.8%

ANTI-GAY (MALE)

3.9%

ANTI-HISPANIC
OR LATINO

REPORTED VICTIMS

27.6% BLACK MALE

26% BLACK FEMALE

18.8% WHITE MALE

OFFENDERS

47% WHITE

10.6% BLACK

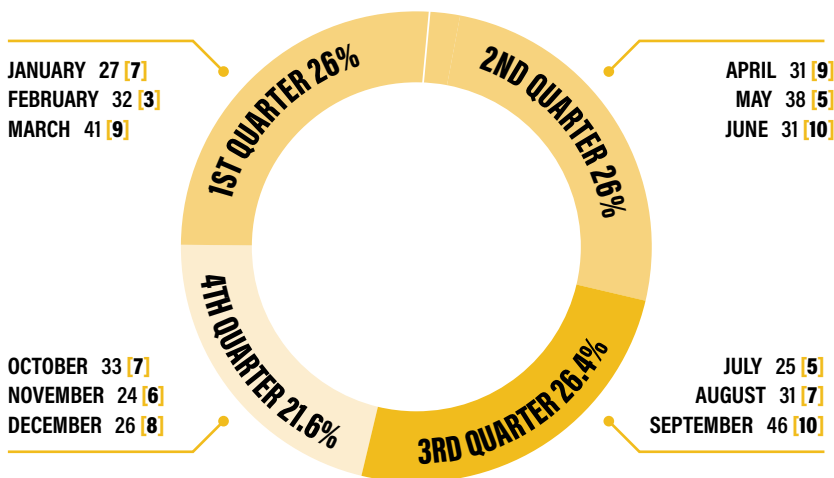
39.4% UNKNOWN

SOURCE: STATE OF MARYLAND 2019 HATE BIAS REPORT

For multi-year comparative data, see the Maryland State Police's full report

HATE CRIME REPORTS IN 2019 - BY MONTH

All Reports [Verified Reports]



BIAS MOTIVATION REPORTS IN 2019

All Reports [Verified Reports]

262 [59]

Race/Ethnicity/
Ancestry

84 [19]

Religion

50 [10]

Sexual Orientation

9 [3]

Gender ID

2 [0]

Gender

1 [0]

Disability

0 [0]

Unknown

0 [0]















Homelessness

TOTAL* 408 [90]

* incidents with more than one bias motivation are counted in all relevant categories
 34.2% occurred at a school or college/university
 Juveniles = 17.5% of known victims | 17.6 of known offenders

INCIDENT LOCATIONS IN 2019

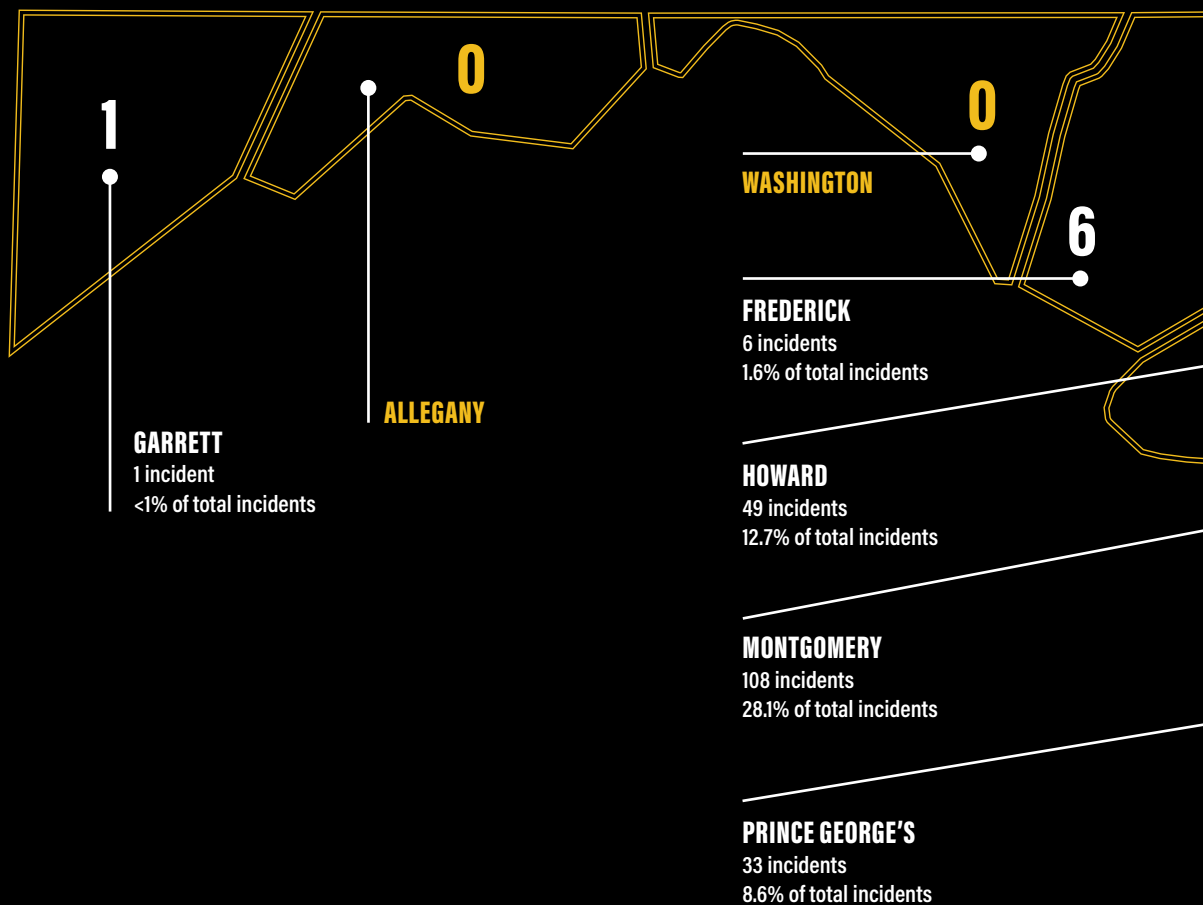
Including locations with greater than 1% of incidents reported

	School Elementary/Secondary	85 [11]		Park/Playground	10 [2]
	Residence/Home	81 [24]		Commercial/ Office Building	10 [2]
	Highway/Road/Alley/ Street/Sidewalk	60 [14]		Restaurant	6 [0]
	School College/University	47 [20]		Government/ Public Building	6 [1]
	Parking Lot/Garage	23 [3]		Grocery/ Supermarket	4 [1]
	Other/Unknown	13 [1]		Convenience Store	4 [1]
	Church/Synagogue/ Temple/Mosque	13 [3]		Department/ Discount Store	2 [2]

4 of 23 counties = 80.2% of all hate bias reporting in 2019: Anne Arundel, Baltimore, Howard, Montgomery
 10 of 23 counties reported 0 incidents in 2019: Allegany, Calvert, Caroline, Cecil, Dorchester, Queen Anne's, Saint Mary's, Talbot, Washington, Worcester
 6 counties have reported no hate bias incidents in in the last 3 years

SOURCE: STATE OF MARYLAND 2019 HATE BIAS REPORT

REPORTING BY COUNTY



385 TOTAL INCIDENTS

85

VERIFIED
INCIDENTS

277

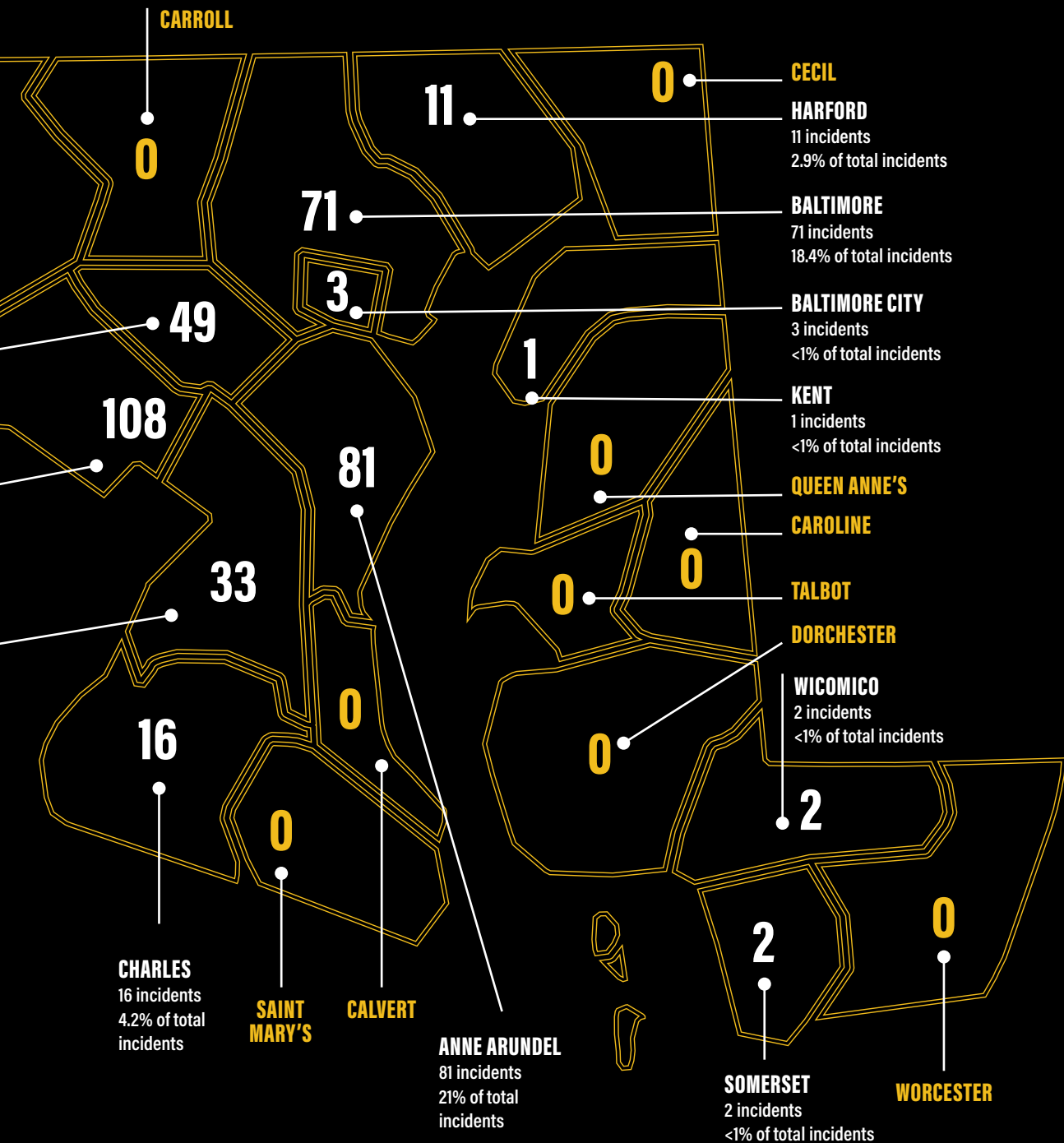
INCONCLUSIVE

23

UNFOUNDED

11

COUNTIES WITHOUT
REPORTED INCIDENTS



MCCR BUDGET REPORT FOR THE LAST THREE FISCAL YEARS

FUNDING SOURCE	2018	2019	2020
Federal Funds	\$582,153	\$697,390	\$622,062
HUD	\$275,143	\$330,606	\$247,800
EEOC	\$307,010	\$366,784	\$374,262
Reimbursable Funds	\$10,000	-	-
Special Funds	\$61,060	\$850	\$15,701
State General Funds	\$2,461,714	\$2,543,675	\$2,632,008
GRAND TOTAL	\$3,114,927	\$3,241,915	\$3,269,771

STAFF POSITIONS	2018	2019	2020
Authorized Permanent	31	31	31
Contractual Positions	2	2	2
TOTAL POSITIONS	33	33	33

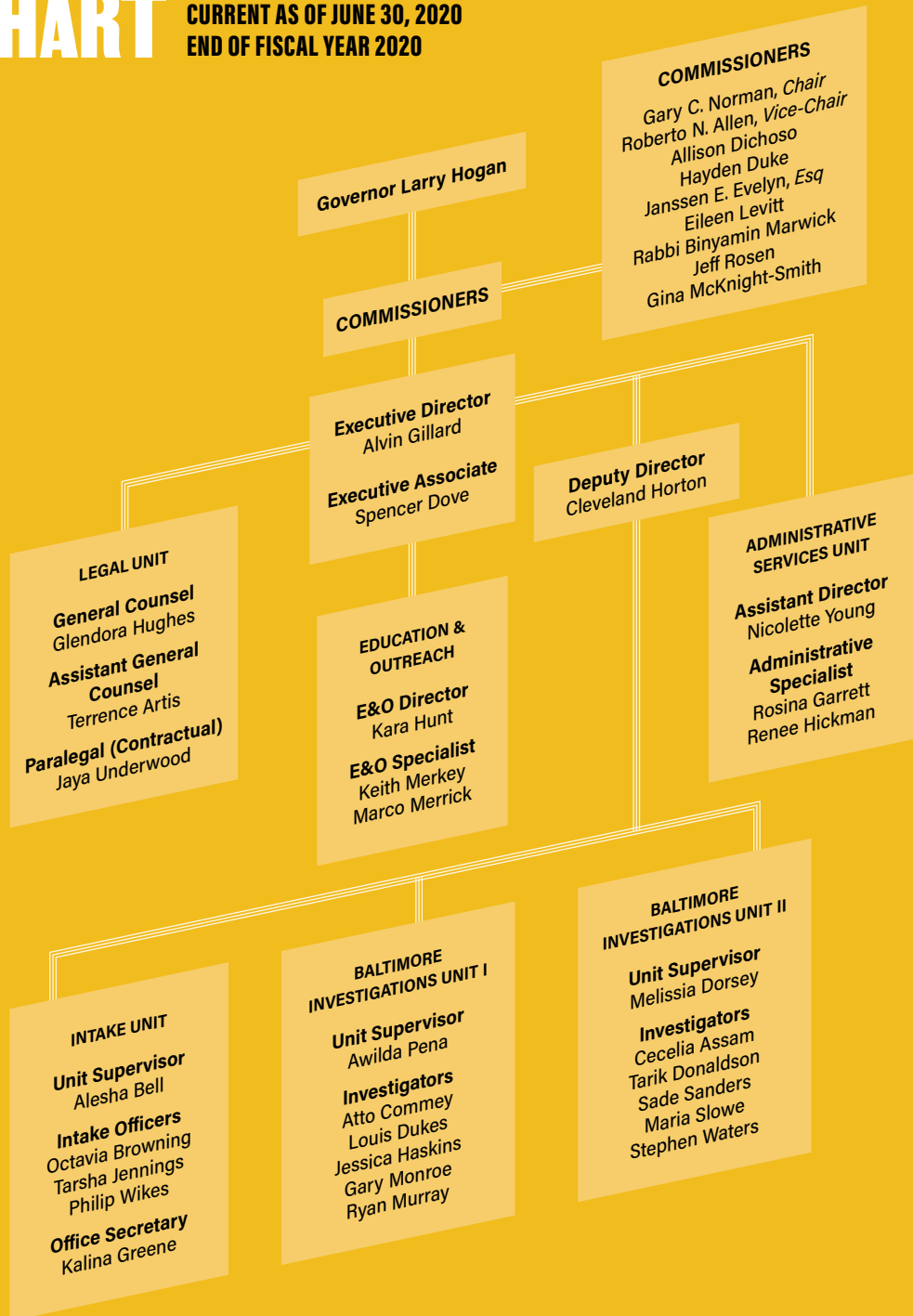
BOARD OF COMMISSIONERS 2020 ACTIVITIES

In 2020, the Board of Commissioners actively collaborated with the executive staff to further the mission and vision of the agency. Below is a summary of key Board activities during this remarkable year, which brought many issues to the table during a national health emergency:

- To further the goal of hosting monthly Board meetings in the community and around the state, the Board of Commissioners held its first meeting of the year at the Maryland State Library for the Blind and Print Disabled in January 2020. The Board received two guest briefings on the role of accessible information and technology in ensuring equity.
- The Board of Commissioners hosted a legislative reception to introduce themselves and the work of the Commission to the members of the General Assembly. They also supported efforts to draft impactful testimony on pieces of legislation of interest and importance to MCCR.
- The Board of Commissioners added two new members: Commissioners Jeff Rosen and Janssen E. Evelyn.
- The Board of Commissioners hosted information sessions with thought leaders from around the state on police reform and gender equity leadership in public service.
- In addition, the Board Chairperson conferred with the Secretary and the Deputy Secretary of the Maryland Department of Disabilities, spotlighting important public issues such as the concerns of people with disabilities and accessible technologies.
- The Maryland Lynching Truth and Reconciliation Commission (LTRC) Chairperson David Fakunle, Ph.D., briefed the Board of Commissioners and the executive staff during the May Board meeting. The LTRC Chairperson provided updates on the LTRC's work and interim report issued in September 2020. MCCR is a member of LTRC, with the Board Chairperson serving as the agency's designated representative.

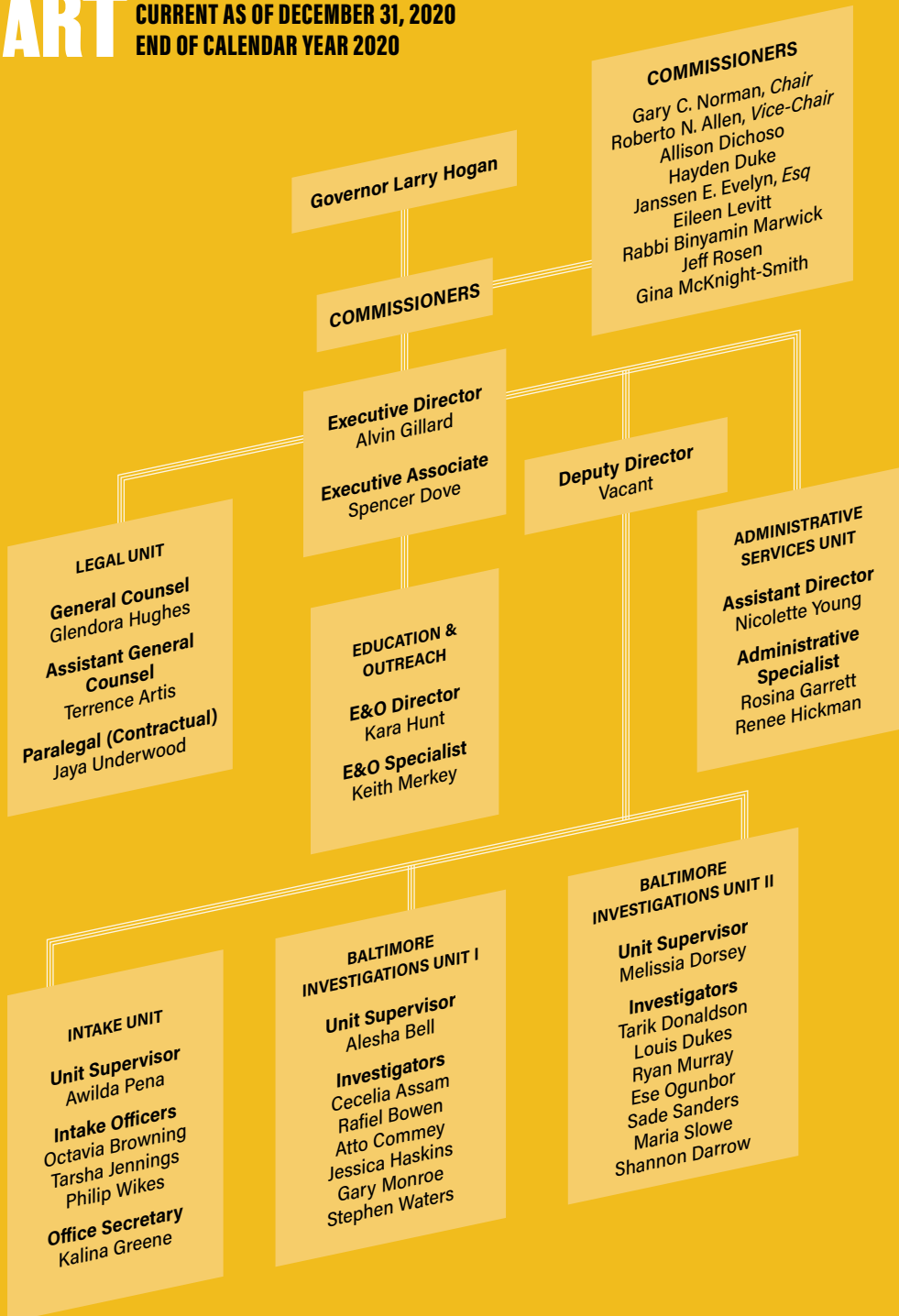
ORGANIZATIONAL CHART

CURRENT AS OF JUNE 30, 2020
END OF FISCAL YEAR 2020



ORGANIZATIONAL CHART

CURRENT AS OF DECEMBER 31, 2020
END OF CALENDAR YEAR 2020





**“EACH OF US
IN EVERY
GENERATION**

**MUST DO
OUR PART”**

REP. JOHN LEWIS

Across Maryland and throughout the nation and the world in 2020, diverse groups joined together in protests to call attention to systemic racism within law enforcement, healthcare, education and other areas of society.



CONSERVING MARYLAND'S RESOURCES

MCCR limits the print runs of this and other publications as a measure to conserve both the environment and taxpayer resources. To download and share a PDF of this report, find expanded 2020 data and access up-to-date information on MCCR events and activities, please visit www.mccr.maryland.gov. Reports and publications can be found under the "Publications" tab. Thank you!

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