

# State of Maryland Commission on Civil Rights 2017 Annual Report



*Still A Bridge Over Troubled Water*

Larry J. Hogan, *Governor*  
Boyd K. Rutherford, *Lt. Governor*  
Alvin O. Gillard, *Executive Director*  
Shawn M. Wright, Esq., *Commission Chair*





# 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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Cleveland L. Horton II, Deputy Director  
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January 1, 2018

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 Michael E. Busch  
Speaker, Maryland House of Delegates  
State House H-101, 100 State Circle  
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Governor Hogan, President Miller, and Speaker Busch:

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 2017. 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.

Fiscal Year 2017 was a sobering acknowledgment of the urgent need to address the issues of equity, inclusion, and diversity both in Maryland and nationwide. The Commission, alongside our federal partners the Equal Employment Opportunity Commission ("EEOC") and the U.S. Department of Housing & Urban Development ("HUD"), saw a sharp increase in the number of complaints of unlawful discrimination being filed with our respective agencies. In order to address this alarming trend, we are working collaboratively with our federal partners, with a special focus on issues with systemic implications. As this report will detail, unlawful discrimination based on race, sex, and disability remain the highest reported instances of employment, housing, and public accommodations discrimination. However, we are seeing both locally and nationwide a dramatic increase in the number of retaliation complaints being filed with our agencies. This is particularly concerning because this means that those subject to our laws are taking adverse actions against alleged victims who are simply trying to exercise their rights under law.

The agency was fortunate to see continued production success despite challenged resources. MCCR is pleased to have closed 714 complaints in FY2017, an increase of 32 over FY2016. The agency's pending case inventory has grown to approximately 1,000 complaints, which is the highest it has been since the early 2000's when MCCR had double the investigative staff. MCCR Commissioners and leadership are monitoring closely the relationship between our complaint intakes and closures in order to avoid creating a case backlog, of which the agency is near.

In response to the rise in our complaint intakes, MCCR has also worked diligently to develop programs around issues of equity and inclusion. MCCR's flagship program in FY2017 was the Maryland Equity & Inclusion Leadership Program ("MEILP"), which was made possible thanks to our strong partnership with the University of Baltimore's Schaefer Center for Public Policy and the College of Public Affairs. The inaugural MEILP class consisted of professionals from public, private, and non-profit sectors who are interested in making their organizations more equitable and inclusive. The cohort met monthly, undergoing rigorous interactive presentations and activities to acquire the tools necessary to develop diversity-based initiatives within their respective organizations.

Meanwhile, partnerships with stakeholders, leaders, and activists across Maryland was MCCR's outreach focus in FY2017. The agency knows that through meaningful and lasting relationships across the State, we can work together to address those pressing issues affecting our communities. We are particularly proud to have forged a stronger relationship with the Governor's Office of the Deaf and Hard of Hearing. This relationship and our relationships with other agencies are informative in identifying the best practices for expanding our resources to address and connect with chronically underserved populations who are all too often the victims of unlawful discrimination.

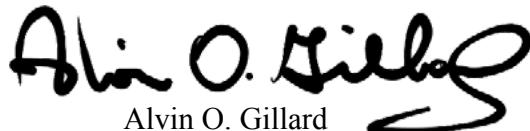
We know that direct community engagement is the key to connecting with Maryland's diverse population and truly understanding their needs. MCCR was proud to work with the Coalition Opposed to Violence & Extremism ("COVE"), and a number of other partnerships putting together a community discussion entitled "In The Aftermath of Freddie Gray". The goal of the discussion was to look deeply at the question "What now?" in this era of concern around police/community relations and the disparity of access to opportunity in communities of color.

Additionally, MCCR continues its commitment to supporting the Maryland Civil Rights Coalition, a recently reconstituted organization whose members represent many different intersections across the social justice/human rights/civil rights/human relations spectrum. And while we reach our hand out to support our non-profit partners, we still work closely alongside our local human rights/human relations agencies that serve the various counties throughout Maryland. We were both humbled and honored to be invited to serve as the keynote speaker for the annual Montgomery County Office of Human Rights Hall of Fame induction ceremony, which highlights the incredible work being done on the ground.

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 advancement of civil rights in our great State.

Respectfully submitted,

  
Shawn M. Wright  
Commission Chair

  
Alvin O. Gillard  
Executive Director

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# The Commission

The Maryland Commission on Civil Rights (MCCR) represents the interest 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. Shawn M. Wright, Esq., Chairperson (*Prince George's County*) - Appointed November 19, 2016.
2. Gary Norman, Esq., Vice Chairperson (*Baltimore City*) - Appointed March 16, 2012.
3. Roberto N. Allen, Esq. (*Baltimore County*) - Appointed March 17, 2016.
4. Laura M. Esquivel (*Montgomery County*) - Appointed March 11, 2013.
5. Rabbi Binyamin Marwick (*Baltimore County*) - Appointed December 5, 2011.
6. Gina McKnight-Smith, Pharma.D., MBA (*Baltimore County*) - Appointed March 17, 2016.
7. Dominique S. Moore, Esq. (*Baltimore City*) - Appointed October 20, 2016.
8. Naima Said, Esq. (*Howard County*) - Appointed March 25, 2014.
9. DeWayne Wickham (*Baltimore County*) - Appointed March 25, 2014.

The Commission is an independent agency that serves individuals, businesses, and communities throughout the State. 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 anti-discrimination laws; and helps to improve civil rights within the State.





# History

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.

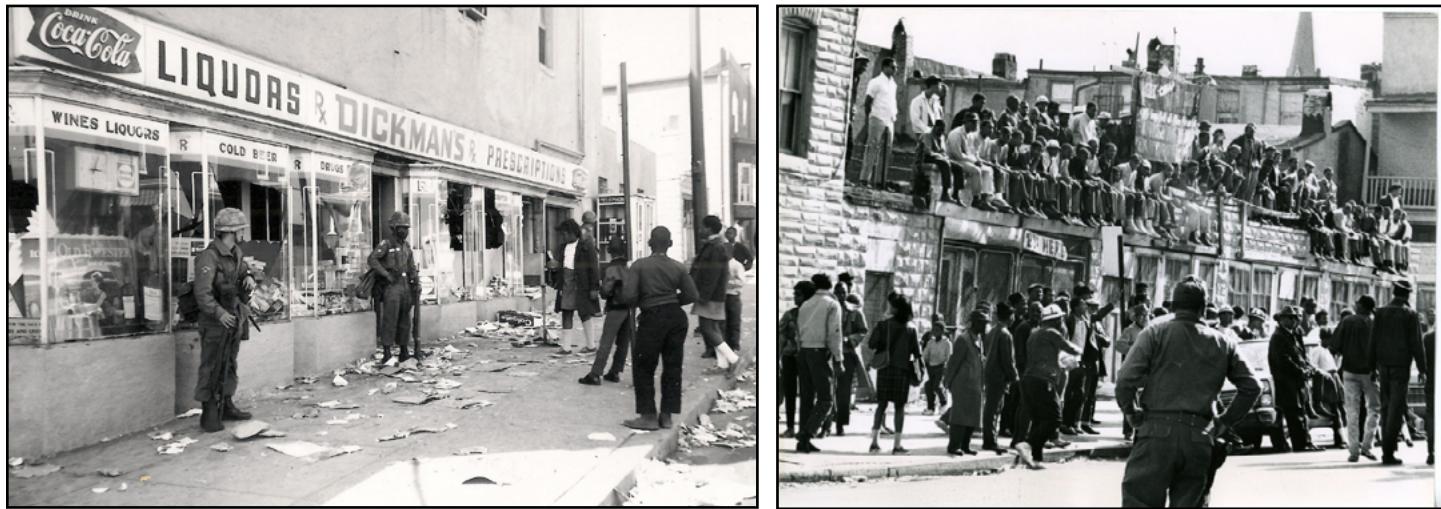
In 1943, the Commission was renamed the **Commission to Study Problems Affecting the Colored Population** (Chapter 432 of 1943). Their first recommendations were:

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 pro-actively 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.

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 1969 (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 in 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, to prohibit certain discriminatory activities against the physically or mentally handicapped in housing or obtaining loans on dwellings, and to make technical corrections to the language (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 clarifying 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 the 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 chair person, 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 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 examiner 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, 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 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, and 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 are 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).



Case Processing

The Case Processing Department provides intake and investigative services for the complaints filed with MCCR in 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 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 cases for the Equal Employment Opportunity Commission (EEOC) and the U. S. Department of Housing and Urban Development (HUD). MCCR will automatically dual file a complaint of employment or housing discrimination with either the EEOC or HUD 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.

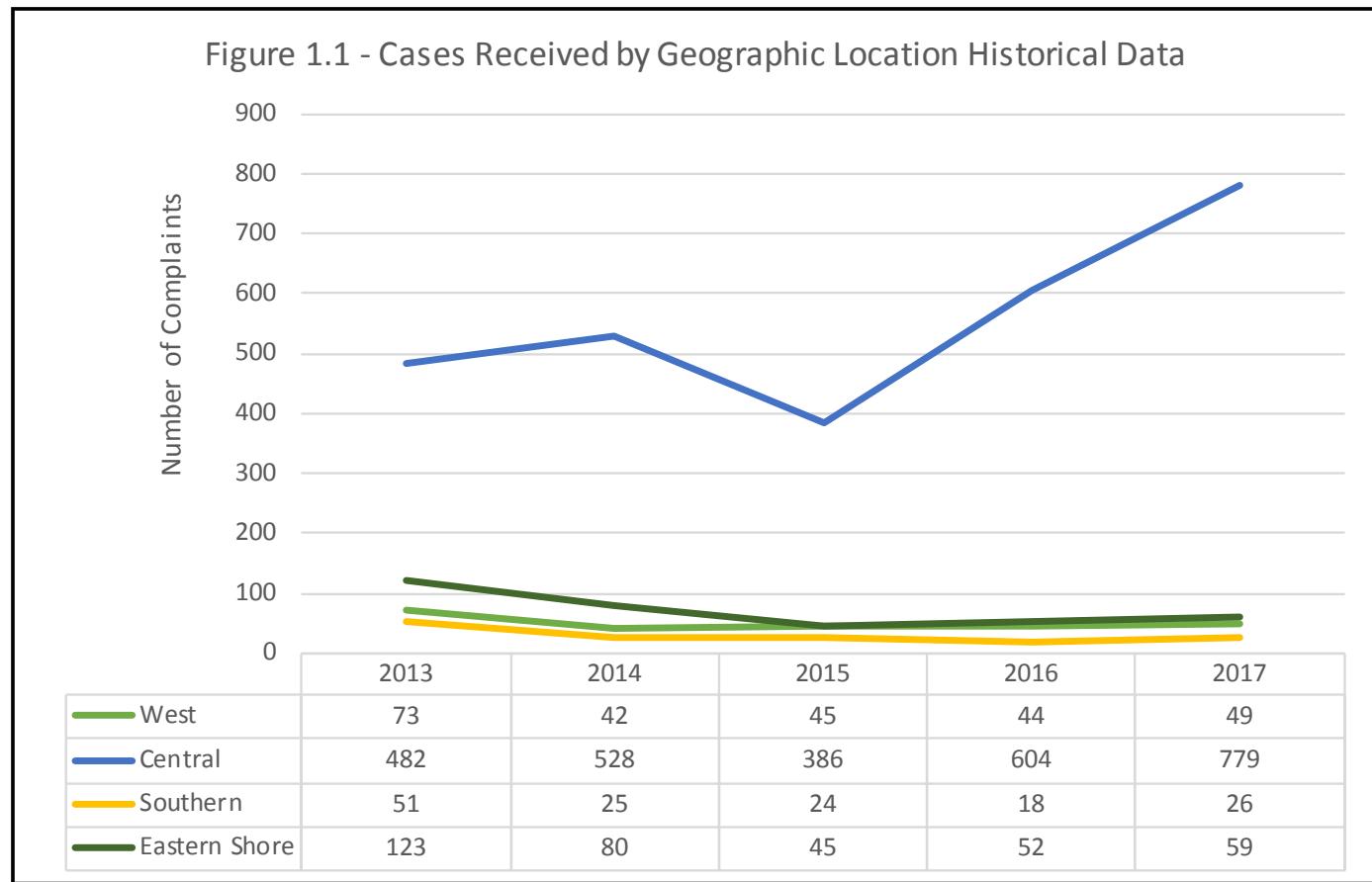
To file a Complaint of Discrimination, it is required that the complainant provide to MCCR a written and signed complaint. Anyone wishing to file a complaint alleging unlawful discrimination in violation of Title 20 of the State Government Article or Title 19 of the State Finance & Procurement Article must file the complaint within: six (6) months 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 filing a complaint.

## Case Intake Trends - By Region & Type

Over the previous two fiscal years, MCCR has seen a steady increase in the number of intakes. In FY2015, 518 individual complaints of unlawful discrimination were filed with the agency; in FY2016, that number rose to 765. FY2017 continues this trend, with a total of 989 individual complaints of unlawful discrimination being filed with MCCR. It is important to note, however, that these numbers do not reflect the hundreds of contacts

with the Intake Unit that are “aborted” (not processed by the Commission) for a number of reasons, such as the complaint is untimely or the agency lacks statutory jurisdiction to accept the complaint.

The data presented in this section should be analyzed with one key point in mind. When talking about the location from which a complaint is received, that determination is made based on the Respondent’s physical address, not the Complainant’s location. This is the determining factor because a Complainant may work in Maryland but reside in Delaware, Virginia, or Washington, D.C. Similarly, a Complainant may reside outside of the State but be discriminated against while attempting to buy or rent a property within the State. Last, tourists from around the world flock to many attractions within our borders, but the alleged violator of Maryland anti-discrimination laws owns and operates an establish locally. Figures 1.1 through 1.7 will all hold this as constant.



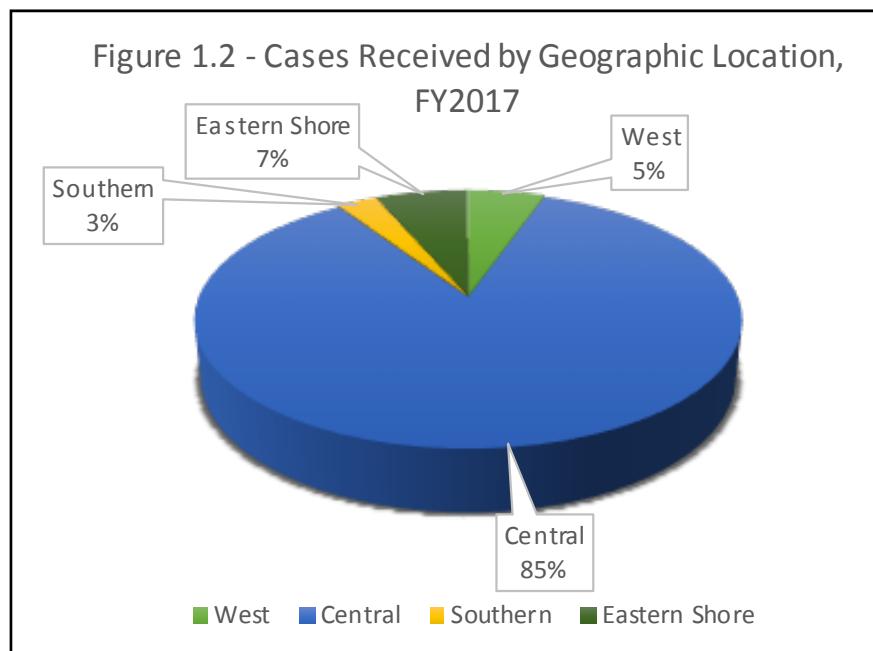
First, a review of the historical data provided in Figure 1.1 depicts a 5-year snapshot of complaint intakes by region. The vast majority of complaints of unlawful discriminate are received against Respondents in Central Maryland. From FY2015 to FY2016, there was an increase in 218 complaints from Central Maryland, and from FY2016 to FY2017 that was another spike of 175 complaints. Meanwhile, despite MCCR closing local offices in Hagerstown, Leonardtown, and Salisbury, the agency received more complaints in Western and Southern Maryland, and the Eastern Shore, over both FY2015 and FY2016.

The success this agency attributes with growing a stronger presence in each region around Maryland is due to a number of factors. First, and probably most important, when the Education & Outreach Unit was reconstituted in 2013, it was MCCR’s renewed commitment to making sure that the agency is on the ground in communities in every corner of the State. As detailed in previous Annual Reports and as will be covered

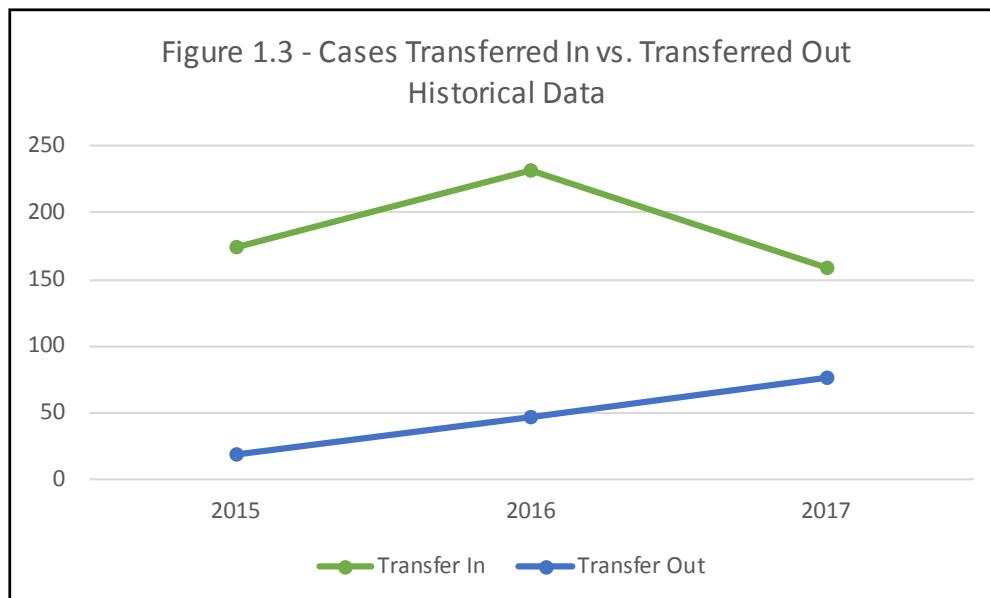
later in this one, MCCR prioritizes a diverse approach to outreach and partnerships across the State in order to educate the populace on Maryland's anti-discrimination laws, while better understanding and addressing (to the best of our ability) those pressing issues being faced in each community. In FY2017, MCCR built upon this commitment by focusing on partnerships around the State as this year's outreach theme. The Commission strongly believes that by partnering with others committed to equity, inclusion, and diversity, we can make stronger inroads into those communities most in need of our services and support. Whether it is with a non-profit organization, an agency in government, or a private enterprise, partnerships today present the strongest opportunity to pool resources and collaborate to tackle issues head-on.

Second, MCCR has been fortunate to twice receive community partnership funds from the U.S. Department of Housing & Urban Development (HUD) that enabled the community to take out radio, digital, and print advertising in every county across the state in both English and Spanish. The Commission on Human Relations was renamed the Commission on Civil Rights in October, 2011. Since then, the agency has been severely limited in its ability to advertise in order to ensure the people that the Commission was still here serving as Maryland's lead agency on civil and human rights. However, those partnership funds placed the agency on better footing, and we believe it is for the benefit of the State as a whole.

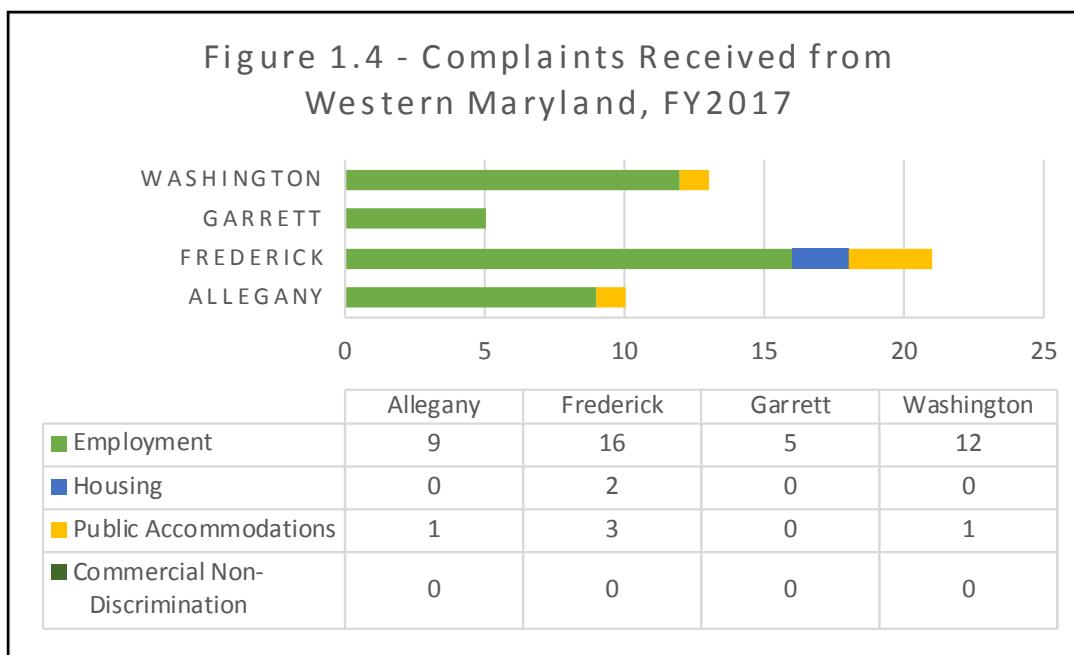
Third, prior to FY2016 the agency saw a number of long tenured staff retire, resulting in a number of vacancies that had to be filled with new investigators who had to undergo rigorous training to provide the best quality investigative services we can. The agency has aggressively filled each vacancy and made sure that all staff, especially those new to the agency, are equipped with the skills and resources necessary to effectively and efficiently conduct an impartial investigation for each complaint pending with the agency. The filling of these vacancies, especially in the Intake Unit, has enabled MCCR to process complaints in a timelier manner. By word of mouth, our reputation has improved, and thus those who believe they are victims are both aware of our work and contact us for assistance.



All in all, the regional intake trends this year follow with previous years. As can be seen in Figure 1.2, 85% of intakes were from the Central Region, 7% from the Eastern Shore, 5% from Western Maryland, and 3% from Southern Maryland. However, these numbers do not include the number of cases both transferred in to and transferred out of MCCR.

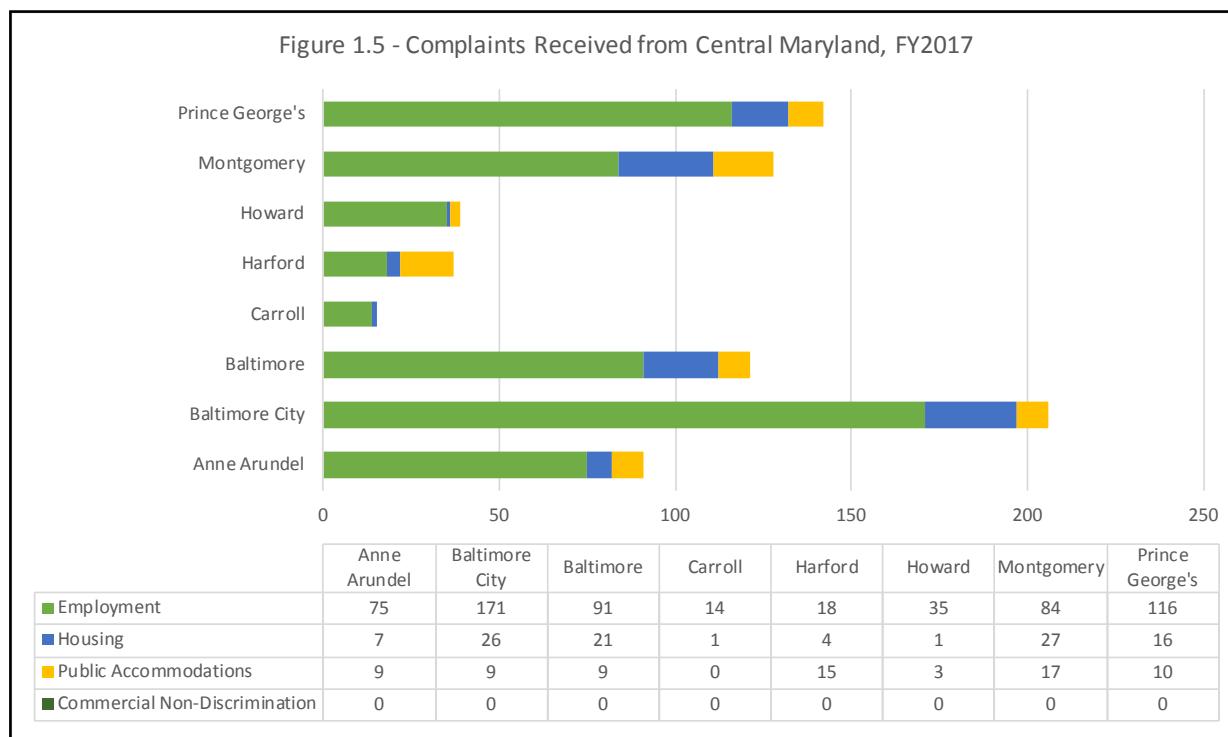


MCCR has a worksharing agreement with the U.S. Equal Employment Opportunity Commission (EEOC). Where federal and state employment anti-discrimination laws mirror one another, complaints filed with the Commission are automatically dual-filed with the EEOC. At times it becomes necessary for MCCR to transfer complaints to the EEOC, such as when the allegation is against a federal agency or the complaint is filed after 180 days of the alleged incident. Therefore, MCCR includes the numbers of transfers out into the overall tally of complaint intakes during the fiscal year. Additionally, the EEOC will often transfer complaints to MCCR where the agency has jurisdiction in order for us to conduct the investigation. MCCR also has the ability to request cases for investigation from the EEOC, and that is a practice the agency engages in in order to process every allegation of unlawful discrimination in Maryland in a timely manner. In FY2017, a total of 76 complaints were transferred out from MCCR to the EEOC, and MCCR received 158 complaints for investigation from the EEOC.



In Figure 1.4, the breakdown of complaints where the Respondent originates in Western Maryland is detailed. In FY2016, MCCR received 44 complaints; that number rose to 49 in FY2017. Frederick County leads the

region with the most number of complaints, which is consistent with it being the most populous county in the region and the trends in previous years. Increases in complaints came from Washington, Garrett, and Frederick counties, while Allegany received the same number of complaints in FY2017 as in FY2016 (10).



Central Maryland is home to both MCCR's Baltimore City Headquarters and 79.5% of the State's population. It also 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 combined help to explain why 85% of the complaints received in FY2017 are from this region, and are also all the more reason for MCCR to double down on efforts to have a strong presence in the other regions. The numbers in Figure 1.5 correlate with the numbers from FY2016, with a couple of notable differences. First, in FY2016 complaints from Anne Arundel and Baltimore counties outpaced complaints from Prince George's and Montgomery counties, but the opposite is true this year. Furthermore, the number of complaints from Howard County increased from 19 to 39 almost solely because the number of employment discrimination complaints nearly doubles (18 to 35).

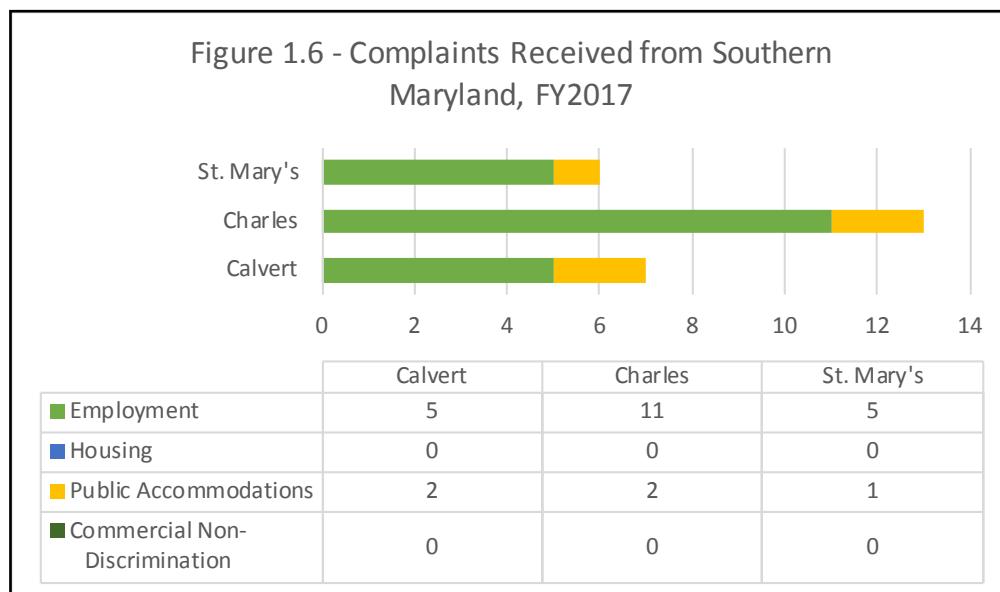


Figure 1.6 depicts the complaints received from Southern Maryland. Charles County leads with the total number of complaints. The one primary difference between last year and this year is that in FY2016, there were no complaints of public accommodation discrimination and one only one complaint of housing discrimination (in Calvert County). However, in FY2017 MCCR received zero housing complaints and 5 public accommodation complaints across the region.

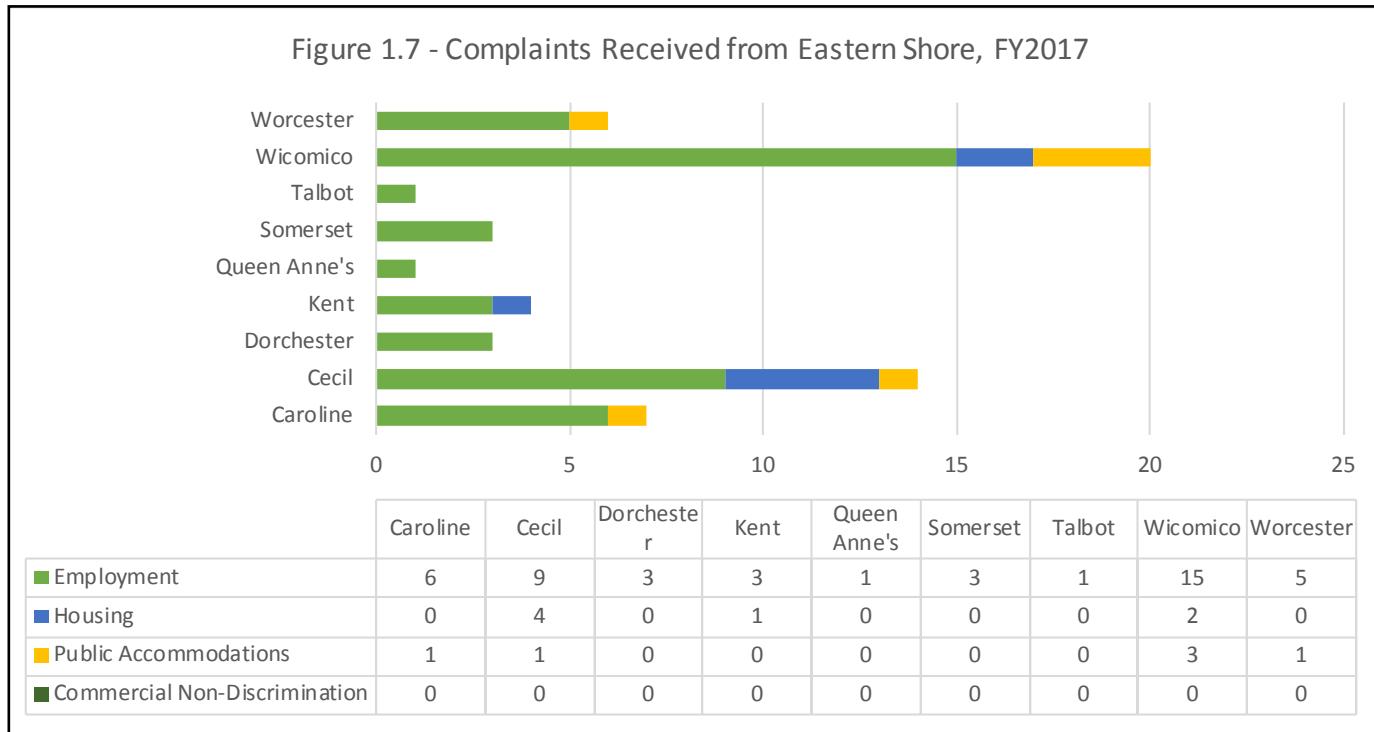
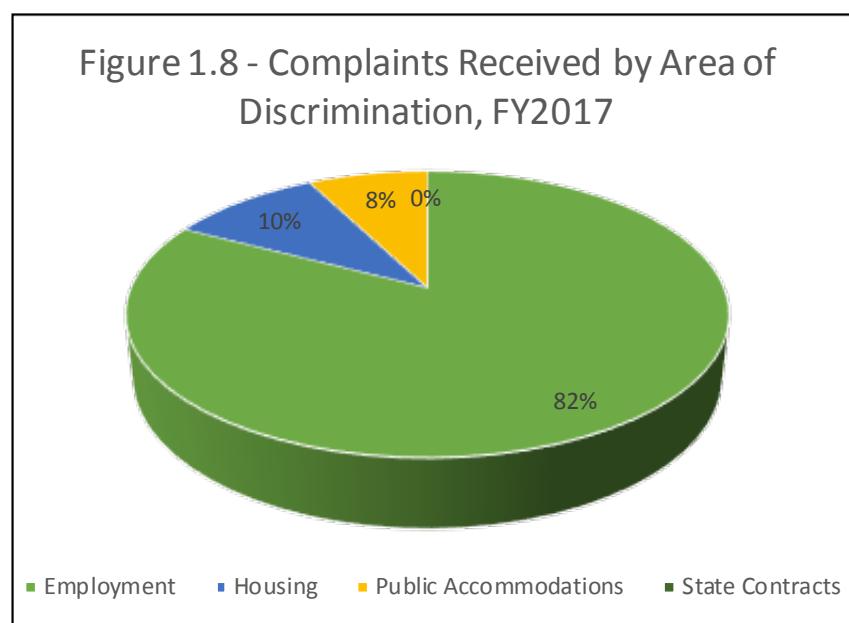


Figure 1.1 showed that MCCR received 7 more complaints from the Eastern Shore in FY2017. Figure 1.7 showed the distribution by county and region. Compared to FY2016, the distribution of complaints by county and area of discrimination is relatively similar, with a slight uptick in complaints received from Caroline and Wicomico counties and a slight decrease in Queen Anne's and Talbot counties.



Ultimately, Figure 1.8 shows the proportions of complaints received by area of discrimination (including transfers in and out to the EEOC). The proportions of complaints remains relatively the same despite the sharp increase in intakes – in FY2016 employment accounted for 83%, housing accounted for 10%, and

public accommodations accounted for 7% of complaints received. (Note: For charts breaking down the total number of complaints received by both county and the area of discrimination in FY2017, please see page 24)

In the following sections examining employment, housing, and public accommodations complaints, MCCR will look at likely reasons why there were increases in complaints filed in various protected classes. As in previous years, there will be no section for the State's Commercial Non-Discrimination Policy (state contracts) because no complaints were received in that area. MCCR Commissioners and Staff are working together to identify and address deficiencies with the State's Commercial Non-Discrimination Policy. MCCR looks forward to the opportunity to collaborate with leadership in Annapolis to improve upon this law.

## Employment

The highest number of complaints – 82% in FY2017 – were received by MCCR in the area of employment discrimination. In FY2017, 947 complaints of employment discrimination were received (including transfers in/out to the EEOC), an increase from last year's 830 complaints.

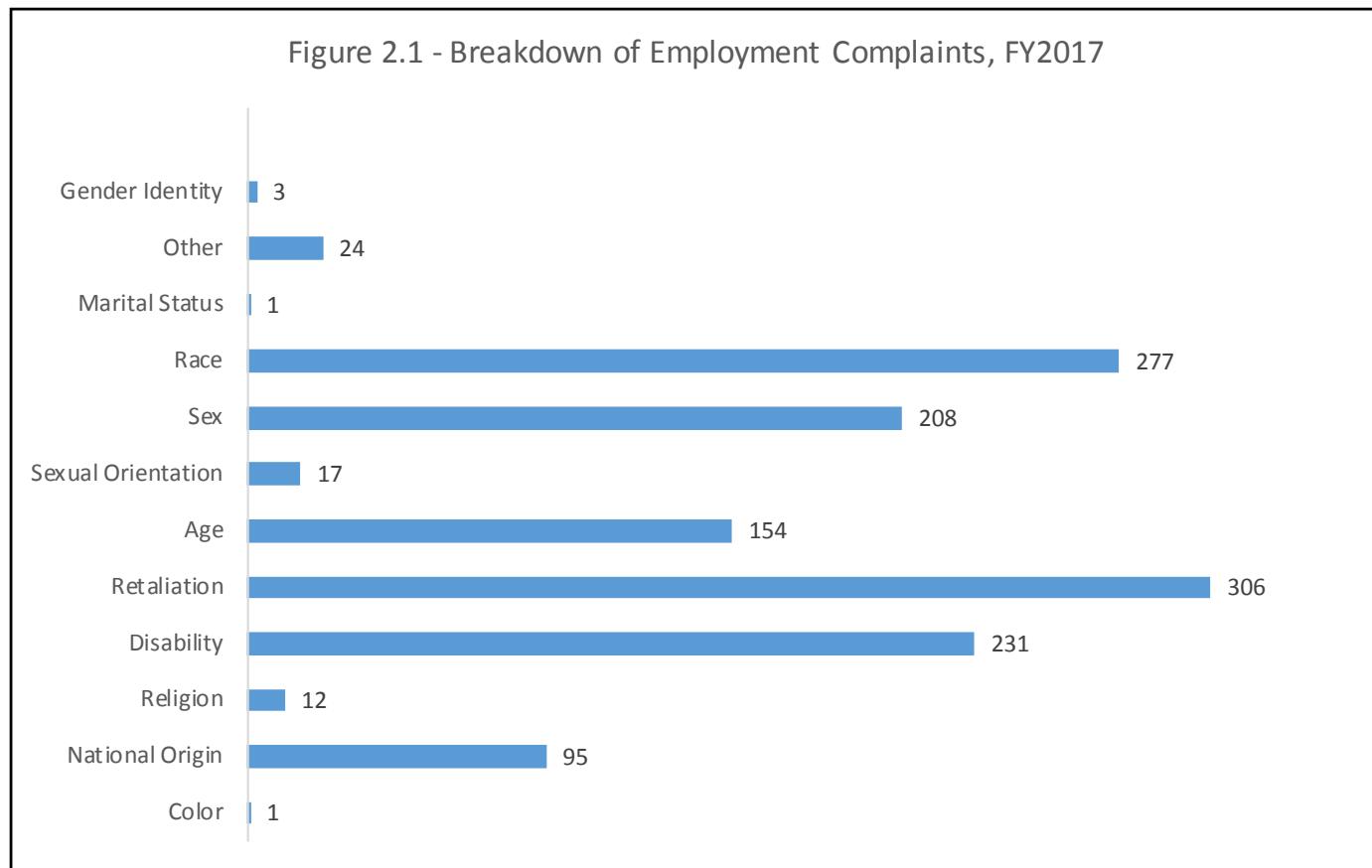


Figure 2.1 illustrates that within those 947 complaints received, 1329 different bases were selected across those complaints, an increase from last year's 925 selections across 830 complaints. The same patterns of alleged unlawful discrimination hold true in FY2017 as in the past – race (20.8%), disability (17.4%), and sex (15.7%) are the three leading bases of alleged unlawful employment discrimination selected by those filing complaints with MCCR. Vestiges of institutional racism, issues of accessibility and accommodation, and the epidemic of sexual harassment and gender disparity that taint our society are the leading reasons why these three protected class are consistently the most investigated complaints by MCCR.

A remarkable note, though, from Figure 2.1 is that this is the first year in recent history that retaliation complaints (adverse action against an employee by the employer) exceeded any of the protected classes under state law. For FY2017, 121 more retaliation complaints were filed than in FY2016. This may be due in large part to employees standing up more for their rights in the workplace. Be it through an internal grievance process or filing a complaint with MCCR, there are more opportunities for employers to take adverse actions against employees who stand up for their rights, thereby leading to an increase in the number of allegations we are receiving.

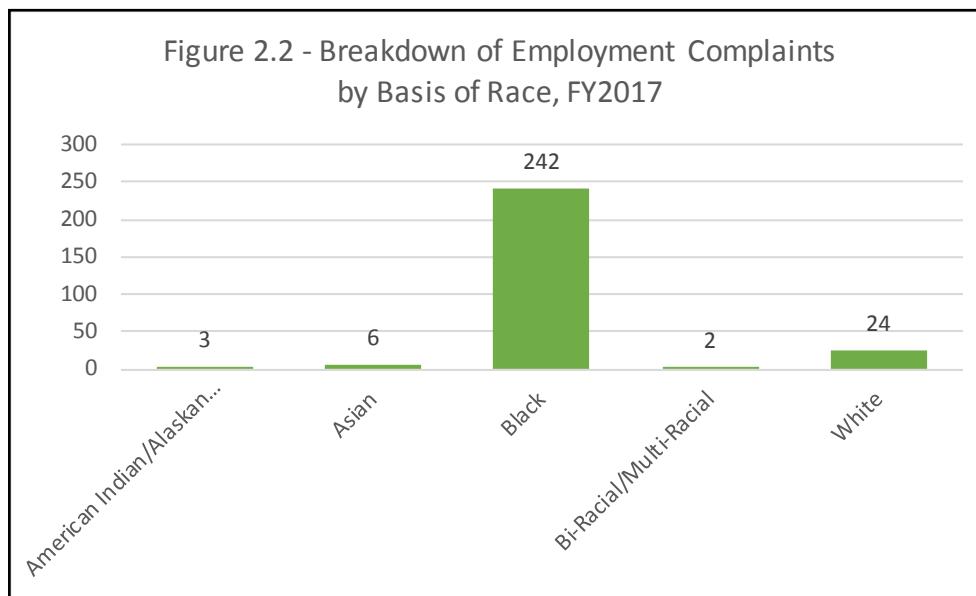


Figure 2.2 offers a look into those complaints for which race was the identified basis of employment discrimination. According to the data, the highest category of race that was designated by Complainants during FY2017 period was Black (87.4%), which is consistent with previous years. Additionally, while the other numbers reported by the races remains relatively stable, MCCR did see a doubling of the number of complaints alleging discrimination against White employees from 12 last year to 24 this year.

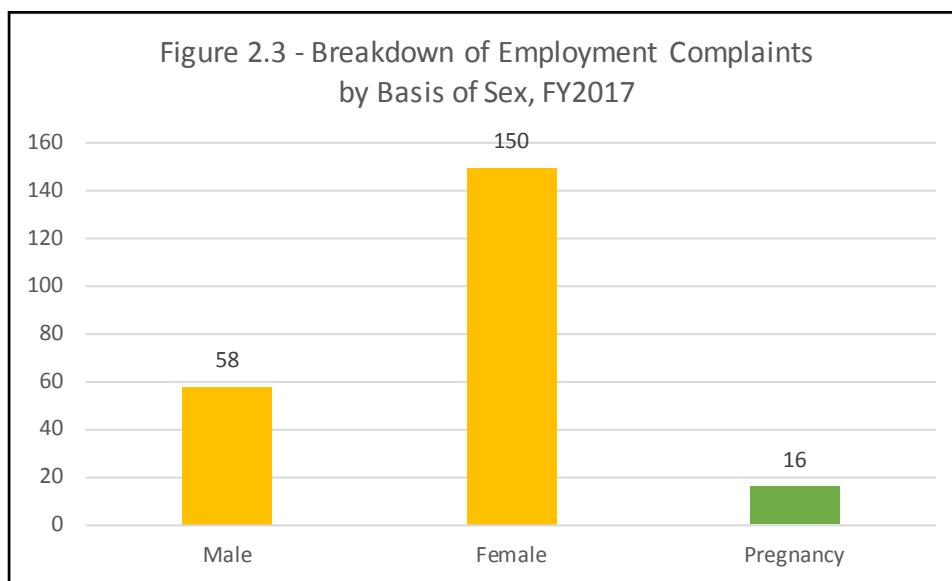
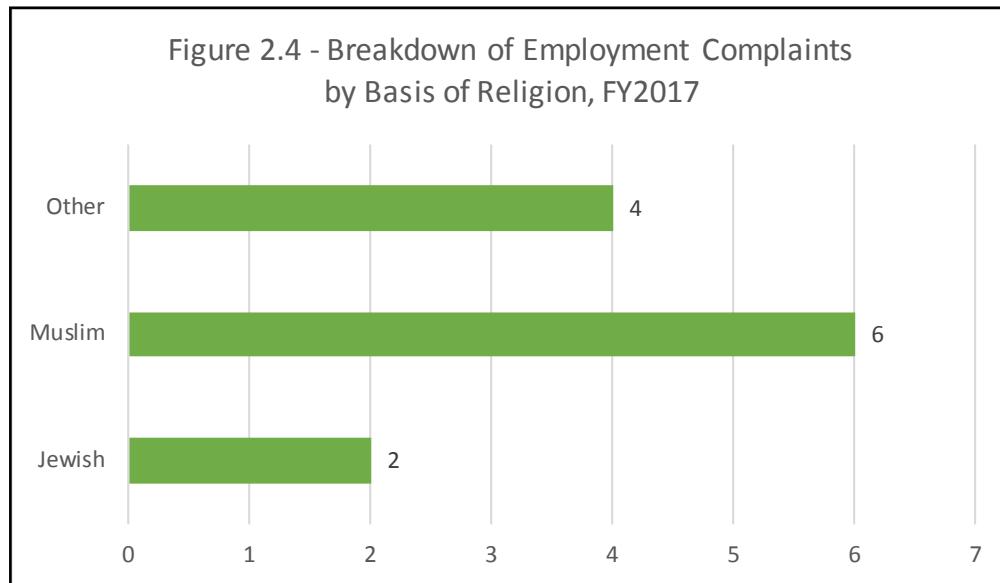


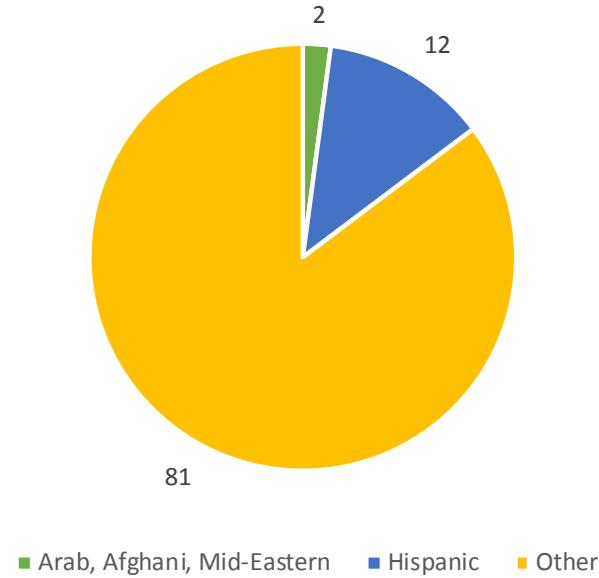
Figure 2.3 breaks down the number of complaints filed by both men and women under sex discrimination in FY2017. As with previous years, more females filed complaints of sex discrimination than men. This year, the complaints were a ratio of roughly 3-to-1, which was up last year's 2-to-1 ratio. There is also a separate column in Figure 2.3 parsing out the number of allegations of pregnancy discrimination filed in FY2017 – 16, which is an increase of 7 complaints over the previous year. Chapters 547 and 548 of the 2013 Acts of the Maryland General Assembly require an employer to explore all possible means of providing a reasonable accommodation when an employee requests one for a disability cause or contributed to by a pregnancy.



The number of complaints of religious discrimination in the workplace remained level this year as with previous years. However, this year there was a “flip” between the complaints between the different religions. In FY2016, MCCR received 6 complaints of discrimination against those of the Jewish faith and 1 complaint against those of the Islamic faith; this year, Figure 2.4 shows that MCCR received 6 against those of the Islamic faith and 2 against those of the Jewish faith. This switch may be due in large part to a lot of the anti-Islamic sentiment that was stoked during the 2016 election, or it may simple have been the result of individuals deciding to speak out when they believed they were the victim of unlawful discrimination. What MCCR does know for a fact is that cultivating and maintaining partnerships with groups like the Baltimore Jewish Council and the Council on American-Islamic Relations enables the agency to build strong networks into those communities of faith. In turn, we are able to educate individuals on their rights under law and what avenues are available for them for redress if they believe they are a victim.

Lastly, Figure 2.5 breaks down the number of employment complaints on the basis of national origin. There was a 25 complaint increased over FY2016, which is consistent with the trend of receiving many more national origin complaints over the past few years. But as with religion complaints, there was a “flip” in the numbers reported by the various categories. Last year, MCCR received 46 complaints from those of Arab/Afghani/Middle Eastern origin, but this year it was 2. The number of complaints filed by those of Hispanic/Latino origin dropped slightly from 16 to 12. Meanwhile the number of complaints filed by “Other” national origins rose from 2 to 81. The “Other” category has severe limitations for the purpose of this report because MCCR depends upon the reporting abilities of the federally-maintained database. “Other” may include individuals of European, Asian, African, or native heritage, and there is no way to drill this number down without manually reviewing each and every case file in our inventory. Thus, the dramatic increase national origin discrimination complaints, like with religious discrimination, could very well be explained by the political climate in 2016 as well as individuals being more informed of their rights under law. What MCCR

Figure 2.5 - Breakdown of Employment Complaints by Basis of National Origin, FY2017



does know, through anecdotal evidence and the hate/bias data reported by the Maryland State Police, is that there was a rise of incidents targeting communities of color, faith, and sexual orientation which appears to be linked to the stoking of the flames of hatred and bigotry during the 2016 election. Overall, with another sharp increase in national origin-based complaints again this year, MCCR will continue to watch closely this situation in the future to figure out what outreach or partnership efforts may be necessary to curb this trend.

## 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 nightmares. That is why we work tirelessly to investigate fully and issue a written finding for a housing discrimination complaint within 100 days of receipt.

MCCR receives fewer than 100 housing discrimination complaints annually, according to recent data. For a state with approximately 6 million residents, this figure gives us great cause for concern that there are many instances out there going unreported. To remedy this, MCCR has partnered with the HUD to expend partnership funding to advertise our agency's role as enforcer of Maryland's Fair Housing Act across the state. We have strategically targeted communities in every county across Maryland, and even worked with advertising vendors to produce materials in both English and Spanish. Through a combined radio, print, and digital marketing efforts over the past few years when federal partnership grant funding has become available through HUD, MCCR has been able to reach millions of Marylanders to inform them of their right to fair housing. This advertising alongside the agency's traditional education and outreach efforts are why we believe we are seeing an increase in the number of complaints filed with the agency.

In FY2017, MCCR received 112 housing discrimination complaints, which is an increase in 17 complaints over the prior year. In those 112 complaints filed, a total of 136 different bases of discrimination were filed.

Figure 3.1 - Breakdown of Housing Complaints, FY2017

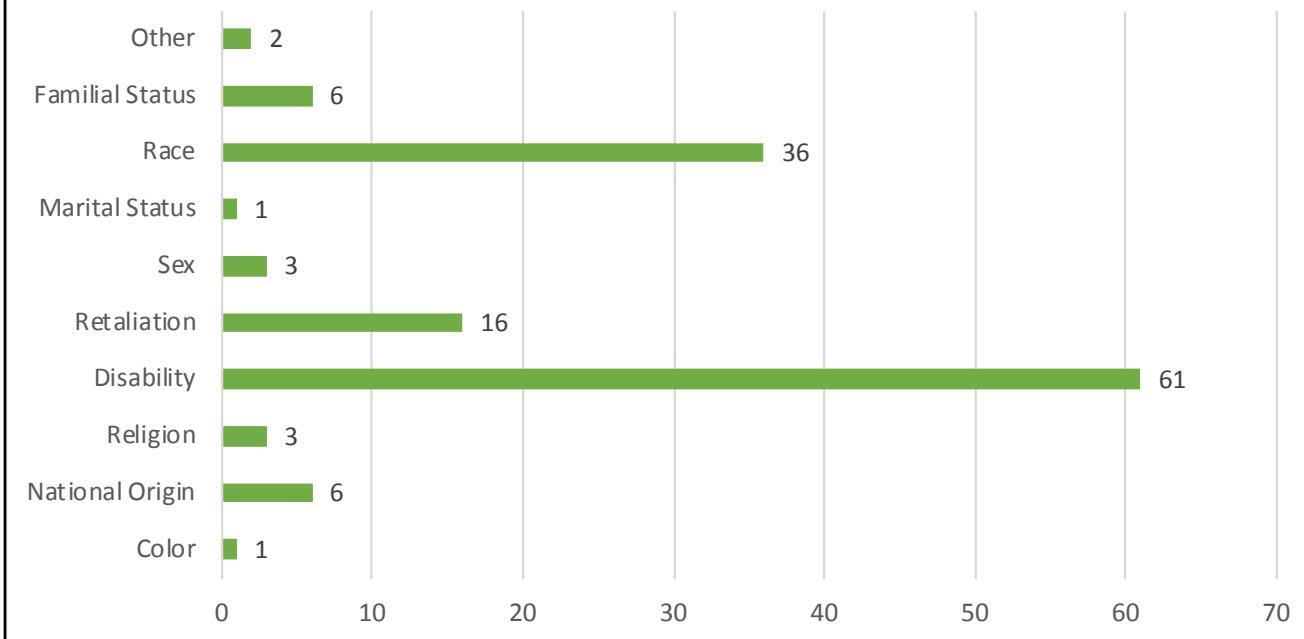
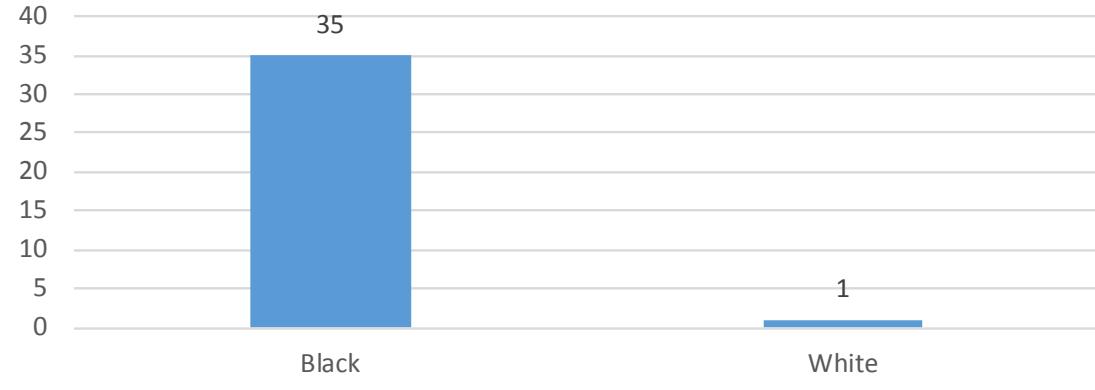
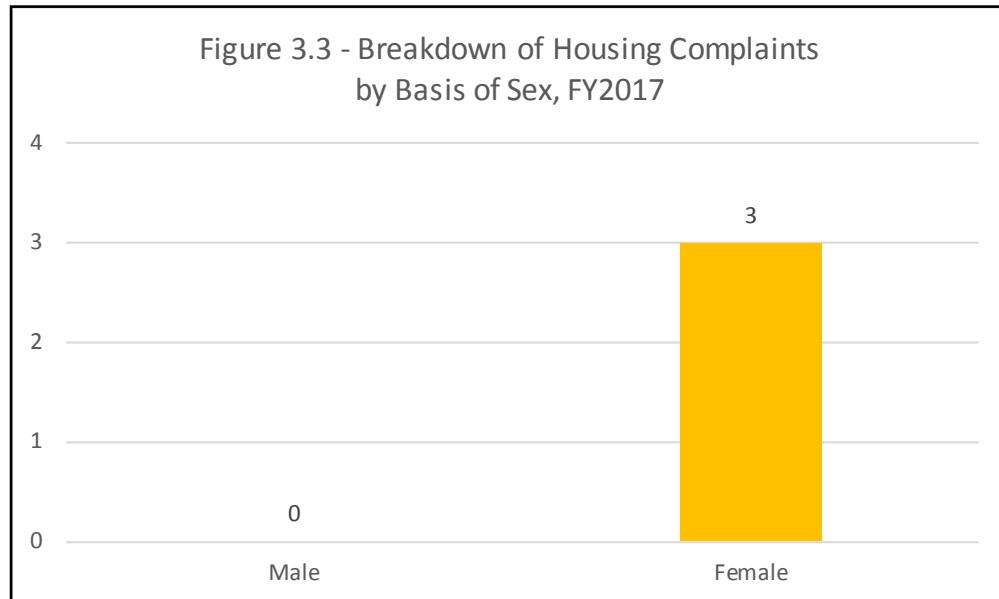


Figure 3.1 shows us that with respect to bases of discrimination, the top three selected were disability (45.2%), race (26.7%), and retaliation (11.9%). These trends hold true in previous years. Disability continues to dominate the number of complaints received due to the issue of accessibility. Denied reasonable accommodation request allegations are the top reason cited when an individual files a disability complaint with MCCR. Be it the lack of handicap-accessible units or a landlord refusing to lease to a tenant with a service animal, as examples, the disability community oftentimes meets these barriers as they simply try to build a home for them and their families.

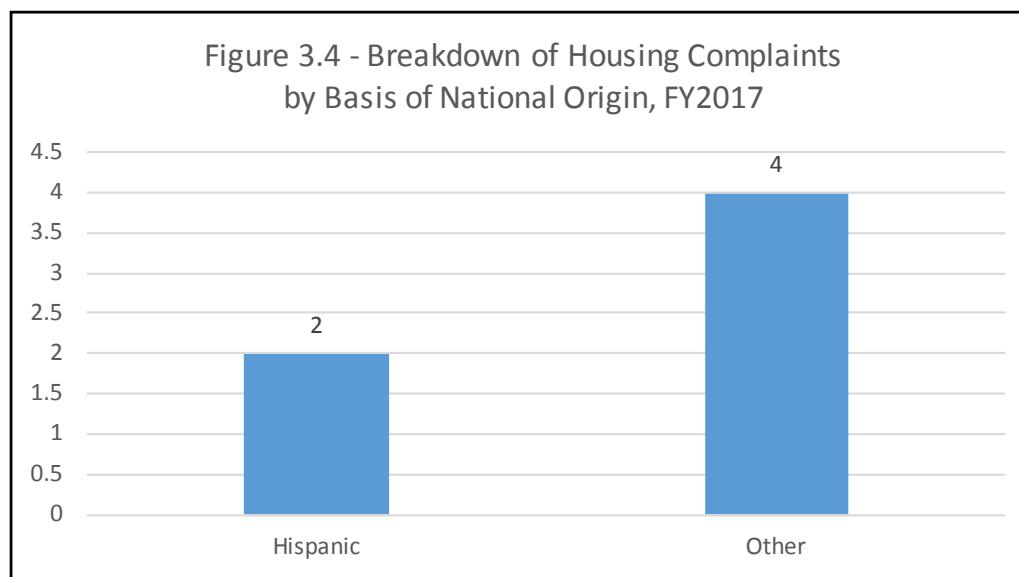
Figure 3.2 - Breakdown of Housing Complaints by Basis of Race, FY2017



As we come up on the 50th anniversary of the Fair Housing Act of 1968, we are reminded that one of the primary reasons for this law was to combat racial segregation in our communities. While many inroads have been made, we still have much work to be done to unravel decades of injustice promulgated by private businesses in conjunction with government policies. Figure 3.2 clearly shows that racial discrimination in the area of housing, just like employment, remains strong to this day.



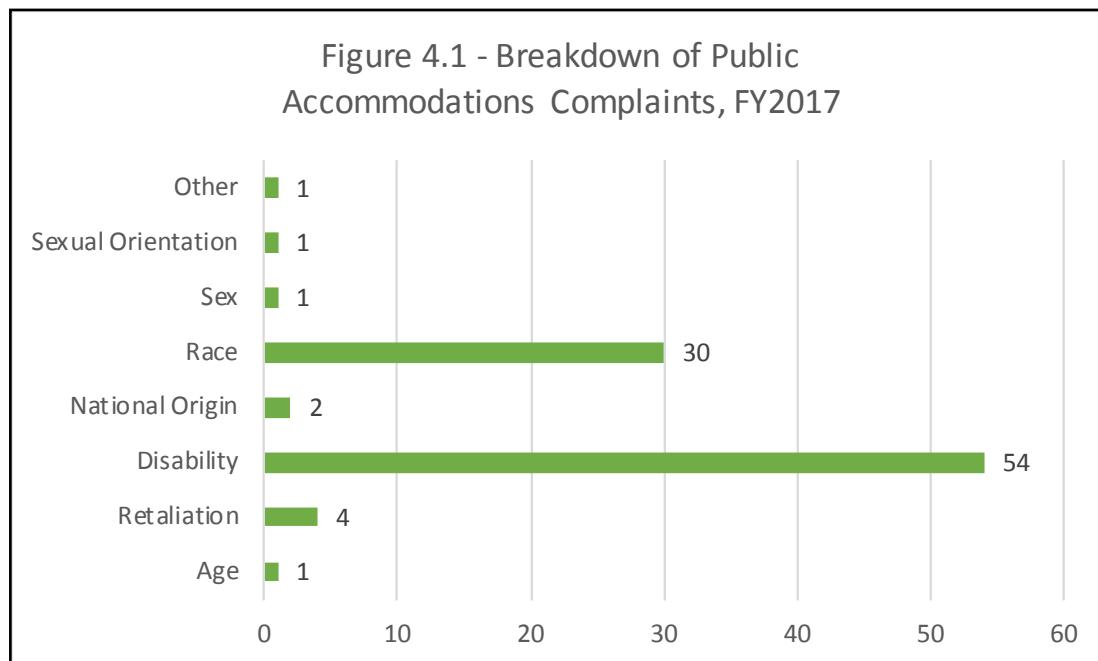
Sex discrimination is much more pervasive in employment than it is in housing. However, as Figure 3.3 shows, sex discrimination against females outpaces males by a large margin in housing just as in employment discrimination. But where sex discrimination in the workplace may be disparity in wages or job terms, sex discrimination in housing more often manifests itself in the form of sexual harassment. Specifically, MCCR does see a large number of complaints of predatory landlords harassing their female tenants, oftentimes threatening eviction or other adverse actions if the tenant does not comply with their advances.



Individuals of different national origin are more likely to report being the victim of discriminatory housing practices. As with FY2016, those of Hispanic or “Other” national origin continue to come forward filing complaints that they were denied housing or otherwise discriminated against when attempting to enjoy their housing arrangement. National Origin discrimination this year tied with familial status discrimination, which is remarkably similar to FY2016 when MCCR received 1 more complaint of familial status discrimination than national origin discrimination. Familial status discrimination occurs when a seller or landlord refuses to sell or rent to a tenant because that tenant is a single parent, has children, is divorced, etc. MCCR will continue to look at these bases specifically to see if there may be any correlation between national origin and familial status discrimination.

## Public Accommodations

Complaints of discrimination by an owner or operator of a place of public accommodation historically account for roughly 10% of the total complaints received in any given year. As was shown in Figure 1.8, public accommodation complaints accounted for 8% of MCCR's intake caseload this year. Such complaints are generally on the denial of entry to or service at an establishment serving the public, or the existence of barriers that prevent the individual from patronizing such an establishment.



Therefore, it comes as no surprise that, again this year as with the past many years, the vast majority of complaints have come from those protected because of their disability, with race being the second most frequent category. 88 complaints of unlawful public accommodation discrimination were received in FY2017, an increase of 20 from last year's 68. Across those 88 complaints, 94 bases were selected. 54 (57.4%) of those bases were lodged by a person or persons with a disability. Disability complaints oftentimes center on the issue of accessibility, much like in housing discrimination complaints. 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 one's disability. Despite the Americans with Disabilities Act and Maryland's own accessibility laws being on the books for decades, many places of public accommodation have refused to comply with existing law or are unaware of the law. The refusal to comply is the greatest concern to MCCR, and is one of the primary reasons why we have supported efforts to improve the 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.

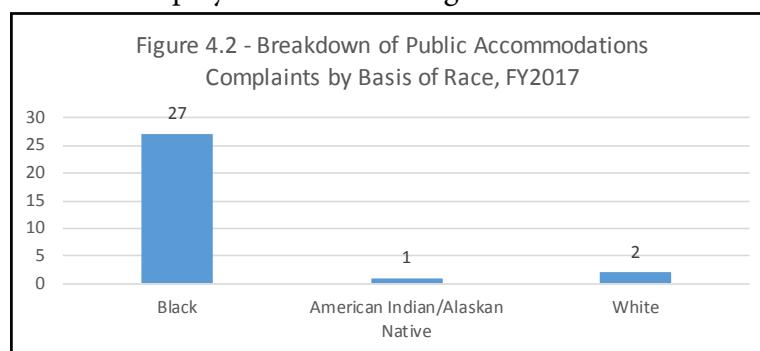


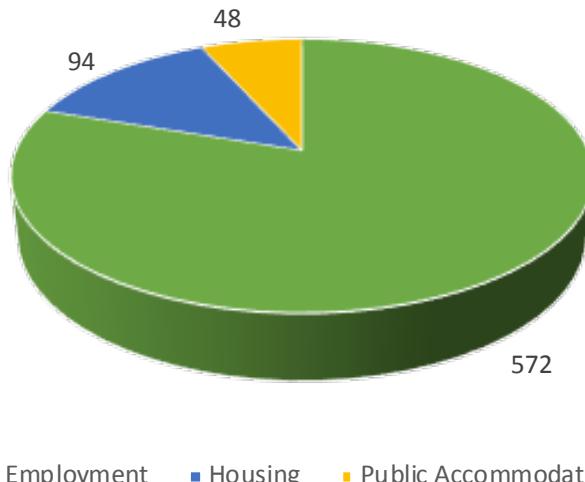
Figure 4.2 breaks down the complaints filed because of alleged discrimination based on an individual's race. As was seen in both employment and housing, complaints filed by Black/African Americans accounts for nearly every complaint. However, this year MCCR received 30 complaints, the single-greatest increase for any of the protected classes with 20 more complaints this year than last. MCCR believes that this increase, too, can be explained by our aggressive education and outreach efforts, alongside individuals standing up for their rights under law in the wake of the stoking of the flames of hate and bias during the course of the 2016 election cycle.

As touched on briefly 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 an underreporting of complaints is because of a lack of awareness for the existence of our agency and services. 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 anti-discrimination statute. For years now, the General Assembly has entertained legislation that aims to enhance the enforcement authority of the Commission, as well as 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 finally become compliant with what is existing Maryland law with respect to fairness, equality, and accessibility.

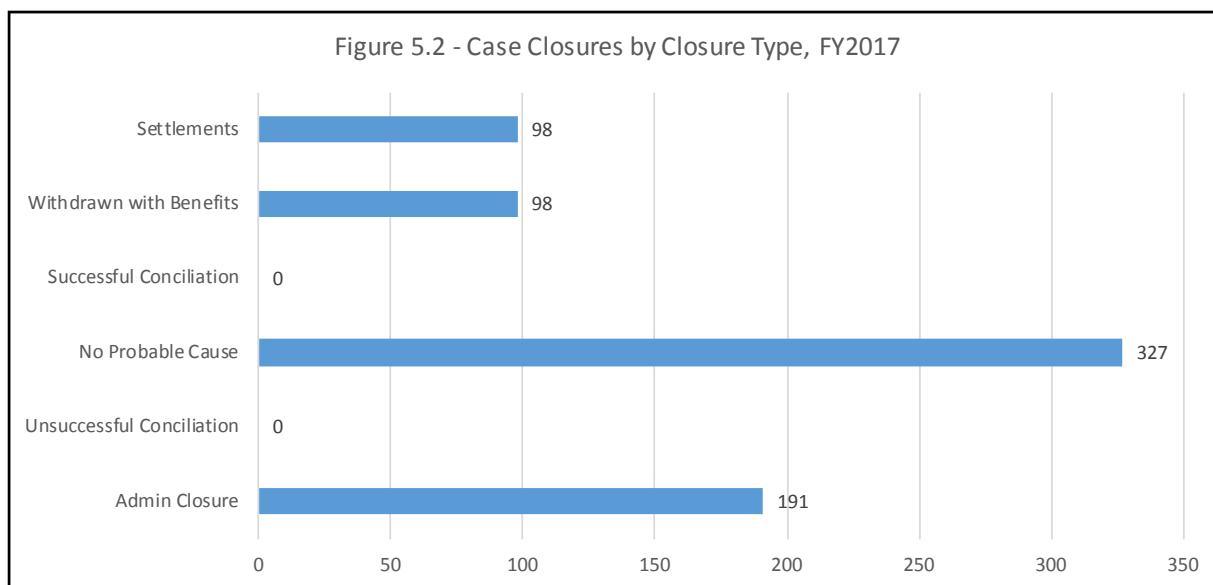
## Case Closures

As Maryland's law 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 the matter are litigated in the courts. As seen in Figure 5.1, MCCR closed a total of 714 complaints in FY2017. This is an increase of 32 cases closed from FY2016.

Figure 5.1 - Case Closures by Area of Discrimination, FY2017



The increase in closures is due to a couple of simple factors. First, and most importantly, MCCR reviews its policies and procedures regularly in an effort to identify methods in which to expedite more efficiently and improve upon all case processing functions. Second, over the past few years, MCCR saw the retirement of a number of long-tenured staff. This loss of institutional knowledge was filled by new investigators passionate about civil rights and eager to enforce Maryland's anti-discrimination laws. These new hires have been adequately trained, and equipped with the tools and skills necessary to conduct a thorough and efficient investigation. Without the dedication exuded by MCCR's Civil Rights Officers, the hard work of this agency could not continue to see positive growth.



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. Probable Cause - MCCR deems there is enough evidence provided to suggest that an act of unlawful discrimination occurred against the Complainant.
3. 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.
4. Successful Conciliation - After the Probable Cause Finding is issued, the parties enter into negotiations and a settlement is agreed to by both parties.
5. Withdrawn With Benefits - The complaint of discrimination was withdrawn by the Complainant and Respondent because they have settled privately outside of MCCR's services.
6. 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.

In conclusion, the total number of closures for FY2017 was 572 employment cases, 94 housing cases, and 48 public accommodations cases.

Make 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

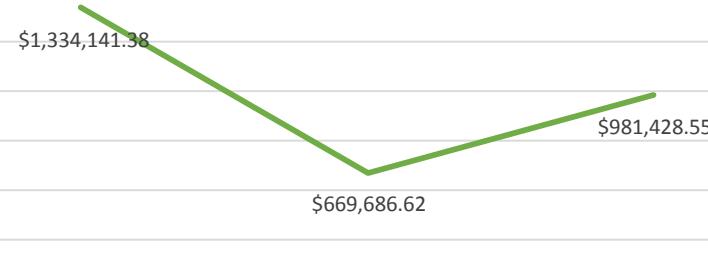
occurred against multiple protected classes. For instance, someone may allege employment discrimination on the basis of both race and sexual orientation, or housing discrimination on disability and retaliation. While it may qualify as only one case received by MCCR, the Commission is obligated to tabulate and report all of the relevant areas of protected classes. It is important to note as well that the cases closed in FY2017 may not necessarily have been cases received in FY2017. 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 FY2017 when it was received in FY2016. However, most of the closures in FY2017 were for cases received during FY2017, as is demonstrated by the fact that the average “case life” (time it takes from start to finish) is well under 200 calendar days (according to MCCR’s internal monitoring tools).

## Monetary Relief

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 investigation process to seek resolution or settlement. All the while, FFC’s 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, which is one of the primary functions of an administrative agency such as MCCR. 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 being prepared for public hearing before the Office of Administrative Hearings or the Circuit Court.

For FY2017, MCCR secured **\$981,428.55** in monetary relief for Complainants. This figure is up over \$300,000 from FY2016 and on par with the recent average of roughly \$1 million in monetary relief being secured annually. Monetary relief is not an arbitrary determination, either. Rather, a calculation is made based on the merits of the complaint of discrimination and the damages/loss suffered by the Complainant in order to arrive at a monetary figure.

Figure 5.3 - Monetary Relief, FY2015 to FY2017



Monetary relief is just one of the many ways Complainants and Respondents can resolve a case. In addition to this form of resolution, FFC’s 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.

A photograph showing a stack of colorful, lined paper charts. A white piece of paper is placed on top, featuring the word "Complaint" written in blue ink in a cursive, handwritten style. Two black metal binder clips are pinned to the top left corner of this paper. The charts underneath are visible, showing various colors like orange, blue, and yellow, and some have small colored tabs or sticky notes attached. The entire stack is resting on a dark wooden surface.

Complaint

Case Processing Charts

<b>Breakdown of Complaints Received by County and Area of Discrimination, FY2017</b>					
County	E	H	PA	C-ND	Total
<b>West</b>					
<i>Allegany</i>	9	0	1	0	10
<i>Frederick</i>	16	2	3	0	21
<i>Garrett</i>	5	0	0	0	5
<i>Washington</i>	12	0	1	0	13
<b>Total</b>	<b>42</b>	<b>2</b>	<b>5</b>	<b>0</b>	<b>49</b>
<b>Central</b>					
<i>Anne Arundel</i>	75	7	9	0	91
<i>Baltimore City</i>	171	26	9	0	206
<i>Baltimore</i>	91	21	9	0	121
<i>Carroll</i>	14	1	0	0	15
<i>Harford</i>	18	4	15	0	37
<i>Howard</i>	35	1	3	0	39
<i>Montgomery</i>	84	27	17	0	128
<i>Prince George's</i>	116	16	10	0	142
<b>Total</b>	<b>604</b>	<b>103</b>	<b>72</b>	<b>0</b>	<b>779</b>
<b>Southern</b>					
<i>Calvert</i>	5	0	2	0	21
<i>Charles</i>	11	0	2	0	0
<i>St. Mary's</i>	5	0	1	0	5
<b>Total</b>	<b>21</b>	<b>0</b>	<b>5</b>	<b>0</b>	<b>26</b>
<b>Eastern Shore</b>					
<i>Caroline</i>	6	0	1	0	7
<i>Cecil</i>	9	4	1	0	14
<i>Dorchester</i>	3	0	0	0	3
<i>Kent</i>	3	1	0	0	4
<i>Queen Anne's</i>	1	0	0	0	1
<i>Somerset</i>	3	0	0	0	3
<i>Talbot</i>	1	0	0	0	1
<i>Wicomico</i>	15	2	3	0	20
<i>Worcester</i>	5	0	1	0	6
<b>Total</b>	<b>46</b>	<b>7</b>	<b>6</b>	<b>0</b>	<b>59</b>
<b>Transfers In &amp; Out</b>	<b>234</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>234</b>
<b>Grand Total</b>	<b>947</b>	<b>112</b>	<b>88</b>	<b>0</b>	<b>1147</b>

Breakdown of Complaint Intakes by Type of Discrimination and Protected Class, FY2017				
Class	E	H	PA	Total
<b>Race</b>	277	36	30	343
<i>Black</i>	242	35	27	304
<i>White</i>	24	1	2	27
<i>Asian</i>	6	0	0	6
<i>Bi-Racial/Multi-Racial</i>	2	0	0	2
<i>American Indian/Alaskan</i>	3	0	1	4
<b>Sex</b>	208	3	1	212
<i>Female</i>	150	3	0	153
<i>Male</i>	58	0	1	59
<i>Pregnancy</i>	16	N/A	N/A	16
<b>Sexual Orientation</b>	17	0	1	18
<b>Age</b>	154	N/A	1	155
<b>Retaliation</b>	306	16	4	326
<b>Disability</b>	231	61	54	346
<b>Religion</b>	12	3	0	15
<i>Jewish</i>	2	0	0	2
<i>Muslim</i>	6	1	0	7
<i>Other</i>	4	2	0	6
<b>National Origin</b>	95	6	2	103
<i>Hispanic</i>	12	2	1	15
<i>Arab, Afghani, Mid-Eastern</i>	2	0	0	2
<i>Other</i>	81	4	1	86
<b>Familial Status</b>	N/A	6	N/A	6
<b>Marital Status</b>	1	1	0	2
<b>Color</b>	1	1	0	2
<b>Gender Identity</b>	3	0	0	3
<b>Other</b>	24	2	1	27
<b>Total</b>	1,329	135	94	1,558



# Case Histories

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.

## **Employment**

### **Kent County**

The Complainant alleged that she was working for the Respondent when she was falsely accused of a workplace violation. The Complainant alleged that she was later terminated because of her race and age, while other employees similarly accused were not terminated. The parties entered into a settlement agreement and the Complainant was given monetary relief and a neutral employment reference.

### **Montgomery County**

Complainant was sexually harassed by the owner of the company who would ask her about her intimate life and would disclose details about his intimate life to her on numerous occasions. She was ultimately discharged when she started to miss time from work due to trying to avoid the harassment. After appearing for a Fact Finding Conference and negotiating, the Complainant received an \$85,000 settlement from Respondent.

### **Washington County**

The Complainant alleged that she was working with a disability for the Respondent and requested an accommodation of additional leave. The Complainant alleged she was later terminated for what the employer said was due to excessive absences. The parties entered into a settlement agreement and the Complainant was given her backpay, and the Respondent changed her status from termination to resignation.

## **Housing**

### **Baltimore City**

The Complainant who filed this housing charge was an individual experiencing homelessness and living full time in a homeless shelter. One portion of her charge alleged that she and her service animal were restricted from free access to the dining hall in that they were required to sit at a table reserved for persons with service animals while eating. Following a thorough investigation the parties entered into a settlement agreement and the Complainant has since reported that she and her service animal no longer experience such restrictions in the dining area.

### **Baltimore County**

The Complainant contacted the Commission to file a complaint alleging that she was denied a mortgage based on her race. She is a homeowner in Maryland who was looking to purchase a new family home in the State. During the investigation, the Civil Rights Officer facilitated stronger lines of communication between the Complainant and Respondent. As a result, the complaint was successfully conciliated to the satisfaction of all parties. The complaint was settled for \$2,500.

## Public Accommodations

### Baltimore County

Complainant was denied service at a restaurant because he requires the use of a service animal based on his disability (visually impaired). The cashier told him he could not bring the dog in the store and instructed him to leave, which he did. He filed a complaint with MCCR which resulted in Respondent paying Complainant \$2,000, training his staff on disability accommodations, and placing signage at the entrance door of the location that reads "Service Animals Welcome".



Office of the General Counsel

The General Counsel's Office is responsible for the enforcement of State Government Article, Title 20 through litigation, negotiation and education. As legal counsel to the Maryland Commission on Civil Rights , the Office represents the agency at all tribune levels: Office of Administrative Hearings, State district and circuit courts, Court of Special Appeals, Court of Appeals, federal district court and federal appellate courts. In addition to trials, the Office handles other litigation matters for the agency such as subpoena enforcement, enforcement of MCCR final orders, defending the agency and the State when sued, and personnel actions.

There are a multitude of other duties carried out by the General Counsel which include but are not limited to legislation, regulations, written and oral advice letters or opinions to staff, management and Commissioners. Also, the Office creates best practices education modules with the Community Education and Outreach Unit, provides technical assistance to employers, property owners, corporations, small businesses, government agencies, non-profits, advocacy groups and Maryland citizens in general.



The General Counsel's Office is created by statute, State Government Article, §20-206 and is an independent legal counsel to MCCR. The Maryland Attorney General, as a rule, represents State of Maryland's agencies. However, in creating MCCR as an independent State agency, the General Assembly also created the General Counsel position independent of the Attorney General. The reasoning was to eliminate any possibility of conflict of interest when a State agency is accused of violating the State's anti-discrimination law.

## Legal Technical Assistance

- Partnering with the Prince George's County Human Relations Commission, the Office presented the "Sexual Harassment and the Law Workshop" to Prince George's County Government, as well as, a legal update at the Prince George's County Government Institute for executive level directors and managers.
- The Department of Legislative Services was also presented the "Sexual Harassment and the Law Workshop" by the General Counsel. Information regarding the agency's own sexual harassment policy and procedures was provided by their Assistant Attorney General.
- In response to a need raised by several State agencies' EEO Coordinators about the legal requirements for reasonable accommodation of an employee's religion, MCCR partnered with the State's Equal Employment Opportunity Coordinator's Office to present a symposium on the topic. In addition, the Department of Public Safety and Corrections, the Department of the Environment and Calvert County Government were provided technical assistance on the topic.
- Reasonable Accommodation for Disabilities Workshop was presented to the Queen Anne's County Government and fair housing education was provided to the Coastal Realtor's Association. Also, the General Counsel served as a panelist at the Maryland State Bar Association's (MSBA) Annual Meeting,



- Administrative Law Section's program on "Gender Identity and Sexual Orientation Discrimination".
- The General Counsel served as MCCR's representative on the Equal Pay Commission and as a member of MSBA Diversity & Inclusion Committee.
- The organization THREAD sponsored a Conversation on Race Relations in Baltimore, at which the General Counsel represented MCCR. In addition, the General Counsel's Office participated in the Maryland Non-Profits Annual Legislation Preview Day addressing civil rights initiatives.

## Significant Litigation

### **State of Maryland Commission on Civil Rights Wins Important Case Before the Maryland Court of Special Appeals Regarding Denial of Reconsideration by the Agency**

The Maryland Court of Special Appeals ("CSA") ruled in a recent reported opinion that a former Maryland Assistant Attorney General was not entitled to judicial review of MCCR's finding of no probable cause. (232 Md. App. 558, (2017). In the case, A.C. Cooper ("Ms. Cooper") was terminated from the Office of the Attorney General in 2012. She claimed it was because of her race. She filed a complaint of alleged employment discrimination with the Commission.

In a decision reached in 2015, the Commission concluded that race was not a factor in her firing. A.C. then submitted a request for reconsideration of the Commission's decision to its Deputy Director. It was denied. Meanwhile, she also submitted a request to the Equal Employment Opportunity Commission ("EEOC") to perform a substantial weight review of the Commission's adverse decision. Procedurally, the EEOC maintains jurisdiction and authority over the case because race is a category that is covered under Title VII of the 1964 Civil Rights Act similar to Title 20 of Maryland's State Government Article. The EEOC upheld the Commission's decision.

Ms. Cooper responded to both unfavorable rulings by filing a petition for judicial review in the Circuit Court for Baltimore City. In response, the Commission filed a motion to dismiss. The Circuit Court granted the Commission's motion. The CSA affirmed the Circuit Court's decision to dismiss Ms. Cooper's case. The CSA ruled that there is no authority in Maryland by statute, rule or case law that permits the Circuit Court for Baltimore City to entertain Ms. Cooper's case on judicial review.

The CSA maintained that there is typically no right to judicial review of an administrative decision unless that right is established by statute. Ms. Cooper had no such right. Ms. Cooper could have filed a lawsuit outside the path of the agency but failed to do so. The message moving forward must be clear. Complainants should be aware that one can pursue a private claim of discrimination in State or federal court after 180 days of filing their alleged discrimination complaint with the Commission, but within two years after the last act of alleged employment discrimination. Ms. Cooper neglected to pursue her rights in all instances and judicial review was declared improper.



# 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, non-profit and community organizations, faith groups, academic institutions and the citizens of Maryland. E&O 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 housing, employment, public accommodations and services, 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 improve and promote civil rights in Maryland.



## **Education**

Approximately 5,000 individuals attended statewide educational programming (training, seminars and workshops) provided by the Commission's E&O Unit this fiscal year – an increase of over 10% from last fiscal year's attendance. Examples of programming topics include:

- Conflict Resolution & Prevention
- Dimensions of Diversity
- Disabilities & Reasonable Accommodations in the Workplace
- Know Your Civil Rights
- Preventing Ageism in the Workplace
- Religion & Reasonable Accommodations in the Workplace
- Sexual Harassment Prevention
- Understanding Fair Housing

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

- Disability Awareness & Etiquette
- Employment Discrimination Prevention
- Know Your Civil Rights
- Religious Discrimination Prevention
- Understanding Sexual Orientation & Gender Identity

Additionally, both E&O staff members completed a two-day train-the-trainer program hosted by the Mid-Atlantic ADA Center (a member of the ADA National Network) to become certified as members of the ADA Leadership Network for disability trainers.

The Unit also continues to provide a growing number of Creating Safe Spaces for LGBTQIA Individuals: Becoming an Ally workshops in partnership with the Salisbury University Foundation and the Salisbury University Center for Extended and Lifelong Learning, for individuals and organizations hoping to learn more about how to create safe and inclusive spaces for Lesbian, Gay, Bisexual, Transgender, Questioning, Intersex and Asexual persons. In June 2017, MCCR formed a new relationship with the Universities at Shady Grove to offer several Safe Spaces workshops for USG staff, students and faculty.



The E&O Unit assists with conducting and/or providing in-house trainings for Commission staff, including a workshop provided to all Commission staff in October 2016 entitled “Better Understanding Islam & our Muslim Clients” presented in partnership with staff from the Council on American Islamic Relations (CAIR). In addition, the E&O Unit trained several other Commission staff members this year to be able to assist E&O staff in facilitating MCCR Know Your Civil Rights presentations for the public to broaden our statewide outreach capacity.

### **Fair Housing Education**

Through partnership funds from the United States Department of Housing and Urban Development (HUD), the Commission created and conducted several training workshops and attended outreach events to further fair housing education in Maryland. On April 11, 2017, in partnership with Baltimore City Community College (BCCC), the Commission conducted an open-to-the-public workshop entitled, “Preventing Housing Discrimination: Your Rights & the Law”, and on June 7, 2017, MCCR also conducted a Fair Housing Seminar in collaboration with the Maryland Association of Realtors (MAR) for the Coastal Board of Realtors in Salisbury to provide Eastern Shore realtors and brokers with information on the history and law surrounding fair housing as well as prevention practices specifically around disability rights and preventing hate crimes.

### **Know Your Civil Rights Workshops**

This year, the Commission created a series of “Know Your Civil Rights” workshops tailored for various public audiences. Workshops were 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. Workshops were also hosted for member organizations



of Maryland Nonprofits, for Maryland Department of Labor, Licensing and Regulation Job Center Directors, for Tri-County Services on the Eastern Shore, for the Maryland Association of Public School Pupil Personnel Workers, and for general public audiences in partnership with several different public library locations in Baltimore City as well as Anne Arundel, Baltimore, Calvert, Charles, Harford, Howard and Prince George's counties.

MCCR also led a "Know Your Civil Rights" presentation and Q&A session for the Maryland deaf and hard of hearing community (and provided sign language interpretation services) at the Deaf & Hard of Hearing Expo in Anne Arundel County in April 2017 hosted by the Maryland Association for the Deaf.

### Understanding Sexual Orientation & Gender Identity

Through passage of the Fairness for All Marylanders Act of 2014, gender identity was added as the newest protected class in 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 sexual orientation, gender identity, biological sex and gender expression. They also look to the Commission for help in facilitating dialogues around gender-inclusive employment practices that promote a welcoming atmosphere for LGBTQ



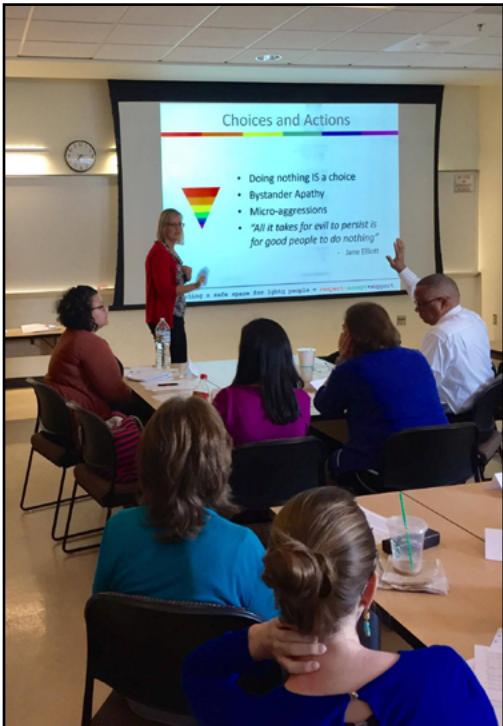
employees. The Commission offers interactive training specific to sexual orientation and gender identity diversity and continues to provide resources for organizations looking for best practices in this area. In FY17, MCCR offered LGBTQ-focused training for several new organizations and events including the Anne Arundel County Human Relations Commission, Baltimore City Community Mediation Program, Maryland Association of College Registrars Conference, Maryland Council on Dispute Resolution, Maryland Department of Juvenile Services, Maryland Public Schools Pupil Services Workers Conference and the National Center for Alternative Dispute Resolution Annual Conference.

The Commission continues to receive strong feedback from training participants and organizations who attend various E&O educational programs. Below are some selected comments from FY17 training evaluation surveys:

*"Best training that I have been to in a while and also the best training on this subject matter that I have ever attended..."*

*"I think the training was well done. The facilitators were great! They provided lots of information, strategies and resources. Examples were current and relevant."*

*"I was afraid the training would be boring, repetitive, and not worth my time. I was wrong! I would recommend it highly for any agency."*



*"The conversation about gender pronouns was eye-opening and something I've never thought about."*

*"I got great ideas of what to implement at work to spread awareness and promote inclusiveness, support, and collaboration."*

*"Keith Merkey has been coming to the Caroline Center for over 15 years to present the topic of Civil Rights. I just wanted to pause and take a moment to let you know how much we appreciate him here at the Caroline Center. He is always ready and willing to present to our participants each and every class...His presentation is always informative, thought provoking, and entertaining. I sit in on every presentation, and I am always engaged and interested in what he has to say...Please know he is an asset to our program, and for this we thank you."*

Barbara Gough MSN, RN  
Nursing Assistant Program Coordinator  
Caroline Center, Baltimore City

## Outreach

In partnership with several other organizations and agencies, the Commission also attended, facilitated and/or assisted in planning several outreach events throughout Maryland. Events included state and regional conferences, county fair housing and disability fairs, regional cultural celebrations and commemorative events as well as local fairs, festivals and parades including for the first time, the Frederick Pride festival in Frederick, Maryland, the 5th Annual Baltimore Federal Executive Board EEO Diversity & Inclusion Summit, the Prince George's County Housing Fair, the Baltimore County Annual African American Heritage Festival, the Prince George's County Hispanic Festival, the Reginald F. Lewis Museum of Maryland African American History & Culture – Verizon Black History Open House Celebration, the Easton Multicultural Festival and many others. Participation in these events raises the visibility of the Commission and opens the door for more proactive opportunities to educate the public and build networks of trust in local communities.

Through events like these the Commission was able to connect to approximately 9,140 individuals and provide information about the agency and its services. This is the highest number of individuals that MCCR has ever served through direct outreach efforts since the E&O Unit was reconstituted in December 2013. This boost in outreach is due to a continued increase in local partnerships, increased visibility of the Commission at public events, and collaboration with new organizations.



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



**July 2016** – Baltimore Gay Pride Festival & June 2017 – Frederick Gay Pride Festival – MCCR staffed an information table at these annual festivals hosted by local LGBTQ advocacy centers to celebrate and commemorate the history and pride of strong LGBTQ communities in Maryland.

**September 2016** – Goodwill of the Chesapeake Re-entry & Expungement Fair in Baltimore City – MCCR staffed an information table to inform returning citizens of their civil rights and services offered by the Commission.

**November 2016** – Local Government Personnel Association of Maryland, D.C. and Virginia – MCCR presented to this organization or local government human resources professionals about the Commission and the new Maryland Equity & Inclusion Leadership Program launch.

**May 2017** – Panel Discussion on Federal & State Civil Rights – MCCR participated in a panel discussion with federal agencies including the Federal Bureau of Investigation and Transportation Security Administration hosted by the Guru Nanak Foundation of America (Sikh Temple in Montgomery County).

## 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 also allow the Commission to rapidly respond to critical situations when needed. In this year following a contentious political election season with a rising tide of issues in the media around immigration and travel bans; and an increase in racial, religious and ethnic hate crimes across the country - 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 strident effort to continue building our network of partner relationships and to connect people across their differences 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 events in FY16:

### **Maryland Equity & Inclusion Leadership Program (MEILP)**

For most of 2016, MCCR worked in partnership with the University of Baltimore Schaefer Center for Public

Policy to create an innovative, nine-month leadership program aimed at engaging, educating and supporting 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 new Maryland Equity & Inclusion Leadership Program (MEILP) recruited applicants in late 2016 and launched the program in March 2017 with 38 participants from public, private and non-profit organizations and across all sectors of industry. The program is sponsored in part by the M&T Bank, PNC Bank, the Annie E. Casey Foundation, and the T. Rowe Price Foundation. Program partners also include the Baltimore Jewish Council, Bon Secours Healthcare, Johns Hopkins Medicine Office of Diversity & Inclusion, Maryland Nonprofits, and the Reginald F. Lewis Museum of Maryland African American History & Culture.



Through a series of expert diversity and inclusion speakers, group discussions, interactive activities, small group meetings and networking, the 2017 cohort of participants built connection and community amongst one another and dared to delve 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 program continues through November 2017. MCCR hopes to use the program to build capacity within public, private and non-profit organizations statewide to address and respond to equity and inclusion challenges in their organizations in more creative and strategic ways.

Early comments from participants already highlight some of the impact of the program:

*"The program is providing awesome resources and great people in this program! I Feel so lucky to be part of this group!!"*

*"I'm learning about the concept of inclusion, as opposed to simply diversity. It's one thing to have a diverse workforce, but if it's not inclusive, it won't matter."*

*"Being in this program is going to be an encompassing experience for my personal and professional life, helping the communities in which I live, work and volunteer. This may change my life 'roadmap'."*

*"I will be challenged. I will be uncomfortable. I will learn so much from these people."*



### **Faith in the Workplace Symposium**

On July 21, 2016, MCCR hosted the first Faith in the Workplace Symposium at the University of Baltimore (UB) in partnership with the UB's College of Public Affairs and the Maryland Department of Budget & Management's Statewide Equal Employment Coordinator's Office. This event was open to all state agency human resources and personnel staff as well as statewide ADA and EEO agency coordinators. Speakers included MCCR staff as well as several invited guests from various religious groups and houses of faith who provided training, networking, and educational sessions related to religious/spiritual diversity, practices and customs, religious reasonable accommodations in the workplace, common workplace dilemmas, best practices and recommendations for religious inclusion.

### **Creating Safe Spaces for LGBTQIA Individuals: Becoming an Ally workshops for Maryland Judiciary**

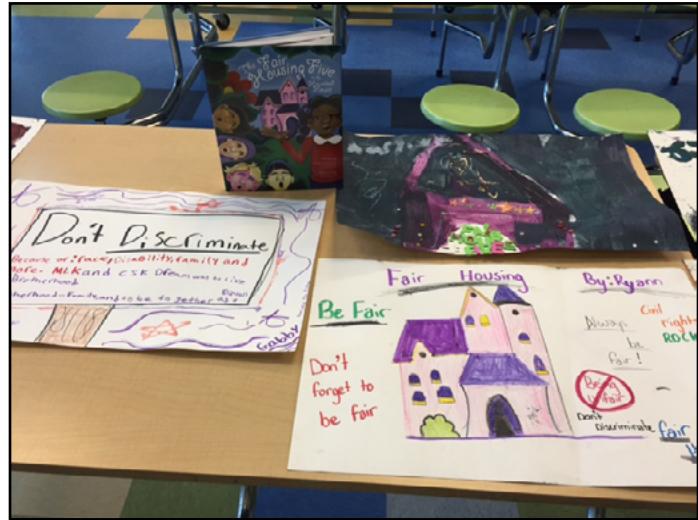
Since 2013, MCCR has partnered with Salisbury University Foundation and the Salisbury University Center for Extended and Lifelong Learning to develop curricula and recruit a growing team of trainers to provide specialized LGBTQIA Safe Spaces training across the State. In Fall and Winter 2016, the Maryland Judiciary's Maryland Mediation and Conflict Resolution Office (MACRO) and the Maryland Program for Mediator Excellence (MPME) reached out to MCCR and the Safe Spaces Team to provide several Safe Spaces workshops for attorneys, mediators, arbitrators and other third-party neutrals across the State to learn more about how to create safe and inclusive spaces in the legal system for Lesbian, Gay, Bisexual, Transgender, Questioning, Intersex and Asexual participants.

### **Maryland Nonprofits Quality of Life Strategy Council Meeting**

Maryland Nonprofits (formerly the Maryland Association of Nonprofits) is an organization whose mission is to work with statewide nonprofits to "strengthen organizations and networks for greater quality of life and equity." MCCR has forged a relationship this past year with Maryland Nonprofits in an effort to connect MCCR and its services to their large number of member organizations. In December 2016, MCCR facilitated a "Know your Civil Rights & Discrimination Prevention" presentation and discussion for members of the council whose specific mission is to "develop a long-term vision and strategy for a better Maryland through collaborative efforts between nonprofits, business and government." Through the growth of this collaborative relationship, MCCR is better informed about citizen concerns through local nonprofits and Maryland Nonprofits also became a supporting partner of MCCR's new MEILP.

## Fair Housing Children & Family Train-the Trainer Education

In FY15, the Commission began 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. Since then the Commission has continued to host several book readings, discussion and accompanying activities for school-age children and their families.



In July 2016, MCCR partnered with the Maryland Association of Realtors (MAR) and the Cecil County Board of Realtors to facilitate a train-the-trainer course for Cecil County realtors, brokers and other adult volunteers to help attendees better understand fair housing laws and to learn to lead these meaningful book discussions in their local community. Later in January, 2017 MCCR also partnered with the Harford County Community Services Division and the Harford County Human Relations Commission to train county commissioners to be able to lead these discussions. Hosting train-the-trainer workshops is one more way to expand MCCR education and outreach efforts through creative partnerships with other organizations.

## Leaders of a Beautiful Struggle - Malcolm X Speakers Series

In February 2017, MCCR partnered with Leaders of a Beautiful Struggle, a Baltimore City-based grassroots think-tank dedicated to "advancing the policy interest of Black people through youth leadership, political advocacy and autonomous intellectual innovation", and facilitated a "Know Your Civil Rights" presentation and discussion for members of the local community in Baltimore City.

## Public & Community Dialogues



In addition to educational programming, outreach efforts and collaborative projects, MCCR also partners on various public and community discussions focused on diversity and equity issues, civil and human rights, and building stronger communities. Below are two examples of public dialogue partnerships this past year:

**December 2016** – Maryland Municipal's League's Time to Talk Regional Forum, Glenarden, MD – the Commission's E&O Director served as a facilitator for the first in a series of regional discussion forums aimed at assisting Maryland elected and appointed officials to engage in discussions around diversity

in their communities and solutions for improving equality and inclusion for citizens.

April 2017 – Rural & Urban Values Community Forum, Frostburg, MD – in partnership with Frostburg University’s Communication Leadership Lab, Black Student Alliance, African American Studies Program & College of Liberal Arts & Sciences and the local NAACP Local Branch #7007, MCCR facilitated a campus and community dialogue centered on discussing diversity and difference in Western Maryland.

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.



ILLEGAL  
UNDOCUMENTED

Hate Crimes Report

As 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.

For many years, MCCR and stakeholders across the State have been engaging in an ongoing dialog with respect to available hate crime data and how we reporting can be improved across jurisdictions.

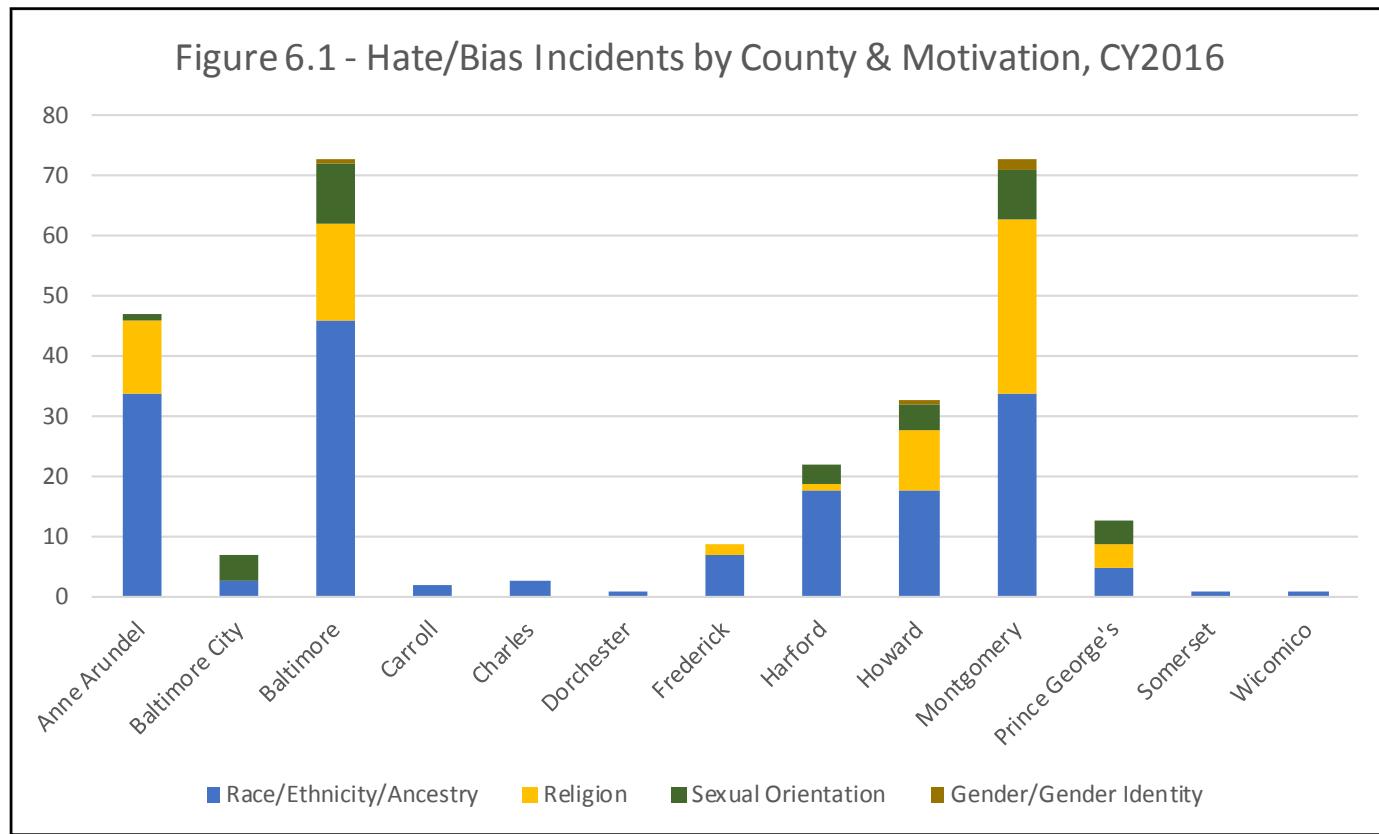
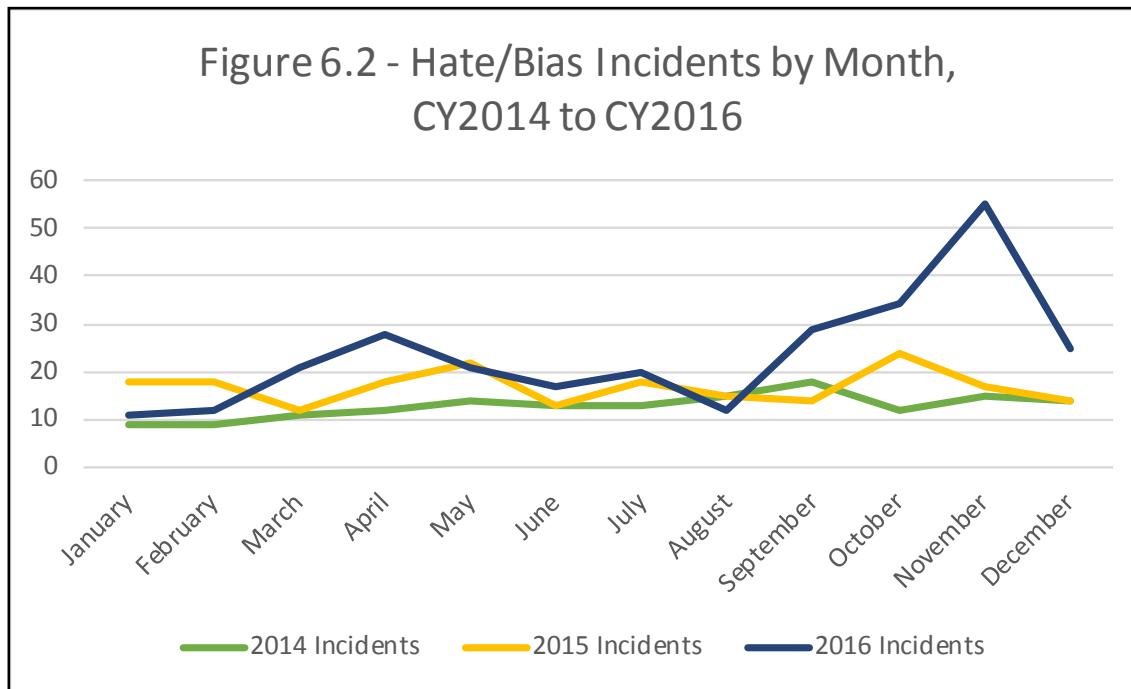


Figure 6.1 shows that 13 of Maryland's 24 jurisdictions submitted a total of 285 Hate/Bias Incident Reports during calendar year 2016. These 13 jurisdictions primarily consist of those that MCCR classifies in Maryland's central region. These submissions are consistent with historical trends as reported by MSP. It also reflects a similar trend in that MCCR receives the vast majority of its complaints of unlawful discrimination from the central region, albeit not necessarily in the same proportions as these submitted reports. With most of Maryland's population in Montgomery, Prince George's, Howard, Anne Arundel, and Baltimore Counties, as well as the City of Baltimore, it naturally follows that the most reports of both alleged acts of hate/bias and acts of unlawful discrimination would originate in these areas.

However, MCCR and partners around the state are concerned that there is chronic underreporting of incidents of hate and bias around the state annually. Referencing Figure 6.1 as an example, take notice of the stark difference in the number of Hate/Bias Incidents reported by Baltimore County and Baltimore City. Despite their geographic proximity and relative population sizes, Baltimore County submitted 73 incident reports to Baltimore City's 7. Generally speaking, this disparity is consistent with previous years. For example, in 2016 Baltimore County submitted 32 reports and Baltimore City submitted 2. Similarly, the 11 other jurisdictions

that submitted zero reports in CY2016, while rural and encompassing jurisdictions in Western Maryland and the Eastern Shore, is something that MCCR analyzes with curiosity. As with allegations of unlawful discrimination, MCCR believes that the absence of allegations of acts of hate and bias does not mean that such acts do not exist. Rather, as we work with our partners around the State, including law enforcement officials, advocates, and community leaders, we are trying to figure out what resources and procedures may be needed in order to accurately capture the data. A more accurate and complete idea of the gravity of the situation will help to inform programs and initiatives around the state that seek to address matters of equity, inclusion, and diversity.

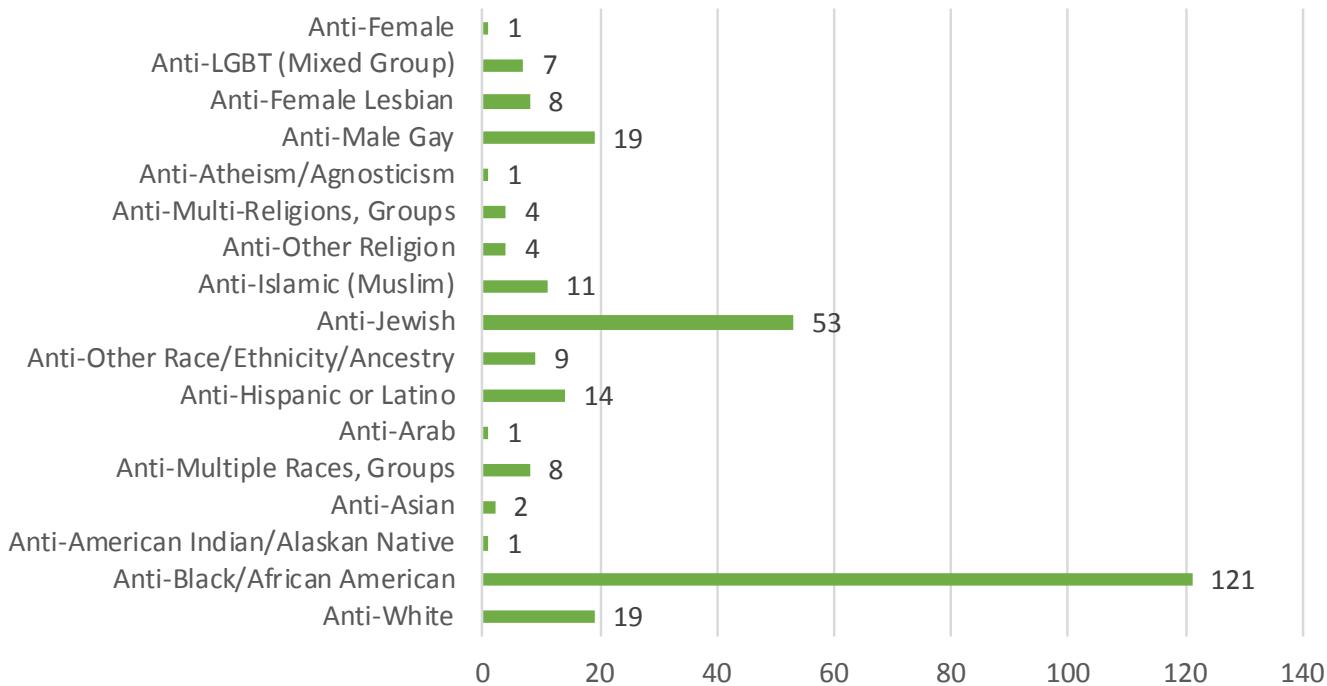
CY2016 showed, both the State and the nation, individuals are motivated now more than ever to stand up and speak out when they believe they are a victim of hate or bias.



The rhetoric surrounding the 2016 election stoked the flames of hatred and bigotry that had been largely hidden from the public eye for many decades. As reported by MSP, in the fourth quarter of 2016 – October, November, and December – there was a drastic increase in the number of complaints received both against previous months as well as previous years. Overall, there was a 40% increase in the number of reports submitted in 2016 as opposed to 2015 (285 versus 203, respectively). Headlines from across the nation showed similar increases were seen in other states. Social media posts also provided anecdotal evidence of what victims state they were facing, from vandalism to harassment to even physical assault, all appearing to be motivated at least in part by their status as a protected class.

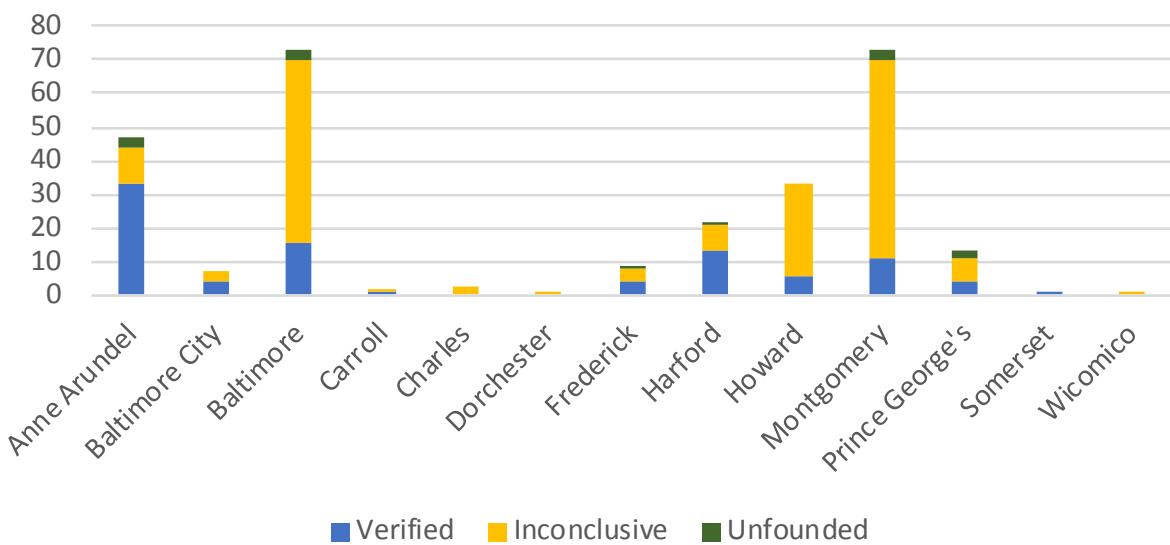
The 285 reports submitted by MSP documenting incidents motived by race/ethnicity/ancestry, religion, sexual orientation, or gender/gender identity can be broken down further to truly understand what some of these allegations entail.

### Figure 6.3 - Bias Motivation Sub-Category



As with acts of unlawful discrimination, the most reported incidents appear to have been motivated against those who are Black/African American. Especially during the fourth quarter, there were a large number of allegations reported against the Jewish, Islamic, Hispanic/Latino, and LGBT communities. These incidents were primarily related to vandalism or verbal intimidation/harassment, but assaults did occur at times. In fact, the number of assaults, while not comprising the majority of hate/bias incidents, did double from 25 in 2015 to 49 in 2016.

### Figure 6.4 - Hate/Bias Incidents by County & Report Status, CY2016



Lastly, when law enforcement submits a Hate/Bias Incident form, they do report any updates to these reports. As of the end of 2016, the 93 of the 285 incidents are marked as “Verified”, 179 of the incidents are “Inconclusive”, and 13 are “Unfounded”. Despite the increase in complaints received during 2016, the proportions for each status hold constant – approximately 35%, 60%, and 5% for “Verified”, “Inconclusive”, and “Unfounded”, respectively.

Through all of the challenges experienced in CY2016 and even today, there remains a stronger effort 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 of incidents of hate and bias around the state.

# Annual Operating Budget

4,701.02	4,394.61	2,904.63	1,781.27
48.00	4,779.93	5,239.03	5,890.93
740.36	1,902.34		8,902.88
3,878.31	3,133.99		5,910.89
4,637.89	8,430.92		1,780.27
210.78	6,066.89		2,981.28
130.91	4,394.91		2,090.88
2.43	1,869.93		3,105.00
	3,590.35		4,394.96
	4,555.89		2,289.93
	3,890.31		3,909.8
	2,510.78		3,110
	3,133.92		4,57
	1,890.99		3,
	1,989.09		1,902.34
	5,108.03		7,890.91
	9,920.88		8,700.78
	5,091.99		1,853.95
	5,000.21		3,900.22
	398.91		6,308.73
	0.00		8,887.93
	93		600.28
	00		1,338.99
	8.31		5,073.06
	7,934.93		3,9
	3,470.37		3,890.31
	2,430.18		3,05
	6,940.83		8,566
	1,703.08		3,239.
	983.80		8,12.8
	8.73		989.0
	9,224.97		
	9,224.97		

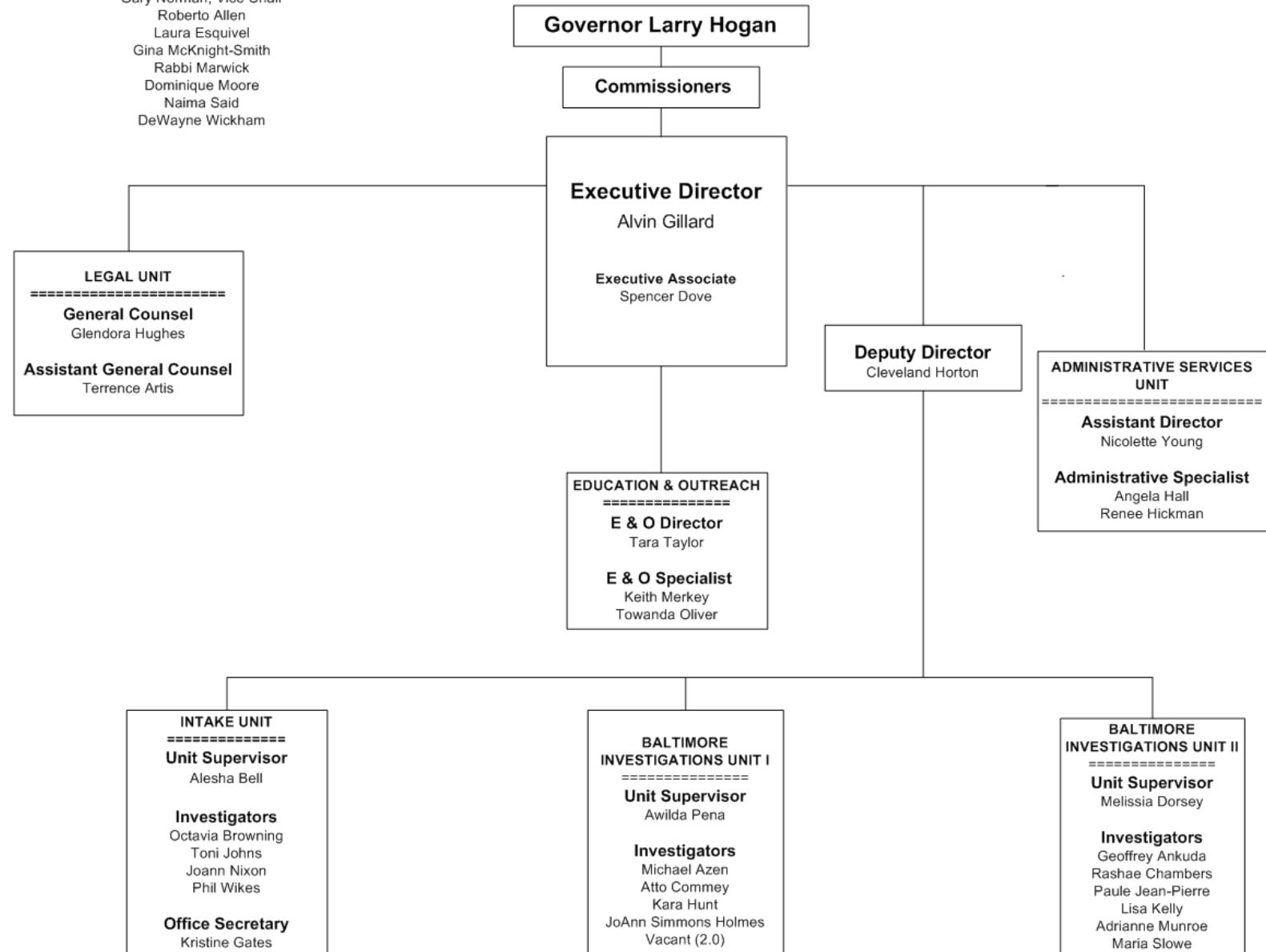
<b>MCCR Budget Report for Last Three Fiscal Years</b>			
<b>Fiscal Year</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>
<b>Federal Funds</b>	\$704,312	\$609,671	\$625,003
<i>HUD</i>	\$338,570	\$255,300	\$338,433
<i>EEOC</i>	\$365,742	\$354,371	\$286,570
<b>State General Funds</b>	\$2,464,373	\$2,404,029	\$2,565,108
<b>Grand Total</b>	\$3,168,685	\$3,013,700	\$3,190,111
<b>Staff Positions</b>			
<b>Authorized Permanent</b>	34.0	33.5	31.0
<b>Total Positions</b>	34.0	33.5	31.0



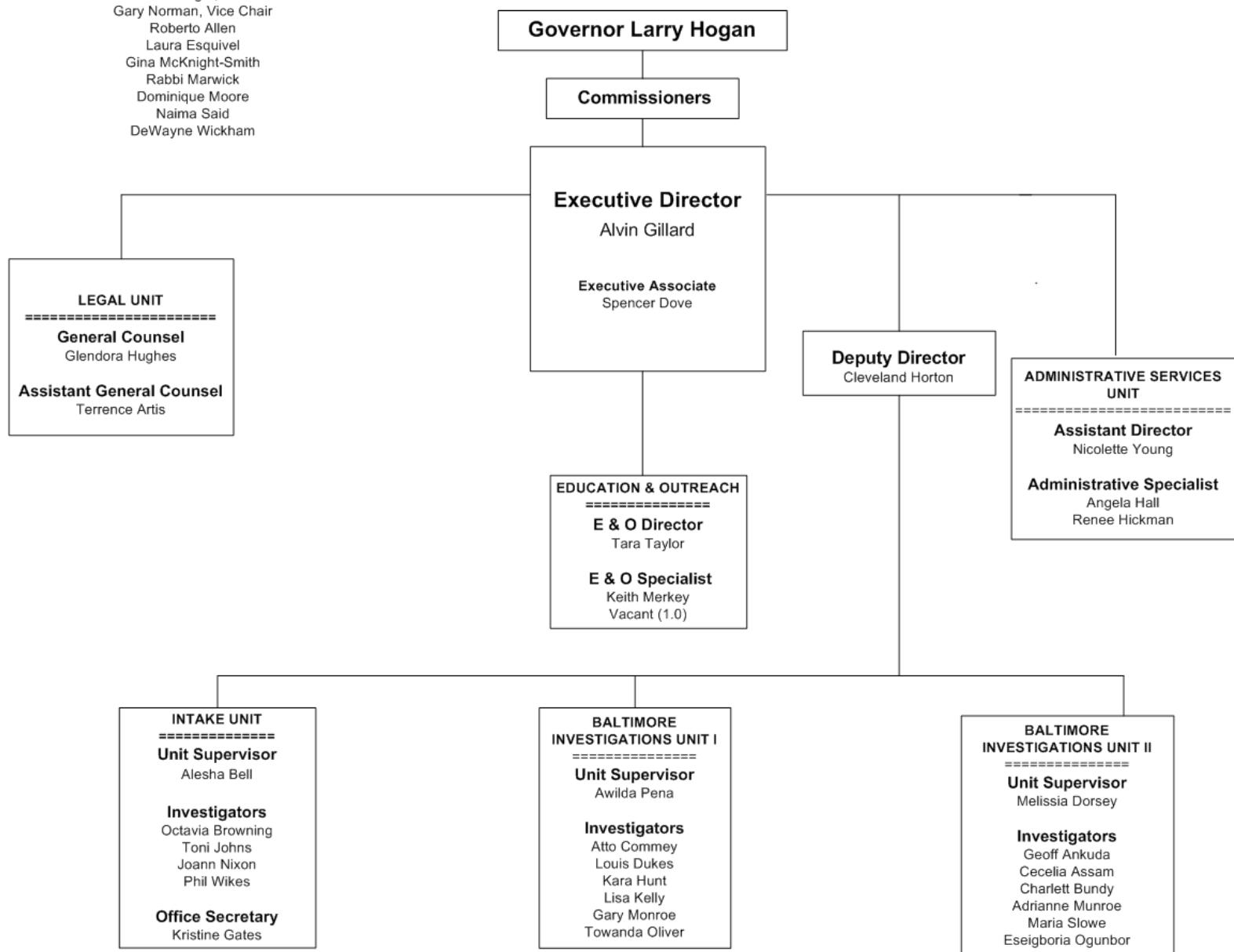
# Organizational Chart

**COMMISSIONERS**  
 Shawn Wright, Chair  
 Gary Norman, Vice Chair  
 Roberto Allen  
 Laura Esquivel  
 Gina McKnight-Smith  
 Rabbi Marwick  
 Dominique Moore  
 Naima Said  
 DeWayne Wickham

**MCCR Organizational Chart**  
**Current as of June 30, 2017 – End of Fiscal Year 2017**



**MCCR Organizational Chart**  
**Current as of December 31, 2017 – End of Calendar Year 2017**



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[www.mccr.maryland.gov](http://www.mccr.maryland.gov)

and select the “Publications” tab.

**Thank you!**

**I**t 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.

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

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