

BRG 84-1-2-17

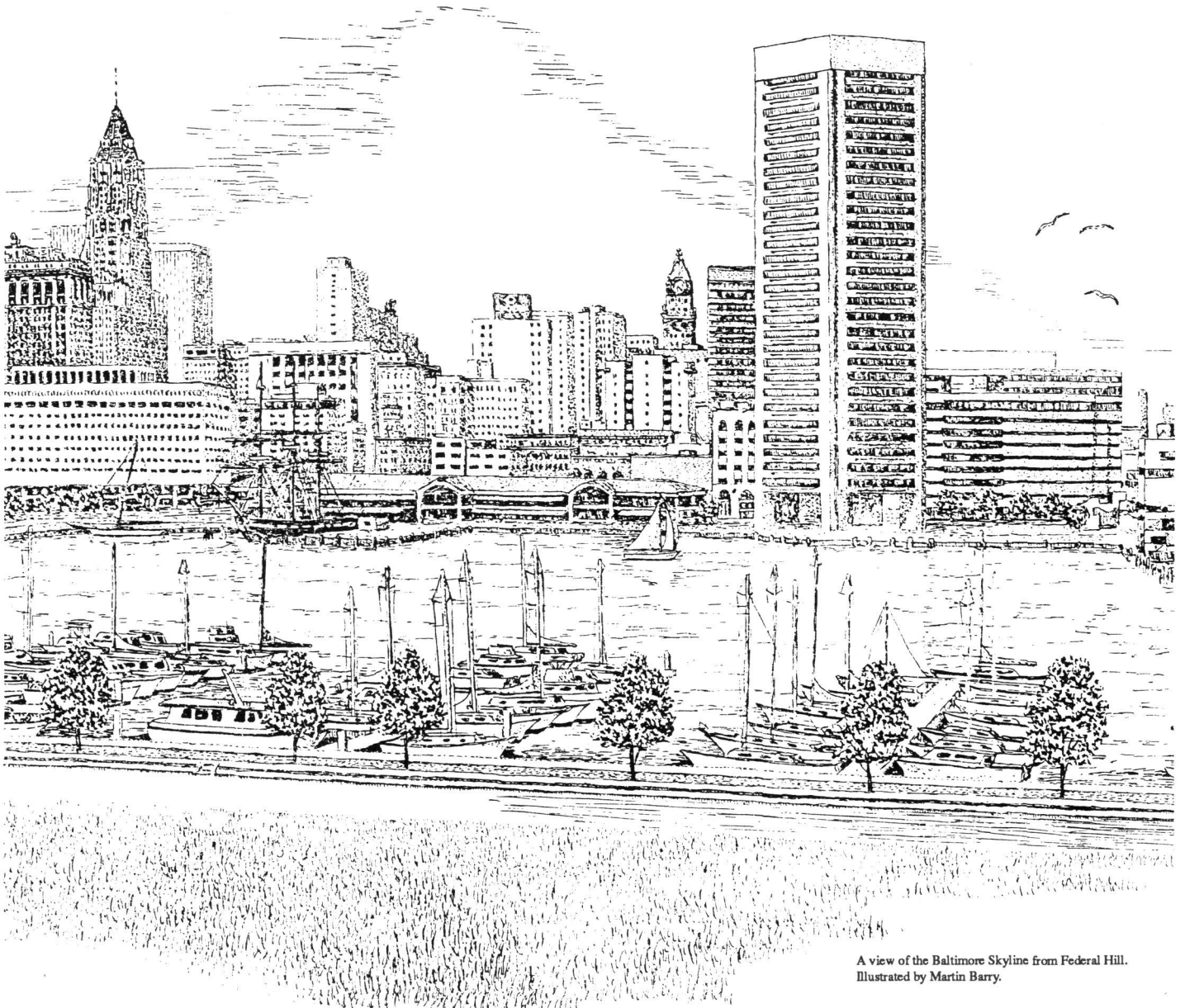
1993-1994

California State University
Springfield
Library
Springfield, CA 94626
Tel: (916) 831-5333

BALTIMORE COMMUNITY RELATIONS COMMISSION

ANNUAL REPORT

1993 - 1994



A view of the Baltimore Skyline from Federal Hill.
Illustrated by Martin Barry.

MESSAGE FROM THE CHAIRPERSON

Chairperson

FATHER DONALD STERLING

Vice-Chairperson

WILLIAM CARLSON, Esq.

Secretary

ANN GORDON

Director

JOHN B. FERRON, SR.

CITY OF BALTIMORE

BALTIMORE COMMUNITY RELATIONS COMMISSION

10 N. Calvert Street, Suite 915

Baltimore, Maryland 21202

(410)396-3141

(410)396-9586 (FAX)

COMMISSIONERS

CARL ADAIR

MAXWELL CHIBUNDU, Phd.

IN WOOK HUH

GLORIA JONES

CAROLYN JOYNER

JACK LESSER, Esq.

PAUL E. OSORIO-CARMONA

The Honorable Kurt L. Schmoke
Mayor, City of Baltimore

The Honorable Members of the
Baltimore City Council

Dear Mayor Schmoke and
Members of the Baltimore City Council:

On behalf of the board of Commissioners and in compliance with section 16(7) of Article IV of the Baltimore City Code, I am pleased to present the 1993-1994 Annual Report of the Baltimore Community Relations Commission.

The Commission has the responsibility to enforce Article IV of the Baltimore City Code in the areas of employment, public accommodations, education, health and welfare agencies and housing on the bases of race, religion, national origin, ancestry, age, sex, physical and mental disability, sexual orientation and marital status. It is also responsible for formulating a comprehensive action program designed to eliminate and prevent prejudice and discrimination. The agency enlists the cooperation of racial, religious, ethnic groups, community organizations, fraternal and benevolent societies, veterans organizations, and other groups in carrying out its duties and functions and fulfills its mandate through its two primary divisions, the Investigative/Compliance and the Community Relations/Education/Public Information Divisions.

The Investigative/Compliance Division's caseload was increased by fifty cases in November and December 1994 as a result of our contractual agreement with the Equal Employment Opportunity Commission. We were also successful in obtaining substantial amounts of benefits for complainants.

The Community Relations/Education/Public Information Division provides a variety of services to the citizens of Baltimore. Staff developed a successful volunteer mediation program, provided Intergroup Relations Training to approximately three hundred ninety individuals, operated the Rumor Control Center, served on numerous boards and committees, provided technical assistance to organizations and groups and implemented many special projects.

In spite of a limited staff, they performed their duties superbly, and responded positively to the many requests for services they received. We are very proud of the fine performance of Director, John B. Ferron and his staff.

Thank you for your continued support of the Commission and we will continue to do everything within our means to improve intergroup and race relations in the City of Baltimore.



Father Donald Sterling
Chairperson

BALTIMORE COMMUNITY RELATIONS COMMISSION 1994-95

OFFICERS

**Father Donald Sterling, Chairperson
William Carlson, Vice Chairperson
Ann Gordon, Secretary**

COMMISSIONERS

**Carl Adair
Maxwell Chibundu
In Wook Huh
Gloria Jones
Carolyn Joyner
Jack Lesser
Paul E. Osorio-Carmona**

EXECUTIVE OFFICE

**John B. Ferron, Director
Renee' B. Lacks, Administrative Coordinator
Michele Waugh, Secretary to the Director**

CRC STAFF

John B. Ferron, Director

COMMUNITY RELATIONS/EDUCATION

Lillian B. Jones-Cuffie

Assistant Director for Programs

Alvin Gillard

Community Liaison/Training & Mediation Officer

Thomas Saunders

Community Liaison/Public Relations Officer

Paula Green

Special Assistant to the Director

INVESTIGATIVE COMPLIANCE

Walter Shook

Community Relations Supervisor

Evelyn Davis

Community Relations Representative

Gloria Harper

Community Relations Representative

Ronald J. Kimball

Community Relations Representative

Margaree Lee

Community Relations Representative

Susan Randall

Community Relations Representative

ADMINISTRATION

Renee' Lacks

Administrative Coordinator

Shirley Reed

Office Supervisor

Michele Waugh

Secretary III

Sharon Edwards

Office Assistant II

Leslie Lewis

Office Assistant II

INVESTIGATIVE & COMPLIANCE UNIT

The investigative and Compliance Unit is responsible for enforcing Article 4 of the Baltimore City Code which prohibits discrimination based on race, color, religion, national origin, ancestry, sex, physical and mental disability, sexual orientation, marital status, and age. The Unit receives complaints in the areas of employment, public accommodation, education, health and welfare services, and housing.

INTAKE

During Fiscal Year 1994-1995 (July 1, 1994 to June 30, 1995) the Investigative and Compliance Unit has, (through January, 1995), received and certified for investigation, 124 charges. This represents a 39% increase over and above the agency's intake during the same period in 1993-94. This increase is due almost entirely to an agreement with the Equal Employment Opportunity Commission (EEOC) in which EEOC agreed to transfer the first 50 cases it received after October 1, 1994 involving Baltimore employers to the BCRC for processing.

The agency has had a Worksharing Agreement in effect with the EEOC for more than 20 years. Recently, EEOC has agreed to transfer a number of cases to us for processing because of its huge caseload and burdensome backlog.

The nature of the new cases entering the system, however, has not changed. Most are employment cases and most are filed by African-Americans alleging race discrimination. The second most numerous group involves women alleging discrimination based on sex and sexual harassment. Since the effective date of the "gay rights" bill in July, 1991, we have received 10-12 cases per year based on sexual orientation. This number has not changed significantly.

Since the passage of the Americans with Disabilities Act (ADA), there has been a heightened interest in this area, and an increase, nationally, in the number of complaints filed based on physical or mental disability. However, in Baltimore, Article 4 of the Baltimore City Code has protected the rights of disabled workers for more than 20 years. The Agency's "guidelines on Discrimination in Employment Because of Physical or Mental Disability", written 15 years ago, are proving highly compatible with the regulations promulgated by EEOC for the enforcement of the ADA. Although there has been an increase in the number of disability charges on the national level, in Baltimore, the number of these cases has remained constant at about 8% of our caseload.

EEOC CONTRACT

As earlier stated, we have enjoyed a long standing relationship with the EEOC. This relationship includes a Worksharing Agreement and a contract for the resolution of employment discrimination cases. EEOC pays \$500 for each case resolved within certain parameters and upon the meeting of established quality standards. About 85% of the charges in our caseload are contract eligible.

The federal fiscal year begins on October 1st and runs through September 30th of the following year. Each year the Agency's progress is assessed mid-year by EEOC and the contracted number of resolutions is modified either upward or downward depending upon the Agency's progress at the time of assessment. Last year, despite a downward modification in June 1994, we were able to complete the original contract goal of 124 accepted resolutions by the end of September 1994. During the current contract year, our progress will be assessed in April based on our production through March 1995.

INVESTIGATIVE & COMPLIANCE UNIT

RESOLUTIONS

From July 1, 1994 through January 1995, the Investigative and Compliance Unit resolved a total of 87 complaints of discrimination. Of that number, 26 have been dismissed with a finding of "No Probable Cause" to believe that discrimination occurred. On the other hand, 23 cases have been resolved with agreements and settlements resulting in tangible benefits to the Charging Parties. The remainder of the cases were closed by administrative dismissal, withdrawals, and cases wherein the Charging Party desired to take the cases to court on his/her own and requested a Notice of Right to Sue.

Notable monetary settlements include \$12,000.00 for a nurse who alleged that she was denied promotions based on her race. A complaint filed by a disabled secretary who was discharged during her probationary period was settled for \$1,750.00. In a case where the Complainant alleged she was denied hire by a nursing service because of her race, the Respondent settled for \$1,800.00. In another case, a railroad worker received \$10,000.00 to settle his complaint of discrimination based on physical disability. A case based on sexual orientation and disability was also resolved for

approximately \$10,000.00. A pharmacy employee's complaint of discrimination based on race was settled for \$1,500.00. Finally, in a case involving an Assistant Manager at a chain restaurant who claimed race discrimination in relation to her demotion, staff negotiated a \$1,500.00 settlement.

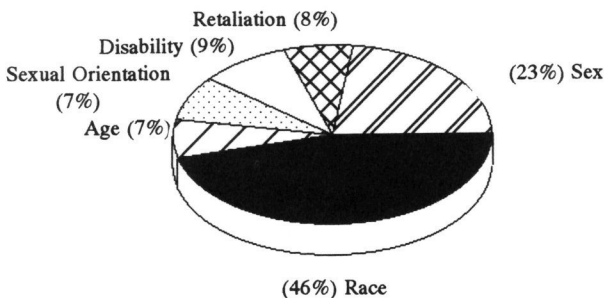
During this period, the Unit also obtained two reinstatements, one promotion and one transfer for the Charging Parties. So far this year, the Investigative and Compliance Unit staff has negotiated over \$75,000.00 in benefits and settlements.

PUBLIC HEARING

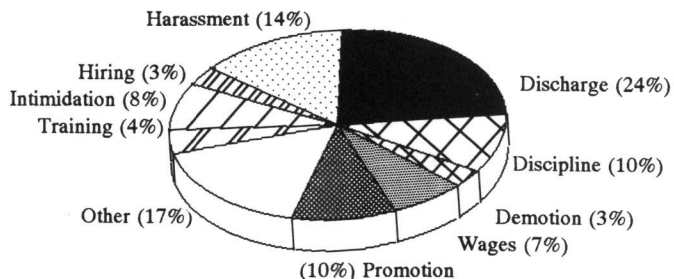
In November, 1994, the Commission entered a final Decision and Order in the case of Louis Beverly vs. United Cable of Baltimore. The Commission affirmed the Hearing Examiner's finding that Mr. Beverly was discharged because of his race, and therefore, ordered the Respondent to pay him over \$34,000.00 in back pay and interest. Since then, the Cable Company has stated that it is willing to comply with the Commission's order; however, the Complainant has indicated a desire to appeal the matter to the courts.

CHARGE INTAKE SUMMARY

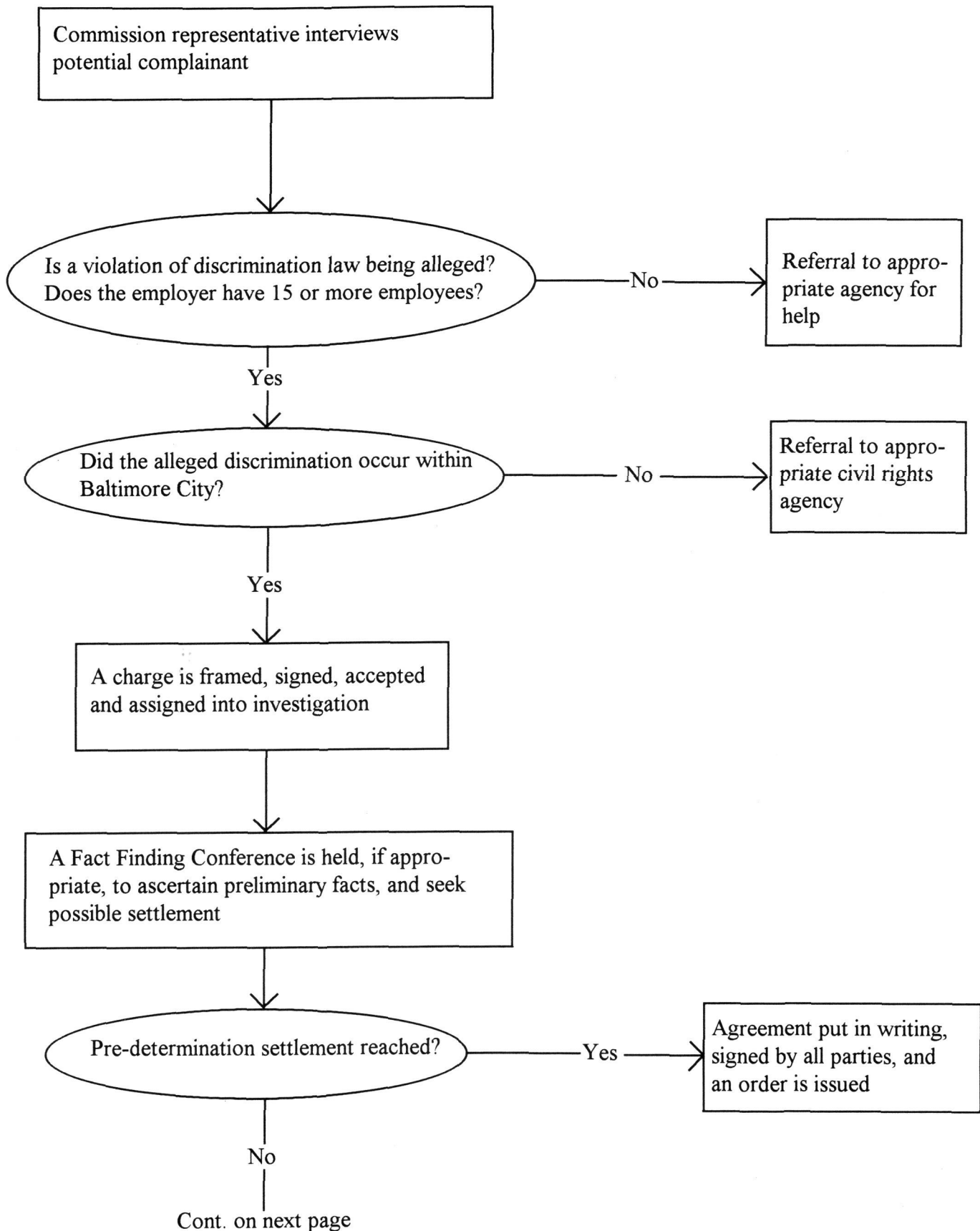
Bases



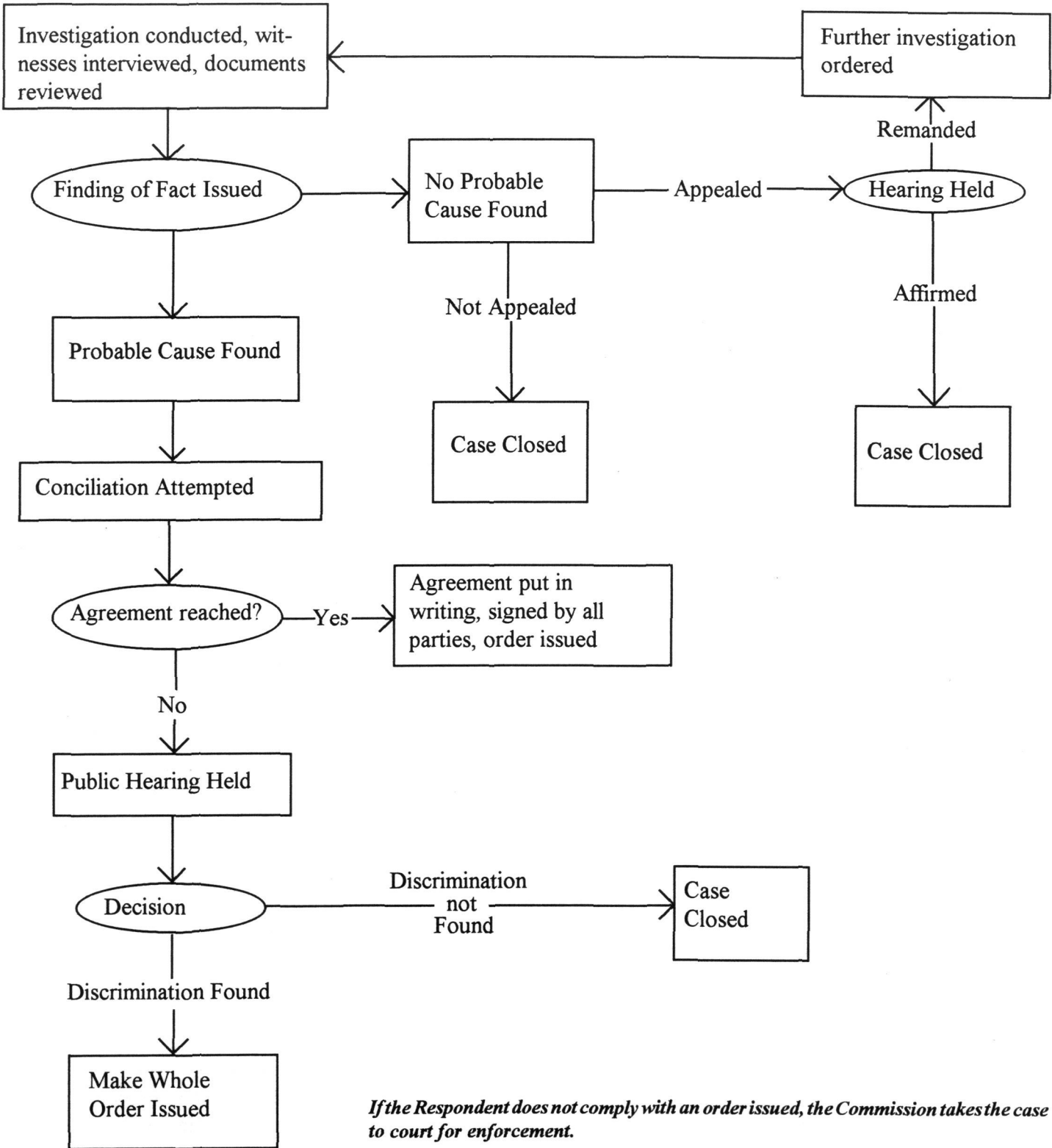
Issues



The Investigative Process



The Investigative Process (cont.)



If the Respondent does not comply with an order issued, the Commission takes the case to court for enforcement.

At any time during the process the Complainant may withdraw the case either because the Respondent has satisfactorily responded or because he/she does not wish to pursue the matter.

Also, at any time, the complainant may have his/her case transferred to EEOC in order to obtain a notice-of-right-to-sue.

COMMUNITY RELATIONS-PUBLIC INFORMATION-EDUCATION UNIT

The agency's Community Relations/Public Information and Education Division provides a variety of services to the citizens of Baltimore.

The staff manages the Commission's well-known and respected Rumor Control Center and the VIVA (Victims of Intimidation and Violence Assistance) Program.

The staff's community involvement is extensive. They serve on many boards, committees, and commissions. Commission Director, John B. Ferron, has served several terms on the Judicial Nominations Commission. He also serves on the board of the International Association of Human Rights Agencies and other national and local boards.

The Agency's Public Information and Education Division is facilitated through mass mailings of printed materials, PSA's, staff presentations to other agencies, civic groups, neighborhood organizations and through our public service radio show "Captive Audience", which airs weekly.

The Commission's radio hostess, Paula Green, interviews persons from diverse backgrounds and interests who discuss relevant topics that impact on the community.

The "Round Table" radio show which was aired on Sunday, November 29, 1994, commemorating the 30th anniversary of the 1965 Civil Rights Act, is an example of the Commission's ongoing Public Relations efforts. The show, which received widespread and enthusiastic response from the community, was hosted by John B. Ferron, Director, and the panelists were Judge Robert Watts, Dr. Samuel Banks and Rev. Sidney Daniels.

LIAISON REFERRAL SERVICE

The Community Relations and Public Information Division provides information and referral services to over one thousand clients, community leaders, agencies, staff members, civic organizations, and residents. Staff was contacted for a myriad of information and

requests for referrals to appropriate agencies, organizations, businesses and institutions.

SPECIAL REPORTS

Director John B. Ferron was appointed Chairperson of the 1994 Annual City-wide Blood Drive, and restructured the format of previous years' blood drives. It involved having all large agencies conduct their own individual blood drives due to the large number of employees.

The smaller agencies combined their efforts and held joint drives. The drive tripled the amount of donations of previous years. Approximately 2200 units of blood were collected from city employees.

Each employee who donated blood received a personal letter of appreciation from the Mayor.

VOLUNTEER MEDIATION PROGRAM

In response to the Commission's commitment to empower residents with relevant conflict resolution skills, a volunteer mediation program was developed to complement the efforts of Commission's staff.

The agency contracted with two of our former student interns to develop a volunteer recruitment program. They were successful in recruiting approximately 100 potential volunteer trainees, 40 of whom were trained by Commission staff.

The volunteers who received the training were required to sign an agreement providing that, in exchange for the cost of the training, they would agree to mediate cases for 12 months upon request by staff.

The Commission currently has an active pool of trained volunteers who can proficiently assist staff in mediating cases.

Referrals for mediation services are made by police officers, neighbors, self-referrals, the NAACP, schools, churches, community organizations, other agencies and institutions.

COMMUNITY RELATIONS-PUBLIC INFORMATION-EDUCATION UNIT**INTERGROUP RELATIONS**

One important service of the Community Relations/Public Information/Education Unit is the development and implementation of Intergroup Relations Programs and workshops.

This service is provided to community organizations, agencies, schools, churches, profit and non-profit agencies and groups.

During the year, thirteen organizations, agencies and schools totaling approximately 390 individuals were trained. Each request was geared toward preventing intergroup relations problems within the organization that affected its productivity and/or effectiveness.

The Commission staff trained over fifty Baltimore City Police Officers about the services of the Community Relations/Public Information/Education Division. The officers were from the Northern, Northeastern and Eastern Police Districts.

The training was specifically focused on the neighborhood mediation program, and the VIVA (Victims of Intimidation and Violence Assistance) Program.

The officers were educated as to the process of the partnership which has been

developed by the Commission and the Police Department. Commission staff are assigned to work closely with the nine community service officers to resolve neighborhood disputes and provide assistance to victims of intimidation and violence. As a result of the training, there has been an increase in the number of requests for assistance by individuals who were referred by members of the Police Department.

1994 ANNUAL BREAKFAST

The Commission's Sixth Annual Breakfast was held on May 26, 1994, at the Omni Inner Harbor Hotel. More than 600 people attended.

The guest speaker was Mr. Nathan Rutstein, a native of Springfield, Massachusetts and a former network news journalist in Philadelphia, Pennsylvania. He is the producer of 10 films and the author of 11 books. His most notable accomplishment is that he assisted in the founding of over 100 Institutes for the Healing of Racism in North America and has lectured on racism at over 50 colleges and universities.

The topic of Mr. Rutstein's speech was "Racism, A Cure for the Disease." He spoke about racism that exists universally. The speech was so candid and heart rendering, that many attendees were drawn to tears.

Baltimore Community Relations Commission
Suite 915, Equitable Building
10 N. Calvert Street
Baltimore, Maryland 21202

Bulk Rate
U.S. Postage
PAID
Baltimore, MD
Permit No. 5788

