



State of Maryland
Commission on Civil Rights
2021 Annual Report

NEW CHALLENGES

IN TURBULENT TIMES

Larry J. Hogan, Governor
Boyd K. Rutherford, Lt. Governor
Alvin O. Gillard, Executive Director
Stephanie Suerth, MPA, CCEP, Commission Chair

“[RACIAL INJUSTICE] IS NOT JUST A BLACK AMERICA PROBLEM OR A PEOPLE OF COLOR PROBLEM. IT IS A PROBLEM FOR EVERY AMERICAN. IT IS KEEPING US FROM FULFILLING THE PROMISE OF LIBERTY AND JUSTICE FOR ALL, AND IT IS HOLDING OUR NATION BACK FROM REALIZING OUR FULL POTENTIAL.”

KAMALA HARRIS



The January 20, 2021, inauguration of Joe Biden and Kamala Harris marked a new landmark—the first woman and first South Asian and Black American to serve as vice president of the United States.





STATE OF MARYLAND COMMISSION ON CIVIL RIGHTS

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

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

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

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

January 1, 2022

Governor Hogan, President Ferguson, and Speaker Jones:

In accordance with §20-207(c) of the State Government Article, Annotated Code of Maryland, we hereby submit to you the Annual Report of the State of Maryland Commission on Civil Rights ("MCCR"; "the Commission") for Fiscal Year 2021. We are pleased to report that the Commission continues to improve upon its services in order to enforce Maryland's anti-discrimination laws while advancing and promoting civil rights in our State. The Commission is grateful to Governor Hogan, the Department of Budget & Management, the Maryland State Senate, and the Maryland House of Delegates for their assistance and continued support of our mission.

As you know, the State workforce continued working from home during Fiscal Year 2021, as a result of the COVID-19 pandemic. Fortunately, the Commission had taken steps over the previous years to implement an infrastructure that enabled staff to complete their work remotely, while ensuring that we were capable of connecting with and receiving complaints of alleged unlawful discrimination from throughout the State. Because of these proactive measures, the Commission was able to mitigate much of the impact on service delivery once remote work operations were initiated.

Despite the continued challenges arising from the pandemic, MCCR staff remained dedicated to fulfilling MCCR's mission through Fiscal Year 2021. The Commission fulfilled the obligations of its federal contracts with both the U.S. Equal Employment Opportunity Commission ("EEOC") and the U.S. Department of Housing & Urban Development ("HUD"). The Commission's total case closure numbers were 520 EEOC closures, and 118 HUD closures. While the EEOC closure number decreased by 100 cases from the previous year, this reduction was anticipated. This was because in early 2021, MCCR created a dedicated unit within Case Processing that exclusively investigated complaints of alleged unlawful housing discrimination, which reduced the number of investigators capable of processing complaints of alleged unlawful employment discrimination. Additionally, during Fiscal Year 2021, MCCR experienced staff losses. Filling these new vacancies while onboarding new staff further impacted production efforts, resulting in the decrease in employment complaint closures. However, despite these challenges, MCCR is optimistic that ongoing efforts to fill vacancies and train new staff will better position the agency to increase our EEOC-eligible contract closures in the next year.

OFFICERS

Alvin O. Gillard, *Executive Director*
Cleveland L. Horton II, *Deputy Director*
Nicolette Young, *Assistant Director*
Glendora C. Hughes, *General Counsel*
Kara N. Hunt, Ph.D.,
Director of Education & Outreach

Governor

Larry Hogan
Lt. Governor
Boyd K. Rutherford
Commission Chairperson
Stephanie Suerth, MPA, CCEP
Commission Vice Chairperson
Janssen E. Evelyn, Esq.

COMMISSIONERS

Diane E. Bernier
Eileen M. Levitt, SPHR, SHRM-SCP
Rabbi Binyamin Marwick
Magdalena S. Navarro, MSc
Gary C. Norman, Esq.
Jeff Rosen
Gina McKnight-Smith, PharmD, MBA

Throughout 2020 and 2021, as a State and as a nation, we have often found ourselves on edge as it relates to intergroup relations, police/community relations, and matters of social justice and equity. We have struggled to engage with civility, and have seen what we thought were demons of the past reemerge in a way that rips at the core of who we thought we could become. We have seen the continued rise of acts of hate, bias, and discrimination against the Asian American and Pacific Islander community due to the pandemic. Meanwhile, 47 transgender and gender-nonconforming individuals have been fatally shot or died due to violence so far, marking 2021 as the deadliest year for the community on record.

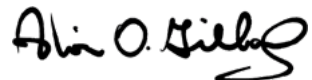
During this time, the Maryland Commission on Civil Rights has responded, making more meaningful connections with Marylanders in promoting civil rights through its Education & Outreach Unit than any other time in its history. Over 6,600 Marylanders participated in trainings and forums on such topics as structural racism in fair housing, gender inequality in the wake of COVID-19, and health disparities facing the LGBTQ+ community, as examples – all of which are designed to promote equity, inclusion, and opportunity for all Marylanders. Clearly there is much work that remains to be done, but we are hopeful because of the commitment to justice, respect, and opportunity demonstrated by businesses, communities, and leaders throughout the State.

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

Respectfully submitted,

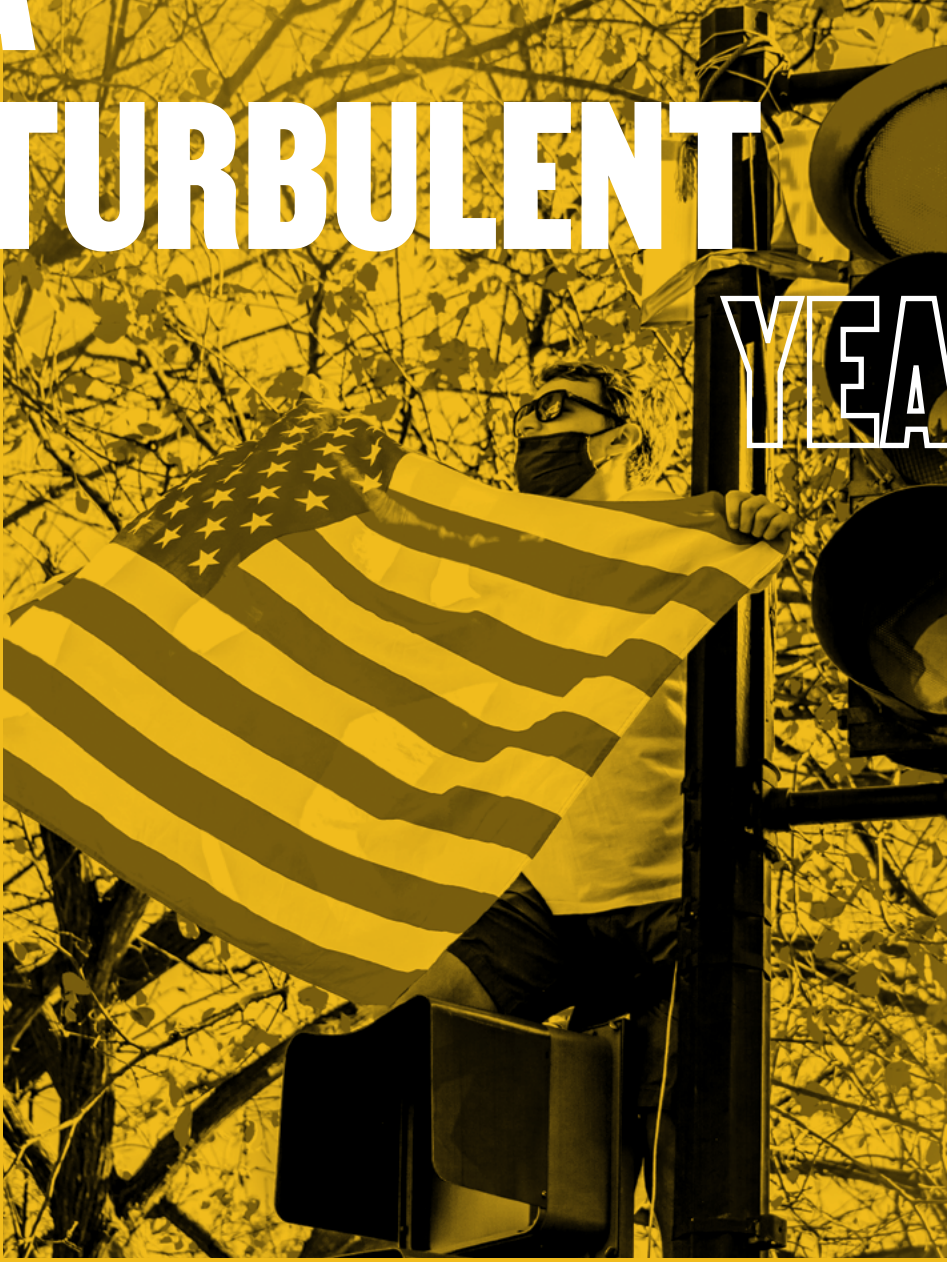


Stephanie Suerth, MPA, CCEP
COMMISSION CHAIR



Alvin O. Gillard
EXECUTIVE DIRECTOR

A TURBULENT YEAR



As the COVID-19 pandemic dragged on into 2021, its impacts highlighted a wide range of long-term disparities in the communities we serve—including the low rates of access to healthcare resources, broadband internet, transportation and homeownership, and the high cost-of-living rate in minority communities.

The ever-increasing political divisiveness nationwide yielded an uptick in reports of hate speech, rhetoric and action. Despite, or perhaps due to this trend, the U.S. elected our first woman and first woman of color as vice president. Across the country, women ran for and won elected offices in record numbers. Maryland was the first state to pass comprehensive police reform in its 2021 Legislative Session—overturning a gubernatorial veto to enact the landmark law.

With the availability of COVID-19 vaccinations this year, we began to anticipate a return to more normal business operations. MCCR's in-person gala has been scheduled for April 30, 2022, keeping the theme of our long-delayed 2020 event: Celebrating 100 Years of Women's Suffrage and 30 Years of the ADA.

As we look forward to the loosening of pandemic-related restrictions, we recognize that many businesses will never return to "business as usual." Many are reforming some long-held practices and policies and considering

hybrid structures that include a mix of in-person and virtual activities.

One other lasting impact of this turbulent period is a heightened awareness of institutional racism in our society. Organizations and businesses are evaluating their own diversity, equity and inclusion initiatives, and more are embracing a DEI-informed mindset. Looking forward, we expect the conversation sparked by the deaths of George Floyd, Ahmed Aubrey, Breonna Taylor and others to continue, and this will have a lasting impact on the work we do at MCCR.

TABLE OF CONTENTS

6 Program Overview & Timeline

12 Our Focus

14 Case Processing

- 17** How to File a Case with MCCR
- 18** Discrimination Reports by County
- 20** Employment Discrimination Cases
- 22** Housing Discrimination Cases
- 24** Public Accommodation
Discrimination Cases

26 General Counsel

- 29** 2021 Significant Litigation

32 Education & Outreach

- 36** Education & Training
- 38** Outreach & Collaboration

40 2020 Hate Crimes Report

- 46** Hate Crime Reports by County

48 Operating Budget

50 Organizational Chart

LEADING THE CHARGE FOR EQUITY IN MARYLAND FOR NEARLY 100 YEARS

MARYLAND COMMISSION ON CIVIL RIGHTS



NEARLY A CENTURY OF PROGRESS

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



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

1927

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

1942

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

1943

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

MCCR'S ACTIVITIES

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



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



1946

The **Maryland Congress Against Discrimination** meets.

1951



1963

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

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

Race riots erupt in Cambridge, Md.

1964

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



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

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

1965

Maryland passes the **Fair Employment Act**.
U.S. passes the **Voting Rights Act of 1965**.

1967

Maryland repeals **ban on interracial marriage**.

1968

Following the **assassination of Dr. Martin Luther King, Jr.**, riots erupt in Baltimore in April.
President Lyndon B. Johnson signs the landmark **Fair Housing Act (Civil Rights Act of 1968)**.

1969



Name changed to the **Maryland Commission on Civil Rights** to reflect the anti-discrimination work through enforcement of the state's anti-discrimination laws, as well as through public outreach and education (Chapter 580 of 2011).

1999

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

2001

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

2011



2013

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



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

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

1974

Maryland laws amended to ban:

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

1975

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

1977

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

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



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

2014

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

2015

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

2018



2020-2021 A TURBULENT YEAR IN REVIEW

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



George Floyd killed by police in Minneapolis, Minnesota.



MARCH 2020

MAY 2020

SEPTEMBER 2020

The Housing Opportunities Made Equal Act adds "source of income" as a protected class under Maryland's Fair Housing law (Chapters 116 and 117 of 2020).
COVID-19 declared a global pandemic, first Maryland cases confirmed on March 5, first shutdowns in the state began by Governor Hogan's order on March 16 and a mandatory statewide stay-at-home order went into effect on March 30.



Ruth Bader Ginsburg dies, after 27 years as a Supreme Court Justice.

U.S. Capitol building overrun by rioters in effort to subvert results of 2020 presidential election on January 6.



Pete Buttigieg sworn in as **Secretary of Transportation**, first openly gay U.S. cabinet secretary.

Deb Haaland sworn in as **Secretary of the Interior**, first Native American U.S. cabinet secretary.

JANUARY 2021

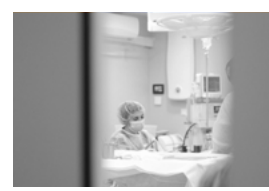
FEBRUARY 2021

MARCH 2021

U.S. Congress certifies election of Joe Biden as President and Kamala Harris as Vice President that same day.



COVID-19 death toll in the United States surpasses 500,000.



“NOW IS THE TIME, IF EVER THERE WAS ONE, FOR US TO CARE SELFLESSLY ABOUT ONE ANOTHER.”

ANTHONY FAUCI

U.S. President Donald Trump treated at Walter Reed National Medical Center for COVID-19.



Family of Anton Black files Federal lawsuit two years after he died in police custody in Greensboro, Maryland.

**OCTOBER
2020**

**NOVEMBER
2020**

**DECEMBER
2020**

By the end of October, 69.5 million Americans had voted by absentee ballot or early voting (50.4% of the total vote in 2016), in a presidential election that saw the largest voter turnout in U.S. history—159.6 million.

Kamala Harris elected Vice President of the United States, first woman and first woman of color to serve in this role.

FDA approved the first COVID-19 vaccine, Pfizer-BioNTech, for individuals 16 years of age and older on December 11, first doses arrived in Maryland December 14.

Conviction of former Minneapolis police officer Derek Chauvin for the murder of George Floyd.



Juneteenth designated a Federal holiday, honoring the date when the last slaves to receive the news learned of the end to slavery in the U.S., June 19, 1865, in Galveston Bay, Texas.



**APRIL
2021**

**JUNE
2021**

Maryland Police Accountability Act of 2021 enacted into law when Maryland General Assembly overrides Gubernatorial Veto of the legislation enacting comprehensive police reform in the state.

100th Anniversary of the Tulsa Race Massacre, when a White mob attacked residents, homes and businesses in the city's predominately Black Greenwood neighborhood, killing hundreds and destroying the city's thriving "Black Wall Street."

OUR

FOCUS



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

MCCR's mandate is to ensure equal opportunity through enforcement of Title 20 of the State Government Article and Title 19 of the State Finance & Procurement Article (the state's Commercial Non-Discrimination Policy), Annotated Code of Maryland.

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

OUR MISSION

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

OUR VISION

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

CASE

PROCESSING



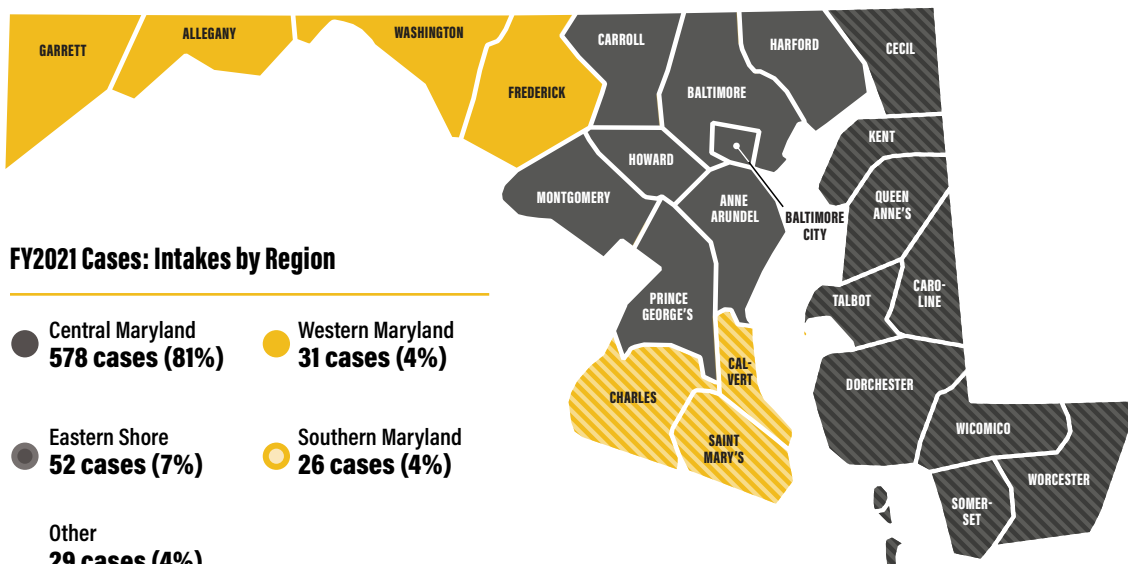
DEPARTMENT

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

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

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

SERVING ALL OF MARYLAND



Total Intake Aborts

523 **866**
FY2021 FY2020

Total Case Closures

716 **732**
FY2021 FY2020

Monetary Relief

\$849,995 **\$899,014**
FY2021 FY2020

Type of Closure

328 (56%) No Probable Cause
141 (24%) Administrative Closure
74 (13%) Withdrawn with Benefits
35 (6%) Settlements
8 (.1%) Probable Cause
1 (.02%) Successful Conciliation
0 Unsuccessful Conciliation

FY2021 CHALLENGES



4 vacant positions
in FY2021

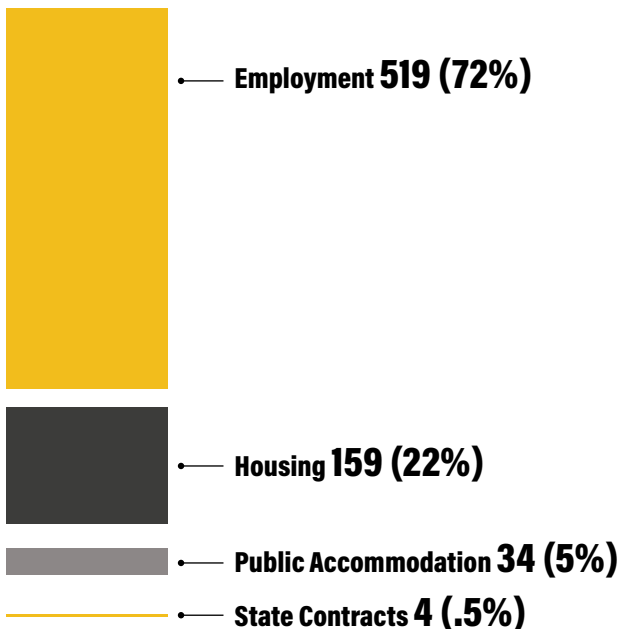


146 COVID-19 related
inquiries received
in FY2021



98 resulted in
charges

Complaints by Area of Discrimination



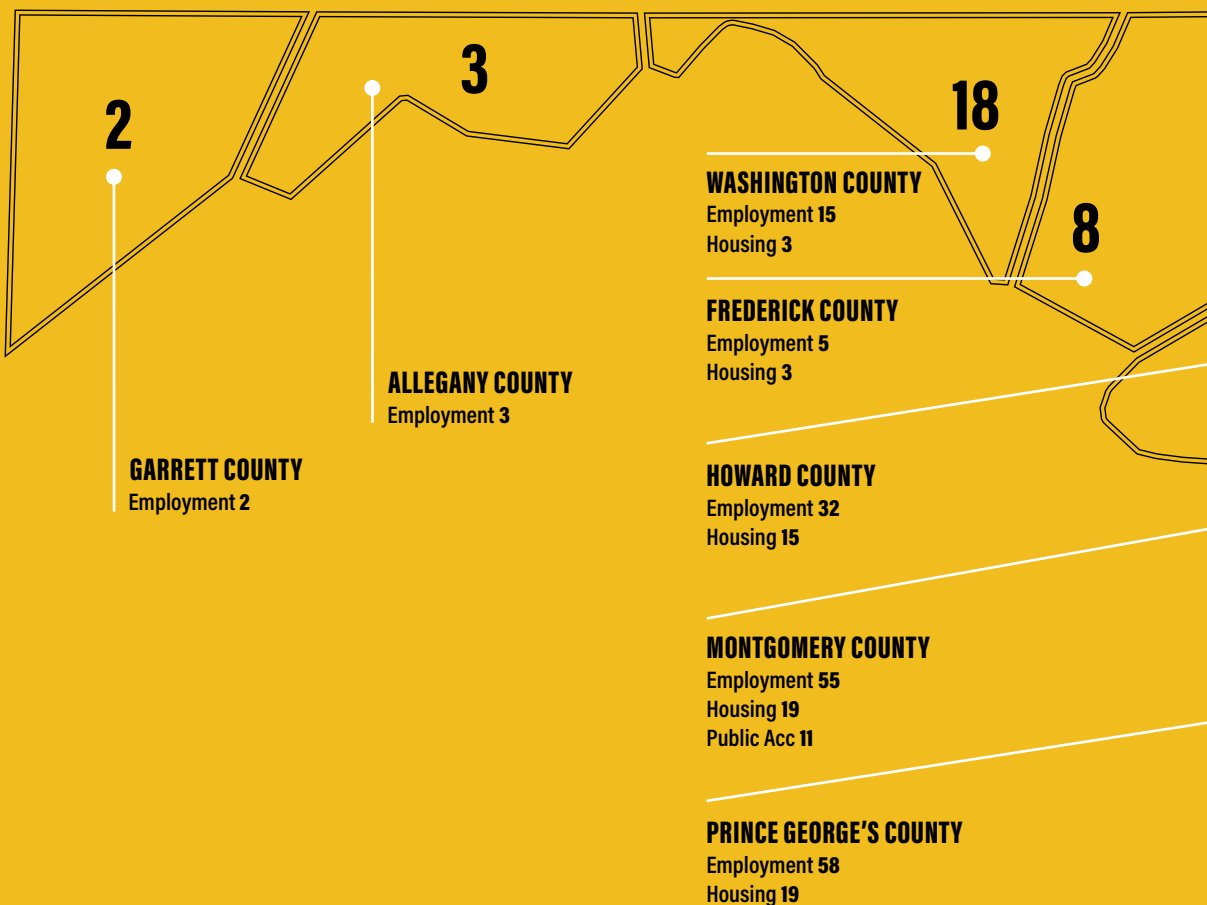
HOW TO FILE A CASE

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

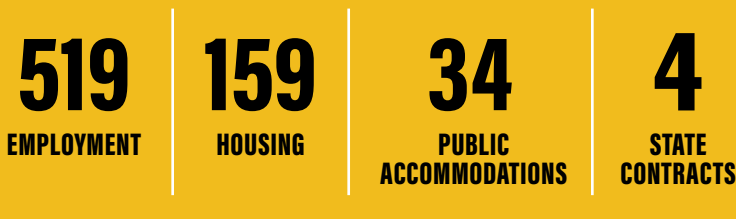
- Complete an [online inquiry form](#) on the MCCR website. Those needing assistance can contact MCCR by telephone, e-mail, fax or mail to begin the process of filing a complaint.
- Follow this timetable from the date of an alleged incident of unlawful discrimination for filing a complaint with MCCR:
 - Employment - within 300 days*
 - Housing - within 1 year
 - Public accommodation - within 6 months

**as of October 1, 2021*
- Learn more or file a complaint online at mccr.maryland.gov/Pages/Intake.aspx

DISCRIMINATION REPORTS BY COUNTY

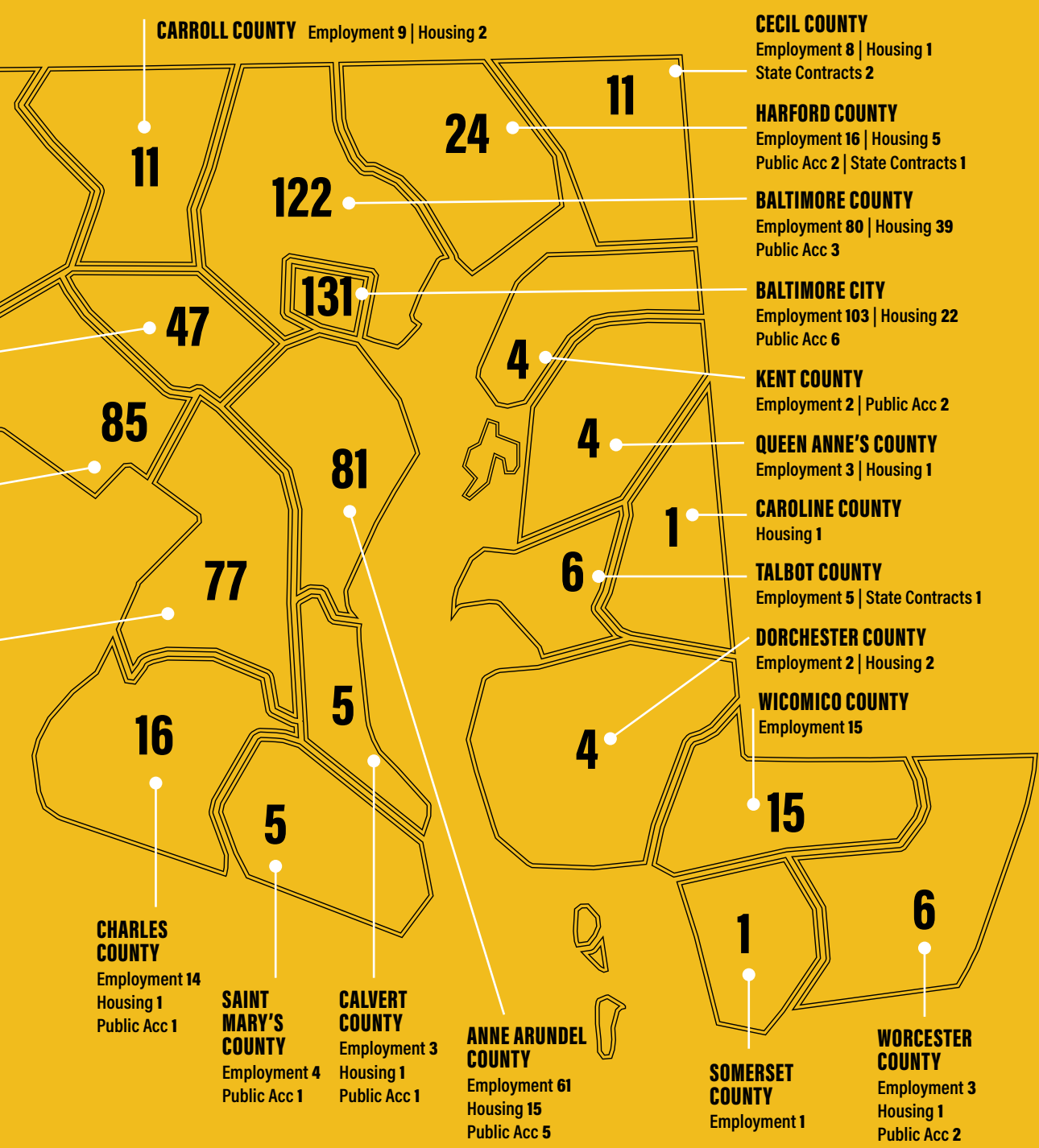


716 TOTAL CASES



OTHER 29
Employment 20
Housing 9

For the 29 complaints not associated with a jurisdiction, the respondent's headquarters address rather than incident address is listed in MCCR's database.



CASE PROCESSING DEPARTMENT

EMPLOYMENT

Every year, employment discrimination complaints account for approximately 80% of MCCR's total intake. In 2021, we saw a continuation of the same concerning trend seen in previous years: the rise in retaliation complaints. Fear of retaliation has a chilling effect on efforts to encourage reporting of employment discrimination. Since 2017, retaliation has been the #1 employment-related complaint received by MCCR. In FY2021, MCCR received a total of 346 unique complaints of alleged unlawful retaliation. With retaliation being the allegation selected across 915 different issues—including, for example, termination, harassment, discipline and work assignments. There is a two-fold explanation for the apparent tripling in the number of retaliation complaints over the prior fiscal years: in addition to an actual increase in retaliation complaints in FY2021, MCCR has also been more diligent in tabulating all individual allegations and incidents along with the relevant identified bases. Harassment continues to be #2 in frequency of complaints in 2021. For the second year in a row, disability remained the #1 protected class identified among individuals filing discrimination complaints with MCCR, followed closely by race.

CASES TRANSFERRED

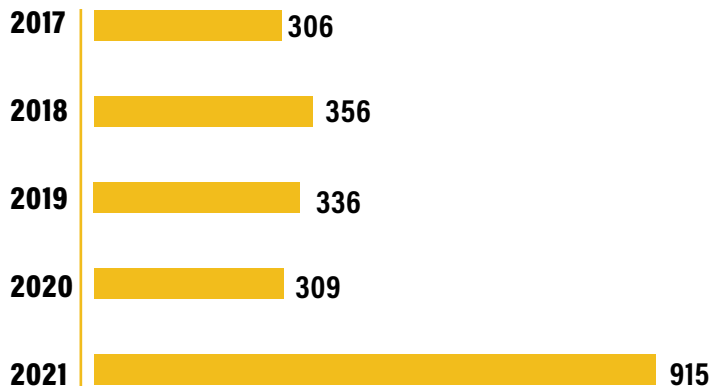
19

to EEOC

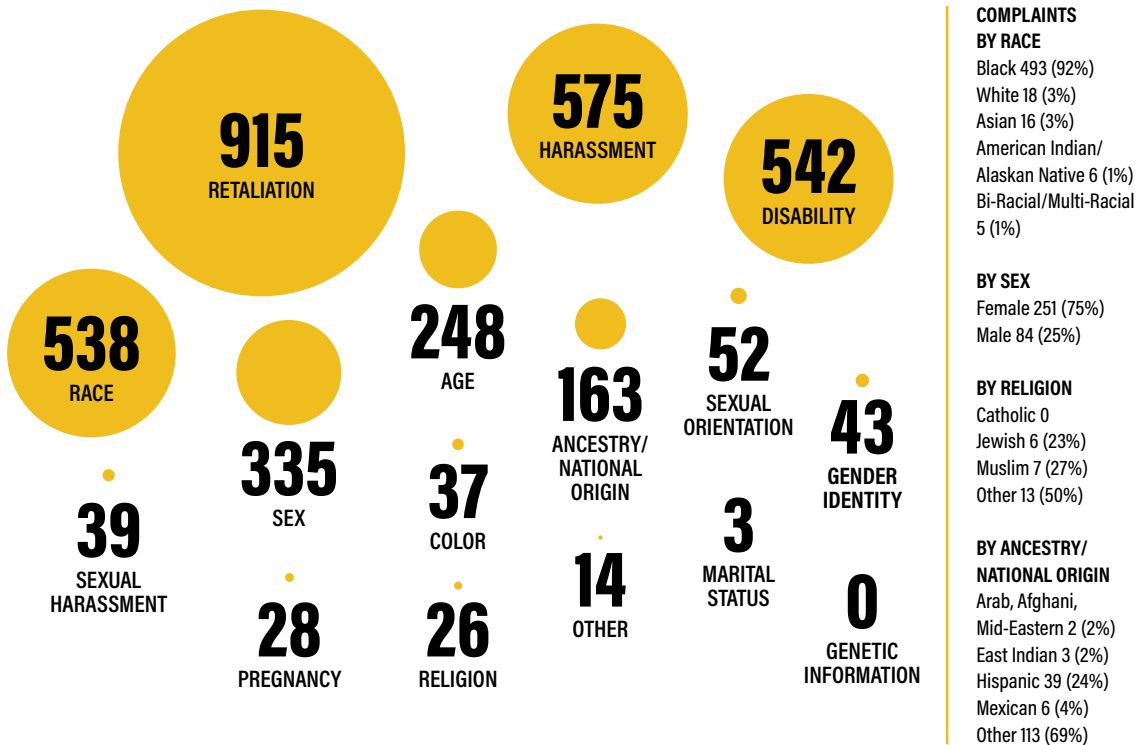
138

from EEOC

RETALIATION COMPLAINTS



Breakdown of Employment Complaints, FY2021



NOTE: 2021 spikes in specific protected class areas reflect MCCR's diligence in accurately tabulating all issues and bases.

Case Studies: Employment Discrimination

Based on Disability *Prince George's County*

A staff member at a school requested a reasonable accommodation based on her disability—help unloading work-related materials from her vehicle and an ergonomic workstation chair. After MCCR's investigation, the complainant and her employer reached a settlement agreement. The employer agreed to provide ergonomic chairs with lumbar support at her workstations in two different school buildings, and assigned a designated staff person to meet her at her vehicle and unload/transport items to her office each day.

Based on Age *Harford County*

A coordinator of performing arts and community relations at a community college alleged he was terminated from his job due to his age. He reported an atmosphere in which younger colleagues received support and information from their supervisor while his questions and requests went unanswered, causing his work to suffer. Following MCCR's investigation, the parties entered into a settlement agreement for a \$7,500 payment, which satisfied the complainant.

Based on Race and Disability *Baltimore County*

The complainant alleged that he was terminated based on race and disability. He reported that after he told his supervisor that he had a physical impairment which substantially limited his ability to perform all of his job duties, his supervisor requested that he take a physical exam. When he failed that exam, he was terminated. Following conciliation efforts, the parties ultimately agreed to settle the matter for \$75,000.

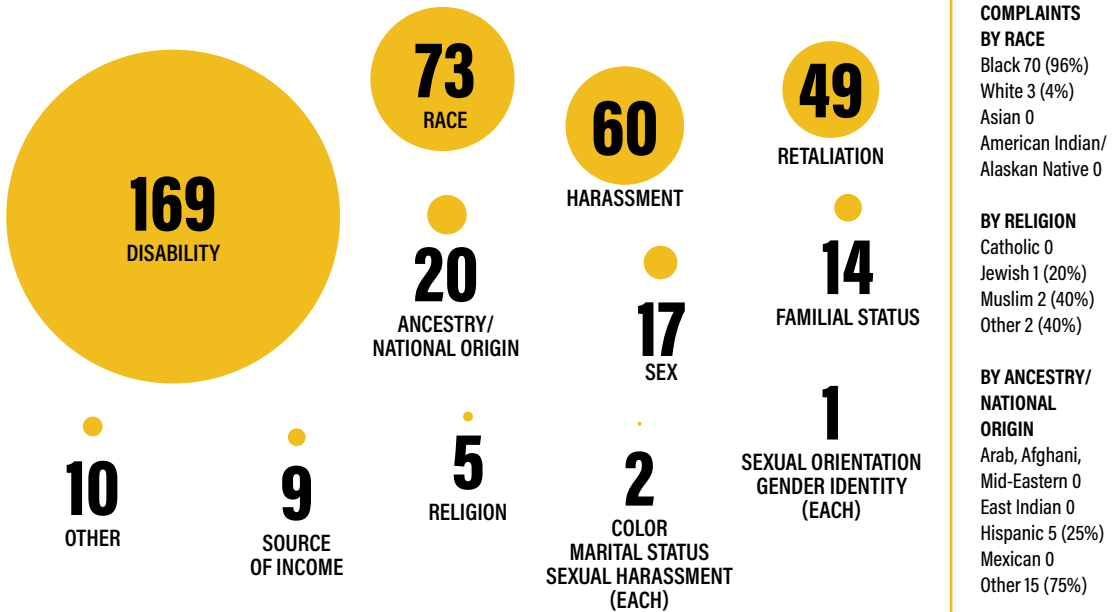
CASE PROCESSING DEPARTMENT

HOUSING



In recent years, MCCR has been concerned that its typical annual caseload of approximately 100 housing discrimination cases is an inappropriately low level of reporting based on the state's population of 6 million residents. Through targeted outreach, we have actively worked to educate the public about their rights and about MCCR's role in investigating housing discrimination complaints. Understanding the pain and suffering experienced by the victims of housing discrimination, MCCR seeks to investigate and issue a written finding within 100 days of receipt of complaints in this area. In FY2021, we saw a significant uptick in total cases for the second year in a row: from 128 in FY2020 to 159 for FY2021. Consistent with historic trends, disability complaints related to accessibility remained the #1 type of complaint this year, followed by race.

Breakdown of Housing Complaints, FY2021



NOTE: 2021 spikes in specific protected class areas reflect MCCR's diligence in accurately tabulating all issues and bases.

Case Studies: Housing Discrimination

Based on Disability Montgomery County

A single mother with a disabled child noticed a strong smell and an insect infestation in her new apartment. After several unsuccessful attempts by management to fix the problems, she asked to transfer to another unit. They agreed, but the rent on the new unit was \$300 higher, and she was forced to move. The respondent billed her for breaking her lease. MCCR was able to persuade them to forgive this debt, cease future collections, and conduct reasonable accommodation and fair housing compliance training to all of its board members.

Based on Race & National Origin Baltimore City

When his daughter had to return home for a semester following a medical emergency, an Asian-American father contacted her landlord to negotiate an early release from the lease he had entered into with her. They filed a complaint with MCCR upon learning that the property manager had offered more favorable release terms to her White roommate. Through MCCR's conciliation, the manager agreed to refund their entire security deposit plus their portion of one month's rent (\$2,135 total), and provide fair housing compliance training for its employees.

Based on Disability Harford County

A disabled veteran purchased a condominium and requested a designated handicap parking space on several occasions. Everyone he asked claimed to have no responsibility for parking spaces. Unable to locate the responsible party, the complainant filed a complaint with MCCR. Through our investigation, he received the spot he had requested, and the community received notice that it was required to put in place an enforcement policy and procedure, as well as fair housing compliance training to all of its board members.

CASE PROCESSING DEPARTMENT

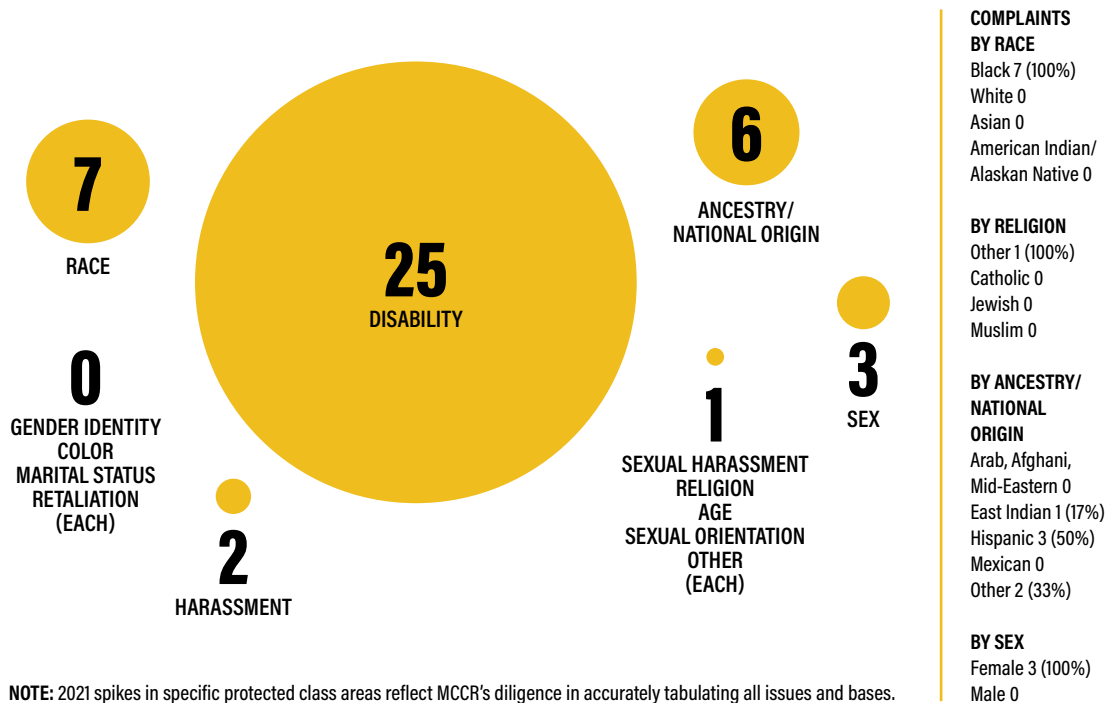
PUBLIC



ACCOMMODATION

Complaints of discrimination against an owner or operator of a place of public accommodation fell in 2021 again as a percentage of MCCR's total caseload. The low rate of reporting reflects reduced traffic to retail establishments, restaurants and other commercial businesses during COVID-19 lockdowns that began in FY2020 (March 2020) and persisted well into FY2021. Consistent with history, disability remained the #1 reported protected class for public accommodation complaints in 2021. Race and national origin complaints were #2 and #3, respectively, which may reflect the previously identified increasingly hostile climate towards communities of color fueled by the current political and social climate.

Breakdown of Public Accommodation Complaints, FY2021



NOTE: 2021 spikes in specific protected class areas reflect MCCR's diligence in accurately tabulating all issues and bases.

Case Studies: Public Accommodation Discrimination

Based on Disability (Accessibility)

Harford County

A community resident with mobility issues that made it impossible for her to use stairs learned she could not attend her homeowner's association (HOA) meetings, which were held in a building without a functional elevator. She filed a complaint with MCCR, and the respondent acted swiftly to move the meeting to another building, as well as to replace the elevator in the original building. This response led the resident to withdraw her complaint, as a favorable resolution had been achieved to the satisfaction of all parties.

Based on Sex

Baltimore County

A man seeking services from a nail salon was turned away and told they did not serve men. During MCCR's investigation of his complaint, the salon owner admitted to breaching Maryland law and agreed to change their policy to serve everyone regardless of gender. However, the complainant—a victim of admitted unlawful discrimination—was not offered any personal resolution. MCCR attempted to negotiate a satisfactory resolution with the owner, but the owner refused. MCCR issued a written finding of Probable Cause. When this finding was served on the salon owner in person, the owner called the police on the Civil Rights Officer. MCCR was eventually able to successfully conciliate the matter without the need for a hearing in the Office of Administrative Hearings.

OFFICE

OF THE



GENERAL

COUNSEL

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

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

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

OFFICE OF THE GENERAL COUNSEL

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

2021 OGC Outreach Highlights

Guest speaker or presenter: to the Patuxent River Basin/PMAHR monthly meeting; Legal Aid employment attorneys on “Barriers in the Workplace: Disability & COVID-19 Pandemic”; on “The C.R.O.W.N. Act” for Black History Month and on women’s rights and challenges with the Executive Director of the Women’s Law Center for Women’s History Month; at the MCCR Education & Outreach Unit’s Fair Housing Forum and its “Managing Mental Health & Addiction” program.

Media outreach: radio interview with the General Counsel on fair housing legal updates and trends by the Executive Director of the Greater Baltimore Community Housing Resource Board (GBCHRB); also interviewed by Columbia Law School students on the current impact of recent “Me Too” policies in Maryland.

Bar association activities: serve on the Maryland State Bar Association’s (MSBA) Labor & Employment Section Council and MSBA’s Diversity & Inclusion Committee; presented at MSBA webinar “Regular Employment Law Issues: Developments in Discrimination, Harassment & Retaliation Law”; presented to the MSBA Board of Governors a proposed Diversity, Equity & Inclusion Plan; panelist on “Race Gender & Legal Ethics” at the MSBA Legal Summit & Annual Meeting.

Trainings & Workshops: facilitated “FACTUALITY—Diversity & Equity Activity for State agencies’ EEO, ADA and Fair Practice Coordinators” with the Statewide EEO Coordinator’s Office; “Disability Issues, Awareness & the Law” workshop for the Calvert County Government; overview of investigative techniques and legal theories to the EEO Unit of the Maryland Public Safety and Correctional Services agency.

A CONDOMINIUM ASSOCIATION “SLOW-ROLLS” A CRITICALLY NEEDED DISABILITY ACCOMMODATION

Ms. Harriett Bronson, a disabled, elderly resident of the upscale Four Seasons at St. Margaret's Condominiums in Annapolis, suffered from intrinsic asthma, which substantially limited her breathing and required the use of an oxygen tank. Ms. Bronson noted that her breathing improved whenever she was outside the apartment, so she submitted the required condominium form requesting an accommodation to remove carpet which harbored allergens that caused her to have asthma attacks.

Ms. Bronson's respiratory condition grew worse as she waited for a response to her request, and she had to be taken to the hospital on numerous occasions. She began to sleep in a recliner outside her bedroom. Due to her mobility challenges, she felt like a prisoner in her home, having to rely on family and friends to take her out to breathe fresh air.

Rather than assisting their disabled resident, the condominium association presented barriers to her request, requiring that she submit additional forms and supporting information not required under Maryland's Fair Housing Act. Ms. Bronson complied, providing a letter from her medical provider explaining her disability and why she needed the accommodation, as well as information on the contractor who would install hardwood flooring once the carpet was removed.

This onerous process forced Ms. Bronson to agonize through 14 months without a definitive answer from the condominium association concerning her request for an accommodation. Unfortunately, her declining health forced her to move out of her condominium into a new home where her breathing was not compromised.

Ms. Bronson filed a complaint of fair housing with the Maryland Commission on Civil Rights against the Four Seasons Condominium Association. The Commission's investigation found that the association did commit discriminatory actions. The Commission filed a fair housing lawsuit, and Ms. Bronson was represented by counsel at the public hearing. The case was settled with the condominium association agreeing to pay \$125,000 in monetary damages to Ms. Bronson.

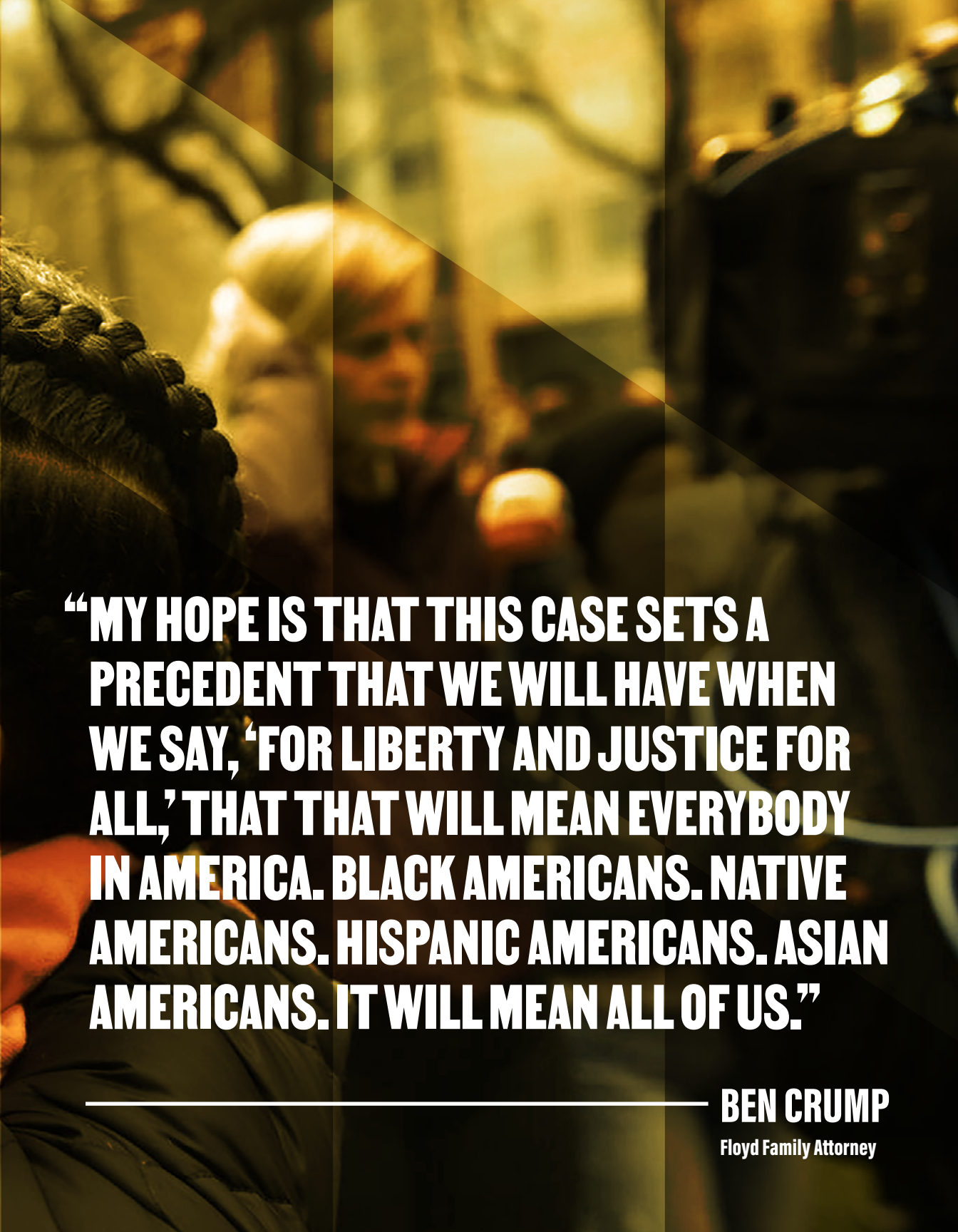
In addition, the Commission received all of the public interest relief it had pursued: the association was required to implement a policy and procedure regarding a disabled resident's request for an accommodation, its property manager and board members were required attend fair housing compliance training at their expense, and the association paid a \$2,000 civil penalty to the State of Maryland for its flagrant violation of Maryland's Fair Housing Act.



The upscale Four Seasons at Saint Margaret's Condominium Association in Annapolis was charged by the Maryland Commission on Civil Rights with violating Maryland's Fair Housing Act, Annotated Code of Maryland, State Government Article, Title 20, subtitle 7, by refusing to provide a reasonable accommodation for Ms. Harriett Bronson, one of its disabled residents.

Maryland's Police Accountability Act, passed during the 2021 legislative session and in effect starting October 1, established an independent unit within the state Attorney General's Office to investigate police-involved deaths of civilians.





“MY HOPE IS THAT THIS CASE SETS A PRECEDENT THAT WE WILL HAVE WHEN WE SAY, ‘FOR LIBERTY AND JUSTICE FOR ALL,’ THAT THAT WILL MEAN EVERYBODY IN AMERICA. BLACK AMERICANS. NATIVE AMERICANS. HISPANIC AMERICANS. ASIAN AMERICANS. IT WILL MEAN ALL OF US.”

BEN CRUMP

Floyd Family Attorney

EDUCATION & OUTREACH



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

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

accommodations and state contracts. The E&O Unit also takes the lead in planning and hosting MCCR's special events; fostering relationships with other civil/human rights and diversity organizations; identifying the needs of underserved populations; facilitating public dialogue and reducing conflict related to equity and human rights issues; and connecting people across their differences to promote and improve civil rights in Maryland.

EDUCATION & OUTREACH UNIT

5,429

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

1,231

**INDIVIDUALS CONNECTED WITH MCCR
THROUGH PUBLIC OUTREACH**

\$25,000

**HUD PARTNERSHIP FUND GRANT FOR A FAIR HOUSING
FORUM AND FAIR HOUSING TRAINING EXPANSION, WHICH
INCLUDED INDIVIDUAL LIVE TRAININGS TO ALL 23 COUNTIES
IN MARYLAND AND BALTIMORE CITY**

15

**NEW PARTNER
ORGANIZATIONS
ADDED**

MCCR was able to maintain our critical Education and Outreach activities in 2021 despite the cancellation of in-person events due to COVID-19 through a quick transition to virtual programming. However, a reduction in the number of outreach events and in the availability of large speaking engagements reduced our total outreach numbers for 2021.

SOCIAL MEDIA OUTREACH

EXTENDS OUR REACH TO NEW AND WIDER AUDIENCES.



@MDCIVILRIGHTS

EDUCATION & OUTREACH UNIT

EDUCATION & TRAINING

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

In response to the passage in 2020 of House Bill 1444/Senate Bill 531, which prohibits race-based discrimination on the basis of hairstyle and texture in employment (known as the C.R.O.W.N. Act), the Education & Outreach Unit worked closely with the Office of the General Counsel to develop an online virtual presentation and discussion to inform Marylanders of these new protections.

MCCR also continued coordinating with the Department of Budget & Management Statewide EEO Coordinator's Office on the transition from in-person to virtual bi-monthly,

two-day Sexual Harassment Prevention Train-the-Trainer courses for agencies and commissions statewide, ensuring those trainings were uninterrupted as the State adapted to work-from-home conditions.

MCCR also launched "Dimensions of Identity: Triangulation & Intersectionality," a follow up to the Race in America series that explores ways in which aspects of a person's social and political identities—such as race, gender, ethnicity, level of ability, national origin and color—combine to create different modes of discrimination and privilege.

2021 Education & Training Highlights

New explainer videos: In 2021, MCCR produced a series of informational videos providing an introduction to the agency and an overview of MCCR's areas of protection. These videos will be available to the public through MCCR's website and YouTube accounts. They are the first content elements developed for a new training feature that will be added to our website. Through this new web page, users can view informational videos on specific topics, and then take a test to certify their knowledge gained through that video. The first series of videos cover employment discrimination, housing discrimination, public accommodation discrimination and sexual harassment protections in Maryland. These will supplement the education and training programs that MCCR offers for free on a regular basis to the public.

Monthly celebration events: Heritage months are designated to celebrate, acknowledge and help to educate the public on the histories and contributions of various ethnic and marginalized groups. MCCR develops targeted programming to celebrate the following:

- **February:** African American History Month
- **March:** National Women's History Month
- **May:** Asian Pacific American Heritage Month, Older Americans Month and Jewish American Heritage Month
- **June:** LGBTQ+ Pride Month
- **September:** National Hispanic-Latino Heritage Month (9/15-10/15)
- **October:** National Disability Empowerment Awareness Month

A Sampling of MCCR's Core Curriculum Topics

MCCR offers monthly informational sessions free to the public on a wide range of topics. A calendar with information on upcoming sessions is available on the Education & Outreach Events page at: mccr.maryland.gov/Pages/Events.aspx.

- Understanding Fair Housing
- Conflict Resolution & Prevention
- Dimensions of Diversity
- Disabilities & Reasonable Accommodations in the Workplace
- Know Your Civil Rights
- Religion & Reasonable Accommodations in the Workplace
- Sexual Harassment Prevention
- Understanding Fair Housing
- Understanding Sexual Orientation & Gender Identity
- Disability Awareness & Etiquette
- Employment Discrimination Prevention
- Hate Crime Prevention
- Know Your Civil Rights in the Workplace
- Know Your Civil Rights in Housing
- Religious Discrimination Prevention

EDUCATION & OUTREACH UNIT

OUTREACH & COLLABORATION

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

In addition to the unique challenges of continuing outreach activities in 2020 and 2021 through remote events and meetings using a variety of platforms based on user preferences, an ongoing challenge in our effort to identify and meet needs state-wide continued to be finding ways to connect with audiences in rural areas. To address this challenge, the E&O Unit continued building on its efforts begun during FY2020 by:

Forging new partnerships with regional stakeholders: to bring meaningful and impactful programming throughout Maryland. For example, MCCR collaborated with the Baltimore County Public Library system to present "A House is Not a Home: Structural Anti-Blackness, Gender and Housing Discrimination" in February 2021. MCCR also teamed up with our own Western Maryland Advisory Council to host the Western

Maryland Regional Fair Housing Forum, one of five components to MCCR's annual Fair Housing Forum that focused exclusively on the challenges and needs in fair housing in Allegany, Garrett, Frederick and Washington counties.

Streamlining course materials: the Maryland Equity & Inclusion Leadership Program (MEILP) is a collaboration with the University of Baltimore's Schaefer Center for Public Policy. MCCR teams up with the Maryland Department of Budget & Management's Statewide EEO Coordinator to ensure that all agencies are training their staff in compliance with Maryland's sexual harassment prevention training law. New coursebooks were developed for both programs, streamlining the curricula and enhancing the quality of this "train-the-trainer" program targeted at the designated trainers within each state agency.

Sampling of 2021 Partner/Outreach Events

FEBRUARY 2021	A House is Not a Home: Structural Anti-Blackness, Gender and Housing Discrimination Reviewing the Redline: Impediments to Fair Housing
MARCH 2021	Fairness for All Marylanders: Barriers to Equality for Transwomen The Shadow Pandemic: Gender Inequality in the Wake of COVID-19
APRIL 2021	A Covert Crisis: Violence, Discrimination and Civil Rights Issues facing Asian Americans
APRIL 27 & 28, 2021	MCCR Fair Housing Virtual Forum (Fair Housing Legal Update; Institutional Anti-Blackness and Housing Discrimination; Western Maryland Regional Fair Housing Forum; Maryland Fair Housing Roundtable; Structural Racism in Housing: A Closer Look at Prince George's County)
MAY 2021	Managing Mental Health and Addiction in the Workplace: Reasonable Accommodations, Interventions, Best Practices and Coping Strategies
JUNE 2021	A Hidden Health Crisis: Health Disparities facing the LGBT Community

New Partnerships in 2021

- NAACP Frederick County Chapter
- Sagal, Filbert, Quasney & Betten, P.A.
- Relman Colfax PLLC
- Gallagher, Evelius & Jones LLP
- Southern Management Companies
- Garrett County Community Action Committee, Inc.
- Legal Aid, Allegany County
- Garrett County NAACP Chapter
- Housing Authority of the City of Frederick
- Maryland Department of Health
- Freestate Justice
- Baltimore Safe Haven
- NAADAC, the Association for Addiction Professionals
- The Center for LGBTQ Health Equity - Chase Brexton Health Care
- National Alliance on Mental Illness (NAMI) Metropolitan Baltimore

HATE

CRIMES



REPORT

Per Public Safety Article 2-307(b)(4), Annotated Code of Maryland, MCCR receives a copy of every Maryland Supplementary Hate Bias Incident Report Form filed by law enforcement officials around the state and compiled by the Maryland State Police (MSP). These forms are completed when there is evidence to initially suggest that a hate-motivated crime may have occurred against a victim. However, even if an investigation results in no evidence of a hate crime, the report is still retained by MSP and copied to MCCR. MCCR thanks MSP for their continued partnership in sharing hate crimes data. A summary of MSP's findings is provided here; please refer to the full report for further details. www.mcac.maryland.gov/resources/Hate_Bias_2020.pdf

HATE CRIMES REPORT

In calendar year 2020, there were 382 reported incidents of hate or bias throughout Maryland. This is in line with the three-year average of 381 hate/bias incidents per year, which is a leveling off from the sharp increase in 2016 over previous years, when fewer than 300 incidents were consistently reported each year.

As noted on page 12 of the 2020 Hate Bias Report, an average of 15 counties reported at least one hate bias incident between 2010 and 2020. MSP's report breaks down hate bias incident reports by county, zip code, reporting agency and location of incidents. These details can be found beginning on page 15 of their report. Anne Arundel, Baltimore, Howard and Montgomery counties continue to lead in the state for their commitment to appropriately identifying and reporting potential acts of hate and bias.

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

Similar to previous years, the top three bias motivation sub-categories remain Anti-Black/African American, Anti-Jewish and Anti-Male Gay—with each category seeing proportionally the same number of incidents as in previous years. Therefore, the trend remains that racial minorities, religious minorities and members of the

LGBTQ+ community are more likely to be targets of hate and bias than those Marylanders who are Caucasian, Christian and/or heterosexual.

The challenges represented by the current data are not new, and there continue to be strong efforts state-wide to address incidents of hate and bias and a desire to eradicate it from our communities. MCCR is proud to work alongside the Maryland State Police, the Office of the Attorney General, the U.S. Department of Justice, the Coalition Opposed to Violence & Extremism (COVE), Maryland's local human relations commissions and many other community organizations and leaders to improve reporting throughout all of Maryland.

382

HATE/BIAS REPORTS IN 2020

-3 REPORTS OR 3.008% DECREASE FROM 2019
381 AVERAGE OF HATE BIAS INCIDENTS PER YEAR SINCE 2018
32 AVERAGE REPORTS PER MONTH

TOP 3 BIAS MOTIVATION CATEGORIES

77%

RACE/ETHNICITY/ANCESTRY
50% BLACK | 8% WHITE

16%

RELIGION

9%

SEXUAL ORIENTATION

TOP BIAS MOTIVATION SUB-CATEGORIES

50%

ANTI-BLACK OR
AFRICAN AMERICAN

14%

ANTI-JEWISH

8%

ANTI-MULTIPLE
RACES, GROUP

8%

ANTI-WHITE

7.6%

ANTI-GAY (MALE)

REPORTED VICTIMS

54% BLACK

27% WHITE

9% HISPANIC

53% MALE

45% FEMALE

OFFENDERS

41% WHITE

18% BLACK

35% UNKNOWN R/E/A

48% MALE

17% FEMALE

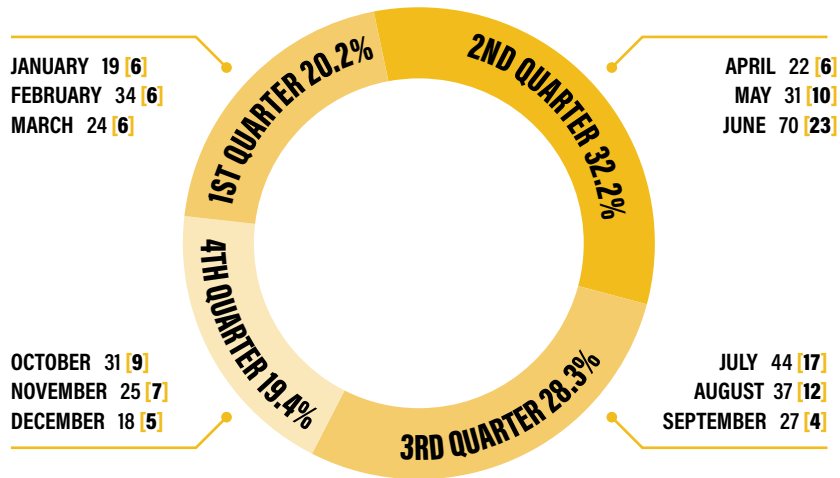
32% UNKNOWN GENDER

SOURCE: [STATE OF MARYLAND 2020 HATE BIAS REPORT](#)

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

HATE CRIME REPORTS IN 2020 - BY MONTH

All Reports [Verified Reports]



BIAS MOTIVATION REPORTS IN 2020

All Reports [Verified Reports]

293 [85]

Race/Ethnicity/
Ancestry

63 [12]

Religion

36 [15]

Sexual Orientation

5 [2]

Gender Identity

2 [0]

Gender

1 [1]

Homelessness

0 [0]

Disability

0 [0]

Unknown


















400 [115]

TOTAL*

* Incidents with more than one bias motivation are counted in all relevant categories
46 incidents (12%) occurred at an elementary/secondary school or college/university
Juveniles = 9.3% of known victims | 8.4% of known offenders

INCIDENT LOCATIONS IN 2020

Including locations with greater than 1% of incidents reported

	Residence/Home	100 [30]		Convenience Store	8 [4]
	Highway/Road/Alley/ Street/Sidewalk	74 [26]		Grocery/ Supermarket	8 [2]
	School Elementary/ Secondary	33 [4]		Drug Store/ Doctors Office/ Hospital	6 [2]
	Parking Lot/Garage	32 [12]		Government/ Public Building	6 [2]
	Other/Unknown	18 [2]		Service/Gas Station	6 [0]
	Park/Playground	16 [6]		Specialty Store	6 [0]
	Church/Synagogue/ Temple/Mosque	15 [4]		Air/Bus/Train Terminal	3 [1]
	Restaurant	13 [4]		Community Center	3 [0]
	School College or University	13 [4]		Department/ Discount Store	3 [1]
	Commercial/ Office Building	11 [4]		Locations with 2 or fewer incidents	8 [3]

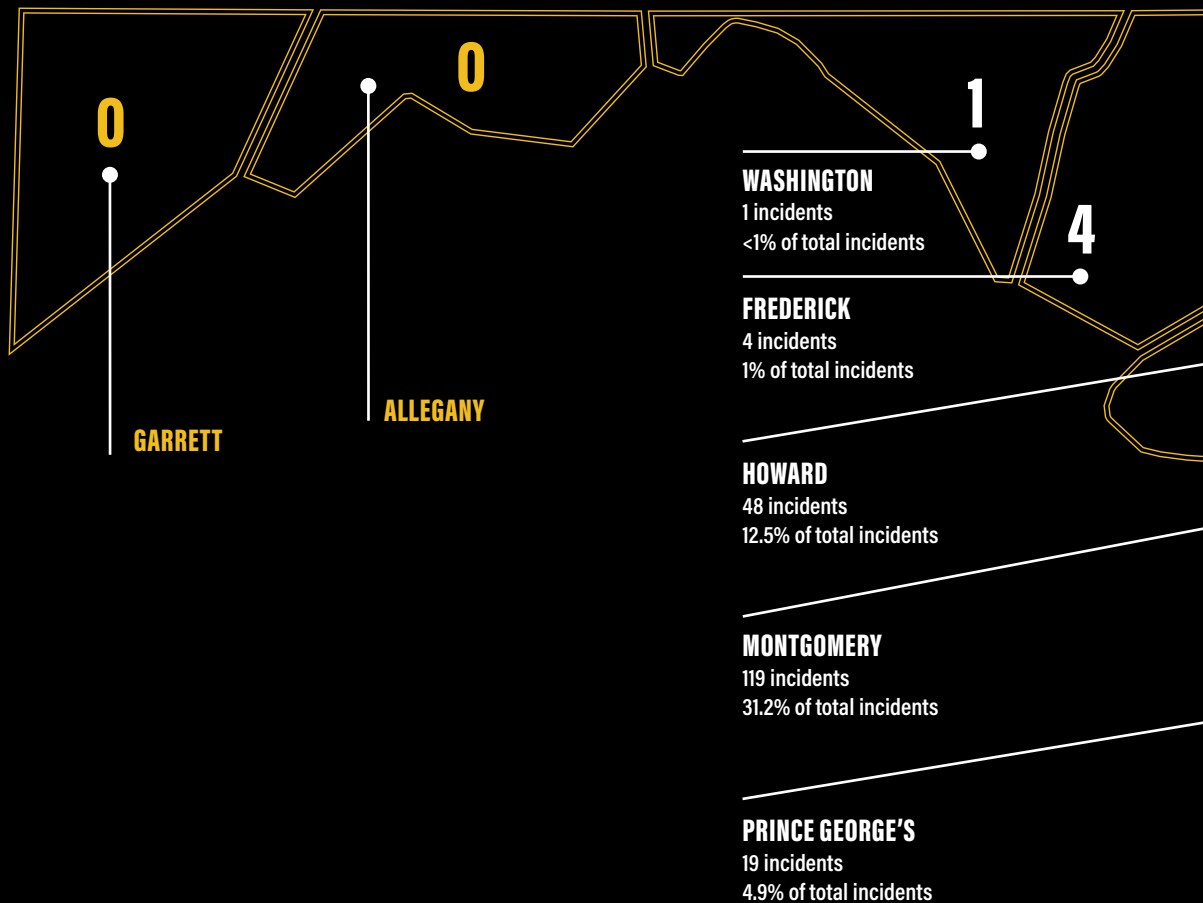
4 of 23 counties = 76.4% of all reporting

7 of 23 counties reported 0 incidents in 2020: Allegany, Calvert, Caroline, Garrett, Somerset, Talbot and Worcester

3 counties have not reported hate bias incidents in the last 3 years: Allegany, Calvert and Talbot

SOURCE: STATE OF MARYLAND 2020 HATE BIAS REPORT

REPORTING BY COUNTY



382 TOTAL INCIDENTS

111

VERIFIED
INCIDENTS

255

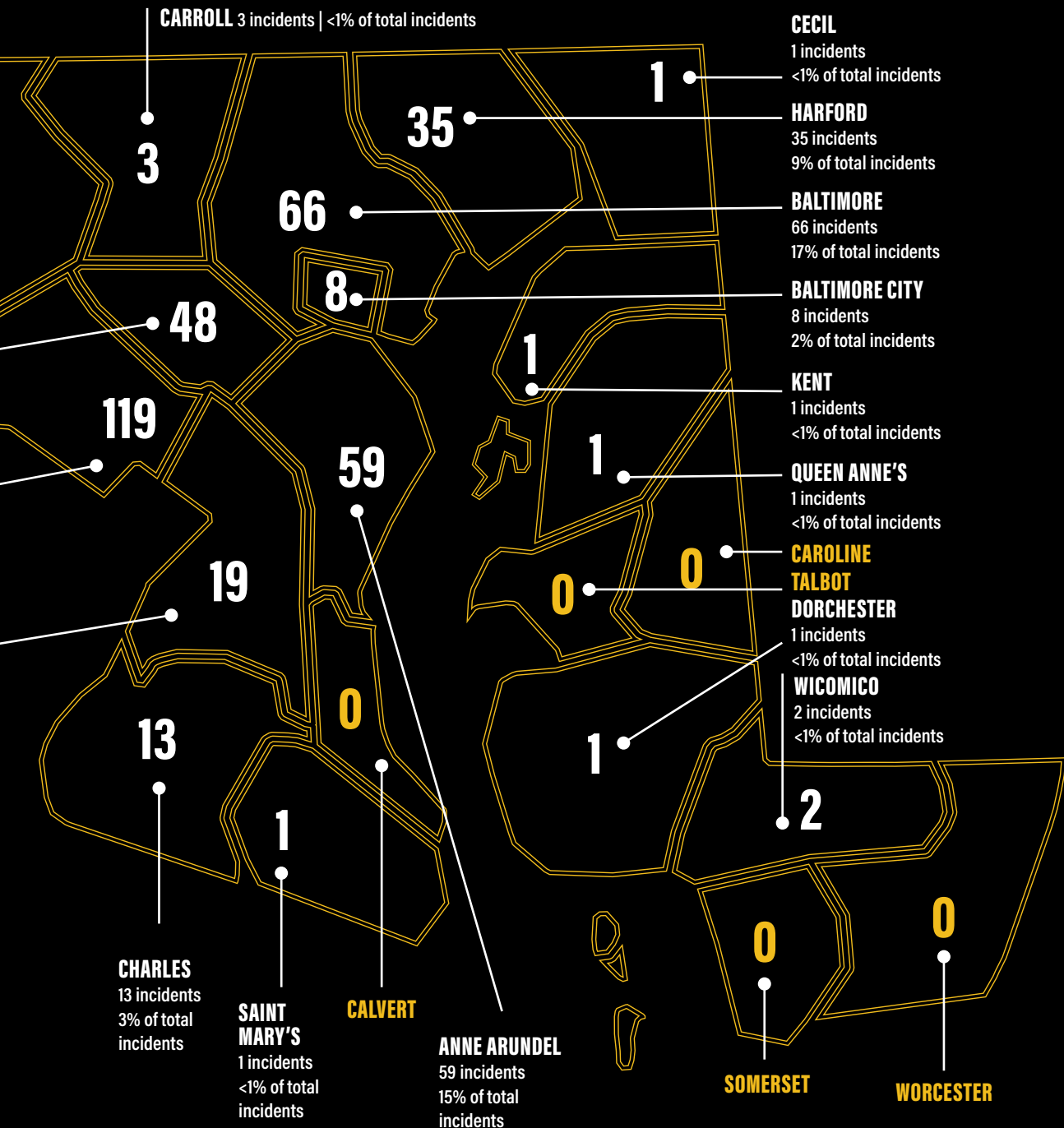
INCONCLUSIVE

16

UNFOUNDED

7

COUNTIES WITHOUT
REPORTED INCIDENTS



SERVING

ALL OF



MARYLAND

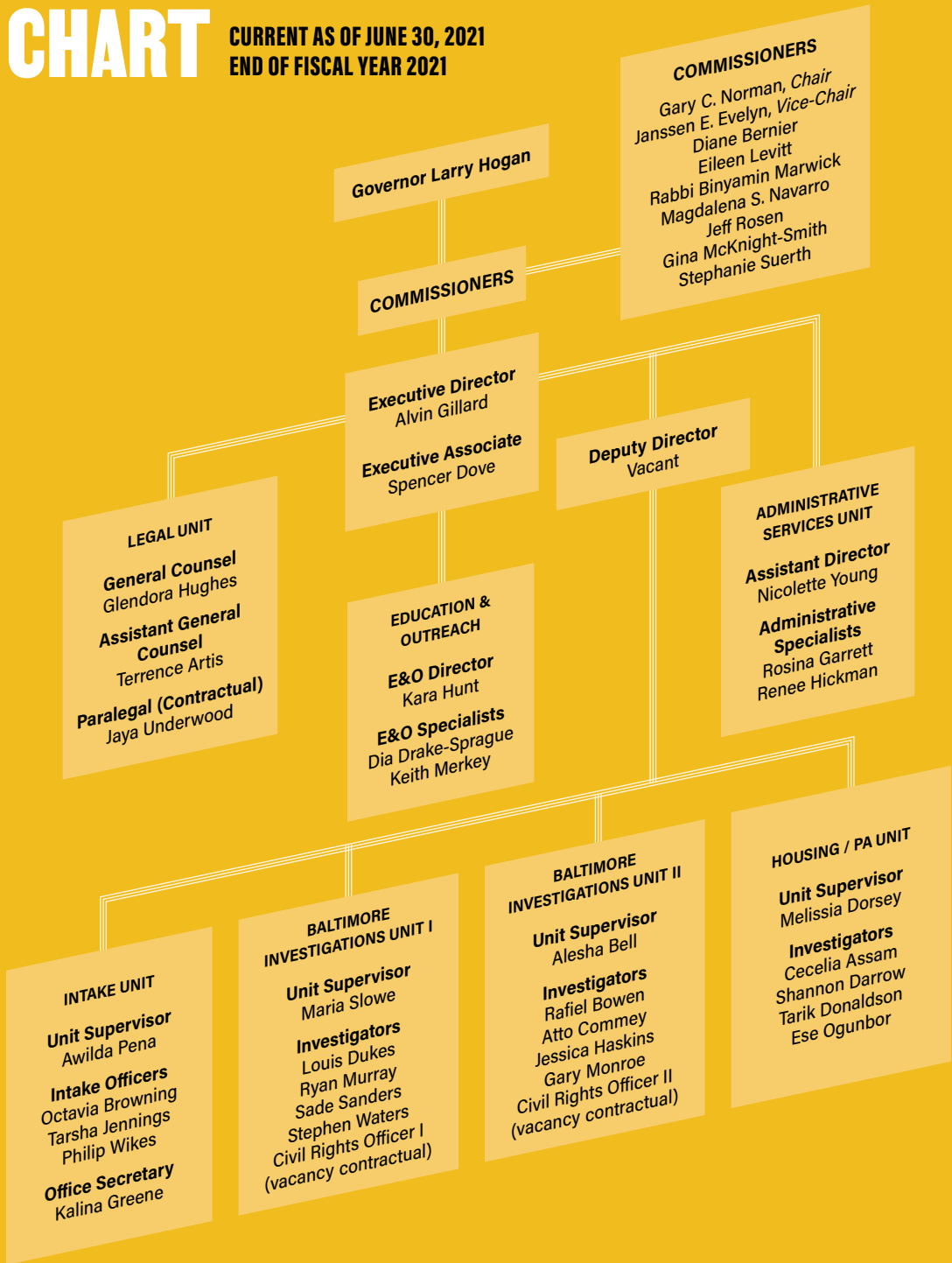
MCCR BUDGET REPORT FOR THE LAST THREE FISCAL YEARS

FUNDING SOURCE	2019	2020	2021
Federal Funds	\$697,390	\$622,062	\$980,660
HUD	\$330,606	\$247,800	\$439,805
EEOC	\$366,784	\$374,262	\$540,855
Reimbursable Funds	-	-	-
Special Funds	\$850	\$15,701	-
State General Funds	\$2,543,675	\$2,632,008	\$2,626,438
GRAND TOTAL	\$3,241,915	\$3,269,771	\$3,607,098

STAFF POSITIONS	2019	2020	2021
Authorized Permanent	31	31	33
Contractual Positions	2	2	1
TOTAL POSITIONS	33	33	34

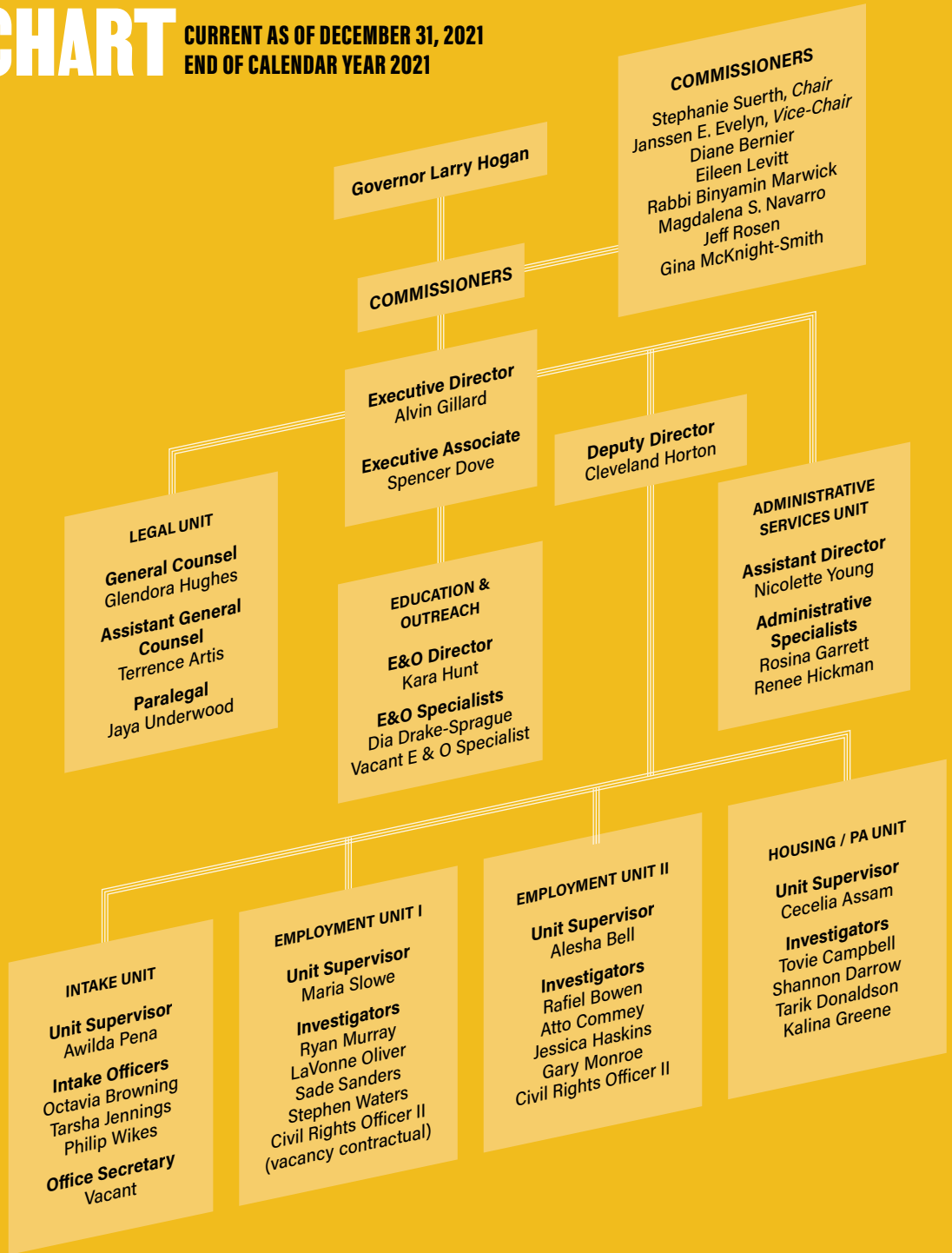
ORGANIZATIONAL CHART

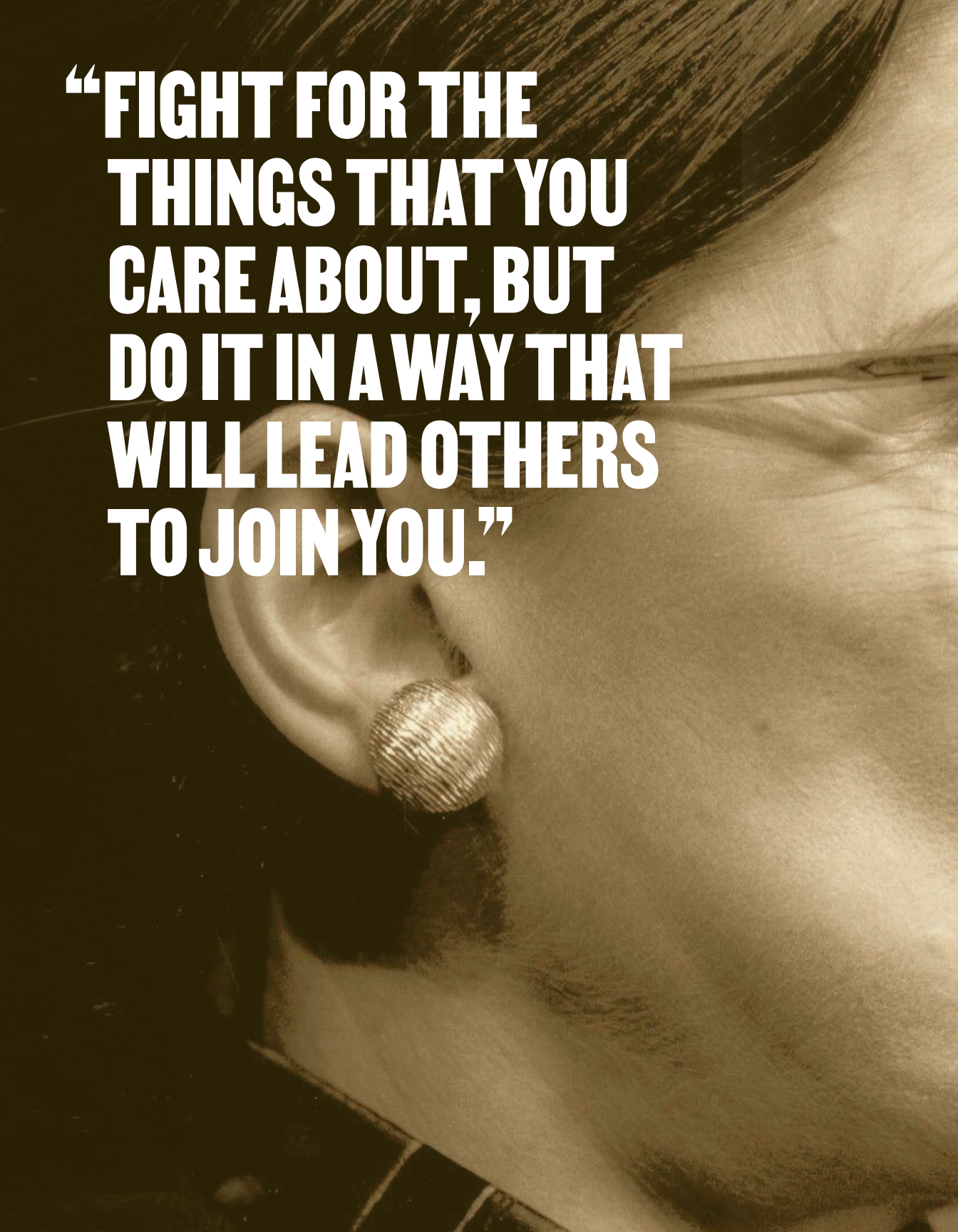
CURRENT AS OF JUNE 30, 2021
END OF FISCAL YEAR 2021



ORGANIZATIONAL CHART

CURRENT AS OF DECEMBER 31, 2021
END OF CALENDAR YEAR 2021





**“FIGHT FOR THE
THINGS THAT YOU
CARE ABOUT, BUT
DO IT IN A WAY THAT
WILL LEAD OTHERS
TO JOIN YOU.”**

Image from American Photo
Archive via Alamy Stock Photo



RUTH BADER GINSBURG

CONSERVING MARYLAND'S RESOURCES

MCCR limits the print runs of this and other publications as a measure to conserve both the environment and taxpayer resources. To download and share a PDF of this report, find expanded 2021 data and access up-to-date information on MCCR events and activities, please visit www.mccr.maryland.gov. Reports and publications can be found under the "Publications" tab. Thank you!

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@MDCivilRights

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