



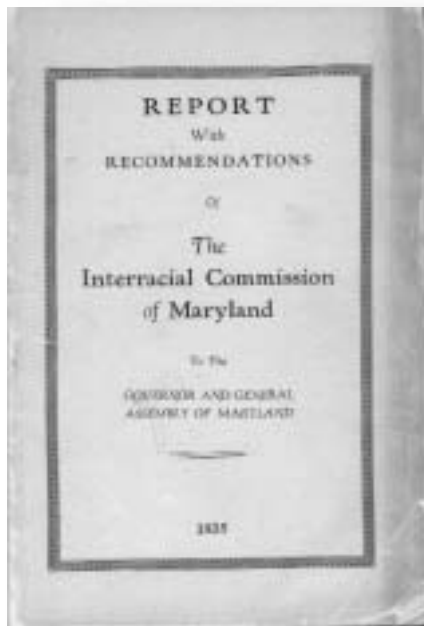
Civil Rights at the Millennium

**MARYLAND COMMISSION
ON HUMAN RELATIONS**

2000 ANNUAL REPORT

MARYLAND COMMISSION ON HUMAN RELATIONS

*I*t is the mission of the Maryland Commission on Human Relations to



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

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State of Maryland

Commission on Human Relations



OFFICERS

He Henry B. Ford, **Executive Director**
Jan J. Neil Bell, **Deputy Director**
Be Benny F. Short, **Assistant Director**
Gl Glendora C. Hughes, **General Counsel**

Governor
Parris N. Glendening
Chairperson
Silvia S. Rodriguez
Vice-Chairperson
Oretta Bridgwaters
Commissioners
Young R. Choi, Ph. D.
Barbara Dezman, Ph. D.
Norman I. Gelman
Ernest Leatherbury, Sr.
Rufus McKinney
Jack M. Neville, Jr.
Thomas E. Owen

January 20, 2001

The Honorable Parris N. Glendening, Governor
The Honorable Members of the General Assembly of Maryland

Dear Governor Glendening and Members of the General Assembly:

We hereby submit to you the Annual Report of the Maryland Commission on Human Relations for Fiscal Year 2000, in accordance with Article 49B § 3 (b) Annotated Code of Maryland.

In fiscal year 2000, the MCHR again improved on its performance over previous years. The Office of General Counsel resolved a higher number of public accommodations cases, increasing accessibility to those in Maryland who have disabilities. Operating within the Office of General Counsel, the Systemic Investigations Unit has made impressive advances in its second year of operation. The unit has involved itself in five major investigations of mortgage lending discrimination, and two major investigations of employment discrimination.

The Case Processing Division continues to provide the highest quality investigations. According to federal audits, the acceptance rates by the Equal Employment Opportunity Commission (EEOC) and Housing and Urban Development (HUD) of MCHR-completed employment and housing cases are among the highest in the nation.

The Commission completed analysis of the five Fair Housing Public Hearings conducted across the State, which identified major areas of concern. The hearings revealed that housing discrimination throughout Maryland persists toward all protected classes under Article 49B. In addition, discrimination based on source of income and sexual orientation were widely reported. Poor physical condition of housing, particularly in Western Maryland, the Eastern Shore, and Baltimore City were also reported to be distressingly prevalent. The Commission issued a report last spring which outlined its concerns about the status of fair housing in Maryland and suggested some solutions.

At the beginning of the new millennium we can look back with pride on what the MCHR has achieved since its inception in 1927. With new funding you have provided this year, we look forward to becoming more responsive to the needs of communities with enhanced outreach and education initiatives beginning in 2001.

Thank you for your continued support of the Commission, and the priority you have placed upon human rights in Maryland.

Very truly yours,

Silvia S. Rodriguez
Chairperson

Henry B. Ford
Executive Director

Home Page Address
<http://www.mchr.state.md.us>

E-Mail Address
mchr@mail.mchr.state.md.us

|| MAEN OFFICE
WILLIAM DONALD SCHAEFER TOWER
6 Saint Paul Street, 9th Floor
Baltimore, Maryland 21202-1631
(410) 767-8600 1-800-637-6247
(410) 333-1841 Fax
TTY for Deaf (410) 333-1737

|| WESTERN MARYLAND OFFICE
Elizabeth Hager Center
14 N. Potomac Street
Hagerstown, MD 21740
(301) 797-8521
(301) 791-3080 Fax

|| EASTERN SHORE OFFICE
310 Gay Street, 2nd Floor
Cambridge, MD 21613
(410) 221-2565
(410) 221-2566 Fax

civil rights at the millennium: self-evident truths

To keep her seat on the bus required of Rosa Parks an extreme act of courage. The first time Harriet Tubman stood up to cruelty against a fellow slave at age 13, she received a fractured skull for it. Throughout our history, countless women, racial and ethnic minority members have had to make the choice between speaking out against discrimination and keeping their homes or jobs. Physically and mentally disabled individuals have had to accept limited access in our society because there were no laws to ensure adequate accommodation.

When Thomas Jefferson committed to paper the concept of an “inalienable truth” that all are endowed by their Creator with the right to liberty and the pursuit of happiness, simply being human was accorded status that only nobility had enjoyed until that point. However, fear, greed and ignorance defy elimination by doctrine. The enfranchisement of all who live in the United States has been a slow and painful process. Change has been precipitated by galvanizing action, sacrifice, and years of organized, tireless effort. Finally, in the twentieth century, the right of all to have equal opportunity became recognized. In Brown v. Board of Education, Thurgood Marshall, when asked to define “equal,” replied, “Equal means getting the same thing at the same time and in the same place.”

We have come forward—alone, and in numbers—people of different colors, genders, orientations, or origins, usually at great physical, emotional, or social risk, to

challenge the status quo. And, progress has been made. Women vote, and work in their choice of professions, though still frequently at lower salaries. People have equal rights, though they must often struggle to realize them. Physically and mentally disabled individuals are more in the mainstream than ever, but continue to fight for the ease of access that those without disabilities take for granted.

At the beginning of the 21st century, there is still a long way to go. Technology has moved us forward at an exponential rate, making real the fantasies of only a few decades ago. Other dreams are slower to be realized. Only fifty years ago, racial segregation was legal and defended as beneficial, women could not get credit in their own names, and disabled individuals were largely ignored as members of the community. We can see not only significant progress, but increasing momentum, as there is more freedom to speak up and it is more possible to be heard.

Laws instituted in the 20th century began to pick up where doctrine of the 18th century left off, forcing legal consequences that are gradually bringing about the necessary changes to our attitudes as we are forced to examine them—or answer for them. The State of Maryland, through the Commission on Human Relations, enforces laws that prohibit discrimination, and continues to seek ways to support, encourage and protect equal opportunity so that no one who lives or works in Maryland has to risk his life, her job, or their home to obtain fair treatment.

maryland commission on human relations

The Maryland Commission on Human Relations

enforces Article 49B, Annotated Code of Maryland. It consists of nine members appointed by the Governor for a term of six years, by and with the advice and consent of the Senate. The Commission may make surveys and studies concerning human relations, conditions, and problems. On the basis of these surveys and studies, the Commission may recommend to the Governor additional legislation or changes in existing legislation.

When any problem of racial discrimination arises, the Commission may hold a hearing to investigate and resolve the problem promptly by the gathering of the facts from all interested parties, and make necessary recommendations. The Commission also serves as an appeal board for the review of decisions of the administrative law judge.

Any time that the Commission believes that appropriate civil action is necessary to preserve the status of the parties, or to prevent irreparable harm while the complaint is brought to its final disposition, it may bring action to obtain a temporary injunction. The action is brought in the circuit court for the county where the alleged discrimination has taken place.

the commissioners

Silvia S. Rodriguez, Chairperson, was appointed to the Commission in 1982, and began her appointment as Chairperson in 1995. Ms. Rodriguez resides in Montgomery County. Her term expires in 2003.

Oretha Bridgwaters, Vice Chairperson, was appointed to the Commission in 1995. A Prince George's County resident, her term expires in 2001.

Young Choi, Ph.D. was appointed to the Commission in April 1998. Commissioner Choi is a resident of Howard County. His term expires in July 2005.

Barbara Dezmon, Ph.D. was appointed to the Commission in November 1997. She resides in Baltimore County. Commissioner Dezmon's term expires November 2001.

Norman I. Gelman was appointed to the Commission in October 1998. His home is in Montgomery County. Commissioner Gelman's term expires in July 2005.

Ernest Leatherbury was appointed to the Commission in November 1997. He resides in Somerset County. Commissioner Leatherbury's term expires in November 2005.

Rufus W. McKinney was appointed to the Commission in 1996. He is a Montgomery County resident. Commissioner McKinney's term expires in 2003.

J.M. Neville, Jr. was appointed to the Commission in November 1997. He resides in Baltimore County. Commissioner Neville's term expires in July 2005.

Thomas E. Owen was appointed to the Commission in November 1998. He resides in Harford County. Commissioner Owen's term expires in 2001.

important advances in 2000

- The Commission published the Report on Fair Housing in Maryland, which summarized the status of fair housing. The report made recommendations to the Governor and the General Assembly for improving housing and implementation of Fair Housing laws;
- The Commission provided direction and input for the strategic planning of the new Community Outreach and Education Unit;
- The Commission assisted the Montgomery County Police Department in addressing community policing and racial profiling;
- The Commission has participated in activities with the Latino community regarding issues affecting Hispanics;
- The Commission received an Equal Employment Opportunity award from the Maryland Association of Equal Opportunity Personnel;
- The Commission conducted human relations workshops throughout the State.
- The Commission worked in collaboration with other human relations commissions, non-profit organizations and agencies in Maryland.

1800

1787

U.S. Constitutional Convention places voting qualifications in the hands of the states. Women in all states except New Jersey lose the right to vote.

1830

Indian Removal Act of 1830 is passed by Congress and signed into law by President Andrew Jackson. Forcible removal of Indians from their land began in Georgia with the Cherokee Indians, and was followed by the "Five Civilized Tribes:" Seminole, Creek, Chickasaw, and Choctaw. The "Trail of Tears" spanned a ten-year period over which 70,000 indigenous Americans were forced to move west of the Mississippi.

1831

Nat Turner rebellion escalates Southern fears of slave uprisings.
• William Lloyd Garrison issues *The Liberator*, labeling slave-holding a crime.

1839

Joseph Cinquez and a group of Africans lead a revolt on the slave ship Amistad off Cuba. Three years later, the U.S. Supreme Court upheld the lower court's decision to set Cinquez and the other surviving Africans free. Chief Justice Roger B Taney was a member of this court (see 1857).

To achieve

Positive human relations between cultures and individuals;
An economic environment that facilitates profits and attracts new businesses;
National leadership in human rights and equal opportunity.

Through

Enforcement

- Investigating complaint of discrimination under Article 49B, Annotated Code of Maryland.
- Discrimination complaint is filed with or by the Commission (Individual or Systemic)
 - Matter is mediated and/or investigated. Probable Cause is or is not found.
 - If found and not resolved, litigation ensues through Office of Administrative Hearings procedure or Circuit Court. If discrimination is not found, the case is closed.

Result:

Legal consequences act as a deterrent, reducing the incidence of discrimination.

Education and Outreach

- Addressing the causes of and solutions to unlawful discrimination.
- Awareness of discriminatory practices and impact is created with information and training
 - Recipients gain knowledge of the dynamics of discrimination.
 - Knowledge reduces fear and mistrust
 - Techniques are introduced to overcome prejudice relating to cultural, ethnic, social, and physical differences.
 - Cultural change grows from changed attitudes and behaviors.

Result:

Fewer discrimination complaints are filed, bias-motivated behaviors decrease.

1850

1847
Escaped slave and abolitionist Frederick Douglass publishes the North Star, an abolitionist newspaper that advocates "Universal Emancipation."

1848
First Women's Rights convention in Seneca Falls, New York. Equal suffrage is proposed by Elizabeth Cady Stanton, and after a debate, it is adopted.

1857
The Dred Scott decision by the U.S. Supreme Court under Chief Justice Roger B. Taney asserts that no black can be a citizen under the Constitution.

1859
John Brown attempts to free slaves by force at Harpers Ferry, West Virginia.

1861
Civil War is declared over the issue of slavery and states' rights.

the commission's role

The Commission represents the interests of the State of Maryland to ensure equal opportunity for all through the enforcement of Maryland laws. The MCHR hears complaints of discrimination in employment, housing, and public accommodations under Article 49B.

Article 49B, Annotated Code of Maryland

It is unlawful to discriminate against individuals because of their race, color, creed, ancestry, religion, age, national origin, familial status, marital status, and physical or mental disability under Article 49B. In order to prevail in a discrimination case, the complainant must prove that he or she was discriminated against *because* of a protected status.

Bringing Action

The MCHR may investigate any person or entity when a complaint is filed, or when the Commission has enough evidence to proceed on its own. If probable cause is found to believe discrimination occurred, a hearing ensues. Frequently, this results in obtaining remedies in some form for the complainant. After a finding of probable cause, the MCHR becomes an advocate for the complainant on behalf of the people of Maryland. The MCHR's process is aimed at voluntarily eliminating discrimination, proceeding to litigation only as a final resort.

Steps to Complaint Resolution

In certain cases, the MCHR may offer to bring in a trained outside mediator who attempts to resolve the

complaint in a no-fault manner before an investigation is begun. If mediation fails to bring about a resolution, the MCHR proceeds with an in-depth investigation to determine whether there is probable cause to believe the allegation is true.

The complainant can pursue litigation privately in the courts if there is a finding of no probable cause. Settlement of a complaint is possible at any point throughout the proceedings.

Available Remedies

Employment. If a violation of the law is found to have occurred, the complainant is entitled to be restored as nearly as possible to the employment position he would have held but for the discrimination, including benefits, and back pay up to 36 months. Federal Law (Title VII) affords more monetary relief including unlimited back pay, compensatory and punitive damages, and attorney's fees.

Public Accommodations. The respondent, if found not to be in compliance, is required to remedy the discriminatory practice or facility which may include, when applicable, making a facility accessible to the disabled, as well as being assessed a civil penalty payable to the State's general fund.

Housing. The most extensive potential remedies are available in housing discrimination cases. Available remedies include equitable relief in purchase or rental disputes, compensatory, punitive damages, and compensation for other losses.

<p>1862 Abraham Lincoln issues the Emancipation Proclamation, following the first significant Union victory at the Battle of Antietam, near Sharpsburg, Maryland.</p>	<p>1865 Slavery is abolished in the United States as an outcome of the Civil War.</p>	<p>1866 Elizabeth Cady Stanton and Susan B. Anthony form the Equal Rights Association, an organization for black and white women and men dedicated to the goal of universal suffrage.</p>	<p>1867 Fourteenth Amendment passes Congress, which extends to all citizens the protections of the Constitution against unjust state laws. This Amendment is the first to define "citizens" as "male," the first use of the word "male" in the Constitution.</p>	<p>1868 Fourteenth Amendment is ratified. Fifteenth Amendment passes Congress, giving the vote to black men. Women petition to be included, but are turned down.</p>
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office of the general counsel

The Office of the General Counsel is the legal advisor and counsel to the agency. It is an independent law department created by the legislature in Article 49B§2 (c), Annotated Code of Maryland. The office is charged with representing the agency at all hearings and judicial proceedings in which the MCHR is a party. The attorneys in the general counsel's office handle litigation before the Office of Administrative Hearings, Commission appeal panels and State and federal appellate courts. In addition to litigation responsibilities, the General Counsel's Office provides legal opinions to the agency's staff, responds to legal inquiries from the public, drafts legislation and regulations, provides training to the agency's staff, and, upon request, to those outside the agency.

Significant Litigation

The General Counsel's Office brought many causes of action on behalf of the people of Maryland in FY 2000. Through the Office of General Counsel, the Commission seeks to address specific instances of discrimination to improve equal opportunity in employment, public accommodations, and housing.

In FY2000, an increase in public accommodation cases was seen by the general counsel's office.

Many of the cases were filed on the basis of disability. Some of these cases have been resolved through negotiations and settlements with businesses to make them accessible to persons with disabilities. For example:

- The agency worked with the State Highway Administration to make Ocean City's 7-mile-long Coastal Highway accessible to persons who use wheelchairs, by moving obstacles such as electrical utility boxes and telephone poles, and installing hundreds of curb cuts.
- In Phillips v. Covington, 9612-0607, and Phillips v. Ladies Exchange, P.A., 9612-0608, the MCHR achieved settlements with the landlord and tenant of a retail clothing store to make the entrance and dressing room accessible to people who use wheelchairs. The landlord, after being advised of the availability of a tax credit and deduction, agreed to put in an exterior ramp. The tenant agreed to put in an accessible dressing room after the pre-hearing conference.
- MCHR settled an accessibility complaint in Reuter v. Stop, Shop and Save, 9608-0185, Case No. 24-C-99-002608. The respondent agreed to make the grocery store accessible to persons who use wheelchairs by keeping the shopping cart corral gate unlocked.

1900

<p>1869 <i>Transcontinental Railroad completed at Promontory Point, Utah. Workforce of 5,000 Chinese are largely credited with forging the western end through the Sierra Mountains with their "intelligence, fidelity, and industry."</i> • Wyoming territory grants first woman suffrage since 1807.</p>	<p>1896 <i>Plessy v. Ferguson. Supreme Court established "Separate but Equal" doctrine, effectively wiping out post-Civil War advances and ushering in the "Jim Crow" era.</i></p>	<p>1909 <i>NAACP is founded after race riots in Springfield, Illinois.</i></p>	<p>1912 <i>Teddy Roosevelt's Progressive (Republican) Party becomes the first national political party to adopt a woman suffrage plank. • Oregon, Arizona, and Kansas grant woman suffrage. • New Mexico's constitution guarantees Mexican Americans the right to vote, run for office, serve on juries, and use Spanish in public documents.</i></p>	<p>1913 <i>Anti-Defamation League is founded "to stop...the demotion of the Jewish people...to secure fair treatment to all citizens."</i></p>
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- Reuter v. SuperPride, (Chase Street) 9607-0031, Case No. 24-C-99-002606; Reuter v. SuperPride, (Harford Road) 9607-0032, Case No. 24-C-99-002607: The court entered a settlement order for SuperPride to bring its store entrances into compliance with the Americans with Disabilities Act.

Two complaints of religious discrimination were resolved during the year:

- The Hagerstown Suns Baseball Club, the AAA affiliate of the Toronto Bluejays, settled a religious discrimination case in early 2000, brought by the Maryland Commission on Human Relations. The ball club halted its longstanding “Sunday Church Bulletin Discount” promotion for Sunday home games at the Municipal Stadium in Hagerstown.
- After a highly publicized, 10-year legal battle, the Commission in Kohli v. LOOC, Inc. and Domino’s Pizza, gained a favorable settlement for Prabhjot S. Kohli, who filed a charge of religious discrimination in 1988 when a pizza shop declined to hire him because of his beard. The Settlement Agreement stated that job applicants and employees “who are unable to shave their facial hair because of a tenet of their bona fide religious

beliefs are permitted to have clean, well-kept beards,” if appropriately restrained. The company announced that the new policy will apply to its nationwide network of more than 6,000 owned and franchised stores.

Training and Outreach Activities

In addition to case litigation, the General Counsel’s Office conducted training sessions and workshops for employers and employees in the private and public sectors, and in-service training for the MCHR investigative staff.

The General Counsel made presentations, organized workshops, provided training on topics such as Sexual Harassment, Americans with Disabilities Act, Civil Rights law, and the impact of Supreme Court decisions on Article 49B. This training was provided to a number of organizations including Morgan State University, the Inter-Personnel Management Association, Baltimore County Government, the Governor’s Committee on Employment of Persons with Disabilities, and the Maryland Association of Human Rights Agencies. General Counsel also presented on a panel entitled “Emerging Right to Privacy Issues in Public Sector Employment” for Personnel Law Update 2000. It also organized training presented to ReVisions Behavioral Health System, directed by Commissioner Jack M. Neville, Jr.

1925

<p>1917 <i>Congress grants citizenship to all Puerto Ricans.</i></p>	<p>1920 <i>The Nineteenth Amendment, granting women the right to vote, is ratified by the required 36 states. It becomes law on August 26, 1920.</i></p>	<p>1923 <i>The National Woman’s Party first proposes the Equal Rights Amendment to eliminate discrimination on the basis of gender. It has never been ratified.</i></p>	<p>1926 <i>Maryland General Assembly passed the Act of 1927, creating the Interracial Commission of Maryland.</i></p>	<p>1928 <i>Octaviano A. Larrazolo, former governor of New Mexico, becomes the first Hispanic to serve on the U.S. Senate.</i></p>
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The attorneys and staff of the general counsel's office collaborated, designed, and created a web page for the legal department, which provides information and links to related sites such as federal agencies, selected human rights organizations, and advocacy groups.

General Counsel Glendora C. Hughes published "Sexual Harassment Then and Now," an in-depth article on the history and evolution of Sexual Harassment Law, prevention programs and techniques, the rights of the accused and those of the alleged victim. The article was published in the May-June issue of *Maryland Bar*. She also appeared on Bottom Line, a talk show hosted by Kweisi Mfume to discuss the topic, *Racial Equality – Fact or Fiction?*; participated in a cable television production regarding Fair Housing on Catonsville Community College's Channel 72, and discussed fair housing and disability discrimination on Radio Station Heaven 600 for the Greater Baltimore Committee Housing Resource Board.

Systemic Investigations Unit

Operating within the Office of General Counsel, the Systemic Investigations Unit is now in its second year of operation. During FY 2000, the Unit, supervised by Assistant General Counsel Lee D. Hoshall, was involved in five major investigations of

mortgage lending discrimination and two major investigations of employment discrimination. The Unit also began planning procedures for all agency investigators to identify and investigate systemic cases.

The Unit outlined strategies for increasing the number of systemic investigations and studies in order to effectively identify and redress those patterns and practices of unlawful discrimination with the most significant and widespread impact on protected classes.

In FY 2000, powerful new computer software programs designed for statistical analysis and fair lending reviews were purchased and made operational. The Unit is in the process of developing a computerized database using State Equal Employment Opportunity Reports which contain data on workforce composition, hiring, promotion and termination decisions, EEO-1 Reports filed by private Maryland employers with the U.S. Equal Employment Opportunity Commission, and data on the Maryland population, labor force, and housing, available from the year 2000 census and other sources. The data will form a target selection model to screen employers for patterns and practices of unlawful employment discrimination.

<p>1929 <i>League of United Latin American Citizens is founded to defend the civil rights of Hispanics..</i></p>	<p>1933 <i>The Maryland Interracial Commission petitions Governor Ritchie to "compel law officers to protect prisoners in their care" following the lynching of a black prisoner in Princess Anne County. Legislation was drafted, but the bill was defeated in both houses.</i></p>	<p>1939 <i>The luxury liner St. Louis departs with more than 900 Jews aboard escaping Germany. The refugees are denied entry at Havana and the United States. The governments of France, Great Britain, the Netherlands, and Belgium grant them temporary haven. The majority were eventually sent to concentration camps.</i></p>	<p>1939 continued. <i>The Interracial Commission opposes the Maryland "Jim Crow" law which requires separate cars for blacks and whites on railroads within the State. Commission's name was changed to "Commission to Study the Problems Affecting the Colored Population."</i></p>	<p>1940 <i>Kenneth B. Clark publishes a study entitled The Genesis of Racial Identification and Preferences in Negro Children, citing "The Doll Test" in which most black children preferred the white doll, and attributed the most positive characteristics to the white over the black doll. The study was used as a key piece of evidence in the 1954 <u>Brown vs. Board of Education</u> case.</i></p>
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case processing division

The Case Processing Division provides complaint intake, investigation, and processing services. The division contains five units: three Investigations Units, whose staff specializes in employment, public accommodations, or housing discrimination; Case Control and Mediation Services; and Field Operations. In order to reach and serve the public effectively and make services accessible throughout the State, the MCHR established field offices on the Eastern Shore, and in Southern and Western Maryland, in addition to its central office in Baltimore. The Case Processing Division is charged with investigating each complaint of unlawful discrimination it receives, and working with the General Counsel's office to determine probable cause.

The division receives complaints directly from individuals who believe they have been unlawfully discriminated against, and also processes cases for the U.S. Department of Housing and Urban Development (HUD) and the Equal Employment Opportunity Commission (EEOC).

Complaints and Closures

During FY 2000, Case Processing received a total of 1003 individual charges of discrimination.

Charts I and II (pages 12 and 13) show distribution of charges received by county and basis of complaint. During FY 2000, Case Processing closed a total of 1,049 individual cases (see Charts III, IV, and V).

	Intake	Closures
Employment	770 (77%)	848 (81%)
Housing	131 (13%)	105 (10%)
Public Accom.	102 (10%)	96 (9%)
TOTAL	1,003 100%	1,049 100%

Highest Quality Investigations

An increase in closures for HUD and EEOC contracts in 1999 garnered increased funding from the federal agencies in 2000. Federal contracts in FY 2000 totalled \$650,514. According to federal audits, the MCHR demonstrates superior quality investigations in employment and housing cases, with an acceptance rate that is among the highest in the nation.

Obtains 50% Increase in Benefits for Marylanders

During FY 2000, Case Processing obtained, directly, or in coordination with the Office of the General Counsel, a 50% increase over FY1999 in the level of remedies achieved: \$506,400 in remedies were directly provided to the people of Maryland.

- **The Field Offices Unit** maintains full service offices in Hagerstown, Cambridge, Salisbury and Leonardtown with satellite offices in Prince Frederick, Hughesville, Frederick, Cumberland and Oakland. The Unit has a supervisor and five investigators. The Field Offices Unit provides a wide diversity of services: intake, investigations, settlement and education programs in their respective geographic areas.
- **The Housing/Public Accommodations Unit** provides the same variety of services as the Field Offices, with a focus on cases of alleged housing or public accommodations discrimination. The Unit has developed an excellent relationship with the United States Department of Housing and Urban Development and, as a result, the contractual work performed for HUD provided over \$238,000 in funding to enforce the fair housing statute in Maryland. The Unit also conducts nearly all of the investigations of cases filed under the Public Accommodations provisions of Article 49B. As a result of the work of this Unit, the Commission has made significant progress in the area of improving accessibility in public places throughout the State. The Unit has a supervisor and seven investigators.
- **Employment Units.** There are two Investigative Units headquartered in the Baltimore office that conduct approximately 65% of the MCHR employment discrimination investigations filed individually and through EEOC. Each Unit has a supervisor and five investigators. The Units provide all intake, investigative and settlement services in the Central Maryland Area.
- **The Case Control Unit** is staffed by a supervisor, EEO assistant, receptionist, and clerk. This Unit provides clerical and support services for all case processing and investigation activities.

total intake - chart I

frequency by county - chart II

BASIS	E	PA	H
Race:			
Black	296	46	57
White	26	4	0
Other	8	2	0
Sex:			
Female	168	11	5
Male	55	2	4
Age:			
	91	0	0
Disability:			
	34	31	33
Retaliation:			
	116	0	2
Religion:			
	14	1	25
National Origin:			
Hispanic	6	1	2
Other	42	2	24
Familial Status:			
	NA	NA	17
Color:			
	4	0	6
Other:			
	14	2	2
TOTALS:			
	874	102	177

Region County	E	PA	H	TOTAL
Western				
Allegany	12	1	3	16
Frederick	23	2	4	29
Garrett	1	0	0	1
Washington	49	4	0	53
Central				
Anne Arundel	66	8	8	82
Baltimore City	184	34	21	239
Baltimore	128	19	38	185
Carroll	5	9	3	17
Harford	21	2	2	25
Howard	43	1	17	61
Montgomery	26	11	12	49
Prince George's	35	8	11	54
Southern				
Calvert	12	1	1	14
Charles	15	1	2	18
St. Mary's	35	0	1	36
Eastern Shore				
Caroline	6	0	2	8
Cecil	5	0	1	6
Dorchester	13	1	2	16
Kent	3	0	0	3
Queen Anne's	6	0	1	7
Somerset	7	0	0	7
Talbot	13	0	1	14
Wicomico	50	0	1	51
Worcester	12	0	0	12
TOTALS				
	770	102	131	1003

Employment, Public Accommodation and Housing Cases (charges filed in Fiscal Year 2000 according to alleged basis of discrimination).

1950

1941
President Franklin Roosevelt signs Executive Order number 9066 under which 110,000 Americans of Japanese ancestry were taken from their homes and forced into concentration camps. Their property was confiscated and sold by the Federal Government. Over 2,000 of Japanese ancestry are forcibly brought to the U.S. from Peru and other Latin American countries to trade for American prisoners of war.

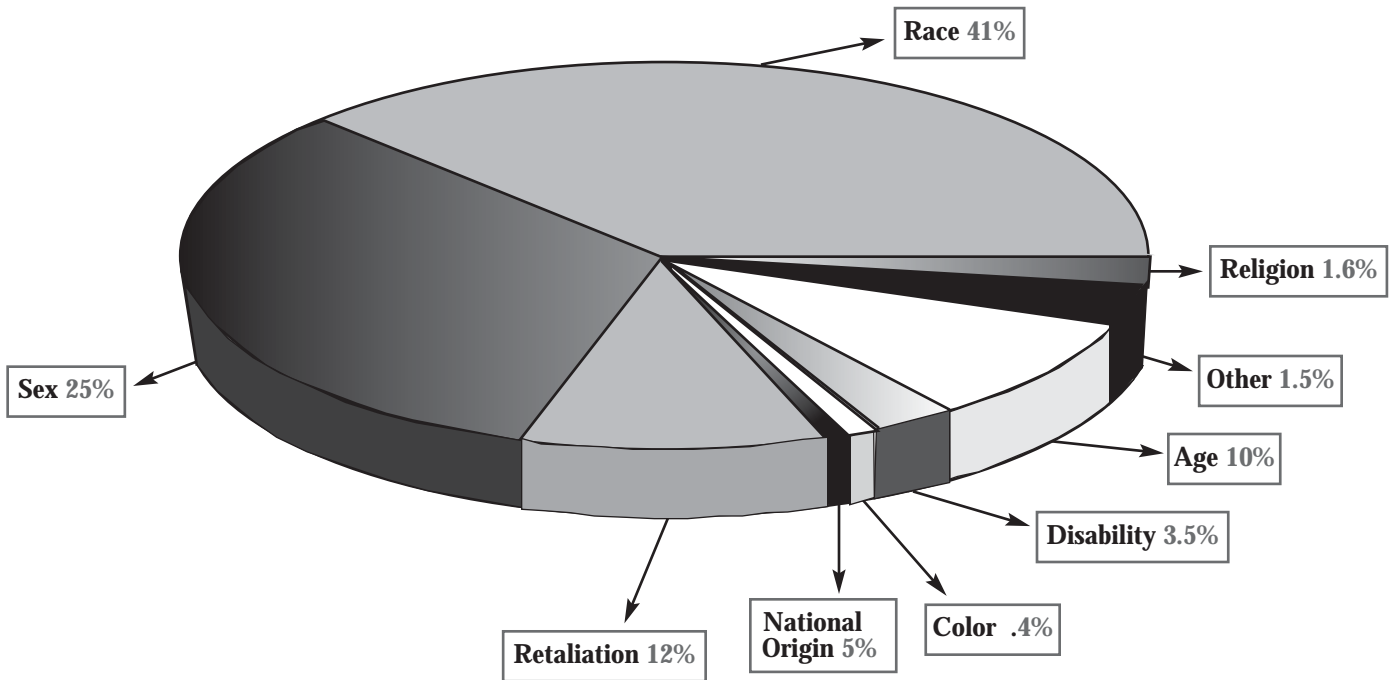
1945
The International Military Tribunal in Nuremberg places on trial the leadership of the Thousand-Year Reich; Martin Bormann, Rudolph Hess, Hermann Goering, Albert Speer, and others. They are charged with offenses against humanity committed on racial grounds, including medical experimentation that maimed and murdered countless concentration camp inmates, physical torture of unimaginable cruelty, and the mass executions of Jews.

1948
President Harry Truman institutes fair employment practices in civilian agencies and armed forces, to provide for equality of treatment and opportunity without regard to race, color, religion, or national origin.

1951
The Maryland Senate re-institutes the Interracial Commission as the "Commission on Interracial Problems and Relations," and is empowered by the authority of Governor McKeldin to investigate the segregated seating policies of Ford's Theater. During the next two years, the Commission is in the vanguard of the movement to eliminate segregation in Baltimore.

employment discrimination - chart III

BASES DISTRIBUTION (848 CASES CLOSED)*



In fiscal year 2000, the MCHR closed 848 Employment discrimination cases, up 3% from last year. The highest percentage of employment discrimination cases continues to be race-based, and predominantly Black. This year, employment discrimination case closures based on race filed by Blacks totalled 12% more than last year. The second highest comparison was Sex discrimination, with Retaliation and Age third and fourth, respectively.

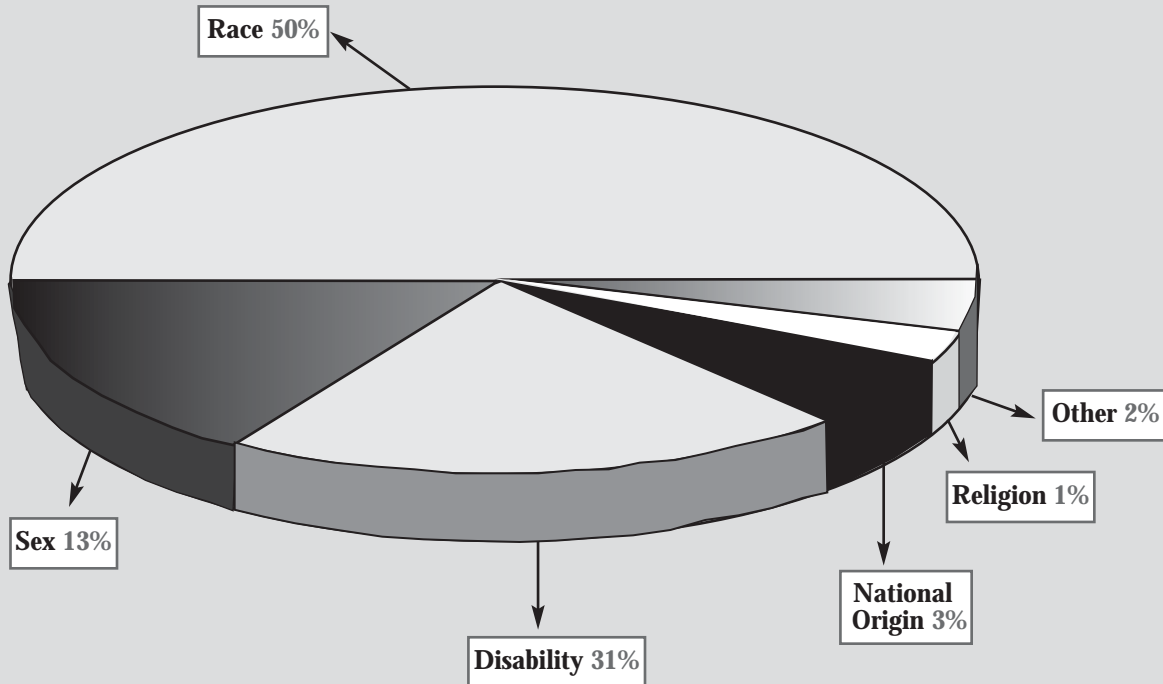
Race	Sex	Retaliation	Age	Disability	National Origin	Religion	Other	Color
Black 340	Female 179	116	91	32	Hispanic 7	Seventh Day	13	4
White 30	Male 57				Other 41	Adventist 3		
Asian 3						Jewish 3		
Amer. Indian/ Alaskan 1						Protestant 2		
Other 6						Muslim 1		
						Other 6		

* Note: Cases may be filed on more than one basis; totals of complaint bases exceed closures.

<p>1952 Congress changes Puerto Rico's status from protectorate to commonwealth.</p>	<p>1953 An Interracial Commission resolution recommending the lifting of color bans throughout Maryland's legitimate theaters is issued. Ford's theater quickly complies.</p>	<p>1954 Black opera singer Marian Anderson is denied access as an overnight guest by Baltimore hotel keepers, underscoring segregation concerns. • The Commission's "Community Self-Survey" is completed through the efforts of thousands of black and white Marylanders, catapulting the Commission into the national limelight.</p>	<p>1954 continued. The U.S. Supreme Court rules segregation unconstitutional in <i>Brown vs. Board of Education</i>. The case was part of a strategy to desegregate schools, led by Thurgood Marshall. The opinion specifically cited the Clark report (1940).</p>	<p>1955 Rosa Parks is arrested for refusing to give up her seat to a white person in Montgomery, Alabama, providing a case to test the city's segregation laws. The African American community, through the Montgomery Improvement Association (MIA), led a boycott of the buses. Martin Luther King, Jr. was chosen as the first MIA leader. • The Maryland Commission on Interracial Problems and Relations issues a report "An American City in Transition." The Baltimore Self Survey of Intergroup Relations becomes the basis of a CBS documentary called "The Search."</p>
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public accommodation - chart IV

BASES DISTRIBUTION (96 CASES CLOSED)*



In fiscal year 2000, the MCHR closed 96 Public Accommodation cases, up 32% from 1999. The highest percentage of public accommodation cases continues to be racially-based, and predominantly Black. Disability actions accounted for the second highest percentage, nearly tripling from 1999.

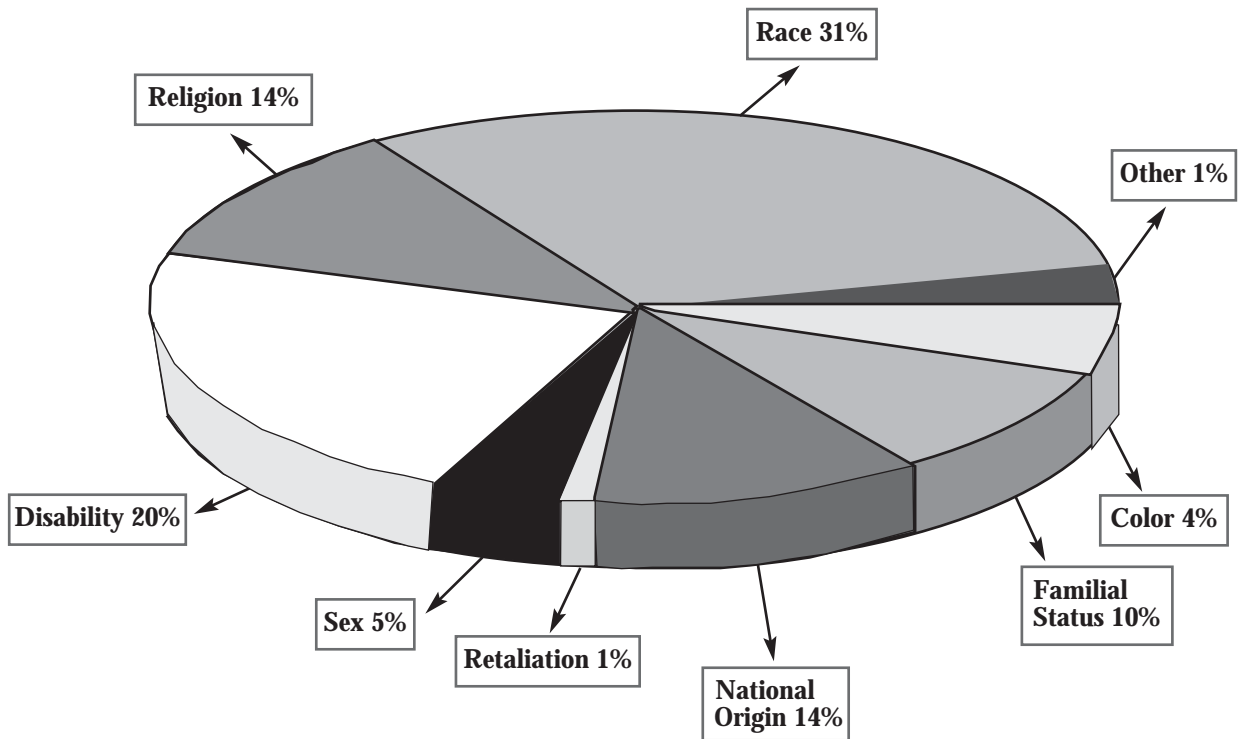
Race	Sex	Disability	National Origin	Religion	Other
Black 46	Female 11	32	Hispanic 1	Jewish 1	2
White 4	Male 2		Other 2		
Other 2					

* Note: Cases may be filed on more than one basis; totals of complaint bases exceed closures.

<p>1957 Baltimore City hotels drop their color ban for black athletes and convention delegates.</p>	<p>1960 Four freshman from North Carolina Agricultural and Technical College in Greensboro N.C. sat down at the lunch counter of the F.W. Woolworth store where they were refused service. Despite verbal and physical abuse they stayed until closing. Their bravery led to integration in many stores even before the passage of the Civil Rights Act of 1964.</p>	<p>1961 Freedom Riders, organized by the Congress of Racial Equality (CORE) ride through the South seeking integration of the bus, rail, and airport terminals. Violence, disturbances, and arrests result from the staged sit-ins. • Robert M. Bell, who later becomes Maryland's Chief Justice of the Court of Appeals, is arrested at Hooper's Restaurant in Baltimore while protesting the owner's policy of not serving "Negroes."</p>	<p>1962 A federal court's order to the University of Mississippi to accept James Meredith is followed by days of rioting. Meredith graduated without incident the following August (He had earned college credits elsewhere.) • Casar Chavez organizes the National Farm Workers Association.</p>	<p>1963 More than twice the expected number participate in the March on Washington, during which more than two hundred thousand called on President Kennedy and the Congress to provide equal access to public facilities, quality education, adequate employment, and decent housing for African Americans. Martin Luther King delivers his famous "I Have a Dream" speech. • NAACP leader Medger Evers is murdered at his home in Jackson, Mississippi.</p>
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housing discrimination - chart V

BASES DISTRIBUTION (105 CASES CLOSED)*



In fiscal year 2000, the MCHR closed 105 Housing discrimination cases. The highest percentage of Housing discrimination cases continues to be race-based, and predominantly Black. Disability actions accounted for the second highest percentage totalling 50% more than last year.

Race	Sex	Disability	Religion	Retaliation	National Origin	Familial Status	Color	Other
Black 56	Male 5 Female 4	Mental 6 Physical 27 Both 2	25	2	Hispanic 2 Other 24	18	7	2

* Note: Cases may be filed on more than one basis; totals of complaint bases exceed closures.

<p>1964 President Lyndon Johnson signs the Civil Rights Act of 1964 into law, which prohibits discrimination on the basis of race or ethnic background, and establishes affirmative action programs to remove effects of discrimination.</p>	<p>1965 Voting Rights Act of 1965 signed into law, prohibiting states from using literacy tests and other techniques to keep African Americans from voting. Passage of the act created a significant change in the status of African Americans throughout the South, and helped increase the number of registered black voters from 23% to 69%. • Malcolm X is murdered.</p>	<p>1966 James Meredith, the first black student to graduate from "Ole Miss," was shot soon after commencing the 220-mile "March Against Fear" that was to have demonstrated the positive changes in the racial climate. Civil rights leaders continued the march from the point at which Meredith fell. • National Organization for Women (NOW) is founded.</p>	<p>1967 Thurgood Marshall becomes the first African-American appointed to the Supreme Court.</p>	<p>1968 The Ford Foundation funds the Mexican American Legal Defense and Educational Fund. • President Lyndon B. Johnson signs into law Title VIII of the Civil Rights Act of 1968, also known as the Fair Housing Act.</p>
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fair housing in Maryland

Motivated by great concern about fair housing in Maryland, the Commission exercised its mandate as stated in Article 49B, Section 3, to “make surveys and studies concerning human relations, conditions, and problems” to hear the concerns of people throughout the State about housing in Maryland. With the support of Governor Glendening and the General Assembly, the Commission held a series of public hearings to assess the status of fair housing. After careful review and study of the information, the Commission merged the public hearings testimony, systemic research, and reported concerns to produce a report in Spring, 2000. The report summarized the findings, and made recommendations to the Governor and General Assembly.

The hearings were held in Salisbury, Cumberland, Frederick, Towson, and Largo for surrounding counties. Those who testified were private individuals, and advocates for fair housing who represented constituencies across the State. They included federal, state and local governmental agencies, private organizations, human rights and housing advocates.

More than 300 persons attended the five hearings. Those who testified offered first-hand descriptions of substandard living conditions lacking in the most basic necessities, overcrowded units, and retaliation from landlords. Governmental agencies, and private and non-profit organization representatives detailed pressing concerns about obstacles to fair housing. Generally, the issues raised at the hearings fell into the following categories:

- Continuing housing discrimination throughout Maryland toward all protected classes as identified in Article 49 B, Annotated Code of Maryland: primarily race, color, and physical disability;
- Housing discrimination based on sexual orientation and source of income;

- Significant gaps in available adequate housing and enforcement of livability codes in Western Maryland and Eastern Shore counties.
- Poor physical condition of housing, and substandard living conditions;
- Lack of affordable housing throughout the State;
- Insufficient employment opportunities for unskilled workers, particularly on the Eastern Shore and in Western Maryland;
- Lending discrimination based on race and ethnicity at all income levels;
- Predatory lending practices throughout the State, particularly in Baltimore City.
- Difficulty establishing title on inherited property. Without clear title, established property owners are unable to use their property as collateral for home-improvement and other types of loans without resort to the courts.

Fair Housing concerns reflected the demographic and geographic influences of the respective regions. The hearings helped the Commission to identify obstacles to housing choices as they exist throughout Maryland, and focused areas for further systemic research. In addition, the hearings targeted specific needs for education and outreach efforts. These efforts can assist housing providers and the public with the necessary information to avoid discrimination, and to pursue avenues of redress.

<p>1969 <i>The Stonewall demonstration in New York City sparks the beginning of the Gay Rights movement in the U.S.</i></p>	<p>1970 <i>Herman Badillo becomes the first Puerto Rican elected to the U.S. House of Representatives, representing New York.</i></p>	<p>1971 <i>NOW becomes the first major women's organization to support lesbian rights.</i></p>	<p>1973 <i>The U.S. Supreme Court unanimously upholds the constitutionality of busing as a means to dismantle the "dual school system of the South."</i> • <i>The U.S. Supreme Court issues a consent decree requiring AT&T to hire more blacks and women.</i></p>	<p>1974 <i>Congress passes the Equal Educational Opportunity Act, making bilingual education available to public school students.</i></p>
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outreach and education

Maryland's economy, as that of many other states, continues to shift from a manufacturing and agricultural-based economy to a technological and service-based economy. This dramatic shift has not only impacted fundamental business climates, but has caused significant shifts in Maryland's population as greater numbers of Asians, Hispanics, African-Americans and other cultural, racial and ethnic groups, as well as disabled individuals, now live and work in the State. The need for information, partnerships, training, and pro-active support for inclusion of all Marylanders in employment, public accommodations, and housing has always been pressing, but never more than now. In FY 2001, the MCHR will reinstitute an education and outreach unit to complement its enforcement activity, disseminate information and provide technical assistance to all its constituents.

The Community Outreach and Education Unit will provide the resources to better assist individuals, evolving and established businesses, service providers, as well as state and local government, in developing discrimination-free policies, practices, and environments, by fostering dynamic and diverse communities.

The objectives of the COEU will be accomplished with public information, instructional packages and training which are customized to the specific audiences they are intended to serve.

In re-establishing the outreach unit, the agency formalized its activities to eliminate discrimination through attitudinal change as a way to promote positive human relations in the State.

1975

<p>1975 <i>The National Association of Latino Elected and Appointed Officials (NALEO) is established to promote Hispanic representation in all levels of government.</i></p>	<p>1978 <i>The U.S. Supreme Court unanimously supports affirmative action programs that remedy "past discrimination in employment."</i></p>	<p>1989 <i>Douglas Wilder of Virginia becomes the nation's first African-American to be elected state governor.</i> • <i>Dr. Antonia Novello of Puerto Rico becomes the first woman and first Hispanic to serve as Surgeon General of the United States.</i></p>	<p>1990 <i>Americans with Disabilities Act, intended to make American society more accessible to people with disabilities, is signed into law.</i></p>	<p>1991 <i>Civil Rights Act is signed into law, removing restrictions for women and minorities to prove discrimination. The Act made all forms of racial discrimination in employment, including post-hire employment actions unlawful, and introduced compensatory and punitive damages as available remedies. The Act also changes the method of proving disparate impact.</i></p>	<p>1995 <i>In <u>Adarand Constructors vs. Peña</u>, the Supreme Court limits affirmative action programs to cases of proven discrimination.</i></p>
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The Maryland Commission on Human Relations' budget appropriation for FY2000 reflected funding to fulfill increasing needs throughout the State. Through the support of the people of Maryland, including Governor Glendening and the General Assembly, the MCHR is able to maintain its excellent reputation while seeking new ways in which to enhance services. In FY 2000, the agency continued to implement and conduct programs to improve its role in eliminating discrimination through all of its activities, including the Systemic Investigations Unit. The MCHR continues to leverage its technological capabilities to improve staff efficiency and effectiveness, and provide services to the public through the worldwide web. The Commission looks forward to receiving the increased funding to meet the needs of Maryland's increasingly diverse population in an expanding economic environment.

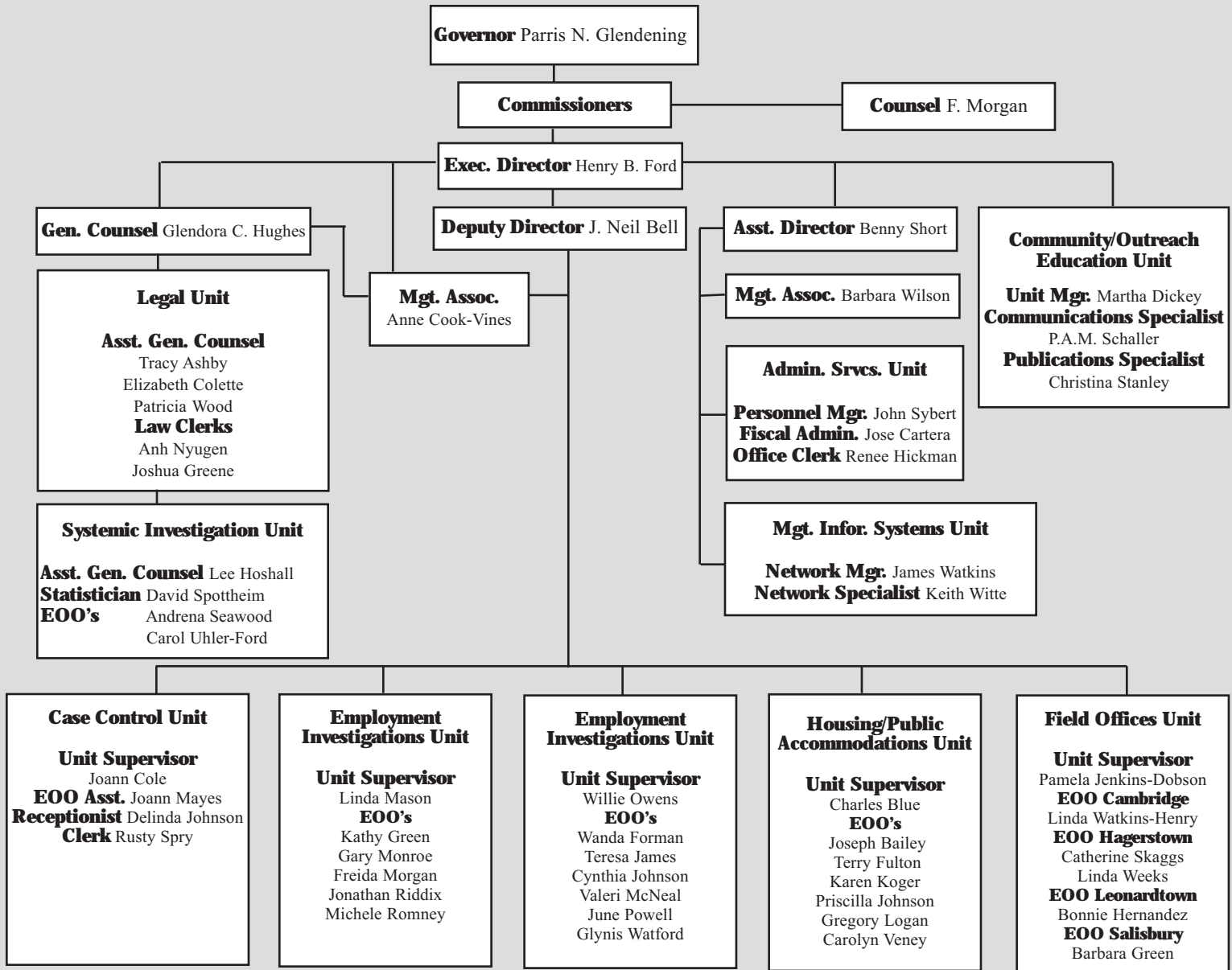
Fiscal Years	1998	1999	2000
Total State General Funds	\$1,957,759	\$2,272,659	\$2,366,482
Federal Funds			
HUD	314,703	230,059	274,321
EEOC	497,621	338,330	377,362
Total Federal Funds	\$ 812,324	\$ 568,389	\$ 651,683
Grand Total	\$2,770,083	\$2,853,548	\$3,018,165
Expenses			
Staffing	2,255,405	2,424,255	2,611,976
Operating	514,678	429,293	406,189
Grand Total Summary	\$2,770,083	\$2,853,548	\$3,018,165
Staff Positions			
Authorized Permanent	45	49	50
Contractual	1	1	1
Total Positions	46	50	51

2000

<p>1996 Gov. Parris N. Glendening appoints Robert N. Bell Chief Judge of the Maryland Court of Appeals (see 1961).</p>	<p>1998 U.S. Department of Justice formally apologizes to those of Japanese ancestry forcibly moved to internment camps in the U.S. during WWII, and provides \$5,000 in compensation for each. President Clinton comments, "We understand that our nation's actions were rooted in racial prejudice and wartime hysteria, and we must learn from the past and dedicate ourselves as a nation to renewing and strengthening equality, justice and freedom."</p>	<p>1999 Gov. Parris N. Glendening urges passage of legislation that will provide equal protection for gays and lesbians in employment, public accommodations and housing. It is the first time in U.S. history that a sitting governor advocates for gay rights. The legislation passed the House of Delegates, but not the Senate. • The Vermont Supreme Court rules that gay and lesbian couples are entitled to the same protections and benefits given to male-female married couples.</p>	<p>2000 Kevin Gover, head of the Federal Bureau of Indian Affairs, apologizes for the BIA's legacy of racism and inhumanity" that included massacres, deliberate spread of disease, forced relocations of tribes and attempts to wipe out Indian languages and cultures, and vows to "accept the moral responsibility of putting things right."</p>	<p>2000 continued. The struggle for equal opportunity continues for all.</p>
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organization chart

(current December 2000)



EEO - Equal Opportunity Officer

Timeline Sources:

The U.S. Holocaust Memorial Museum: "Voyage of the St. Louis"
U.S. State Department Report, December 1999; "Ethnic Cleansing in Kosovo: An Accounting"
Dallas Morning News, Dec. 21, 1999; "Vermont court rules for same-sex benefits"
Hispanic Business, April 1999
World War II; "Final Chapter for the Thousand-Year Reich"
Indian Time Newspaper, September 15, 2000; Text, Kevin Goven Speech
CNN, June 12, 1998; "U.S. to pay Japanese Latin-Americans killed during WWII."
Chinese Historical Society of America
Indian Removal Act of 1830
Library of Congress; "African-American Odyssey: The Civil Rights Era."
U.S. Equal Employment Opportunity Commission, United States Civil Rights Act of 1991
Liberty Online Hypermall; The Emancipation Proclamation; 1862, Abraham Lincoln.
New York Times, April 21, 1971, July 4, 1978, January 25, 1993.
National Archives Records Administration Digital Classroom project; "The Woman Suffrage Movement"
The National American Woman Suffrage Association
U.S. Department of Justice; "The Americans with Disabilities Act: A Brief Overview"
The Age Discrimination in Employment Act of 1967; The U.S. Equal Employment Opportunity Commission
Black Americans of Achievement series, "Thurgood Marshall, Supreme Court Justice"
National Association for the Advancement of Colored People
National Organization for Women
Anti-Defamation League



**MARYLAND COMMISSION
ON HUMAN RELATIONS**

MAIN OFFICE

**6 ST. PAUL STREET, 9TH FLOOR
BALTIMORE, MD 21202-1631
PH.: (410) 767-8600 OR (800) 637-6247
FAX: (410) 333-1841
e-mail: mchr@mail.mchr.state.md.us**

WESTERN MARYLAND OFFICE

**ELIZABETH HAGER CENTER
14 N. POTOMAC ST., LOWER LEVEL
HAGERSTOWN, MD 21740
PHONE: (301) 797-8521
FAX: (301) 791-3060**

EASTERN SHORE

**310 GAY STREET, 2ND FLOOR
CAMBRIDGE, MD 21613
PHONE: (410) 221-2565
FAX: (410) 221-2566**

LOWER EASTERN SHORE

**SALISBURY DISTRICT COURT
MULTI-PURPOSE CTR.
201 BAPTIST STREET, SUITE 33
SALISBURY, MD 21801
PHONE: (410) 548-3243
FAX: (410) 334-3455**

SOUTHERN MARYLAND

**JOSEPH D. CARTER CENTER
P.O. BOX 653
LEONARDTOWN, MD 20650
PHONE: (301) 475-4118
FAX: (301) 475-4119**

For more information on any of the material presented in this annual report, please call (410) 767-8600, or 1-800-637-6247, or visit our website at <http://www.mchr.state.md.us>.

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