



PRINCE GEORGE'S COUNTY
OFFICE OF
**HUMAN
RIGHTS**
Embracing Diversity.
Pursuing Justice.



Annual Report
FY2021
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WELCOME

Fiscal Year 2021 ran from July 1, 2020 through June 30, 2021. You hardly need us to tell you it was a difficult year – for individuals, for communities, for our country, for the world. We were struck through it all by the kindness of others. Community members rallied. You fed your neighbors. You donated to fundraisers. Sometimes you asked for help and sometimes you gave help. COVID-19 continues to remind us of all that it means to be human. We are both vulnerable and resilient. Anxious and brave. Needy at times and at others full of support. The Prince George's County Office of Human Rights celebrates the human, all that you are, and all that you do. Thank you for the gifts you bring to your home, your family, your neighborhood, and our world.

This year our office experienced changes, not the least of which is our name change. When our agency was founded in 1972, we were called the Human Relations Commission – and isn't that so foundational to the work that we do? Human Relations. Building and supporting meaningful relationships across diverse peoples. But as time changes so does language, and we are excited to embrace our new chapter under the banner of the Office of Human Rights. This new name both reflects our long-standing mission and provides clarity, for those less familiar with the phrase Human Relations, on exactly who we are. We are your Office of Human Rights.¹

¹ While the office was rebranded to the Office of Human Rights effective July 1, 2021, the Commission remained the Human Relations Commission. As of October 1, 2021 the Human Relations Commission will officially be named the Human Rights Commission.

EXECUTIVE DIRECTOR'S LETTER



Dear Prince Georgians:

When we began Fiscal Year 2021, on July 1, 2020, we could not have predicted how it would go. We did not know that we were in what turned out to be the early stages of the pandemic and not, as we hoped, the beginning of the end. It is a year later, and we find ourselves individually and collectively still in a type of pause: we wonder when and if things will return to “normal”, and if there is not a return to what was once familiar, what will the new world that we are living in be, how will we find it, and how will it find us.

We also are in a moment of re-consideration. Perhaps we do not want the world to return to that “normal”, whatever it was. Perhaps, as unwelcome as it has been, the collective pause of the pandemic has also allowed us to reconsider what matters, the ways that we do business, and the very constructs of our society as a whole.

For us in the Office of Human Rights, we remain both agile and in flux. The pandemic moved much of our work, from intake to investigations to outreach, into the virtual space. We have learned the value of that space, how virtual appointments increase accessibility, how virtual outreach – while having the loss of face-to-face, in-person interactions and relationship-building – allows for more participants, allows for more people to benefit from the wisdom and the honesty of presenters. We have spent the last year growing our programs, from enhancing language access to County services to continuing active anti-human trafficking efforts across the County and our region to conducting robust and detailed investigations into complaints of discrimination. Public hearings that had been postponed initially due to the pandemic resumed in FY2021 and will continue in the virtual space for FY2022.

We are here to serve you, the residents of Prince George's County. If you or someone you know has been subjected to discrimination or harassment, call our office. If you would like to learn more about how you can work to stop human trafficking, if you're curious about language access, if you'd like to be involved in our outreach and anti-hate/bias efforts, reach out. In the meantime, I invite you into our annual report for Fiscal Year 2021, which will show you the work of our office and our team's ongoing efforts to make Prince George's County a welcoming, safe place for all who live, work, and play here.

Renée Battle-Brooks, Esq.

MISSION AND VISION

MISSION STATEMENT

The Prince George's County Office of Human Rights is committed to the pursuit of justice for those harmed by discriminatory behavior, predatory acts, and denial of services through thorough investigations; a cohesive response to human trafficking through its Task Force; enforcement of language access to equal government services for all; and robust education and outreach to build community and to reduce incidents of hate, bias, and violence.

VISION STATEMENT

The Office of Human Rights champions a better tomorrow by embracing diverseness while pursuing justice for those harmed by civil and human rights violations.

LEGISLATIVE INITIATIVES

During FY2021, the Agency contributed great efforts to re-instilling the value and significance of a stand-alone civil rights agency. Specifically, through the passage of CB-11-2021 and CB-12-2021, the Agency's new name is the Office of Human Rights, the County's civil and human rights education and enforcement agency. Part of this name change also includes a restructure: identifying five mandates of the Agency (investigations of allegations of discrimination; leading a coordinated collaborative response to sex and labor trafficking through the Prince George's County Human Trafficking Task Force; overseeing an immigration defense program for detained Prince Georgians; implementing and managing equal access to County services regardless of English proficiency through the Language Access Compliance Program; robust outreach and engagement programming to build community and to reduce incidents of hate, bias, and violence); and a renewed ability to function as an independent Agency within Prince George's County government. This rebranding will clarify the mission of the Office of Human Rights, allowing us to continue our service to citizens who work, live, and play in Prince George's County.

As an Agency, the Office of Human Rights has also contributed to other statewide legislation that assists in furthering the mission of our office, such as:

Bill Number	Bill Title	Purpose of Bill	Effective Date
HB1/ SB1	Historically Black Colleges and Universities – Funding	Requiring the Maryland Higher Education Commission to establish a new unit to assist in evaluating and reviewing certain proposals for new programs and substantial modifications of existing programs; requiring the Governor, for fiscal years 2023 through 2032, to include in the annual State operating budget \$577,000,000 to be allocated to certain historically black colleges and universities; establishing the Historically Black Colleges and Universities Reserve Fund; requiring the Cigarette Restitution Fund to include a separate account; etc.	Upon Enactment
HB15/SB85	Creating Governor's Office of Immigrant Affairs	Creating the Governor's Office of Immigrant Affairs, subject to the availability of funding, to establish a network of neighborhood-based centers providing immigrant services, assist law enforcement in combatting crimes against immigrants, and promote civic and economic participation among immigrants; requiring the Director to submit a report to the Governor and the General Assembly by June 15 each year describing calls received by the Office, the number of immigrants assisted, and all other relevant information; etc.	10/1/2021
HB90/SB687	State and Local Housing Programs - Affirmatively Furthering Fair Housing	Requiring the Department of Housing and Community Development to report to the General Assembly and the Governor by December 1, 2023, and every 5 years thereafter, on the efforts by the State, political subdivisions, and housing authorities to promote fair housing choice and racial and economic housing integration; requiring the Department of Planning, in consultation with the Department of Housing and Community Development, on request of a local jurisdiction, to provide certain technical assistance; etc.	10/1/2021, 1/1/2022

HB128/ SB220	Criminal Law - Hate Crimes - Protected Groups and Penalties	Altering the term "sexual orientation" in the context of hate crimes; including gender identity in the list of characteristics on the basis of which a person may not commit certain acts; authorizing a court to require an offender convicted of hate crimes to complete an antibias education program in addition to any other penalties imposed; requiring the University System of Maryland to manage the development of an antibias education program by January 1, 2023; etc.	10/1/2021
HB130	Commission on LGBTQ Affairs – Established	Establishing the Commission on LGBTQ Affairs in the Governor's Office of Community Initiatives; providing for the appointment, qualifications, terms, removal, and resignation of Commission members; requiring the Commission to elect annually a chair and vice chair; authorizing the Commission to appoint a director; establishing that the director is a special appointment; requiring publication of an annual report to include recommendations on policies for LGBTQ adults and youth to end discriminatory practices in the State; etc.	10/1/2021
HB231/ SB46	Crimes - Mitigation and Defense - Race, Color, National Origin, Sex, Gender Identity, or Sexual Orientation	Establishing that the discovery or perception of, or belief about, another person's race, color, national origin, sex, gender identity, or sexual orientation, whether or not accurate, does not constitute legally adequate provocation to mitigate a killing from the crime of murder to manslaughter nor is it a defense to the crime of assault in any degree.	10/1/2021
HB257/ SB236	Maryland Commission on Civil Rights - Employment Discrimination – Reporting	Requiring the Maryland Commission on Civil Rights to include a review of certain data and recommendations, if any, for policy changes to address discriminatory trends noted in the data in its annual report; requiring certain county offices of civil rights, or other appropriate agencies, to report certain information relating to complaints of employment discrimination to the Commission; making the reporting requirement applicable only in certain counties; etc.	10/1/2021
HB290/ SB455	Employment Discrimination - Time for Filing Complaints	Extending from 6 months to 300 days the time periods within which a person claiming to be aggrieved by certain discriminatory acts is required to file a complaint with the Commission on Civil Rights; and providing that a complaint filed with a local human relations commission within certain time periods is deemed to have complied with certain provisions of the Act.	10/1/2021
HB297	Maryland Lynching Truth and Reconciliation Commission - Reporting and Sunset Extension	Extending the time for the submission of the final report to December 1, 2023, of the Maryland Lynching Truth and Reconciliation Commission and extending the termination date for the Commission to June 30, 2024.	10/1/2021
HB309/ SB565	Public Health - Data - Race and Ethnicity Information	Altering a certain provision of law requiring the Maryland Office of Minority Health and Health Disparities to collaborate with the Maryland Health Care Commission to publish a report card that includes racial and ethnic composition data on individuals who hold a license or certificate issued by a health occupations board, rather than only physicians; requiring the Office, as permitted by certain privacy laws, to respond to requests for health data that includes race and ethnicity information within 30 days of receipt of the request; etc.	10/1/2021

SB127	Institutions of Higher Education - Use of Criminal History in Admission - Modifications	Prohibiting an institution of higher education from using certain third-party admissions application information about the criminal background of the applicant to deny admission; altering a certain process in using certain information about an applicant's criminal history to make a determination regarding the applicant's access to campus residency; and authorizing an institution of higher education to develop a process for determining or restricting access to campus residency for certain students convicted of certain crimes.	7/1/2021
SB610	Lodging Establishments – Accessible Rooms for Individuals with Disabilities – Deadlines	Altering the dates by which certain percentages of accessible rooms in a lodging establishment are required to be furnished with a bed of a certain height.	10/1/2021
SB689	Office of Small, Minority, and Women Business Affairs - Duties of the Special Secretary - Minority Business Enterprises	Expanding the duties of the Special Secretary for the Office of Small, Minority, and Women Business Affairs to include establishing a mentorship program, conducting a feasibility study for creating a technical assistance program to provide support to minority businesses in bids for procurement contracts, providing certain training and educational opportunities for nonminority prime contractors on their responsibilities with respect to minority businesses, and establishing a certain annual awards program; etc.	10/1/2021
SB697	State Procurement - Minority Business Enterprise Program - Participation by Gender or Race	Repealing a prohibition on counting a certain minority business enterprise as both a woman-owned business and a business owned by a member of an ethnic or racial group for purposes of the State Minority Business Enterprise Program; and requiring the Board of Public Works to adopt certain regulations.	10/1/2021

INVESTIGATIONS

The Office of Human Rights conducts investigations into complaints of civil rights violations in the areas of employment, housing and residential real estate, public accommodations, education, law enforcement, and commercial real estate. The investigative team consists of seven Investigators with extensive knowledge and skills who conduct thorough and vigorous investigations of complaints filed.

When filing a complaint of discrimination, two foundational requirements must first be established:

- 1) that the incident of discrimination occurred within Prince George's County; and
- 2) that the last discriminatory action(s) occurred within 180 days.

If the alleged discriminatory action in employment occurred over 180 days but under 300 days, the Office of Human Rights can initiate a charge of discrimination and transfer the case to our partner, the U.S. Equal Employment Opportunity Commission (EEOC) through a work share agreement. Under this agreement a complaint filed with the Office of Human Rights is automatically dually filed with EEOC. The same applies for complaints filed directly with EEOC. Consistent with state law, employment harassment complaints must be filed two years from the last discriminatory action. In complaints for housing and residential real estate, the Complainant has 300 days from the last discriminatory action to file a complaint with the Office of Human Rights.

Case Statistics	
Intakes Scheduled	134
Intakes Held	116
Cases Initiated	56
Housing and Residential Real Estate	1
Public Accommodation	1
Employment	83
Law Enforcement	0
Commercial Real Estate	0
Ban the Box	0
Investigations Completed	62
No Cause Findings	43
Administrative Closures	12
Cause Findings	7
Conciliation Conferences	7
Successful Conciliations	3
Cases Certified for Public Hearing	4
Commission	
Public Hearings Conducted	3 ²
Decisions Issued	1
Matters Appealed to Circuit Court	3

² During FY2021, three public hearings were held before the Human Relations Commission; however, the Commission had only reached a decision on one at the time of this publication.

As the global pandemic continued into FY2021 and the world seemed to move one step forward and then two steps back, the Prince George's County Office of Human Rights continued in its mission to embrace diversity and pursue justice.

On March 13, 2020, County Executive Angela Alsobrooks issued an Executive Order, closing county buildings to stem the spread of COVID-19 and to protect all employees and the public. The Office of Human Rights' investigative team quickly learned to navigate uncharted waters in the use of digital platforms such as Zoom, Microsoft Teams, and WebEx to continue conducting thorough investigations of discrimination complaints. The use of digital platforms has been beneficial to those wishing to file complaints of discrimination as digital access to the Office of Human Rights is easier than physically navigating the drive to Upper Marlboro. During FY2021 (July 1, 2020 through June 30, 2021), the investigative team continued to conduct intake interviews over the phone or by using digital platforms. Similarly, the investigative team conducted all facets of their investigations (receiving and reviewing documents, conducting interviews with the Complainants, Respondent's representatives, and witnesses) virtually. These methods of communication have greatly decreased the number of no-show or cancelled intake meetings or witness interviews as the need for travel has been eliminated. The implementation of these digital platforms has facilitated the completion of the investigative process by allowing the Investigators to easily submit their recommendations and conclusions to management personnel and has permitted the Office of Human Rights to issue case determinations to all involved parties without any delay.

In addition to conducting 100 percent of the investigations while working virtually, the investigative team has participated in many webinars provided by our partner agencies (i.e., U.S. Equal Employment Opportunity Commission, Maryland Commission of Civil Rights, and other civil rights organizations). These webinars have provided legal updates necessary for the investigative team to apply to their investigative analysis as new issues have arisen to include COVID-19 employment and housing issues. The investigative team has not only been the recipient of trainings, but during FY2021 the investigative team's Training Unit provided trainings on "Know Your Responsibilities" and "Know Your Rights" to other governmental agencies and private organizations by way of digital platforms.

Finally, because of the work of the investigative team, the Office of Human Rights assisted in the transfer of approximately \$167,000.00 to victims of discriminatory actions through mediations, settlements, and conciliations. Likewise, in pursuing our mission of embracing diversity and pursuing justice, the Office of Human Rights and the investigative team's Training Unit proactively worked to educate organizations doing business in the County on anti-discrimination statutes with the goal of preventing future violations.

PRINCE GEORGE'S COUNTY HUMAN TRAFFICKING TASK FORCE (PGCHTTF)

The PGCHTTF has remained steadfast in its advocacy for victims of human trafficking and in developing awareness to the community about human trafficking. Like many other agencies and programs throughout the country, state, and county, the PGCHTTF has effectively adapted to the effects of COVID-19 by conducting standard operations virtually. The Task Force has used this virtual time to strengthen administrative policies and protocols, engage in strategic planning and capacity development, enhance partnerships with mandatory and voluntary stakeholders, and educate residents and workers within Prince George's County about human trafficking.



In 2013, the Prince George's County Council enacted CR-74-2013 to respond to the issue of human trafficking. The legislative mandates of the resolution included: identifying and rescuing victims of human trafficking, identifying and arresting traffickers, and educating the community about human trafficking. During FY21, the Task Force has prioritized the partnership aspect of the same legislation. Specifically, Task Force leadership (Renée Battle-Brooks, Task Force Chair and V'Hesspa Glenn, Task Force Administrator) has facilitated direct communication with over 87% of the required members of Task Force to ensure that they are aware and abreast of the issue of human trafficking, county partners in the fight against human trafficking, the work of the Task Force, and their responsibility to contribute to the overall mission of the Task Force. This communication has led to a strengthened operation of the Task Force in which we "think outside of the box" to identify proactive strategies to combat and respond to human trafficking in our great county.

IS YOUR CHILD AT RISK?

The Prince George's County Human Trafficking Task Force acknowledges that COVID-19 fatigue exists BUT, we still need to remain diligent. We understand that safety measures seem confining and overwhelming, however during COVID-19 predators have not gone away—they have just changed grooming tactics.

PRACTICING GOOD PARENTING SKILLS IS CRITICAL:

- Monitor your child's internet use
- Do not drop your child off in public spaces unattended
- Create a family safe word
- Develop family safety rules

If you see something suspicious, call 9-1-1 or the Special Operations Division-National Harbor Unit of the Prince George's County Police Department at 240-695-3885 or 240-695-4451. For more information and free training, please email: HRCStaff@co.pg.md.us.





Thinking outside of the box also extends to the Task Force's efforts to combat demand. Task Force leadership has started to focus on the preventive aspect of human trafficking, including educating on the vulnerabilities of human trafficking and focusing on the buyers and consumers of human trafficking activities, both sex and labor. Some human trafficking vulnerabilities of sex trafficking are: children, children who are runaways or in foster care, those with a history of abuse (to include all forms of child abuse and intimate partner violence as a victim or in the home), immigrant status, and those who live in poverty. We have also focused on educating the

community on risk factors during the virtual shift as the pandemic continues, such as youth with unsupervised access to the internet, which contributes to the 97.5% increase of reports of online enticement (as reported by the National Center for Missing & Exploited Children, 2021). With regards to demand, we have conducted multiple presentations, some in partnership with a local forensic psychologist and a therapist, to explore characteristics of buyers, and other issues that make human trafficking a criminal justice, public and mental health, juvenile justice, and economic issue. We expect to continue targeted trainings in FY2022.

During FY2021, members of the Task Force have also conducted traditional virtual awareness trainings to populations such as: the scout community, faith-based organizations, the County's Sexual Assault Response Team, Department of Social Services' and Prince George's County Public School's Community School Coordinators, Domestic Violence and Sexual Assault Center personnel at the University of Maryland Medical Center, a local beauty pageant non-profit, local sororities and fraternities to include youth groups, university students and alumni, and personnel through the County's Department of Health, Human Services, and Education. Members of the Task Force have also assisted with human trafficking awareness curriculum and training facilitation for the Prince George's County Police Department's In-Service training.



The Task Force also worked with the Prince George's County Department of Family Services - Domestic Violence and Human Trafficking Division to launch a bilingual (English and Spanish) public awareness campaign to include billboard advertisements, bus banners on The Bus, bus shelters throughout the county, and radio ads on El Zol and Radio One. Further, the PGCHTTF developed and distributed awareness flyers through the County's Stand Up and Deliver program, designed to address food insecurities within the County, and business and family awareness cards at the National Harbor.



Senator Ben Cardin and County Executive Angela Alsobrooks join Susan Esserman from the University of Maryland Safe Center and Office of Human Rights Executive Director Renée Battle-Brooks in conversation

Finally, in recognition of National Slavery and Human Trafficking Prevention Month and in connection with many of our partners, the Task Force hosted Senator Ben Cardin for a virtual roundtable discussion on human trafficking (the University of Maryland SAFE Center), lit the Capital Wheel blue in recognition of human trafficking awareness (Department of Family Services), coordinated a Think Blue: Human Trafficking training series (Family Justice Center), and participated in the National Red Sands Project (State's Attorney's Office).

For more information, to join the Task Force, or to request a presentation, please contact us via email at ohrstaff@co.pg.md.us or visit our webpage civilrights.mypgc.us and select "Contact Us."



Performance Measures

Measure Name	FY 2021 Estimated	FY 2021 Actual	FY 2022 Projected
Resources (Input)			
Full-time staff	0	0	1
Workload, Demand and Production (Output)			
Total engagements, outreach, & training events	85	136	160
Impact (Outcome)			
Change in engagements and events from prior year	n/a	n/a	17.65%

LANGUAGE ACCESS COMPLIANCE PROGRAM (LACP)

The Language Access Compliance Program (LACP) was established by the Language Access for Public Services Act of 2017. The Act ensures that residents can access County government services in their preferred language and is designed to promote equitable access to County services for all residents. The Language Access Compliance Program provides central coordination and oversight of the County's implementation of the Act, policy guidance, training and technical support to covered agencies, compliance monitoring, investigation and enforcement, and community outreach to the County's limited English proficient and non-English proficient residents.

According to the Census Bureau American Community Survey, 242,446 immigrants lived in Prince George's county in 2019, making up 28.5 % of the total population. Approximately 115,336 Prince George's County residents speak English less than "very well". Currently, the top five most common languages spoken in Prince George's County aside from English are: Spanish, French, Yoruba, Tagalog, and Amharic.

The Office of Human Rights' Language Access Compliance Program is rolling out in three phases:

Phase One: Fiscal Year 2021—Program development

Phase Two: Fiscal Years 2021-2023—Implementation, education, training, and technical support

Phase Three: Fiscal Year 2024—Enforcement



**LANGUAGE
ACCESS**
COMPLIANCE PROGRAM
Ensuring County Government Services for All

During Fiscal Year 2021, The Language Access Compliance Program initiated its implementation phase which includes ensuring that the eighteen agencies under the Language Access for Public Services Act of 2017 appointed a Language Access Compliance Program Coordinator (LACPC), conducted the Language Access Compliance Training to the appointed LACPCs, and provided language access technical support to all LACPCs in order to bring their respective agencies in compliance with the requirements of the Act. To accomplish this, the Language Access Compliance Program took the following steps:

1. Met with eighteen agency directors or appointing authorities
2. Trained fifteen appointed LACPCs
3. Held over fifty technical support video conferences
4. Provided language access technical support to agencies
5. Processed over two hundred language access inquiries
6. Developed the online Language Access Compliance Training for all County Employees which will be rolled out by Office of Human Resource Management beginning in October 2021
7. Designed language access signage and materials to be distributed to covered agencies

Performance Measures

Measure Name	FY 2021 Estimated	FY 2021 Actual	FY 2022 Projected
Resources (Input)			
LACP coordinators	4	15	23
Workload, Demand and Production (Output)			
Language access inquiries	10	217	300
Employees that completed language access compliance training	10	18	2,000
LAPSA compliant agencies	2	14	23
Impact (Outcome)			
LAPSA compliant agencies	11%	50%	85%

OUTREACH

The Office of Human Rights recognizes that community building is one of the most effective ways to end discrimination and reduce incidents of hate, bias, and violence. Our outreach program is tasked with developing and presenting programming that provides residents the opportunity to learn from each other, to see their stories reflected, and to build understanding across diverse peoples. FY2021 saw the Office of Human Rights continue its fruitful partnership with the Prince George's County Memorial Library System (PGCMLS) providing County residents and viewers from around the region with access to a diverse array of thinkers, writers, and community leaders. Our events ranged from panel discussions to author events to book groups, and included important discussions about race, gender identity, immigration, political diversity, religion, and more. Our series *Voting: Democracy in Action*, developed to remind residents of the importance of participating in national and local elections, was awarded a *Voices and Votes Electoral Engagement* grant from Maryland Humanities.

We invite you to visit our events webpage at tinyurl.com/PGCOHRevents, which is updated regularly to show upcoming events, and where many of our previously held virtual programming can be accessed on demand.

Some of our events for FY2021 include:

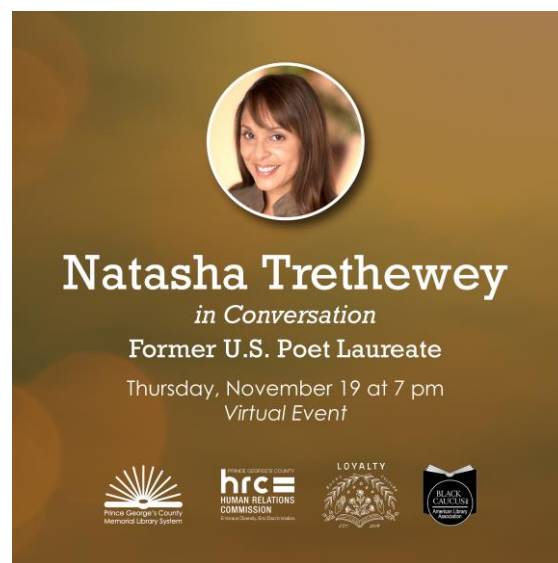
- Participating with the local municipality's Diversity Team Meeting
- Hosting author Ibram X. Kendi for a virtual conversation which drew over 240,000 viewers from around the globe. This event was developed as a partnership between our office, the Prince George's County Memorial Library System, Joe's Movement Emporium, and Prince George's Community College's Center for the Performing Arts



Locations of viewers who tuned in to watch the Dr. Kendi event live

- Engaging with the Prince George's County Police Department's Hate/Bias Working Group
- Co-presenting the Elephant We Don't See Diversity Dialogue series with Prince George's County Memorial Library System. Books highlighted over FY2021 were:
 - *What If? Conversations to Spark Dialogue* by Steve L. Robbins, PhD
 - *Blind Spot – Hidden Biases of Good People* by Mahzarin R. Banaji and Anthony G. Greenwald

- *White Fragility* by Robin DiAngelo
- *Why Are All the Black Kids Sitting Together in the Cafeteria?* by Beverly Daniel Tatum, PhD
- *Between The World and Me* by Ta-Nehisi Coates
- *I Am Woman* by Lee Maracle
- *The Miseducation of the Negro* by Carter G Woodson
- *Pass With Care* by Cooper Lee Bombardier
- Partnering with PGCMLS to bring dynamic, nationally renowned authors whose works address matters of discrimination, diversity, equity, and inclusion, in conversation. FY2021 authors highlighted include:
 - Calvin Baker on *A More Perfect Reunion*
 - Bassey Ikbi on *I'd Tell You The Truth But I'm Lying*
 - Jason Reynolds in conversation about growing up in Prince George's County, the power of literature, and his books. This event partnership included Joe's Movement Emporium.
 - Dr. Eddie S. Glaude, Jr. on *Begin Again: James Baldwin's America and Its Urgent Lessons for Our Own*
 - Carter Sickels on *The Prettiest Star*
 - Kendra Allen on *When You Learn the Alphabet*
 - Richard Bianco, Obama Inaugural Poet
 - Michael Farris Smith on *Blackwood*
 - Former US Poet Laureate Natasha Trethewey on *Memorial Drive*
 - Randall Horton on *Hook and {#289-128}*
 - Hope Ayers on *Gabriel's Balloon*
 - William G. Thomas III on *A Question of Freedom*
 - Jennifer De Leon on *Don't Ask Me Where I'm From*
 - Zack Smedley on *Deposing Nathan*
 - Kate Anderson Brower on *Team of Five*
 - Jemar Tisby on *How To Fight Racism*
 - Dr. Ina Park on *Strange Bedfellows*
 - Anna Malaika Tubbs on *The Three Mothers*
 - Juyanne James on *Table Scraps and Other Essays*
 - Michael Twitty on *Rice: A Savor the South Cookbook*
 - Robert Hamilton on *Dr. Martin Luther King, Jr. And The Poor People's Campaign of 1968*
 - Laurieann Gibson on *Dance Your Dance*, with additional event partners Joe's Movement Emporium and Prince George's Community College's Center for the Performing Arts
 - W. Ralph Eubanks on *A Place Like Mississippi*
 - Morgan Rogers on *Honey Girl*
 - Jacqueline Trimble on *American Happiness*
 - Kirun Kapur on *Women in the Waiting Room* and *Visiting Indira Ghandi's Palmist*



- Jordan Denari Duffner on *Islamophobia: What Christians Should Know (And Do) About Anti-Muslim Discrimination*
- Clint Smith on *How The Word Is Passed*
- Lenny Duncan on *Dear Church*
- Dwayne Ratleff on *Dancing to the Lyrics*
- T.J. Anderson III on the intersections of jazz and poetry
- Maria Hinojosa on *Once I Was You*
- Steve Suits on *Overturning Brown*, in partnership with NewSouth Books
- Christina Proenza-Coles on *American Founders: How People of African Descent Established Freedom in the New World*, in partnership with NewSouth Books
- Developing and holding our *Voting: Democracy in Action Series*, in partnership with PGCMLS, which included the following:
 - Voting: Democracy in Action, featuring historian Richard Bell and Daneen Banks from the Prince George's County Board of Elections
 - Voting: Democracy in Action, with Professor Joshua Davis, Investigator Langston Clay, and Daneen Banks from the Board of Elections
 - Voting: Democracy in Action – *The Sounds of Voter Suppression* featuring film and sound students and professors from Hollins University and Howard University
 - Voting: Democracy in Action – *Interpreting Martin Luther King Jr's Legacy and Ending Voter Suppression* featuring national community leaders Andrew Aydin, Taos Wynn, and Andrea Blackmon



- Voting: Democracy in Action featuring Leonard Pitts, Jr on *Black Voter Engagement*, with support from Maryland Humanities
- Voting: Democracy in Action featuring Ed Morales on *Where Identity Politics Go Wrong: How Hispanics Are Not a Monolithic Voting Bloc*, with support from Maryland Humanities
- Voting: Democracy in Action featuring Azadeh Shahshashan on *Immigration, Civil Rights, And Electoral Engagement*, with support from Maryland Humanities
- Voting: Democracy in Action featuring Steve Fiffer on C.T.Vivian's memoir *It's In The Action*

- Conducting diversity and inclusion trainings with county agencies
- Hosting the panel discussion *Does Your Zip Code Impact Your Whole Life*, with a focus on healthcare and education*
- Developing and presenting the *Women in Faith: Diverse Voices Speak* series, including a special Ramadan Explained conversation, a round-table discussion, and a panel discussion that focused on the intersections of faith, gender, and community*
- Participating in regional and state events through our partnership with PGCMLS, including supporting the One Maryland One Book event featuring Lisa Lee's *Island of Sea Women* and the Maryland Libraries Together *Viva Latino! Own Voices* event
- Presenting on outreach to regional and national directors of the EEOC
- Active participation in Maryland's Coalition Opposed to Violence and Extremism (COVE), including helping develop COVE's Universal Declaration of Human Rights Anniversary event
- Hosting a Veterans Panel Discussion in partnership with the Office of Veterans Affairs*
- Creating panel discussions focused on the legacy of segregated schooling, including two Academy Stories/Admission Projects events with writers Ellen Ann Fentress, Neely Tucker, W. Ralph Eubanks, and Paulette Boudreaux*
- Partnering with PGCMLS in developing and hosting a Young Adult book group featuring books with prominent characters with disabilities. Titles featured in FY2021 were:
 - Leigh Bardugo's *Six of Crows*
 - Rachael Lippencott's *Five Feet Apart*
 - Mackenzi Lee's *The Gentleman's Guide to Vice and Virtue*
- Welcoming Prince George's County's very own Jackson Rodeo Family in a community conversation*
- Hosting the new County Executive's African Diaspora Liaison in a community conversation*
- Holding the timely *How to Respond to Anti-Asian Bias* panel discussion*

*also held in partnership with PGCMLS

Performance Measures

Measure Name	FY 2021 Estimated	FY 2021 Actual	FY 2022 Projected
Resources (Input)			
Diversity engagement staff	0	0	1
Workload, Demand and Production (Output)			
Total engagements, education, and training events	80	86	110
Impact (Outcome)			
Change in engagements and events from prior year	n/a	n/a	50%

ISLA and CAIR COALITION



ISLA LEGAL SERVICES

Program Update for July 1, 2020 - June 30, 2021

ISLA is part of the SAFE Network, a national network of jurisdictions committed to employing an innovative model of public-private partnerships to address the pressing needs of our immigrant community members.

PRINCE GEORGE'S COUNTY

Between July 1, 2020 - June 30, 2021

20

residents of PG County offered direct legal representation

75%

of protection based claims were won*

50%

of Negative Credible Fear Interviews (CFIs) were overturned

+350

of legal consultations between 2017 - present

Our team also facilitated deportation for 2 clients.

*The national average of success rates across SAFE providers is 38%

Average Residence in the United States:

12 Years

Range of Residence in the United States:

1-31 years

COMMUNITY IMPACT



39

children of detained parents were impacted

4

spouses or partners were impacted



CLIENT VOICE: What does Universal Representation mean to me?

*After being in detention for almost one year, it was the first time I spoke to someone who really seemed like they wanted to help me. When I spoke to you, I felt so relieved. I didn't know if it was going to work out. I just felt like at least someone is working for me. Nothing is 100% sure, but when you know someone is working for you, you know someone is trying their best that makes such a difference. --- Simone**

*name changed



www.caircoalition.org



@CairCoalitionDC



@caircoalition

PRINCE GEORGE'S COUNTY

A regional leader in supporting the universal representation model



Number of clients provided full legal representation by city council districts since the beginning of the program.

Program Spotlight: Access to Council Initiative

In February 2020, Immigrant Justice Corps and CAIR Coalition Launched the Access to Counsel Initiative. In September 2020, six Immigrant Justice Corps Justice Fellows (immigration attorneys), and three Community Fellows (immigration advocates) joined CAIR Coalition to assist in providing legal representation to every single unrepresented detained person in Prince George's County.



Above: Pictures from the Launch of the 'Access to Counsel Initiative' held in February 2020

Client's Voices: Advocacy in MD and Beyond

Excerpts from previously detained PG County residents & impacted community members who testified for Universal Representation Bill in Maryland

"It was the best. She was very attentive. She helped me understand the law and prepare me for my case. The fact she provided free services helped me feel at ease that she was there to truly help me and not take my money. I really trusted her." --- Armando*

I am still in the fight: for my case, for my life, and for my family. But I feel at peace knowing that I have my lawyer by my side. Everyone deserves the same opportunity. --- Julio*

"Most of the people find themselves in detention because they didn't know what options they have. Some people had never been detained before. ICE picks us up and treats us like animals. That is wrong. Having an attorney helps us fight for our rights." -- Orlando*

"This is very important especially for immigrants like me who don't have a lawyer because lawyers help us fulfill our rights of being heard in immigration court, because not all of us have the funds to hire and pay for a private lawyer". -- Sebastian

We could not afford to hire a lawyer to represent [my son]. Especially for those of us in this community who lack resources, this system punishes us because in a time of desperation we can be financially exploited by lawyers who charge more than you can imagine and whose quality of work we cannot trust. This jail system places a large financial burden on families, and it is immigrants and members of the Black community who are the ones victimized the most. But the Prince George County Universal Representation program gave us peace of mind. When we met with CAIR Coalition and saw that they were genuinely working for our best interest and outcomes we trusted that things would work out OK. When I learned the program was funded by the County, it changed my perspective and made me thankful that this County is one of the first in the U.S. to have our backs like this. --- Ana*

****Names Changed***

COMMISSION CHAIR'S LETTER



Greetings,

As I write this letter at the end of my nine-year tenure with the Prince George's County Human Relations Commission, effective June 30, 2021, I reflect upon the tremendous team efforts it has taken and continues to take to perform the duty of "civil rights enforcement arm" of our county government's mandate to protect Prince George's County residents from unlawful discrimination.

This team effort involves the hard work and dedication of the Office of Human Rights staff including, but not limited to: the Investigators, Clerk to the Commission, the Executive Director, Counsel to the Commission, and the dedicated volunteerism of the appointed Human Relations Commissioners. Beyond an honor, it is a great responsibility to have had the opportunity to serve on the Commission, as county residents facing potential discrimination choose to place their trust in their government to protect their human and civil rights.

I am honored and grateful to have met and served alongside so many Commissioners over the years, including former Commission Chairs Nichele Vaughan and Merrill Smith, Jr., and most particularly the late Eric Jackson, a remarkable Commissioner and human being who was without equal, and who inspired us with his strong work ethic, his humility, and his brilliant mind.

I am humbled by the opportunity I was given to serve on this Commission in the roles of Secretary and Chair. I express my gratitude to former County Executive Rushern L. Baker, III who appointed me to serve on the Commission nine years ago, and to County Executive Angela Alsobrooks who appointed me Chair in 2019.

As I conclude this address and farewell, I leave you with my favorite quote by the late Dr. Martin Luther King, Jr., which I hope will be an inspiration and a reminder of why we here during these challenging times in every corner of the world: "An individual has not started living until he can rise above the narrow confines of his individualistic concerns to the broader concerns of all humanity". Life is and has always been about people, whether they think or look different from us. Let's care about the ethical and moral treatment of others regardless of their labels. Let's pursue justice from a place of humility rather than self-righteousness.

So, to the Office of Human Rights and Human Relations Commission, I say keep up the good work! I am proud to have worked alongside each of you!

Nora Urbietta Eidelman

MEET OUR COMMISSIONERS

Fiscal Year 2021 brought some changes to the Human Relations Commission. We welcomed new Commissioner Llamilet Gutierrez, while Vice-Chair Johnathan Medlock left the Commission in the Autumn of 2020. The end of Fiscal Year 2021 also served as the end of Chair Nora Eidelman's long tenure as a Commissioner, during which she served as secretary and, since her appointment in 2019, as Chair of the Commission.

The Commissioners of the Prince George's County Human Relations Commission serve County residents as members of a quasi-judicial body. They adjudicate cases of discrimination that go to public hearing, rule on appeals of the Executive Director's findings, and consider issues of inequity and discrimination in Prince George's County. The Commissioners are volunteers appointed by the County Executive. They meet the fourth Monday of each month for regularly scheduled Human Relations Commission meetings. Interested in becoming a Commissioner? Visit civilrights.mypgc.us to learn more about the Office of Human Rights and the work of the Commissioners.

Chair – Nora Eidelman



"An individual has not started living until he can rise above the narrow confines of his individualistic concerns to the broader concerns of all humanity." Martin Luther King, Jr.

Chair Eidelman was appointed to the Commission in 2012 and appointed Chair in 2019.

Vice-Chair - Charlene Proctor



"Service is the rent we pay for living. It is the very purpose of life and not something you do in your spare time." Marian Wright Edelman

Vice-Chair Proctor was appointed to the Commission in 2019 and elected Vice-Chair in 2020.

Secretary - Wade Woolfolk



Secretary Woolfolk was appointed to the Commission in 2019 and elected Secretary in 2020.

Commissioner Nathaniel Bryant



Commissioner Bryant was appointed to the Commission in 2019.

Commissioner Adonna Bannister Green

Commissioner Green was appointed to the Commission 2019.

Commissioner Llamilet Gutierrez



“We must use our lives to make the world a better place to live...that is what we are put on this earth for.” Dolores Huerta

Commissioner Gutierrez was appointed to the Commission in 2020.

Commissioner Wendi Howard



“Life is like a camera. Focus on what’s important. Capture the good times. And if things don’t work out, take another shot.” Ziad K. Abdelnour

Commissioner Howard was appointed to the Commission in 2019.

Commissioner Sylvia Johnson



Commissioner Johnson was appointed to the Commission in 2019.

Commissioner Ademola Moses Oduyebo



Commissioner Oduyebo was appointed to the Commission in 2019.

Commissioner Andrea Price-Carter



“Great opportunities to help others seldom come, but small ones surround us every day.” Sally Koch

Commissioner Price-Carter was appointed to the Commission in 2019.

Commissioner Joseph Reed



“Change will not come if we wait for some other person or some other time. We are the ones we’ve been waiting for. We are the change that we seek.” Barack Obama

Commissioner Reed was appointed to the Commission in 2019 and served as Secretary from 2019 to 2020.

Commissioner Felicia Sadler



Commissioner Sadler was appointed to the Commission in 2019.

OUR 50th ANNIVERSARY



The Prince George's County Office of Human Rights was established as the Prince George's County Human Relations Commission by CB-1-1972, the first bill passed by the County Council under its new structure. That it was the first bill the Council chose to pass makes clear their commitment to equality in Prince George's County and their recognition of the need for an agency like ours. In the intervening years, the Office of Human Rights has conducted thousands of investigations, trainings, conversation circles, conciliations, public hearings, and has worked for further legislation that promotes equity and fairness for all.

But it all started back in 1972.

We are indebted to Theresa Douglas Banks, who was an ardent and tireless advocate for the formation of our agency. So passionate was she about the need for our agency that Mrs. Banks succumbed to a heart attack while testifying to the County Council about the urgency of that need. She died on March 15, 1972. When County Council passed the bill later that year, they named Mrs. Banks as an honorary Councilmember.

As we look to 2022 and our fiftieth anniversary, we look to the legacy of Theresa Douglas Banks. In addition to her advocacy regarding the formation of our agency, Mrs. Banks was also committed to public education, having worked for years as a teacher and an administrator. She was an advocate for wage parity. She further showed her commitment to her community through public service, serving as one of the first town councilmembers for Glenarden and running for Prince George's County school board.

Mrs. Banks exemplified a life of service. As our agency prepares to mark fifty years of serving the residents of Prince George's County, we invite you to join us in considering the long-reaching impacts that one person, committed to community and to social change, can make. As Mrs. Banks did, so can we all strive to do.

1 COUNTY COUNCIL OF PRINCE GEORGE'S COUNTY, MARYLAND

2 Legislative Session 1972

3 introduced by Councilmen Reeder and Francois

4 and Honorary Member Mrs. Theresa Banks

5 Bill Number CH-1-1972

6 Introduced on February 15, 1972

7
8 A BILL ENTITLED: HUMAN RELATIONS COMMISSION

9
10 AN ACT to make wrongful certain practices which violate a person's
11 civil liberties or are discriminatory in the areas of housing, employment,
12 education, public accommodations, law enforcement, and related fields;
13 to prohibit certain methods of solicitation for the sale or purchase of real
14 estate; to establish a Human Relations Commission empowered to enforce
15 ordinances and regulations established hereunder or otherwise assigned to
16 its jurisdiction by law; to repeal Chapter 10, Art. II of the Code of
17 Ordinances of Prince George's County, entitled, "Fair Housing," and include
18 certain of its provisions herein, and to repeal Sections 2-18, 2-19 and 2-20
19 of Division 2, entitled, "Human Relations Committee," and include certain
20 of its provisions herein.
21

22 WHEREAS, the Charter of Prince George's County requires that all
23 persons be accorded the equal protection of the laws; and
24

25 WHEREAS, all persons should exercise and enjoy all civil, economic,
26 political and housing rights without interference and without discrimination
27 because of race, creed, color, sex, national origin, age, occupation,
28 marital status, political opinion, or personal appearance; and
29

30 WHEREAS, the County Council and the County Executive desire
31 to carry out the requirements of the Charter and effectuate its provisions;
32 and