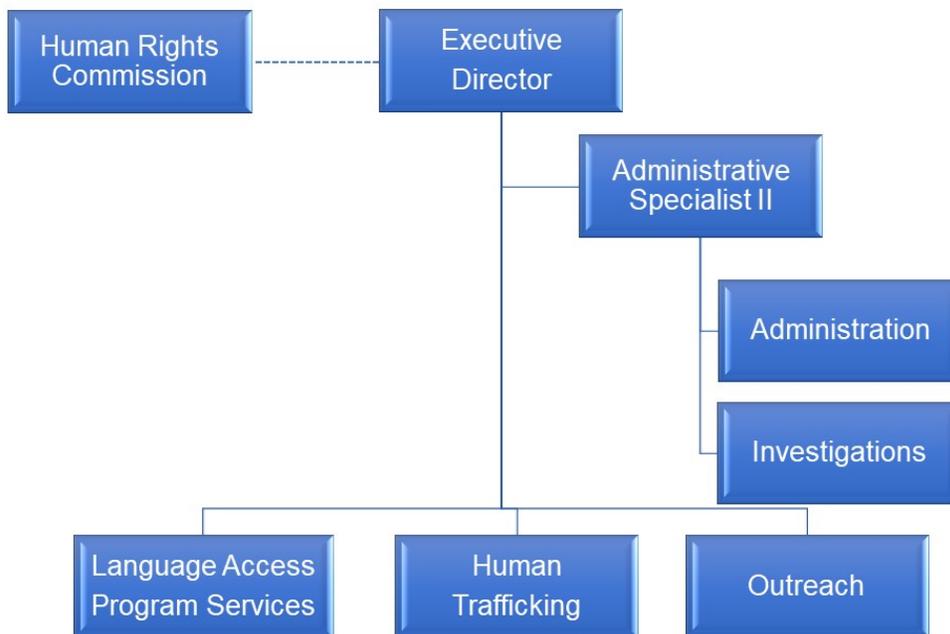


Office of Human Rights



MISSION AND SERVICES

The Office of Human Rights (OHR) 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 Human Trafficking Division; 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.

CORE SERVICES

- Investigate claims of discrimination in the areas of employment, housing and residential real estate, public accommodation, law enforcement, and commercial real estate and education
- Provide coordinated response to educate the public about sex and labor trafficking; identify and recover survivors of sex and labor trafficking; and increase prosecution of traffickers in collaboration with the Prince George’s County Human Trafficking Task Force (PGCHTTF)
- Build community and reduce incidents of hate, bias, and violence by organizing community dialogue through outreach and public engagement, and educate and engage the public on civil and human rights issues
- Ensure that all limited English proficient and non-English proficient County residents receive equal access to County services under the Language Access for Public Services Act (2017 and 2020)
- Manage the immigrants defense program with the Capital Area Immigrants’ Rights Coalition (CAIR) to provide legal representation to all County residents under threat of deportation

FY 2026 KEY ACCOMPLISHMENTS

- Met its contractual obligation successfully with the U.S. Equal Employment Opportunity Commission through its Investigation Division.
- Continued its efforts to coordinate anti-trafficking trainings by educating the public and enhancing its data and analytical efforts through its Human Trafficking Division.
- Conducted trainings for County agencies to assist in compliance with the Language Access for Public Services Act of 2017 and 2020 and increased outreach and awareness of the law in the community.
- Continued its partnership efforts with outside organizations to build a robust education and outreach events strategy to bring awareness to civil and human rights issues through its Public Outreach and Engagement Division.

STRATEGIC FOCUS AND INITIATIVES FOR FY 2027

The agency’s top priorities in FY 2027 are:

- Provide civil and human rights protection to aid in positive economic development and public safety.
- Provide education and outreach engagement opportunities to positively impact safe neighborhoods and to reduce hate, bias, and violent crimes and incidents.
- Lead/facilitate coordinated anti-trafficking efforts to positively impact public safety and economic development and to reduce violent crimes.
- Increase the percentage of County agencies in compliance with the Language Access for Public Services Act of 2017 and 2022.

FY 2027 BUDGET SUMMARY

The FY 2027 proposed budget for the Office of Human Rights is \$2,849,300, an increase of \$49,700 or 1.9% above the FY 2026 approved budget.

Expenditures by Fund Type

Fund Types	FY 2025 Actual		FY 2026 Budget		FY 2026 Estimate		FY 2027 Proposed	
	Amount	% Total						
General Fund	\$2,728,478	98.2%	\$2,742,600	98.0%	\$2,540,600	97.8%	\$2,794,000	98.1%
Grant Funds	49,534	1.8%	57,000	2.0%	57,000	2.2%	55,300	1.9%
Total	\$2,778,012	100.0%	\$2,799,600	100.0%	\$2,597,600	100.0%	\$2,849,300	100.0%

GENERAL FUND

The FY 2027 proposed General Fund budget for the Office of Human Rights is \$2,794,000, an increase of \$51,400 or 1.9% above the FY 2026 approved budget.

Reconciliation from Prior Year

	Expenditures
FY 2026 Approved Budget	\$2,742,600
Increase Cost: Fringe Benefits — Increase in fringe benefits costs 35.5% to 36.5% to support projected costs.	\$25,500
Increase Cost: Compensation - Mandated Salary Requirements	25,000

Reconciliation from Prior Year *(continued)*

	Expenditures
Increase Cost: Technology Allocation Cost — Increase in OIT charges based on anticipated countywide costs for technology	6,100
Decrease Cost: Operating — Decrease cost in printing, office supplies, and telephone to align with historical spending	(5,200)
FY 2027 Proposed Budget	\$2,794,000

GRANT FUNDS

The FY 2027 proposed grant budget for the Office of Human Rights is \$55,300, a decrease of -\$1,700 or -3.0% below the FY 2026 approved budget. Major source of funds in the FY 2027 proposed budget include:

- Equal Employment Opportunity Commission (EEOC) Work-sharing Agreement

Reconciliation from Prior Year

	Expenditures
FY 2026 Approved Budget	\$57,000
Reduce: Existing Program/Service — Equal Employment Opportunity Commission, reduction in the number of cases to the EEOC for reimbursement	\$(1,700)
FY 2027 Proposed Budget	\$55,300

STAFF AND BUDGET RESOURCES

Authorized Positions	FY 2025 Budget	FY 2026 Budget	FY 2027 Proposed	Change FY26-FY27
General Fund				
Full Time - Civilian	14	14	14	0
Full Time - Sworn	0	0	0	0
Subtotal - FT	14	14	14	0
Part Time	0	0	0	0
Limited Term	0	0	0	0
Grant Program Funds				
Full Time - Civilian	0	0	0	0
Full Time - Sworn	0	0	0	0
Subtotal - FT	0	0	0	0
Part Time	0	0	0	0
Limited Term	1	1	1	0
TOTAL				
Full Time - Civilian	14	14	14	0
Full Time - Sworn	0	0	0	0
Subtotal - FT	14	14	14	0
Part Time	0	0	0	0
Limited Term	1	1	1	0

Positions By Classification	FY 2027		
	Full Time	Part Time	Limited Term
Administrative Aide	1	0	0
Administrative Specialist	3	0	0
Community Developer	2	0	0
Community Development Assistant	0	0	1
Compliance Specialist	1	0	0
Executive Director	1	0	0
Investigator	6	0	0
TOTAL	14	0	1

Expenditures by Category - General Fund

Category	FY 2025 Actual	FY 2026 Budget	FY 2026 Estimate	FY 2027 Proposed	Change FY26-FY27	
					Amount (\$)	Percent (%)
Compensation	\$1,333,159	\$1,423,500	\$1,277,900	\$1,448,500	\$25,000	1.8%
Fringe Benefits	449,337	503,000	466,800	528,500	25,500	5.1%
Operating	945,982	816,100	795,900	817,000	900	0.1%
Capital Outlay	—	—	—	—	—	—
SubTotal	\$2,728,478	\$2,742,600	\$2,540,600	\$2,794,000	\$51,400	1.9%
Recoveries	—	—	—	—	—	—
Total	\$2,728,478	\$2,742,600	\$2,540,600	\$2,794,000	\$51,400	1.9%

In FY 2027, compensation expenditures increased 1.8% above the FY 2026 budget primarily due to the annualization of FY 2026 and planned FY 2027 salary adjustments to align with projected costs. The compensation budget includes funding for 13 out of 14 full time positions. Fringe benefit expenditures increased 5.1% above the FY 2026 budget to align with projected costs. The fringe benefit rate increased from 35.3% to 36.5%.

Operating expenditures increased 0.1% above the FY 2026 budget primarily due to an increase in OIT charges based on anticipated countywide costs for technology.

GRANT FUNDS SUMMARY

Expenditures by Category - Grant Funds

Category	FY 2025 Actual	FY 2026 Budget	FY 2026 Estimate	FY 2027 Proposed	Change FY26-FY27	
					Amount (\$)	Percent (%)
Compensation	\$46,014	\$48,400	\$48,400	\$47,300	\$(1,100)	-2.3%
Fringe Benefits	3,520	8,600	8,600	8,000	(600)	-7.0%
Operating	—	—	—	—	—	
Capital Outlay	—	—	—	—	—	
SubTotal	\$49,534	\$57,000	\$57,000	\$55,300	\$(1,700)	-3.0%
Recoveries	—	—	—	—	—	
Total	\$49,534	\$57,000	\$57,000	\$55,300	\$(1,700)	-3.0%

The FY 2027 proposed grant budget for the Office of Human Rights is \$55,300. This is a decrease of -\$1,700 or -3.0% below the FY 2026 approved budget. The fiscal sponsor for the agency is the U.S. Equal Employment Opportunity Commission.

Staff Summary by Division - Grant Funds

Staff Summary by Division & Grant Program	FY 2026			FY 2027		
	FT	PT	LTGF	FT	PT	LTGF
Office of Human Rights						
Equal Employment Opportunity Commission Worksharing Agreement	—	—	1	—	—	1
Total Office of Human Rights	—	—	1	—	—	1
Total	—	—	1	—	—	1

In FY 2027, funding is provided for one limited term grant funded (LTGF) position. This remains unchanged from the FY 2026 approved budget.

Grant Funds by Division

Grant Name	FY 2025 Actual	FY 2026 Budget	FY 2026 Estimate	FY 2027 Proposed	Change FY26-FY27	
					Amount (\$)	Percent (%)
Office of Human Rights						
Equal Employment Opportunity Commission Worksharing Agreement	\$49,534	\$57,000	\$57,000	\$55,300	\$(1,700)	-3.0%
Total Office of Human Rights	\$49,534	\$57,000	\$57,000	\$55,300	\$(1,700)	-3.0%
Subtotal	\$49,534	\$57,000	\$57,000	\$55,300	\$(1,700)	-3.0%
Total Transfer from General Fund - (County Contribution/Cash Match)	—	—	—	—	—	
Total	\$49,534	\$57,000	\$57,000	\$55,300	\$(1,700)	-3.0%

Grant Descriptions

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC) WORKSHARING AGREEMENT -- \$55,300

The U.S. Equal Employment Opportunity Commission (EEOC) provides financial assistance through a work-sharing agreement. These funds are provided as a result of investigations conducted by the Office of Human Rights with regard to allegations of discrimination on the basis of race, color, religion, sex (including pregnancy), national origin, age (40 or older), disability, or genetic information that occur in Prince George's County. The EEOC reimburses the Office of Human Rights a fixed amount per case.

SERVICE DELIVERY PLAN AND PERFORMANCE

Goal 1 — To provide civil and human rights protection for County residents in order to ensure equality

Objective 1.1 — To reduce acts of discrimination within the County.

FY 2031 Target	FY 2024 Actual	FY 2025 Actual	FY 2026 Estimated	FY 2027 Projected	Trend
70	102	62	65	70	↔

Trend and Analysis

The Office of Human Rights (OHR) receives cases in two ways: inquiries made directly to the OHR, and cases transferred from the U.S. Equal Employment Opportunity Commission (EEOC). OHR accepts between zero to nine cases per week. The EEOC may transfer any number of cases at any time. Although many factors dictate the rate of closure, the target time frame is 180 business days. Factors that dictate the time frame for closure are: receipt of the requested information, availability of requested witness interviews, receipt of subpoenaed information, and receipt of supplemental information. The number of cases reflected below represents cases in an investigative status prior to the beginning of the fiscal year, as well as cases opened and investigated during the fiscal year. The total investigations completed and signed, and the case closure rate reflect these factors.

Performance Measures

Measure Name	FY 2023 Actual	FY 2024 Actual	FY 2025 Actual	FY 2026 Estimated	FY 2027 Projected
Resources (Input)					
Investigators	6	6	6	6	6
Workload, Demand and Production (Output)					
Discrimination complaints inquiries/ contacts	143	160	140	140	145
Discrimination charges formalized/ accepted	32	52	41	41	45
Transfer cases formalized through EEOC	62	88	108	40	40
Total case investigations completed/ signed	56	102	62	65	70

Objective 1.2 — To increase the number of coordinated anti-trafficking efforts.

FY 2031 Target	FY 2024 Actual	FY 2025 Actual	FY 2026 Estimated	FY 2027 Projected	Trend
0%	52%	44%	-54%	0%	↔

Trend and Analysis

The Office of Human Rights' Human Trafficking Division continues to carry the dual roles of being the County entity that ensures the County provides a coordinated response to labor and sex trafficking and the entity that ensures the Prince George's County Human Trafficking Task Force (PGCHTTF) is actively engaged in combating human trafficking within the County. The Human Trafficking Division continues to work cohesively with partners to further develop a robust network against human trafficking by engaging partners into jointly developing and facilitating training, as well as jointly attending outreach opportunities to become better aware of programs and services offered by their corresponding agencies. These same outreach and training platforms have been simultaneously used to not just raise

awareness among outreach and training staff but also for educating the public on the available programs and services and how to access these programs and services related to human trafficking. The Prince George's County Office of Human Rights, through the PGCHTTF, continues to prioritize the mandated goals identified in CR-74-2013: to identify and serve victims of human trafficking, to increase the quality of the prosecution of traffickers, and to educate the public about human trafficking. The Task Force continues to encourage meaningful collaboration and partnerships, develop more coordinated information sharing techniques, and establish continuity in community outreach and stakeholder trainings. The percentage rate that is reflected below measures the change in events compared to the previous Fiscal Year.

Performance Measures

Measure Name	FY 2023 Actual	FY 2024 Actual	FY 2025 Actual	FY 2026 Estimated	FY 2027 Projected
Resources (Input)					
Full-time staff	1	1	1	1	1
Workload, Demand and Production (Output)					
Total engagements, outreach and training events	198	300	431	200	200
Impact (Outcome)					
Change in engagements and events from prior year	29%	52%	44%	-54%	0%

Objective 1.3 — To increase the number of diversity education engagements.

FY 2031 Target	FY 2024 Actual	FY 2025 Actual	FY 2026 Estimated	FY 2027 Projected	Trend
0%	0%	16%	0%	5%	↑

Trend and Analysis

The Prince George's County Office of Human Rights (OHR) is committed to assisting residents develop meaningful relationships across communities, fostering understanding, connection, and a spirit of shared community to reduce acts of hate and bias. OHR's efforts include robust partnerships and ongoing programming featuring people of different faiths, racial and ethnic backgrounds, immigration statuses, and more. OHR's partnership with the Prince George's County Memorial Library System includes series such as the Solidary Stories Social Justice Book Group, Social Justice Camp for teens, and Lunch and Learn. Committed to creating a stronger County for years to come, the OHR also oversees a Youth Leadership Academy, facilitating the development of the social justice leaders of tomorrow. The division has embarked on new partnership efforts, including ongoing outreach to municipalities, faith communities, nonprofits, and more. The division recognizes that while OHR cannot reach every single person in the County, OHR can reach the people who reach out for help, and works to do so to ensure the work of the agency and its mission are widely known. The percentage rate that is reflected below measures the change in events compared to the previous fiscal year.

Performance Measures

Measure Name	FY 2023 Actual	FY 2024 Actual	FY 2025 Actual	FY 2026 Estimated	FY 2027 Projected
Resources (Input)					
Diversity engagement staff	2	2	2	2	2
Workload, Demand and Production (Output)					
Total engagements, education, and training events	147	164	190	190	200
Impact (Outcome)					
Change in engagements and events from prior year	0%	0%	16%	0%	5%

Objective 1.4 — To increase the percentage of County agencies in compliance with the Language Access for Public Services Act of 2017 (LAPSA).

FY 2031 Target	FY 2024 Actual	FY 2025 Actual	FY 2026 Estimated	FY 2027 Projected	Trend
90%	78%	80%	77%	80%	↑

Trend and Analysis

The Language Access Compliance Program (LACP) was established by the Language Access for Public Services Act of 2017 (LAPSA) to provide central coordination and oversight of the County's implementation of the Act. As part of the implementation, the LACP was also tasked with providing policy guidance, training, and technical support to the County government entities. The LACP also manages compliance monitoring, complaint investigation and enforcement, and community outreach to the County's limited English proficient (LEP) and non-English proficient (NEP) residents. In 2020, the act was amended to strengthen and expand the program and to include other government entities.

Language access compliance is accomplished when limited English Proficient (LEP) and non-English proficient (NEP) individuals can interact efficiently in their language of preference with the entity's employees and participate in the entity's programs and services at the same level as the English-speaking individuals.

In FY 2025, the Language Access Compliance Program saw a decrease in Language Access training from 7,134 in FY 2024 to 4,792 due to the "off" year of Countywide mandatory trainings that occur every other year in even years. During FY 2025, the Language Access Compliance program facilitated the training for the Language Access Data Collection and Reporting System that was to be used by all County entities, especially the entities with greater public interaction, to help document language access needs and trends across the County.

The Language Access Compliance Program currently has two trainings: the Language Access 101, which serves as an introduction to Language Access and the Program, and the Language Access Data Collection and Reporting System, which breaks down and shows employees how to document language access encounters and language access needs, such as translation and interpretation requests. Since 2024, the Data Collection System has undergone multiple changes. In 2024, the system received its first big change; therefore, the Language Access team created an updated training that was released the same year as the mandatory Language Access 101 training, resulting in an increased number of programmatic trainings for that year.

Performance Measures

Measure Name	FY 2023 Actual	FY 2024 Actual	FY 2025 Actual	FY 2026 Estimated	FY 2027 Projected
Resources (Input)					
LACP coordinators	29	44	45	45	45
Workload, Demand and Production (Output)					
Language access inquiries	420	1,733	1,482	1,527	1,572
Employees that completed language access compliance training	191	7,134	4,792	6,701	6,671
LAPSA entities that received technical support within the fiscal year	29	44	45	45	45
Impact (Outcome)					
LAPSA compliant entities	69%	78%	80%	77%	80%