



Aisha N. Braveboy
County Executive



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

Fiscal Year 2025 **ANNUAL REPORT**

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WELCOME

Fiscal Year 2025 (FY2025) was a period of change for the Office of Human Rights (OHR) and Prince George's County. Executive Director Renée Battle-Brooks left the agency for another opportunity in September 2024. Deputy Director Jose Villegas assumed the role of Acting Executive Director for the remainder of the Fiscal Year.

The management and four divisions of the Office of Human Rights are:



Jose Villegas

Acting Executive Director and Investigation Division Manager



Felipe Urquilla

Human Trafficking Division Manager



Henry Jimenez

Language Access Compliance Program Division Manager



Kyla Hanington

Public Outreach and Engagement Division Manager

The Office of Human Rights invites you to learn more in this annual report and by visiting civilrights.mypgc.us.

SPECIAL THANKS

Renée Battle-Brooks joined the Office of Human Rights in December 2018 and departed in September 2024. In her nearly six years with the agency, Ms. Battle-Brooks clarified roles; created the agency's four distinct divisions to better meet the office's multi-pronged mandate; oversaw the much needed update to Division 12 of the Prince George's County Code, which included rebranding the agency from the Human Relations Commission to the Office of Human Rights; partnered with the Commission and office staff in updating the Rules of Procedure before the Human Rights Commission; encouraged and provided opportunities for professional development for OHR staff; oversaw the development and

implementation of the Youth Leadership Academy, the office's youth social justice engagement program which debuted in September 2021; and advocated for staff, for the community, and for the County. Ms. Battle-Brooks was an exceptional leader of the Office of Human Rights and staff remain incredibly grateful for her leadership.

At the 2024 International Association of Official Human Rights' Agencies annual conference, Ms. Battle-Brooks was awarded the Arthur L. Greene Award for "lifelong advocacy of civil and human rights for the advancement of racial and/or social justice."

The Office of Human Rights thanks Ms. Battle-Brooks for her leadership in the ongoing fight for social justice.



ACTING EXECUTIVE DIRECTOR'S LETTER



Dear Prince Georgians:

Fiscal Year 2025, July 1, 2024, to June 30, 2025, marked a time of change in our country, the county, and in this agency. Midway through the fiscal year, a new President was sworn in. At the end of the fiscal year, we here in Prince George's County welcomed a new County Executive. In September 2024, we lost our Executive Director after nearly six years with the agency. I personally would like to thank her for all she did for the agency and staff. In times of change some people experience joy, some trepidation,

and some are curious about what the future will bring. My time with the Office of Human Rights, and particularly this last year in the role of Acting Executive Director, reminds me of all the things that, even in times of change, remain the same.

Office of Human Rights' staff continue to do this work with unwavering commitment to root out discrimination wherever and whenever it occurs, to combat human trafficking in the County by providing necessary information to residents and continue to work with our community partners, to ensure equitable access to County Government resources to all people in the language of their preference, and to provide opportunities for learning and engagement in areas of social justice importance.

The County Government continues to work for the people, to creatively consider how best to meet the needs and the interests of its constituents, and to pivot when changes are needed.

And I ask you, the people of this County, to continue to be engaged, to be curious, to be kind to our neighbors, as we are a diverse community representing many countries and cultures, to seek opportunities to grow, to learn about one another, to volunteer to help the needy amongst us. Times change. Administrations change. The economy goes up, the economy goes down. But the good heartedness of our community, of Prince Georgians, remains the same. Thank you for all that you do to make where you live, where you work, and where you play safe, welcoming, and kind for all people, wherever they are from, however they look, whatever their age, and whatever their backgrounds.

Finally, I want to thank the staff for all their support while I performed the Acting Executive Director role and for continuing to do the work in time of change. I know that we have a group of individuals committed to fulfilling the County's mission to eliminate discriminatory practices. As I look towards FY2026, I am grateful for the opportunity to do this work alongside our entire team and all of you.

Jose Villegas

Jose Villegas

Acting Executive Director

MISSION, VISION, AND VALUES



OUR MISSION

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 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.

OUR VISION

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

OUR VALUES

Respect: We value everyone and treat people with dignity and professionalism.

Compassion: We are kind and caring to everyone we encounter.

Trustworthiness: We are thorough, skilled, and professional in all our efforts.

Honesty: We are truthful and accountable in word and action.

Family: We appreciate the connections we make and care about the wellbeing of each other and everyone we encounter.

EMPLOYEE HIGHLIGHTS



Each member of OHR's team functions across divisions, bringing their help, ideas, and efforts to co-workers and thus improving OHR's service to the County and the region. During FY2025, two members of OHR staff were publicly recognized for their contributions.

Sandra Powell's extraordinary commitment and work ethic were recognized by the then-Acting County Executive. Ms. Powell serves as the Administrative Assistant/Office Manager for the Office of Human Rights. Besides managing all administrative responsibilities, she serves as the Office Manager and the Assistant to the Executive Director and is responsible for all fiscal matters within the office. She also serves as the HR Liaison, and the OIT, Safety Risk, Payroll, and Fiscal Coordinator, and is responsible for the office's contracts with vendors. She is the consummate team player and her commitment to her work, her OHR team, and the public make her well deserving of this award.



Felipe Urquilla, Human Trafficking Division Manager, was recognized by the Prince George's County Department of Family Services, Commission on Fathers, Men and Boys, for his "impactful contributions in the fight against Human Trafficking". This award, presented to Mr. Urquilla in June of 2025, demonstrates that Mr. Urquilla's efforts and commitment are recognized, important, and valued.



COUNTY LEGISLATIVE IMPACTS

During FY2025, the Office of Human Rights supported, tracked, and followed countywide legislation that assisted in furthering the mission of the office.

Bill #	Bill Name	Bill Description	Status
CB-023-2024	Prohibition of Contractors In Engaging In Sex Trafficking and Labor Trafficking	For the purpose of prohibiting contractors and subcontractors from engaging in sex trafficking and labor trafficking. If contractors or subcontractors are found involved after an investigation by the Office of Human Rights, penalties can include disbarment, suspension, and any other relief available to the Office of Procurement, including but not limited to, contract termination and breach of contract damages.	Enacted
CB-016-2025	Public Safety Employment Decisions	For the purpose of protecting the eligibility of applicants for uniformed public safety positions who disclose prior legal marijuana use.	Enacted

INVESTIGATION DIVISION

The **Investigation Division** conducts investigations into complaints of civil rights violations under County Code, Subtitle 2, Division 12, in the areas of Employment, Housing and Residential Real Estate, Public Accommodations, Education, Law Enforcement, and Commercial Real Estate, which includes a total of nineteen protected classes. In addition, the division investigates violations under the Employment Fairness Act for Returning Citizens, a law that prohibits inquiry into or considering convictions or convictions records of any applicant for employment where the sentence of the applicant was completed: 1) for a nonviolent felony, at least five years or sixty months ago; or 2) for a misdemeanor, at least thirty months ago. Certain employers and job categories are excluded from this law.



When filing a complaint of discrimination, two requirements must be met:

1. the incident of discrimination occurred within Prince George's County; and
2. the last discriminatory action(s) occurred within the required time frame as stated below.

The complaint filing time frame requirement for an employment discrimination claim is 300 days from the last discriminatory action(s), although complaints alleging harassment in employment must be filed within two years from the last discriminatory action. Any complaint in which the employer has over 15 employees is dually filed with OHR's partner, the U.S. Equal Employment Opportunity Commission (EEOC), under a work share agreement, but OHR conducts the investigation of those complaints. Similarly, complaints filed directly with the EEOC are dually filed with OHR. The EEOC conducts the investigation of those complaints directly filed with them unless the complaint is transferred to OHR.

To file a complaint under the County Code, Subtitle 2, Division 12, Housing and Residential Real Estate Subdivision, a housing complaint must be filed no later than one year after the date of the last discriminatory action. Appraisal bias or discrimination is also prohibited under the Housing and Residential Real Estate Subdivision. The division further enforces the Returning Citizens Fair Chance to Housing Act enacted by the County Council in FY2023, which

INVESTIGATION DIVISION

prohibits housing providers from conducting inquiries about an applicant's arrest, accusations, and convictions. Additionally, the Division investigates violations under the Displaced Service Employee Protection Act. This law protects service employees from being displaced if a new contract is awarded to a different company. A complaint under the Displaced Service Employee Protection Act must be filed within one year of the alleged violation.

Finally, any complaints in the areas of Public Accommodations, Education, Law Enforcement, and Commercial Real Estate must be filed within 180 days from the last discriminatory action.

FY2025 Update

During FY2025, the agency underwent managerial changes with the departure of our Executive Director; however, the Investigation Division continued work to fulfill the County Executive's Proud Priorities of economic development and healthy communities by performing its mission to enforce the County's anti-discrimination statute and federal statutes through our federal partner, the EEOC.

The division's staff, consisting of six investigators, remained unchanged in FY2025. The investigators are responsible for investigating all complaints filed under any of the statutes that the division oversees.

The table below shows the Investigation Division statistics from FY2025. The investigators conducted 128 interviews with individuals who believed they had been subjected to discrimination by their employers. From those 128 interviews, staff initiated investigations into 41 complaints, following the specifications laid out in Division 12 regarding civil rights discrimination.



INVESTIGATION DIVISION

For those initial interviews that did not result in a formal investigative complaint, staff made every possible effort to provide the individuals with alternative resources. The division also accepted 108 transferred cases from the EEOC. As the table below shows, during FY2025, the division completed the investigation of 62 cases. Some of those cases resulted in non-monetary outcomes, such as changes in companies' policies, and there was monetary relief of over \$158,000.00 for individuals.

Investigation Division	
Intakes Scheduled	140
Intakes Held	128
Cases Initiated	41
Housing & Residential Real Estate	6
Public Accommodation	1
Employment	34
Law Enforcement	0
Commercial Real Estate	0
Ban the Box	0
Displaced Service Employee	0
Cases Transferred from EEOC-Employment	108
Investigations Completed	62
No Cause Findings	46
Administrative Closures	15
Cause Findings	1
Conciliation Conferences	1
Successful Conciliations	1
Cases Certified for Public Hearing	1 ¹
Commission	
Public Hearings Conducted	0 ²
Decisions Issued	2 ³
Matters Appealed to the Circuit Court	2

¹ One case was certified for public hearing; however, the investigation was completed during FY2024.

² During FY2025, the Human Rights Commission did not conduct a public hearing.

³ During FY2025, the Human Rights Commission issued two decisions after the parties settled before a public hearing was conducted.

INVESTIGATION DIVISION

In addition to protecting civil rights under the County's anti-discrimination statute, division staff have educated residents by participating in community events and conducting "Know Your Rights, Know Your Responsibilities" training for employers. In FY2025, the division received a request from a municipal government to conduct a training for their staff in the Department of Public Works, which was conducted by one of our senior investigators. Staff have also participated in the National Night Out events, providing information about the agency to residents in Accokeek, Bladensburg, Bowie, Mount Rainier, New Carrollton, and Upper Marlboro.

During FY2025, the division continued its mission to address discriminatory actions within the County by enforcing the County's anti-discrimination statute and by informing residents, employees, and visitors of their rights.

Meet the Investigation Division Team



Jose Villegas, Division Manager, has been with the Office of Human Rights for 21 years.



S. Leslie has been an investigator with the Office of Human Rights for 24 years.



Charles Floyd is a senior investigator with over 15 years of experience at the Office of Human Rights.

INVESTIGATION DIVISION

MEET THE TEAM



Langston Clay is an investigator and has been with the Office of Human Rights since October 2015.



Caitlin Mohler is an investigator and has been with the Office of Human Rights since October 2017.



Beau Giebels is an investigator and has been with the Office of Human Rights since April 2023.



Andrea Lopez-Herrera is an investigator and has been with the Office of Human Rights since January 2024.

HUMAN TRAFFICKING DIVISION



During FY2025, the **Human Trafficking (HT) Division** continued 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 HT division continued developing existing partnerships and identifying new stakeholders in the anti-trafficking field. Division staff continued to work cohesively with partners to develop a robust network

against human trafficking. Staff engaged partners in jointly developing and facilitating trainings and attending outreach events. These events allowed division staff opportunities to better learn about the programs and services offered by outside agencies while also educating the public on human trafficking. Staff continued to serve as the hub for the local network of entities that combat human trafficking. In partnership with the PGCHTTF and its members, the HT division continued to educate the public and other stakeholders on how to identify and report human trafficking in Prince George's County. In FY2025, the agency continued its contract with the UMD SAFE Center for Human Trafficking Survivors to provide direct wraparound services to survivors of human trafficking identified in the county. The wraparound services consist of comprehensive social, legal, mental health, crisis intervention, and economic empowerment services to survivors of sex and labor trafficking of any age, gender, and nationality. As a result of this partnership, services were provided to 41 victim-survivors.

During FY2025, the division engaged 127 different entities, hosted two virtual events, and supported 11 in-person events hosted by other organizations.

HUMAN TRAFFICKING DIVISION

HUMAN TRAFFICKING TASK FORCE

The Prince George's County Human Trafficking Task Force (PGCHTTF) consists of six committees: Data and Analytics, Labor Trafficking, Legislative, Law Enforcement, Public Outreach and Training, and Victim Services. In FY2025, the PGCHTTF continued its efforts with partners to educate the



public about human trafficking, identify and serve victims of human trafficking, and increase the prosecution of traffickers. FY2025 was a period of transition for the task force as the chairperson and the chairs for two committees (the public outreach and training committee and the data and analytics committee) moved on to new endeavors. Despite the ongoing changes in local, state, and federal government, the remaining members continued to work collaboratively to brainstorm and implement strategies for combating human trafficking within the county.

Data and Analytics

The data and analytics committee is tasked with gathering information from community-focused, rather than law enforcement, agencies. This community data allows for greater understanding of the prevalence of human trafficking incidents not reported to law enforcement.

The committee lost the chairperson early in FY2025 and ended the fiscal year without a chairperson. The HT division manager entered into a new partnership with an intelligence analyst from the Maryland Coordination and Analysis Center to establish a data collection system for all county entities working with victim-survivors of human trafficking, in order to identify trends and patterns of human trafficking in Prince George's County.

Labor Trafficking

The labor trafficking committee is tasked with facilitating a collaborative, multi-agency response to local incidents of labor trafficking and labor exploitation by addressing challenges to identification, investigation, and prosecution of labor trafficking.

The committee dedicated FY2025 to identifying gaps in services and outreach for survivors of labor trafficking. In partnership with the UMD SAFE Center for Human Trafficking Survivors, research was conducted which revealed a need to focus on construction and domestic workers. The labor trafficking committee, in partnership with the UMD SAFE Center for

HUMAN TRAFFICKING DIVISION

HUMAN TRAFFICKING TASK FORCE COMMITTEES

Human Trafficking Survivors and Steptoe LLC, was instrumental in the passing of a new Prince George's County bill that prohibited contractors doing business with Prince George's County Government from engaging in human trafficking (CB-023-2024). The HT division, in collaboration with the labor committee, began working with the county's Office of Procurement to develop training and awareness material to better educate contractors and keep them accountable regarding human trafficking.

Legislative

The legislative committee is tasked with staying informed of County and State legislation in order to ensure that legislative priorities support and protect victims of human trafficking and enhance the prosecution of traffickers and buyers/consumers.

During FY2025, the committee focused on learning more about the entities that combat human trafficking in the county. The committee created a survey and began surveying agencies that serve victim-survivors of human trafficking. The committee also worked with members to create a comprehensive list of legislation that would benefit victim-survivors of human trafficking.

Law Enforcement

The law enforcement committee is tasked with collaborating with all law enforcement entities to share and receive information on human trafficking activity.

After a very strong start in terms of participation of law enforcement agencies, engagement in FY2025 dwindled when new assignments and promotions took effect. Meaningful collaboration, led by the Bladensburg Police Department, between the law enforcement committee and the Allied Investigators Group led to discussions with the Prince George's County Office of the State's Attorney and the Family Justice Center. These discussions helped identify needs for training and gaps in the court's Alternative Resolution Diversion Program. Some law enforcement partners went through a reorganization that impacted investigations into human trafficking. While operating with fewer staff, the Prince George's County Police Department's Human Trafficking unit continued to work closely with the HT division manager to rebuild the law enforcement committee.

HUMAN TRAFFICKING DIVISION

HUMAN TRAFFICKING TASK FORCE COMMITTEES

Public Outreach and Training

The public outreach and training committee is tasked with creating, designing, and implementing public outreach opportunities to provide training and raise awareness on human trafficking.

The committee collaborated enthusiastically during FY2025, with members meeting in person to prepack outreach bags which included brochures and giveaways from all members of the committee. The committee had a strong beginning of the year which led to the creation of the following subcommittees: youth, public service and general public, hospitality, and healthcare. The committee had a great year, attending events and facilitating trainings throughout the county. Toward the end of the fiscal year, many members had to step down for a variety of reasons, including the committee chairperson who was appointed to a new role in federal government. Through their efforts, ongoing partnerships for training were continued with entities such as Prince George's County Public Schools resource officers, school pupil personnel workers, various PTAs/PTOs, the county's Crisis Intervention Training program, Park Police, and a number of Prince George's County Police Department programs, including the cadet program, in-service education, and onboarding.

Victim Services

The victim services committee is tasked with establishing a network of organizations, programs, and services based in the County to support victim-survivors of all forms of human trafficking.

The committee continued its efforts to engage stakeholders in using a universal referral form, which serves to connect victim-survivors of human trafficking to housing resources. The form also allows for more communication between partners as to what resources have been provided for victim-survivors. The committee continued developing Memorandum Of Understandings to pursue a universal screening tool and to support the development of a new child trafficking multidisciplinary team.

The HT division continues to build and strengthen relationships across the region, ensuring that both attention and efforts focus on ending human trafficking around the region. If you'd like to learn more about the human trafficking division or if your organization would like to learn more about the Prince George's County Human Trafficking Task Force, please visit civilrights.mypgc.us and select Human Trafficking on the navigation menu.

HUMAN TRAFFICKING DIVISION

PERFORMANCE MEASURES

Measure Name	FY2025 Actual
Resources (Input)	
Full-time staff	1
Workload, Demand and Production (Output)	
Total engagements, outreach, & training events	432
Impact (Outcome)	
Change in engagements and events from prior year	44%

LANGUAGE ACCESS COMPLIANCE PROGRAM DIVISION



The Language Access Compliance Program (LACP) Division ensures equitable access to County Government services to all people in the language of their preference.

The division provides central coordination and oversight of the County's implementation of language access requirements, policy guidance, training, and technical support to covered entities; compliance monitoring; investigation and enforcement; and community outreach to the County's limited-English proficient and non-English proficient residents.



During FY2025, the division lost one of the integral members of its team, compliance investigator Fernando Castro Gomez, who left to pursue another opportunity. The LACP is incredibly grateful to Fernando for his work ethic and the extraordinary contribution he made to the team.

Throughout the year, the division continued working to increase the number of County Government entities achieving and remaining in compliance with the County's language access legislation. To accomplish this, LACP took the following steps:

- Processed a total of 1,482 language access inquiries from County employees
- Provided technical support to all 44 County government entities
- Onboarded four Language Access Coordinators appointed by entities new to the program
- Ensured that 44 County Government entities acquired telephonic interpretation capabilities
- Worked with the Office of Information Technology to improve the Language Access Data Collection and Reporting System
- Ensured that all 44 County Government entities' Language Access Coordinators acquired access to their entity's language line accounts in order to obtain and report language encounters

LANGUAGE ACCESS COMPLIANCE PROGRAM DIVISION

- Promoted the County Executive office's initiative that County Government entities acquire the multilingual IVR system, which gives county residents the option to select their language of preference when calling in
- Trained a total of 4,792 employees in the use of the Language Access Data Collection and Reporting System
- Created a new Language Access Teams channel to facilitate communication between the Language Access Compliance Program division staff and Language Access Coordinators
- Provided technical support on a weekly basis to County entities through in-person language access compliance monitoring including site visits, material drop offs, policy guidance, and signage review.



LANGUAGE ACCESS COMPLIANCE PROGRAM DIVISION

PERFORMANCE MEASURES

Measure Name	FY2025 Actual
Resources (Input)	
LACP coordinators	44
Workload, Demand and Production (Output)	
Language access inquiries	1,482
Employees that completed language access compliance training	4,792
LAPSA agencies that received. technical support within the fiscal year	44
Impact (Outcome)	
LAPSA compliant entities	80.3

PUBLIC OUTREACH AND ENGAGEMENT DIVISION

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. The 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.



The **Public Outreach and Engagement Division** had an impactful FY2025. The division debuted a virtual and highly popular Lunch and Learn series with the Prince George's County Memorial Library System, engaged in interfaith events and connections, and continued its boots-on-the-ground approach to information-sharing, social justice initiatives, and partnership-building. Recognizing that division staff cannot reach all the people in the county to share the work done by the Office of Human Rights, but can “reach the people who reach the people,” each year staff embark on outreach pushes to different

faith communities, municipal staff and elected officials, and another target area. One year this was nonprofits, another foodbanks, and in FY2025 the division met with all library branch staff to educate them about the multi-pronged work of OHR so that, when patrons come in presenting relevant concerns, staff know to whom and how to refer them. The division continued its meaningful partnerships with the Prince George's County Memorial Library System, Prince George's County Parks, Marietta House Museum, Prince George's Community College, Mixt Food Hall, Joe's Movement Emporium, the Maryland Commission on Civil Rights, a variety of county municipalities and faith communities, and the University of Maryland, and developed new connections with State of Maryland departments, the University of Maryland Medical System, Enoch Pratt library, and national organizations.

Kyla Hanington, Division Manager, was elected to the Board of the IAOHRA, the International Association of Official Human Rights Agencies, in August 2024 for a two-year term as Atlantic Regional Representative. She also was a guest content leader at the American Library Association's LibLearnX conference in January 2025, co-presenting on “Social Justice Unlocked: Strategic Partnerships and Organizational Support for Tomorrow's Leaders” with PGCMLS Teen Services Specialist, Isaiah West.



PUBLIC OUTREACH AND ENGAGEMENT DIVISION

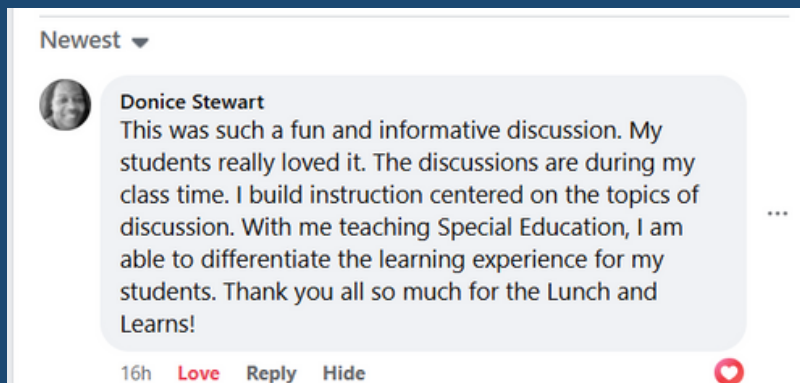
EVENT HIGHLIGHTS

Event highlights from FY2025 include:

The powerful Lunch and Learn virtual series, with guests ranging from Dr. Kurt Gray on his book, “Outraged: Why We Fight About Morality and Politics and How to Find Common Ground,” to the leaders of NASA’s Mosaics program, to George M. Johnson on their new, celebratory book, “Flamboyants,” to the first Native American in space, NASA’s Commander John L. Herrington, to civil rights advocate Judge David S. Tatel on his book, “Vision: A Memoir of Blindness and Justice,” to Briana Thomas on Black Broadway in Washington, DC, to Vinh Nguyen on his memoir, “The Migrant Rain Falls in Reverse,” and many more

“Small Acts of Kindness: interfaith conversation” held in partnership with Greenbelt Community Church United Church of Christ, featuring Sikh, Christian, Jewish, and non-theistic perspectives

Leading a virtual book discussion for World Pride DC



Lunch and Learn: A Conversation with Astrophysicist Dr. Hakeem Oluseyi

Hosting individual authors in partnership with PGCMLS, featuring such incredible voices as Kevin Nguyen in conversation about his powerful, near-reality, book “Mỳ Documents”; famed Haitian-American writer Edwidge Danticat on her memoir in essays, “We’re Alone”; Deanna Raybourn on her “Kills Well With Others” series; Australian author Natasha Lester joining us all the way from Perth to talk about her historical novel, honoring French resistance leader Marie-Madeleine Fourcade, “The Mademoiselle Alliance”; welcoming back TJ Alexander to talk about their novel “A Gentleman’s Gentleman,” a trans regency romance; and many more

PUBLIC OUTREACH AND ENGAGEMENT DIVISION

EVENT HIGHLIGHTS

Solidary Stories, OHR's social justice book group in partnership with PGCMLS and Mixt Food Hall, continued to grow in popularity during FY2025 with so many attending some evenings the group needed to split to accommodate all voices, reflecting its growing importance to the local community

Participating in the Prince George's County Federal Employees Career Transition & Resources Event



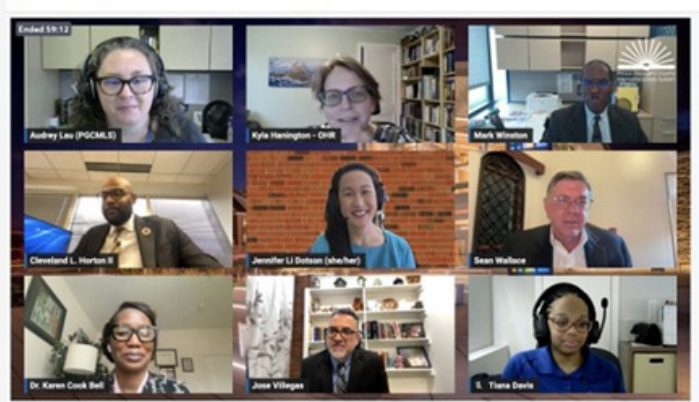
Social Justice Camp, when OHR's summer YLA session joins with PGCMLS to engage youth for week-long Social Justice learning. In FY2025, Social Justice Camp ran for two week-long sessions, one in Bladensburg and one in Fairmount Heights



PUBLIC OUTREACH AND ENGAGEMENT DIVISION

EVENT HIGHLIGHTS

Hosting a virtual conversation to celebrate International Human Rights Day on December 10th, featuring Judge Sean Wallace, United Nations High Tribunal; Jennifer Li Dotson, United States Commission on Civil Rights; Cleveland Horton, Maryland Commission on Civil Rights; and Dr. Karen Bell, Bowie State University, in conversation about the human rights locally, nationally, and internationally. Co-presented with Prince George's County Memorial Library System



Participating in the Prince George's Community College's debut of the play "Out of the Vineyard," part of the Freedom Stories initiative between the Office of Human Rights, Joe's Movement Emporium, the Prince George's County Memorial Library System, and the college's Center for the Performing Arts. OHR staff moderated one of the after- performance question and answer sessions with Maya Davis and Betty Hewlett

Holding a panel discussion on the themes in Heather McGhee's "The Sum of Us: What Racism Costs Everyone and How We Can Prosper Together" in partnership with the City of Hyattsville



Co-developing and leading, with the Maryland Commission on Civil Rights, the Howard County Office of Human Rights and Equity, the Montgomery County of Human Rights, and the Anne Arundel of Office of Equity and Human Rights, a state-wide event honoring the 60th anniversary of the signing of the Civil Rights Act

PUBLIC OUTREACH AND ENGAGEMENT DIVISION

EVENT HIGHLIGHTS



All Office of Human Rights staff participating in National Night Out, reaching thirteen distinct National Night Out event locations and engaging with residents around the County



The Public Outreach and Engagement Division continues to be intentional about the many ways it engages the public: in-person and virtual events; panel discussions; creator (including writers, visual artists, musicians, actors, and dancers) interviews; tabling events; trainings; and meeting with individuals and groups to discuss the work of the office, to hear concerns, and to create more opportunities for partnerships and engagement.

Hi friends,

Thank you so much for all the joyful queer convos you have hosted recently. I haven't gotten a chance to watch the lunar boy conversation yet, but the George M. Johnson and TJ alexander conversations were both incredible! I got to laugh and smile through my last hour of work tonight and am so looking forward to diving into some trans regency romance ASAP.

I'm so thankful for all you do,
Caitlin

PUBLIC OUTREACH AND ENGAGEMENT DIVISION

YOUTH LEADERSHIP ACADEMY



For the FY2025 sessions of the Youth Leadership Academy, the Public Outreach and Engagement Division pivoted to drop-in from requiring applications, as non-registered students had previously been turned away. By allowing for drop-ins, YLA both was more inclusive and engaged more young people, bringing education about social justice, misinformation, human trafficking, and wealth inequity to interested youth.

Fall 2024 saw YLA at Bladensburg Branch Library for the second time, capitalizing on its popular Spring session and summer's Social Justice Camp there. Spring 2025, YLA moved to Glenarden Branch library, where participants of Glenarden's Teen Action Group joined YLA for four weeks of hands-on engagement on these important and topical issues.



To learn more about all of our work, including upcoming and previously held events and the Youth Leadership Academy, visit civilrights.mypgc.us.

PUBLIC OUTREACH AND ENGAGEMENT DIVISION

PERFORMANCE MEASURES

Measure Name	FY2025 Actual
Resources (Input)	
Diversity engagement staff	2
Workload, Demand and Production (Output)	
Total engagements, education, and training events	190
Impact (Outcome)	
Change in engagements and events from prior year	16%

ADMINISTRATION

The **Administration** section of the Office of Human Rights consists of one person, Sandra Powell, who serves as the Assistant to the Executive Director and as the Office Manager, a role in which she manages all administrative functions of the office including responsibility for fiscal matters. Ms. Powell is the first person with whom people interact when seeking information or when scheduling intake appointments to initiate discrimination complaints.



Sandra Powell

Assistant to the Executive Director & Office Manager

Ms. Powell's work includes the roles of:

- Office of Human Resources Management liaison (training resources)
- Office of Information Technology coordinator
- payroll coordinator
- safety risk coordinator, and
- fiscal coordinator.

She also serves as the agency vendor contract renewal processor and assists in the formation of the OHR's budget. In addition, Ms. Powell provides administrative support to each of our four divisions: Investigation, Human Trafficking, Language Access and Compliance Program, and Public Outreach and Engagement. The administrative function of the agency is instrumental in allowing the OHR to perform its mission for the residents of the County. We could not do it without her!

IMMIGRANT SERVICES & LANGUAGE ASSISTANCE (ISLA) AND AMICA CENTER



Immigrant Services and Language Access (ISLA)

PROGRAM UPDATE | JULY 1, 2024–JUNE 30, 2025

Amica Center for Immigrant Rights confronts the impact that the unjust immigration system has on our clients and communities through direct legal representation, impact litigation, education, and client-centered advocacy.

ISLA is part of 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.

COMMUNITY IMPACT

70

Prince George’s County residents
received direct legal
representation, a 30% increase
compared to 2023-2024

40

New Clients

80

New clients completed legal
intakes



130 Children

Impacted by their parent’s detention

30%

Increase compared to 2023-2024

LITIGATED

40

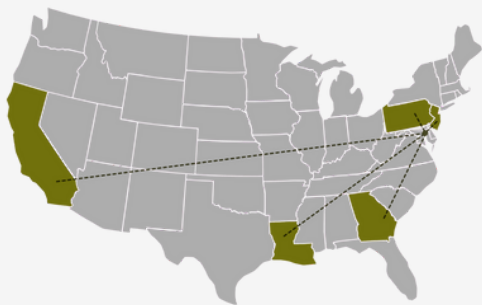
Protection-based claims (Asylum,
Withholding of Removal, and
Convention Against Torture)

23

Board of Immigration Appeals
(BIA)

2

Petition for Review before the
Federal District Court



Assisted Prince George’s County residents detained in 18 facilities across the country, including, but not limited to, CA, GA, LA, NJ, and PA

Served Prince George’s County residents from 25 different countries, including, but not limited to, Bangladesh, El Salvador, Ethiopia, Haiti, Liberia, Togo, and Nigeria

ISLA AND AMICA CENTER

CLIENT STORIES

Mr. RRG is a citizen of El Salvador who has lived in the United States since he was 14 and is a resident of Prince George's County.

Many of his family members, including his mother, sister, and several children, have permanent legal status in the US. Mr. RRG wants to be able to safely remain in the country to support his family and continue receiving medical care for a seizure disorder. He fears that he'll suffer great harm if deported.

The immigration judge (IJ) granted Mr. RRG humanitarian protection, but the Department of Homeland Security appealed the decision. Amica Center is now helping Mr. RRG defend the IJ's decision before the BIA, so that he may safely remain in the US with his family.

Mr. JSMB is a 26-year-old Salvadoran asylum applicant who entered the US as an unaccompanied child in 2015 and resides in Prince George's County. He fled El Salvador after suffering extortion and death threats from the MS-13 gang. Upon his arrival in the U.S., he was targeted and bullied by local gangs. With the support of the Amica Center and his pro bono attorneys, Mr. JSMB secured humanitarian protection.

He continues to work with his legal team to pursue permanent legal status to help ensure that he can safely remain in the country.



www.amicacenter.org | 1025 Connecticut Avenue NW, Suite 701, Washington DC 20036

[@amica.center](https://www.instagram.com/amica.center) | [in amica-center](https://www.linkedin.com/company/amica-center) | [f amicacenterforimmigrantrights](https://www.facebook.com/amicacenterforimmigrantrights) | [X amica.center](https://twitter.com/amica.center)

Staff Contact: Eric Lopez, Deputy Director, Detained Adult Program, eric@amicacenter.org

HUMAN RIGHTS COMMISSION

LETTER FROM THE COMMISSION CHAIR



Dear Residents of Prince George's County,

I am honored to write to you as the newly appointed Chair of the Prince George's County Human Rights Commission. Our Commission stands as a pillar of justice and equity, laser-focused on protecting the civil rights of every resident in our vibrant and diverse county.

At the outset, I would like to express my sincere gratitude to our outgoing Chair, Charlene Proctor, for her leadership and dedicated service. Her commitment laid the foundation for the continued progress we strive for today.

The core mission of the Commission is to adjudicate complaints of discrimination under Division 12 of the Prince George's County Code. This includes safeguarding individuals from unlawful discrimination based on race, religion, color, sex, national origin, age, occupation, marital status, political opinion, personal appearance, sexual orientation, disability, familial status, or gender identity in the areas of housing, employment, law enforcement, education, public accommodations, and commercial real estate. We carry out this mission independent of the Office of Human Rights.

When discrimination is found, the Commission has the authority to award relief to complainants and impose civil penalties on respondents, ensuring accountability and justice. Our work is guided by fairness, impartiality, and a steadfast commitment to the rule of law.

During FY2025, our twelve Commissioners, appointed by the County Executive and confirmed by the County Council, volunteered their time, expertise, and dedication to serve the public. We adjudicated appeals, ruled on motions, conducted hearings, and issued legally sound decisions. Our hearings continued to be held virtually, allowing for greater accessibility and transparency in accordance with the Open Meetings Act.

A significant milestone this fiscal year was the successful completion of updates to our Rules of Procedure. These revisions strengthen our processes and reflect our ongoing efforts to enhance clarity, fairness, and efficiency in our adjudicative work.

We are fortunate to have the legal counsel of The Law Offices of Gabriel J. Christian and Associates, LLC, and the ongoing training and administrative support provided by the Office of Human Rights. These resources enhance our ability to serve the public and ensure that every party before us is treated with dignity and respect.

As Chair, I am committed to ensuring that each party who comes before the Commission is heard and that every decision we render reflects our values of fairness, equity, and legal integrity. I am joined in this commitment by an exceptional group of Commissioners. Together, we strive to make Prince George's County a place where every resident can feel safe, respected, and proud. Thank you for your continued trust in our work.

Sincerely,

Joseph S. Reed
Joseph S. Reed

Chair, Prince George's County Human Rights Commission

HUMAN RIGHTS COMMISSION

WHO WE ARE AND WHAT WE DO

Fiscal Year 2025 brought changes to the Commission as Chair Proctor, who had served on the Commission since 2019, was elected Vice-Chair in 2020, and appointed as Chair in 2021, left the Commission part way through the year. She oversaw important updates to the Rules of Procedure before the Commission and served both the Commission and the people of the County with care, diligence, and professionalism. We are grateful for her volunteerism and stewardship.

The Commissioners of the Prince George's County Human Rights Commission, appointed by the County Executive and confirmed by Prince George's County Council, 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 discrimination in Prince George's County.

The Human Rights Commissioners are a talented and dedicated group of volunteers who represent the diversity of the community and who relish the opportunity to serve the cause of human rights in Prince George's County. Serving as Human Rights Commissioners during FY2025 were:



Charlene Proctor, Esq., Chair, was appointed to the Commission in 2019, elected Vice-Chair in 2020, and appointed Chair in July 2021. Chair Proctor departed the Commission in December, 2024.



Joseph S. Reed, Chair, was appointed to the Commission in 2019, served as Secretary from 2019 to 2020 and was elected Vice-Chair in 2022. In January 2025, he was appointed to the position of Chair upon the departure of Chair Proctor.

HUMAN RIGHTS COMMISSION

WHO WE ARE AND WHAT WE DO



Keith Adams, Vice-Chair, was appointed to the Commission in 2022 and was elected as Secretary in August, 2023. He was elected to fill the Vice-Chair position in February 2025.



Shonda Harmon, Secretary, was appointed to the Commission in 2025 and was elected as Secretary in April 2025.



Dr. Traci Birkhead was appointed to the Commission in 2022.



Roslyn Brown was appointed to the Commission in 2022 and resigned during FY2025.



Turkessa L. Brown was appointed to the Commission in 2023.

HUMAN RIGHTS COMMISSION

WHO WE ARE AND WHAT WE DO



Brindisi Chan was appointed to the Commission in 2022 and resigned during FY2025.



Caren Gillison was appointed to the Commission in 2025.



Erica Jenkins was appointed to the Commission in 2025.



Sylvia Johnson was appointed to the Commission in 2019.



Erin Kabba was appointed to the Commission in 2025.

HUMAN RIGHTS COMMISSION

WHO WE ARE AND WHAT WE DO



Dr. Ademola Moses Oduyebo was appointed to the Commission in 2019.



Regina C. Truesdale was appointed to the Commission in 2023.



Kayon Williams was appointed to the Commission in 2025.

You can learn more about the Human Rights Commissioners by visiting our webpage at:
<https://www.princegeorgescountymd.gov/833/Commissioners>.

HUMAN RIGHTS COMMISSION

DUTIES OF COMMISSIONERS

DUTIES: The Commission is empowered to adjudicate matters under the civil rights laws of Prince George's County. Primary duties of the thirteen-member commission are to attend monthly Commission meetings and to conduct administrative hearings involving claims of unlawful discrimination.

TIME COMMITMENT: Attendance at mandatory monthly commission meetings held on the fourth Monday of each month at 5:30 pm. At the meetings, the Commission manages administrative details related to hearings, case closures, and appeals. Some preparation time prior to the meeting may be necessary depending on the agenda items established by the Executive Director and the Commission Chair. Meetings typically last no more than two hours.

HEARINGS: Public Hearings are held by the Commission after a recommendation by the Executive Director, who is authorized to bring the charges of a civil rights violation. The hearings are scheduled at the pleasure of the Commission and are typically held in the evening for a period no less than three to four hours per evening of public hearing. Timely written decisions are required within 60 days after each public hearing.*

PANELS: Commissioners hear cases in panels of four members (three panel members and an alternate), divided by subject area (Housing and Residential Real Estate, Public Accommodations, Employment, Education, Commercial Real Estate, Law Enforcement Discrimination), in addition, to other areas established the County Council. A Panel Chair, assigned by the Commission Chairperson, presides over any hearings or related meetings. The Commission has the authority to award monetary damages, levy fines, and issue cease and desist orders or other injunctive relief directed at penalizing or stopping discriminatory conduct.

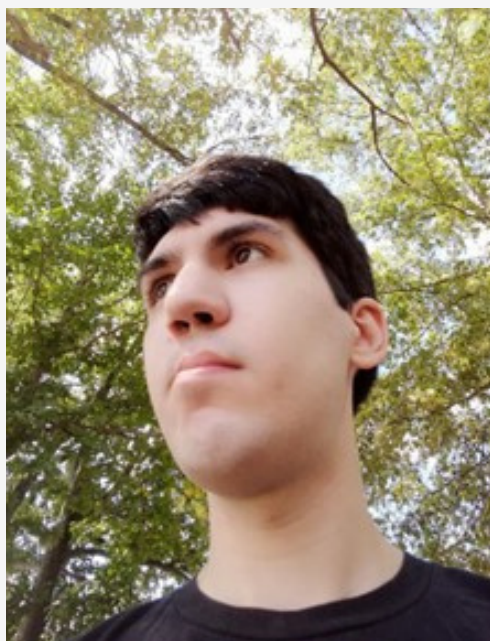
TERM: Three years, depending on year of appointment.

BENEFITS: Although the position is non-stipend, funding may be provided for travel and training in connection with civil rights conferences and meetings throughout the year.

**A detailed breakdown of time requirements can be found in the Human Rights Commission's Rules of Procedure upon request.*

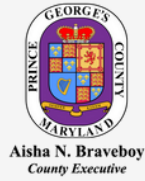
HUMAN RIGHTS COMMISSION

CLERK TO THE COMMISSION



The Office of Human Rights and the Human Rights Commission welcomed a new Clerk to the Commission in July 2024. Clerk Azeem Lyons, a lifelong Marylander with a Bachelor's of Arts from the University of Maryland, quickly learned the position and has brought professionalism, insight, and personability to his role. The Human Rights Commission and the Office of Human Rights are grateful for his professionalism and the rapidity with which he fully embraced the functions of the Clerk.

The Clerk to the Commission supports the Human Rights Commission by: working closely with Commissioners and the Commission's counsel, receiving filings for public hearings, providing information to parties coming before the Commission for public hearings, preparing agendas, assisting the Commission's Secretary with minutes, compiling the necessary documents for Commission meetings, drafting documents for the Commission, and being a conduit for information between the Commission and the public.



Aisha N. Braveboy
County Executive



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