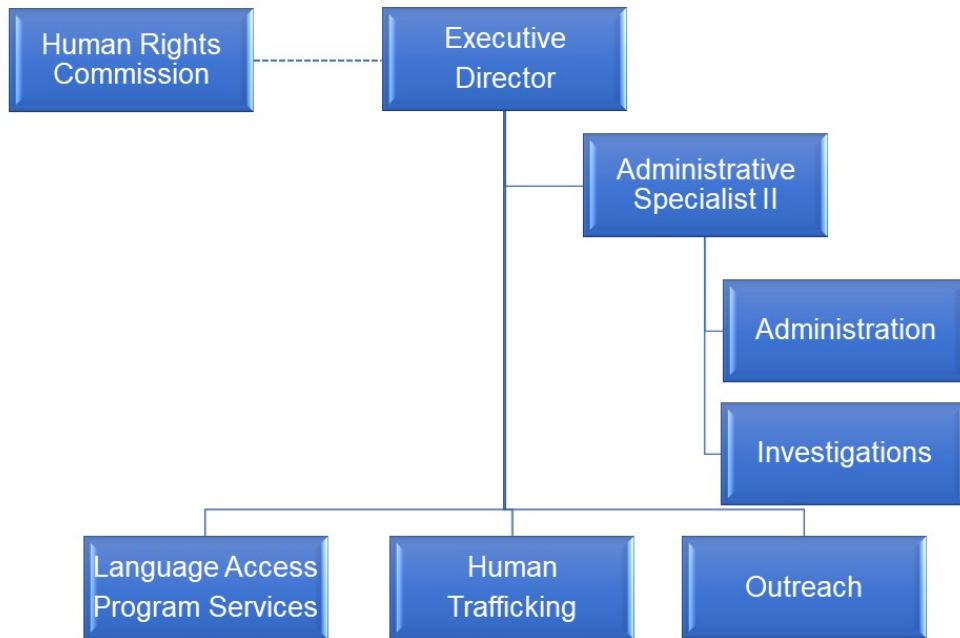


Office of Human Rights



MISSION AND SERVICES

The Office of Human Rights strives to provide civil and human rights protections within Prince George’s County through investigations and enforcement of acts of discrimination, coordinated anti-human trafficking efforts, creation of diversity engagements, facilitation of governmental compliance of language access, and support of a legal representation program for County immigrants at risk of deportation.

CORE SERVICES

- Investigate claims of discrimination in the areas of employment, housing and residential real estate, public accommodation, law enforcement and commercial real estate
- Identify and recover survivors of sex and labor trafficking, increase prosecution of traffickers, and educate the public about human trafficking
- Community building and reducing incidents of hate, bias, violence by organizing community dialogue through outreach and public engagement
- Ensuring 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 Immigrant’s Rights Coalition (CAIR) to provide legal representation to all County residents under threat of deportation

FY 2021 KEY ACCOMPLISHMENTS

- Exceeded investigative contractual obligation with the U.S. Equal Employment Opportunity Commission.
- Increased the number of human trafficking engagement, outreach/education, and training opportunities.
- Strengthened the number of diversity education partnerships and engagements.
- Exceeded the goals of the language access program implementation phase including training, education, technical support, and outreach.

STRATEGIC FOCUS AND INITIATIVES FOR FY 2022

The office’s top priorities in FY 2022 are:

- Provide civil and human rights protection to aid in positive economic development and public safety.
- Reduce acts of discrimination within the County to positively impact economic development.
- Increase the number of coordinated anti-trafficking efforts to positively impact public safety and economic development.
- Increase the number of diversity education engagements to positively impact safe neighborhoods.
- Increase the percentage of County agencies in compliance with Language Access for Public Services Act of 2017 and 2022.

FY 2022 BUDGET SUMMARY

The FY 2022 approved budget for the Office of Human Rights is \$2,365,700, an increase of \$2,365,700 or 100% over the FY 2021 approved budget.

Expenditures by Fund Type

Fund Types	FY 2020 Actual		FY 2021 Budget		FY 2021 Estimate		FY 2022 Approved	
	Amount	% Total	Amount	% Total	Amount	% Total	Amount	% Total
General Fund	\$—		\$—		\$—		\$2,305,700	97.5%
Grant Funds	—		—		—		60,000	2.5%
Total	\$—		\$—		\$—		\$2,365,700	100.0%

GENERAL FUND

The FY 2022 approved General Fund budget for the Office of Human Rights is \$2,305,700, an increase of \$2,305,700 or 100% over the FY 2021 approved budget.

Reconciliation from Prior Year

	Expenditures
FY 2021 Approved Budget	\$—
Increase Cost: Operating — Separation of the Human Relations Commission division from the Office of Community Relations to become the Office of Human Rights	\$956,500
Increase Cost: Compensation — Separation of the Human Relations Commission division from the Office of Community Relations to become the Office of Human Rights	883,100

Reconciliation from Prior Year *(continued)*

	Expenditures
Increase Cost: Fringe Benefits — Separation of the Human Relations Commission division from the Office of Community Relations to become the Office of Human Rights	316,100
Add: Operating — Increase to provide funding for the Fair Housing Assistance Program (FHAP) for substantial equivalency to support the administration of fair housing laws	150,000
FY 2022 Approved Budget	\$2,305,700

GRANT FUNDS

The FY 2022 approved grant budget for the Office of Human Rights is \$60,000. The previous budget information for this grant is included in the Office of Community Relation’s budget pages. The major source of funds in the FY 2022 approved budget include:

- Equal Employment Opportunity Commission (EEOC) Worksharing Agreement

Reconciliation from Prior Year

	Expenditures
FY 2021 Approved Budget	\$—
Shift: Transfer of program to/from another department — Equal Employment Opportunity Commission Work Sharing Agreement- the prior year budget information is included in the Office of Community Relations budget pages.	\$60,000
FY 2022 Approved Budget	\$60,000

STAFF AND BUDGET RESOURCES

Authorized Positions	FY 2020 Budget	FY 2021 Budget	FY 2022 Approved	Change FY21-FY22
General Fund				
Full Time - Civilian	0	0	13	13
Full Time - Sworn	0	0	0	0
Subtotal - FT	0	0	13	13
Part Time	0	0	0	0
Limited Term	0	0	0	0

TOTAL				
Full Time - Civilian	0	0	13	13
Full Time - Sworn	0	0	0	0
Subtotal - FT	0	0	13	13
Part Time	0	0	0	0
Limited Term	0	0	0	0

Positions By Classification	FY 2022		
	Full Time	Part Time	Limited Term
Administrative Aide	1	0	0
Administrative Specialist	1	0	0
Community Developer	1	0	0
Executive Director	1	0	0
Investigator	8	0	0
Paralegal	1	0	0
TOTAL	13	0	0

Expenditures by Category - General Fund

Category	FY 2020 Actual	FY 2021 Budget	FY 2021 Estimate	FY 2022 Approved	Change FY21-FY22	
					Amount (\$)	Percent (%)
Compensation	\$—	\$—	\$—	\$883,100	\$883,100	
Fringe Benefits	—	—	—	316,100	316,100	
Operating	—	—	—	1,106,500	1,106,500	
Capital Outlay	—	—	—	—	—	
SubTotal	\$—	\$—	\$—	\$2,305,700	\$2,305,700	
Recoveries	—	—	—	—	—	
Total	\$—	\$—	\$—	\$2,305,700	\$2,305,700	

In FY 2022, compensation increases 100% due to the separation of the Human Relations Commission as a division from the Office of Community Relations to become the Office of Human Rights. The compensation budget includes funding for 11 of the 13 full time positions. Fringe benefit expenditures increase 100% due to the separation of the Human Relations Commission as a division from the Office of Community Relations to become the Office of Human Rights.

Operating expenditures also increase 100% as a result of the Human Relations Commission becoming the Office of Human Rights. Funding is provided to support civil and human rights protections for the County. Funding is allocated to provide support for the Fair Housing Assistance Program (FHAP) for substantial equivalency to assist in the administration of fair housing laws.

GRANT FUNDS SUMMARY

Expenditures by Category - Grant Funds

Category	FY 2020 Actual	FY 2021 Budget	FY 2021 Estimate	FY 2022 Approved	Change FY21-FY22	
					Amount (\$)	Percent (%)
Compensation	\$—	\$—	\$—	\$—	\$—	
Fringe Benefits	—	—	—	—	—	
Operating	—	—	—	60,000	60,000	
Capital Outlay	—	—	—	—	—	
SubTotal	\$—	\$—	\$—	\$60,000	\$60,000	
Recoveries	—	—	—	—	—	
Total	\$—	\$—	\$—	\$60,000	\$60,000	

The FY 2022 approved grant budget for the Office of Human Rights is \$60,000. The previous budget information for this grant is included in the Office of Community Relation's budget pages. The sponsor for the agency is the Equal Employment Opportunity Commission (EEOC) for the Worksharing Agreement. The anticipated grant program will not support positions.

Grant Funds by Division

Grant Name	FY 2020 Actual	FY 2021 Budget	FY 2021 Estimate	FY 2022 Approved	Change FY21-FY22	
					Amount (\$)	Percent (%)
Office of Human Rights						
Equal Employment Opportunity Commission Worksharing Agreement	\$—	\$—	\$—	\$60,000	\$60,000	
Total Office of Human Rights	\$—	\$—	\$—	\$60,000	\$60,000	
Subtotal	\$—	\$—	\$—	\$60,000	\$60,000	
Total Transfer from General Fund - (County Contribution/Cash Match)	—	—	—	—	—	
Total	\$—	\$—	\$—	\$60,000	\$60,000	

Grant Descriptions

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC) WORKSHARING AGREEMENT -- \$60,000

The U.S. Equal Employment Opportunity Commission (EEOC) provides financial assistance through a worksharing agreement. These funds are provided as a result of investigations conducted by the Commission 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 Commission 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 2026 Target	FY 2019 Actual	FY 2020 Actual	FY 2021 Estimated	FY 2022 Projected	Trend
65%	n/a	n/a	50%	60%	n/a

Trend and Analysis

The Office of Human Rights receives cases in two ways; inquiries made to the Office of Human Rights directly and the transfer of cases from the Equal Employment Opportunity Commission (EEOC). Cases that are formalized through the Office of Human Rights occur between 0-9 times per week. The EEOC may transfer any number of cases at anytime. 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 requested information; availability of requested witness interviews; receipt of subpoenaed information; and receipt of supplemental information. The number of cases reflected below represent 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 2018 Actual	FY 2019 Actual	FY 2020 Actual	FY 2021 Estimated	FY 2022 Projected
Resources (Input)					
Investigators	n/a	n/a	n/a	7	5
Workload, Demand and Production (Output)					
Discrimination complaints inquiries/ contacts	n/a	n/a	n/a	190	210
Discrimination charges formalized/ accepted	n/a	n/a	n/a	45	50
Transfer cases formalized through EEOC	n/a	n/a	n/a	30	30
Total case investigations completed/ signed	n/a	n/a	n/a	60	65
Impact (Outcome)					
Case closure rate	n/a	n/a	n/a	50%	60%

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

FY 2026 Target	FY 2019 Actual	FY 2020 Actual	FY 2021 Estimated	FY 2022 Projected	Trend
10%	n/a	n/a	n/a	41%	n/a

Trend and Analysis

The Prince George's County Human Trafficking Task Force (PGCHTTF) continues to prioritize the mandated goals identified in CR-74-2013: to identify and serve victims of human trafficking, to increase the prosecution of traffickers, and to educate the public about human trafficking. In FY 2020, the task force completed a reorganization structure with an enhanced focus on collaboration and partnerships, information sharing, and continued outreach and education. Members of the task force have participated in multiple collaborative engagements with volunteers, government agencies (local, state, and federal), non-profit organizations, and other local/regional task forces. Members have also facilitated multiple committee meetings and stakeholder or community-based trainings.

Performance Measures

Measure Name	FY 2018 Actual	FY 2019 Actual	FY 2020 Actual	FY 2021 Estimated	FY 2022 Projected
Resources (Input)					
Full-time staff	n/a	n/a	n/a	0	1
Workload, Demand and Production (Output)					
Total engagements, outreach, & training events	n/a	n/a	n/a	85	120
Impact (Outcome)					
Change in engagements and events from prior year	n/a	n/a	n/a	n/a	41%

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

FY 2026 Target	FY 2019 Actual	FY 2020 Actual	FY 2021 Estimated	FY 2022 Projected	Trend
12%	n/a	n/a	n/a	50%	n/a

Trend and Analysis

The Prince George's County Office of Human Rights is committed to assisting residents develop meaningful relationships across communities. The Office is committed to fostering understanding, connection and a spirit of shared community to reduce acts of hate, bias, and violence. Our efforts include robust partnerships and ongoing programming such as "The Elephant in the Room Diversity Dialogue" and "Movies That Matter" series with the Prince George's County Memorial Library System, featuring people of different faiths, racial and ethnic backgrounds, immigration statuses and more.

Performance Measures

Measure Name	FY 2018 Actual	FY 2019 Actual	FY 2020 Actual	FY 2021 Estimated	FY 2022 Projected
Resources (Input)					
Diversity engagement staff	n/a	n/a	n/a	0	1
Workload, Demand and Production (Output)					
Total engagements, education, and training events	n/a	n/a	n/a	80	110
Impact (Outcome)					
Change in engagements and events from prior year	n/a	n/a	n/a	n/a	50%

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

FY 2026 Target	FY 2019 Actual	FY 2020 Actual	FY 2021 Estimated	FY 2022 Projected	Trend
100%	n/a	n/a	11%	28%	n/a

Trend and Analysis

The Language Access Compliance Program (LACP) was established by the Language Access for Public Services Act of 2017. The 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 (LEP) and non-English proficient (NEP) residents. Language Access for Public Services Act, 2020 (CB-34-2020) added the County Council as a covered agency. FY 2021 encompasses both the Phase 1 and Phase 2, planning and implementation phases respectively.

Performance Measures

Measure Name	FY 2018 Actual	FY 2019 Actual	FY 2020 Actual	FY 2021 Estimated	FY 2022 Projected
Resources (Input)					
LACP coordinators	n/a	n/a	n/a	4	15
Workload, Demand and Production (Output)					
Language access inquiries	n/a	n/a	n/a	10	50
Employees that completed language access compliance training	n/a	n/a	n/a	10	2,000
LAPSA compliant agencies	n/a	n/a	n/a	2	5
Impact (Outcome)					
LAPSA compliant agencies	n/a	n/a	n/a	11%	28%