

Maryland Commission on Civil Rights

MISSION

The mission of the Maryland Commission on Civil Rights is to ensure equal opportunity and promote better Civil Rights for all who work in, live in or visit Maryland.

VISION

Our vision is a State free of any traces of unlawful discrimination.

KEY GOALS, OBJECTIVES, AND PERFORMANCE MEASURES

Goal 1. Improve equal opportunity in Maryland through the use of effective, creative and efficient case processing activities and reduce, eliminate or resolve instances of unlawful discrimination.

Obj. 1.1 Each year, increase number of complaints filed for processing through education and outreach efforts and maintain the average time to process complaints below the Federal processing time standard.

Performance Measures	2015 Act.	2016 Act.	2017 Act.	2018 Act.	2019 Act.	2020 Est.	2021 Est.
Number of education and outreach activities	111	147	172	160	133	150	155
Inquiries received	9,832	1,745	2,090	1,851	1,637	1,900	2,100
Complaints received for processing	686	743	1,064	775	716	775	825
Number of complaints closed							
Employment complaints closed	616	537	630	610	707	750	800
Housing complaints closed	96	91	95	109	112	120	130
Public accommodations cases closed	65	54	48	83	67	75	90
Average number of days to process a case							
Employment	193	196	223	231	237	210	200
Housing	131	164	89	96	103	95	90
Public Accommodations	475	138	217	232	241	220	200

NOTES

¹ Data for fiscal year 2016 and after excludes email or phone inquiries that did not explicitly pertain to alleged acts of discrimination. Fiscal year 2015 and prior year data includes such inquiries.

Maryland Commission On Civil Rights

D27L00.01 General Administration

Program Description

The Commission resolves allegations of discrimination based on race, color, creed, ancestry, religion, sex, age, sexual orientation, national origin, marital status, familial status, genetic information and physical or mental disability. Resolution occurs via conciliation, mediation, investigation and litigation in the areas of employment, housing and public accommodations. In addition, the Commission enforces the State of Maryland's Commercial Non-Discrimination Policy, which prohibits the State from contracting with business entities, both public and private, that discriminate in the solicitation, selection, hiring, or treatment of vendors, suppliers, subcontractors, or commercial customers. The Commission also, through its educational and outreach efforts, improves community relations and fosters a better understanding of the law, thus reducing the potential number of complaints generated. Efforts in fair employment practices and fair housing are supplemented by work sharing arrangements and contracts with the U.S. Equal Employment Opportunity Commission and the U.S. Department of Housing and Urban Development. The Commission engages in cooperative efforts with Federal, State, local and private agencies having comparable interests and/or legal authority.

Appropriation Statement

	2019 Actual	2020 Appropriation	2021 Allowance
Number of Authorized Positions	31.00	31.00	31.00
Number of Contractual Positions	2.00	2.00	3.00
01 Salaries, Wages and Fringe Benefits	2,784,982	2,997,430	3,040,188
02 Technical and Special Fees	86,495	137,305	190,409
03 Communications	53,738	16,520	22,217
04 Travel	41,922	31,042	43,500
07 Motor Vehicle Operation and Maintenance	2,873	3,500	2,200
08 Contractual Services	110,585	297,269	202,700
09 Supplies and Materials	23,913	10,500	11,423
10 Equipment - Replacement	4,612	1,000	2,500
11 Equipment - Additional	38,585	0	1,000
13 Fixed Charges	94,210	92,709	96,897
Total Operating Expenses	370,438	452,540	382,437
Total Expenditure	3,241,915	3,587,275	3,613,034
Net General Fund Expenditure	2,543,675	2,673,804	2,748,812
Special Fund Expenditure	850	90,000	5,000
Federal Fund Expenditure	697,390	823,471	859,222
Total Expenditure	3,241,915	3,587,275	3,613,034
Special Fund Expenditure			
D27305 Fair Housing Event - Donations	0	60,000	0
D27310 Fair Housing Event- Ticket Sales	0	30,000	0
D27315 MCCR Education and Outreach	850	0	5,000
Total	850	90,000	5,000
Federal Fund Expenditure			
14.401 Fair Housing Assistance Program-State and Local	330,606	378,670	396,759
30.002 Employment Discrimination-State and Local Fair Employment Practice	366,784	444,801	462,463
Total	697,390	823,471	859,222

3 Year Position Summary

Classification Title	FY 2019 Positions	FY 2019 Expenditures	FY 2020 Positions	FY 2020 Appropriation	FY 2021 Positions	FY 2021 Allowance
D27 - Maryland Commission On Civil Rights						
D27L0001 - General Administration						
Admin Prog Mgr IV	1.00	83,568	1.00	87,257	1.00	87,257
Admin Spec II	2.00	72,027	2.00	90,349	2.00	96,991
Administrator IV	1.00	80,095	1.00	83,630	1.00	83,630
Asst Gen Counsel III Human Rel	1.00	78,951	1.00	82,437	1.00	82,437
Civil Rights Officer Adv/Lead	2.00	251,166	4.00	262,255	4.00	267,235
Civil Rights Officer I	3.00	75,342	3.00	146,164	3.00	126,896
Civil Rights Officer II	9.00	438,335	9.00	482,816	9.00	472,659
Civil Rights Officer III	4.00	118,611	2.00	123,847	2.00	123,847
Civil Rights Officer Supv	3.00	199,420	3.00	208,225	3.00	208,225
Dep Dir Human Relatns	1.00	90,435	1.00	88,696	1.00	94,902
Exec Assoc II	1.00	52,031	1.00	54,328	1.00	54,328
Exec Dir Comm On Human Relatns	1.00	118,479	1.00	123,713	1.00	123,709
General Counsel Human Relations	1.00	127,603	1.00	133,235	1.00	133,235
Office Secy III	1.00	43,790	1.00	45,975	1.00	45,975
Total D27L0001	31.00	1,829,853	31.00	2,012,927	31.00	2,001,326