

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	2017 Act.	2018 Act.	2019 Act.	2020 Act.	2021 Act.	2022 Est.	2023 Est.
Number of education and outreach activities	172	160	133	121	150	160	160
Inquiries received	2,090	1,851	1,637	1,650	1,291	1,303	1,326
Complaints received for processing	1,064	775	716	775	741	748	755
Number of complaints closed							
Employment complaints closed	630	610	707	567	520	620	640
Housing complaints closed	95	109	112	123	128	140	154
Public accommodations cases closed	48	83	67	50	10	44	48
Average number of days to process a case							
Employment	223	231	237	264	364	300	270
Housing	89	96	103	109	200	175	158
Public Accommodations	217	232	241	291	365	365	329

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

	2021 Actual	2022 Appropriation	2023 Allowance
Number of Authorized Positions	31.00	33.00	33.00
Number of Contractual Positions	3.00	1.00	1.00
01 Salaries, Wages and Fringe Benefits	3,012,961	3,160,166	3,328,573
02 Technical and Special Fees	167,599	104,419	104,851
03 Communications	31,670	22,217	34,020
04 Travel	656	43,500	12,000
07 Motor Vehicle Operation and Maintenance	2,005	4,200	3,000
08 Contractual Services	266,919	284,877	249,528
09 Supplies and Materials	23,999	15,231	15,000
10 Equipment - Replacement	2,530	2,500	1,000
11 Equipment - Additional	456	1,000	500
13 Fixed Charges	98,303	96,897	104,274
Total Operating Expenses	426,538	470,422	419,322
Total Expenditure	3,607,098	3,735,007	3,852,746
Net General Fund Expenditure	2,626,438	2,409,854	2,667,198
Special Fund Expenditure	0	95,000	0
Federal Fund Expenditure	980,660	1,230,153	1,185,548
Total Expenditure	3,607,098	3,735,007	3,852,746
Special Fund Expenditure			
D27305 Fair Housing Event - Donations	0	63,000	0
D27310 Fair Housing Event- Ticket Sales	0	27,000	0
D27315 MCCR Education and Outreach	0	5,000	0
Total	0	95,000	0
Federal Fund Expenditure			
14.401 Fair Housing Assistance Program-State and Local	460,627	562,950	667,112
30.001 Employment Discrimination Title VII of the Civil Rights Act of 1964	520,033	667,203	518,436
Total	980,660	1,230,153	1,185,548

3 Year Position Summary

Classification Title	FY 2021 Positions	FY 2021 Expenditures	FY 2022 Positions	FY 2022 Appropriation	FY 2023 Positions	FY 2023 Allowance
D27 - Maryland Commission On Civil Rights						
D27L0001 - General Administration						
Admin Prog Mgr I	0.00	62,764	1.00	79,801	0.00	0
Admin Prog Mgr III	0.00	21,166	0.00	0	1.00	90,888
Admin Prog Mgr IV	1.00	89,001	1.00	89,893	1.00	89,893
Admin Spec II	2.00	98,931	2.00	99,922	2.00	99,922
Administrator IV	1.00	0	0.00	0	0.00	0
Asst Gen Counsel III Human Rel	1.00	84,085	1.00	84,928	1.00	84,928
Civil Rights Officer Adv/Lead	4.00	174,419	4.00	256,242	2.00	141,584
Civil Rights Officer I	3.00	133,991	3.00	158,848	3.00	157,003
Civil Rights Officer II	9.00	174,536	5.00	233,949	4.00	211,562
Civil Rights Officer III	2.00	388,593	6.00	376,779	8.00	512,912
Civil Rights Officer Supv	3.00	243,171	3.00	214,516	4.00	264,795
Dep Dir Human Relatns	1.00	40,442	1.00	97,768	1.00	97,768
Exec Assoc II	1.00	55,414	1.00	55,970	1.00	55,970
Exec Dir Comm On Human Relatns	1.00	126,181	1.00	127,445	1.00	127,445
General Counsel Human Relations	1.00	135,897	1.00	137,260	1.00	137,260
Office Secy III	1.00	93,143	2.00	87,459	2.00	87,459
Paralegal II	0.00	0	1.00	45,906	1.00	45,906
Total D27L0001	31.00	1,921,734	33.00	2,146,686	33.00	2,205,295