

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	2014 Act.	2015 Act.	2016 Act.	2017 Act.	2018 Act.	2019 Est.	2020 Est.
Number of education and outreach activities	N/A	111	147	172	160	172	172
¹ Inquiries received	9,671	9,832	1,745	2,090	1,851	2,200	2,500
Complaints received for processing	740	686	743	1,064	775	875	950
Number of complaints closed							
Employment complaints closed	563	616	537	630	610	650	675
Housing complaints closed	76	96	91	95	109	120	125
Public accommodations cases closed	72	65	54	48	83	90	110
Average number of days to process a case							
Employment	179	193	196	223	231	215	185
Housing	118	131	164	89	96	90	85
Public Accommodations	516	475	138	217	232	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

	2018 Actual	2019 Appropriation	2020 Allowance
Number of Authorized Positions	31.00	31.00	31.00
Number of Contractual Positions	0.00	2.00	2.00
01 Salaries, Wages and Fringe Benefits	2,708,310	2,874,845	2,919,108
02 Technical and Special Fees	29,930	137,805	137,305
03 Communications	25,810	40,118	16,520
04 Travel	36,151	22,500	32,500
07 Motor Vehicle Operation and Maintenance	2,025	1,000	3,500
08 Contractual Services	170,941	119,644	301,805
09 Supplies and Materials	14,936	9,588	10,500
10 Equipment - Replacement	15,652	1,000	1,000
11 Equipment - Additional	21,089	0	0
12 Grants, Subsidies, and Contributions	175	0	0
13 Fixed Charges	89,908	92,545	92,709
Total Operating Expenses	376,687	286,395	458,534
Total Expenditure	<u>3,114,927</u>	<u>3,299,045</u>	<u>3,514,947</u>
Net General Fund Expenditure	2,461,714	2,527,678	2,612,011
Special Fund Expenditure	61,060	0	90,000
Federal Fund Expenditure	582,153	771,367	812,936
Reimbursable Fund Expenditure	10,000	0	0
Total Expenditure	<u>3,114,927</u>	<u>3,299,045</u>	<u>3,514,947</u>
Special Fund Expenditure			
D27305 Fair Housing Event - Donations	29,940	0	60,000
D27310 Fair Housing Event- Ticket Sales	31,120	0	30,000
Total	<u>61,060</u>	<u>0</u>	<u>90,000</u>
Federal Fund Expenditure			
14.401 Fair Housing Assistance Program-State and Local	275,143	369,979	373,827
30.002 Employment Discrimination-State and Local Fair Employment Practice	307,010	401,388	439,109
Total	<u>582,153</u>	<u>771,367</u>	<u>812,936</u>
Reimbursable Fund Expenditure			
S00A20 Department of Housing and Community Development	10,000	0	0
Total	<u>10,000</u>	<u>0</u>	<u>0</u>

3 Year Position Summary

Classification Title	FY 2018 Positions	FY 2018 Expenditures	FY 2019 Positions	FY 2019 Appropriation	FY 2020 Positions	FY 2020 Allowance
D27 - Maryland Commission On Civil Rights						
D27L0001 - General Administration						
Admin Prog Mgr IV	1.00	82,640	1.00	82,640	1.00	84,293
Admin Spec II	2.00	85,567	2.00	85,566	2.00	87,279
Administrator IV	1.00	79,205	1.00	79,205	1.00	80,790
Asst Gen Counsel III Human Rel	1.00	78,074	1.00	78,074	1.00	79,636
Civil Rights Officer Adv/Lead	2.00	214,381	2.00	126,723	4.00	253,345
Civil Rights Officer I	3.00	117,394	3.00	155,468	3.00	141,198
Civil Rights Officer II	9.00	366,726	9.00	420,419	9.00	466,412
Civil Rights Officer III	4.00	149,157	4.00	231,315	2.00	119,640
Civil Rights Officer Supv	3.00	197,204	3.00	197,204	3.00	201,151
Dep Dir Human Relatns	1.00	84,000	1.00	84,000	1.00	85,680
Exec Assoc II	1.00	51,453	1.00	51,452	1.00	52,482
Exec Dir Comm On Human Relatns	1.00	117,163	1.00	117,163	1.00	119,506
General Counsel Human Relations	1.00	126,186	1.00	126,186	1.00	128,710
Office Secy III	1.00	32,129	1.00	46,845	1.00	44,412
Total D27L0001	31.00	1,781,279	31.00	1,882,260	31.00	1,944,534