

# 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	2016 Act.	2017 Act.	2018 Act.	2019 Act.	2020 Act.	2021 Est.	2022 Est.
Number of education and outreach activities	147	172	160	133	121	160	200
Inquiries received	1,745	2,090	1,851	1,637	1,650	1,800	1,900
Complaints received for processing	743	1,064	775	716	775	825	845
Number of complaints closed							
Employment complaints closed	537	630	610	707	567	600	650
Housing complaints closed	91	95	109	112	123	130	140
Public accommodations cases closed	54	48	83	67	50	65	80
Average number of days to process a case							
Employment	196	223	231	237	264	235	210
Housing	164	89	96	103	109	100	95
Public Accommodations	138	217	232	241	291	275	260

## 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	2020 Actual	2021 Appropriation	2022 Allowance
Number of Authorized Positions	31.00	31.00	33.00
Number of Contractual Positions	2.00	3.00	1.00
01 Salaries, Wages and Fringe Benefits	2,794,842	2,904,271	3,107,044
02 Technical and Special Fees	67,511	190,033	104,419
03 Communications	31,451	19,717	22,217
04 Travel	19,966	41,000	43,500
07 Motor Vehicle Operation and Maintenance	2,644	2,200	4,200
08 Contractual Services	237,498	196,689	284,877
09 Supplies and Materials	12,437	8,423	15,231
10 Equipment - Replacement	2,672	2,500	2,500
11 Equipment - Additional	5,828	0	1,000
13 Fixed Charges	94,922	93,897	96,897
Total Operating Expenses	407,418	364,426	470,422
Total Expenditure	3,269,771	3,458,730	3,681,885
Net General Fund Expenditure	2,632,008	2,592,578	2,372,495
Special Fund Expenditure	15,701	5,000	95,000
Federal Fund Expenditure	610,882	861,152	1,214,390
Federal Fund (COVID) Expenditure	11,180	0	0
Total Expenditure	3,269,771	3,458,730	3,681,885
<b>Special Fund Expenditure</b>			
D27305 Fair Housing Event - Donations	11,000	0	63,000
D27310 Fair Housing Event- Ticket Sales	4,701	0	27,000
D27315 MCCR Education and Outreach	0	5,000	5,000
Total	15,701	5,000	95,000

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		<b>2020 Actual</b>	<b>2021 Appropriation</b>	<b>2022 Allowance</b>
<b>Federal Fund Expenditure</b>				
14.401	Fair Housing Assistance Program-State and Local	247,800	397,651	555,737
30.002	Employment Discrimination-State and Local Fair Employment Practice	363,082	463,501	658,653
	Total	610,882	861,152	1,214,390
<b>Federal Fund (COVID) Expenditure</b>				
14.401C	Fair Housing Assistance Program	11,180	0	0
	Total	11,180	0	0

### 3 Year Position Summary

Classification Title	FY 2020 Positions	FY 2020 Expenditures	FY 2021 Positions	FY 2021 Appropriation	FY 2022 Positions	FY 2022 Allowance
<b>D27 - Maryland Commission On Civil Rights</b>						
<b>D27L0001 - General Administration</b>						
Admin Prog Mgr I	0.00	0	0.00	0	1.00	78,236
Admin Prog Mgr IV	1.00	83,568	1.00	88,130	1.00	88,130
Admin Spec II	2.00	72,027	2.00	97,962	2.00	97,962
Administrator IV	1.00	80,095	1.00	84,467	0.00	0
Asst Gen Counsel III Human Rel	1.00	78,951	1.00	83,262	1.00	83,262
Civil Rights Officer Adv/Lead	4.00	251,166	4.00	269,909	4.00	251,215
Civil Rights Officer I	3.00	75,342	3.00	128,167	3.00	155,732
Civil Rights Officer II	9.00	438,335	9.00	477,394	5.00	229,358
Civil Rights Officer III	2.00	118,611	2.00	125,087	6.00	369,389
Civil Rights Officer Supv	3.00	199,420	3.00	210,309	3.00	210,309
Dep Dir Human Relatns	1.00	90,435	1.00	95,851	1.00	95,851
Exec Assoc II	1.00	52,031	1.00	54,872	1.00	54,872
Exec Dir Comm On Human Relatns	1.00	118,479	1.00	124,946	1.00	124,946
General Counsel Human Relations	1.00	127,603	1.00	134,568	1.00	134,568
Office Secy III	1.00	43,790	1.00	45,975	2.00	85,743
Paralegal II	0.00	0	0.00	0	1.00	45,005
<b>Total D27L0001</b>	<b>31.00</b>	<b>1,829,853</b>	<b>31.00</b>	<b>2,020,899</b>	<b>33.00</b>	<b>2,104,578</b>