



Embracing Diversity and Pursuing Justice Since 1972.

Annual Report
Fiscal Year 2022
Renée Battle-Brooks, Esq.,
Executive Director

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WELCOME

The Prince George's County Office of Human Rights (OHR) is the County's civil and human rights education and enforcement agency. Committed to making Prince George's County a safer place for all who live, work, and play here, the Office of Human Rights operates four divisions. Each division is focused on a critical part of our efforts. During Fiscal Year 2022, the Office of Human Rights officially separated from the Office of Community Relations and became a standalone agency. As we transitioned to a separate agency, the office pursued an internal reorganization, which created four separate divisions as well as a realignment of responsibilities to secure strong leadership in assisting administration.

Effective FY2023, administration and the four divisions of the Office of Human Rights are:



Renée Battle-Brooks
Executive Director



Jose Villegas
Assistant Director



Investigation
Jose Villegas
Investigation Division Manager



Language Access Compliance Program
Henry Jimenez
Language Access Compliance Program
Manager



Human Trafficking
Dr. V'Hessa Glenn
Human Trafficking Division Manager



Public Outreach and Engagement
Kyla Hanington
Public Outreach and Engagement Division
Manager

During FY2022, in addition to finalizing leadership for its divisions, the Office of Human Rights saw its governing legislation, Division 12 of the Prince George's Code, updated to include an expansion of protected classes, more inclusive language, and increased housing protections. We continued our many meaningful partnerships with internal and external agencies, welcomed a new staff member, and began a well-received Youth Leadership Academy (YLA). The formation of the YLA led to one of the youth leaders joining Executive Director Battle-Brooks as an appointee to the County Executive's Cabinet for Children and Youth.

We welcome you to learn more about the Office of Human Rights in this annual report and by visiting us at civilrights.mypgc.us.

EXECUTIVE DIRECTOR'S LETTER



Dear Prince Georgians:

We have come through another year. Never have I felt so hopeful in writing such a sentence! This has been a fatiguing time for us collectively. Fiscal Year 2022 ended on June 30, 2022, with us now in a third year of a global pandemic and hearing reports of a new health threat, this time of monkeypox. We are inundated with the horrors of war abroad, by violence and polarization at home. We spent the last twelve months navigating yet another new normal, learning how to live with COVID while still caring for ourselves and others and doing what we can to keep each other safe. And here is where this time feels uniquely hopeful. These *are* difficult times, and yet we persevere.

We adjust. We adapt. We care for each other.

Over the last year, I have seen the residents of this county, the state, and the nation find new ways to encourage one another. I have seen blossoming creativity. And I have seen you take to the streets in protest of incidents of hate and bias, in support of your neighbors and those who share your community. I have seen you connect with your loved ones, forge new friendships, and expend extraordinary efforts to make the world you live in better, more caring, and, yes, more hopeful.

I am heartened by the spirit of Prince Georgians, and am proud that the Office of Human Rights, itself not immune to the outside world, has been a source over the last 12 months of effort to right the wrongs of this world and to strengthen our collective community. From conducting robust investigations into complaints of discrimination, to fighting human trafficking in the region and across the nation, to ensuring equitable access to County services for all residents in the language of their preference, to providing meaningful community programming, the Office of Human Rights is committed to, simply, making this world a better place. May you live free of discrimination in all of its forms, fully and joyfully, with us in Prince George's County.

The last several years have shown me more clearly than ever before how much we are each enhanced by and enriched by the other. You matter. You are valued. And we are here for you.

Renée Battle-Brooks



MISSION, VISION, and CORE VALUES

MISSION

The Prince George's County Office of Human Rights is committed to the pursuit of justice for those harmed by discriminatory behavior, predatory acts, and denial of services through thorough investigations; a cohesive response to human trafficking through its Task Force; enforcement of language access to equal government services for all; and robust education and outreach to build community and to reduce incidents of hate, bias, and violence.

VISION

The Office of Human Rights champions a better tomorrow by embracing diverseness while pursuing justice for those harmed by civil and human rights violations.

CORE VALUES

The Prince George's County Office of Human Rights holds the following core values:

Respect:	We value everyone and treat people with dignity and professionalism
Compassion:	We are kind and caring to everyone we encounter
Trustworthiness:	We are thorough, skilled, and professional in all our efforts
Honesty:	We are truthful and accountable in word and action
Family:	We appreciate the connections we make and care about the wellbeing of each other and everyone we encounter.

LEGISLATIVE INITIATIVES

On January 18, 2022, [CB-97-2021](#) became effective, which updated the Prince George's County Code, Division 12 – Office of Human Rights – to include additional housing protections that would update definitions in the housing code (such as dwelling, housing, mediation, covered multifamily dwelling, and residential real estate-related transaction). Additionally, a modification to Division 12 included additional clarifications to terms and processes identified throughout various sections of Division 12 as related to housing and residential real estate (ex. agency reporting, initiating investigations, dismissal of housing complaints, discrimination in housing and residential real estate-related transactions, and civil enforcement). New updates to Division 12 finally included clarification of investigative procedures and the addition of a section that identifies a clear process for administrative and judicial protection and enforcement for housing cases.

Other relevant county legislation impacting the Office of Human Rights is named below.

Bill/Resolution #	Bill/Resolution Description	Effective Date
CB-12-2021	AN ACT CONCERNING THE HUMAN RELATIONS COMMISSION for the purpose of amending the name of the Human Relations Commission to provide clarity to citizens and other governmental agencies as to the mission and function of the agency, modifying language to increase inclusion and diversity, adding gender identity as a protected class, and clarifying roles and authority of the Human Relations Commission and the appointed Commissioners.	10/1/21
CB-97-2021	AN ACT CONCERNING THE OFFICE OF HUMAN RIGHTS for the purpose of amending certain definitions, clarifying investigative and conciliation procedures, creating the judicial election process, and updating general language to conform with the Federal Fair Housing Act.	1/18/22
CR-9-2022	A RESOLUTION CONCERNING NATIONAL SLAVERY AND HUMAN TRAFFICKING AND PREVENTION MONTH for the purpose of observing National Slavery and Human Trafficking and Prevention Month during the period beginning on January 1, 2022, and ending on February 1, 2022, to raise awareness of, and opposition to, human trafficking and modern-day slavery.	2/8/22
CB-19-2022	AN ACT CONCERNING DISPLACED SERVICE EMPLOYEES' PROTECTION for the purpose of protecting displaced service employees when a service contract changes awarding authorities or successor entities; providing that a new contractor offer employment to said incumbent employees for the first 90 days of the new contract.	8/8/22

As an Agency, the OHR has also supported, tracked, and followed statewide legislation that assists in furthering the mission of our office.

Bill #	Bill Name	Bill Description	Effective Date
HB97	Workgroup on Black, Latino, Asian American Pacific Islander, and Other Underrepresented Behavioral Health Professionals	Establishing the Workgroup on Black, Latino, Asian American Pacific Islander, and Other Underrepresented Behavioral Health Professionals; and requiring the Workgroup, on or before July 1, 2023, to report its findings and recommendations to the Governor and General Assembly.	7/1/22
HB167	Commission to Establish a Maryland Women Veterans Memorial	Establishing the Commission to Establish a Maryland Women Veterans Memorial to study establishing a memorial dedicated to Maryland women veterans; and requiring the Commission to submit a preliminary report on its findings and recommendations to the Governor and the General Assembly by February 1, 2023, and a final report by September 30, 2023.	7/1/22
HB227	State Government - Legal and Employee Holiday - Juneteenth National Independence Day	Establishing Juneteenth National Independence Day as a State legal holiday and State employee holiday.	6/1/22
HB244/SB313	Civil Actions - Damages - Use of Race, Ethnicity, and Gender Data	Prohibiting a calculation of damages for loss of earnings resulting from personal injury or wrongful death from being reduced based on race, ethnicity, or gender; and applying the Act prospectively.	10/1/22
HB270/SB91	Business Regulation - Innkeepers - Maintenance of Guest Records and Employee Human Trafficking Awareness Training and Policy	Requiring an innkeeper to establish and maintain a computerized record-keeping system for guest transactions and receipts; requiring the Governor's Office of Crime Prevention, Youth, and Victim Services and the Maryland Department of Labor to approve educational training programs for the accurate and prompt identification and reporting of suspected human trafficking; and requiring an innkeeper to take certain actions to provide employees with training on the prevention, identification, and reporting of human trafficking.	10/1/22
HB296/SB280	Temporary Protective Orders - Electronic Filing and Video Conferencing Hearings	Authorizing a petitioner receiving medical treatment at a hospital to electronically file a petition for a temporary protective order while at the hospital; requiring hospitals to refer petitioners to certain programs; authorizing a petitioner to electronically file a petition for a temporary protective order from certain programs and centers; and requiring a court that receives an electronically filed petition to hold a hearing through video conferencing either the same or next business day under certain circumstances.	10/1/22
HB479/SB5	General Provisions - Commemorative Days - Tuskegee Airmen Commemoration Day	Requiring the Governor annually to proclaim the fourth Thursday in March as Tuskegee Airmen Commemoration Day; and requiring the proclamation to urge educational and cultural organizations to observe Tuskegee Airmen Commemoration Day through appropriate and informative programs and activities.	10/1/22

HB1048/SB953	Commission on African American History and Culture - Alterations (Senator Verda Welcome Act)	Establishing the Commission on African American History and Culture as an independent agency; requiring the Governor, for each fiscal year, to include in the annual budget bill an appropriation of \$1,600,000 for the Commission.	7/1/22
HB1088	African American Heritage Preservation Program - Annual Appropriation and Alterations	Increasing, from \$1,000,000 to \$5,000,000, the amount of the appropriation to the African American Heritage Preservation Grant Fund that the Governor is required to include in the operating or capital budget each year; repealing a requirement that the recipient of certain grants provide a certain matching fund; and altering the maximum amount of a certain grant that a recipient may receive.	7/1/22
HB1097	Task Force on Property Appraisal and Valuation Equity	Establishing the Task Force to Study Property Appraisal and Valuation Equity to study the mis-valuation and undervaluation of property owned by minorities; and requiring the Task Force to report its findings and recommendations to the Governor and the General Assembly by October 31, 2023.	6/1/22
SB20/HB284	Criminal Procedure - Out of Court Statements - Child Victims and Witnesses	Authorizing the court to admit into evidence in certain criminal proceedings certain out of court statements made by a child victim or witness who is under the age of 13 years and an alleged victim or a witness in a case concerning a crime of violence, subject to certain requirements.	10/1/22
SB134	Maryland Police Training and Standards Commission - Training Requirements - Electronic Stalking	Requiring the Maryland Police Training and Standards Commission to require certain entrance-level and in-service police training conducted by the State and each county and municipal police training school to include certain training related to the criminal laws concerning stalking as they pertain to electronic surveillance or tracking, including services available to victims, related prevention methods for victims, and how victims may request additional assistance to identify and preserve digital evidence.	10/1/22
SB691	Juvenile Justice Reform	Altering provisions of law relating to the jurisdiction of the juvenile court, the juvenile intake process, and the placement of a certain child in detention or community detention; altering provisions of law relating to the authority of the juvenile court in making a disposition on a certain petition; specifying the authority of the juvenile court to place a child on probation under certain circumstances; requiring a certain report from the Governor's Office of Crime Prevention, Youth, and Victim Services; etc.	6/1/22

INVESTIGATION DIVISION

The Investigation Division is responsible for conducting investigations into complaints of civil rights violations in the areas of Employment, Housing and Residential Real Estate, Public Accommodations, Education, Law Enforcement, and Commercial Real Estate. The Investigation Division began FY2022 with seven Investigators; however, in June 2022, as a result of internal reorganization, the division was reduced to five skilled and knowledgeable Investigators who conducted thorough and vigorous investigations of complaints filed.

To file a complaint of discrimination, two foundational requirements must first be established:

- 1) the incident of discrimination must have occurred within Prince George’s County; and
- 2) the last discriminatory action(s) must have occurred within the established time frame.

In order to meet the time frame requirement in Employment, a complaint must be filed with the OHR within 300 days of the last discriminatory action(s). Any complaint in which the employer has over 15 employees is dually filed with our partner, the U.S. Equal Employment Opportunity Commission (EEOC), and vice versa under our work share agreement. The investigation is conducted by the EEOC-Baltimore Field Office unless the complaint is transferred to OHR. Due to changes in State law, harassment complaints in Employment must be filed within two years of the last discriminatory action. In addition, the Prince George’s County Council enacted County Bill-97-2021 during FY2022. This law made changes to the time frame to file a complaint under the Housing and Residential Real Estate Subdivision, and as a result, a housing complaint must be filed no later than one year after the date of the last discriminatory action. Finally, if any complaints are filed in the areas of Public Accommodations, Education, Law Enforcement, and Commercial Real Estate, the statute of limitation remains the same, 180 days from the last discriminatory action.

Case Statistics

Intakes Scheduled	144
Intakes Held	113
Cases Initiated	47
Housing and Residential Real Estate	1
Public Accommodation	1
Employment	45
Law Enforcement	0
Commercial Real Estate	0
Ban the Box	0
Investigations Completed	52
No Cause Findings	44
Administrative Closures	5
Cause Findings	3
Conciliation Conferences	3
Successful Conciliations	1
Cases Certified for Public Hearing	2
Commission	

Public Hearings Conducted	2 ¹
Decisions Issued	2 ²
Matters Appealed to Circuit Court	2

During FY2022, the Investigation Division worked diligently to enforce the anti-discrimination statutes, both locally and federally through EEOC, and to contribute to the County Executive’s Proud Priorities of Economic Development, Healthy Communities, Quality of Life, and Youth Development.

OHR’s investigative team continued embracing changes implemented as a result of COVID-19. These changes included accepting new ways to conduct intake interviews and investigations. The sustained use of digital platforms like Zoom, Microsoft Teams, and WebEx saw the continued trend of fewer cancellations of intake interviews or no-shows as individuals had the ability to participate in the process from anywhere.

Members of the Investigation Division participated in many training opportunities. Some were provided by our partners including the EEOC, Maryland Commission on Civil Rights, and other civil rights organizations. Virtual accessibility allowed OHR’s investigative team to attend trainings efficiently and provided mechanisms to stay abreast of changes in law and new ways to conduct investigations. During FY2022, the investigative team submitted “cause” findings concluding that some entities doing business in the County violated anti-discrimination statutes. These findings led to the transfer of approximately \$130,000.00 to complainants and some findings also required entities to provide training to their employees. Finally, members of the investigative team continued providing employment training on “Know Your Responsibilities” and “Know Your Rights” to County businesses and other agencies.

As mentioned previously, the enactment of the CB-19-2022 made changes to the housing provision of the Prince George’s County Code, Division 12, Office of Human Rights. The OHR embarked on a Housing Campaign, led by members of the investigative team, to inform the community about housing discrimination and to encourage complainants to contact our office. The Housing Campaign included the installation of posters in 75 bus shelters around the County. Ensuring that they reached our diverse communities, the posters were created in English, Spanish, and French. In addition to the installation of posters in bus shelters, the campaign also involved installing 120 anti-housing-discrimination posters on The Bus. Outreach to the community not only consisted of this campaign, but involved OHR staff joining housing-based committees, attending numerous housing trainings, and beginning a network to connect with other housing-focused entities.

Finally, the Investigation Division continued to enforce County and Federal anti-discrimination statutes. The enforcement of these statutes continued to positively impact the County Executive’s Proud Priorities.

¹ During FY2022, the Human Rights Commission conducted two public hearings; however, the Commission issued one decision.

² During FY2022, the Human Rights Commission issued one decision from a public hearing held in FY2021.



A RAMP SHOULD
NOT INCREASE
THE RENT!

FAIR
HOUSING
IS THE
LAW!

301-883-6170

  civilrights.mypgc.us



TENEMOS DERECHO A
VIVIR DONDE QUEREMOS.

LA
DISCRIMINACIÓN
NO ES UNA OPCIÓN.

301-883-6170

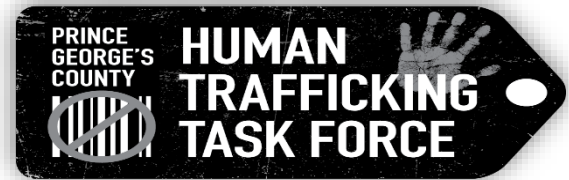
civilrights.mypgc.us

HUMAN TRAFFICKING DIVISION

Prince George's County Human Trafficking Task Force

As the Prince George's County Human Trafficking Task Force (PGCHTTF) approached its 10th anniversary, we were excited to continue leading Prince George's County in its anti-trafficking efforts. During FY2022, Task Force leadership encouraged members to revisit the Task Force goals and specific committee objectives to maximize the multidisciplinary aspect of Task Force operations. Based on the founding legislation, County Resolution (CR)-74-2013, the Task Force goals are to:

- Educate the public about human trafficking
- Identify and serve victims of human trafficking
- Increase prosecution of traffickers



Labor Trafficking

During FY2022, the Labor Trafficking committee prioritized the identification of victim-survivors and the prosecution of traffickers by utilizing a research-oriented approach to further understand labor trafficking occurrences within the County. This committee explored forced labor issues and revisited research on sectors such as healthcare, restaurant and food, and construction, with focus on vulnerabilities to workers in Maryland. The committee also used data from a statewide child labor trafficking group to assess State and Federal guidelines for strategies and recommendations for screening reports and understanding child labor trafficking issues. Further, the Labor Trafficking committee, specifically through the leadership of Susan Esserman (University of Maryland Support, Advocacy, Freedom, and Empowerment [SAFE] Center), University of Maryland Baltimore Graduate School's Center for Global Engagement, Montgomery County Human Trafficking Prevention Committee and PGCHTTF leadership, hosted a critical updates symposium addressing U.S. anti-trafficking policies and programs and international issues in the anti-trafficking field. To view this event, you can click [here](#).

Legislative

The Legislative committee used most of FY2022 to work on all three Task Force goals by establishing a network of professionals who engaged on legislative issues that contributed to those goals. Specifically, this committee developed guiding principles for legislative advocacy, addressed trainings for vulnerable sectors in Prince George's County (in alignment with those identified by the Labor Trafficking committee), and continued advocating for statewide legislation supporting victims of human trafficking. The committee also partnered with the Prince George's County Police Department to promote voluntary human trafficking awareness training under CB-59-2016 for staff of apartment complexes. Further, the committee used a national report issued by an anti-trafficking non-profit organization to develop policy goals that were identified as deficits in County/State legislation. The Legislative committee continued to advocate for [Safe Harbor](#), [vacatur and expungement](#), and [human trafficking awareness training in middle schools](#), to name a few.

Law Enforcement

During this fiscal year, the Law Enforcement committee was restructured in an effort to enhance connections with municipal, state, and federal law enforcement partners. This enabled increased training for officers, increased information-sharing among law enforcement partners, and streamlined

communication with the local prosecuting attorneys. Part of the restructure also included adding a Victim Services Liaison, whose purpose is to be the coordinating entity between law enforcement and victim-serving partners.

Public Outreach and Training

Though prioritizing the goal of educating the public about human trafficking, this committee also identifies awareness and training opportunities that will increase services available for victims of human trafficking and increase prosecution of traffickers. A few of the recent training and awareness events hosted by this committee during FY2022 included: an awareness training for staff at a local high school (in partnership with one of our victim service partners), campus safety awareness for staff and students at a local community college (in partnership with the Department of Family Services), National Night Out (in partnership with a municipal police department), a listening/awareness session with key victim-serving stakeholders (in partnership with a national anti-human trafficking organization), the facilitation of a Confidentiality series for all Task Force members, an identification and awareness training for our local school system's school counselors, an identification and awareness training for the Department of Social Service's Resource Parents (foster parents), and an awareness and internet safety training for students at a local high school. The Task Force leadership also facilitated trainings specifically for County agencies, to include: the Department of Permitting, Inspections, and Enforcement; the State's Attorney's Office; the Police Department (for in-service trainings); the Office of the Sheriff; and the recruit class and inspectors with the Fire and Emergency Medical Services Department.



The PGCHTTF in partnership with the Department of Family Services launched a public radio campaign on El Zol and posted human trafficking awareness information on billboards and in bus shelters in English and Spanish in various cities within the County. The Task Force also facilitated a series of interfaith awareness events targeting the general public and those of all faiths and denominations. To learn more about our [Freedom Day 2023](#), please send an email titled "Freedom Day 2023" to ohrstaff@co.pg.md.us.

Victim Services

The overall goal of this committee is to identify and provide services for victims of human trafficking. This committee has two versions of a crisis intervention referral matrix, designed to identify key service providers for different demographics of human trafficking victims during different times of the day with specific service needs. The committee also finalized Task Force-specific standards of care. These are committee-identified guiding principles for member organizations who provide for and engage with trafficking victims. In addition, during FY2022, the committee updated the Task Force resource directory of victim-serving partners, drafted screening questions and recommendations for various victim populations, and met with statewide partners to give and receive Prince George's County updates.

The PGCHTTF continued to expand efforts to fight against human trafficking by educating the public, working to strengthen victim-service provisions through non-governmental partners, and connecting with our municipal, local, state, and federal law enforcement partners who respond to human trafficking activity. By enhancing relationships and working towards coordination and collaboration among partners, consistent steps were taken to understand trafficking patterns to reduce trafficking activity in Prince George’s County.

Performance Measures

Measure Name	FY 2022 Estimated	FY 2022 Actual	FY 2023 Projected
Resources (Input)			
Full-time staff	1	1	1
Workload, Demand and Production (Output)			
Total engagements, outreach, & training events	120	169	185
Impact (Outcome)			
Change in engagements and events from prior year	41%	41%	17%



DETENER LA TRATA DE PERSONAS
LLAME AL 311
humantraffickinghotline.org

Para Obtener Más Recursos y Capacitación
endhumantraffickingpgc.org



STOP HUMAN TRAFFICKING
CALL 311
humantraffickinghotline.org

For More Resources and Training
endhumantraffickingpgc.org



LANGUAGE ACCESS COMPLIANCE PROGRAM DIVISION



LANGUAGE ACCESS

COMPLIANCE PROGRAM

Ensuring County Government Services for All

The Language Access Compliance Program (LACP) was established by the Language Access for Public Services Act of 2017. The Act ensured that residents have access to County government services in their preferred language and was designed to promote equitable access to County services for all residents. The Language Access Compliance Program provides central coordination and oversight of the County's implementation of the Act, policy guidance, training and technical support to covered entities, compliance monitoring, investigation and enforcement, and community outreach to the County's limited English proficient and non-English proficient residents.

The Office of Human Rights' Language Access Compliance Program is rolling out in three phases:

Phase One: Program development. This phase was completed in FY2021.

Phase Two: Implementation, education, training, and technical support. This phase is currently underway.

Phase Three: Enforcement. Projected for FY2024.

During FY2022, the Language Access Compliance Program continued its implementation phase to ensure that the eighteen covered entities achieved and remained in compliance with the Act. To accomplish this, the Language Access Compliance Program took the following steps:

1. Trained 5,385 County employees on Language Access Compliance via online training
2. Worked in partnership with the Office of Central Services to ensure that the County government joined the Maryland Statewide Foreign Language Interpretation/Translation Services contract
3. Worked in partnership with the Office of Information Technology (OIT) to ensure the County's new webpage will be language accessible
4. Worked in partnership with OIT to build the Language Access Data Collection and Reporting System

5. Began training the County’s Language Access Compliance Coordinators on how to use the system
6. Worked in partnership with Office of Human Resources Management to develop a user guide on how to navigate the Language Access Data Collection and Reporting System for County employees
7. Conducted site visits to the covered entities to deliver language access materials which included Language Access Rights banners, Language Identification posters and I Speak Cards
8. Worked with OIT to develop an English/Spanish Language Access Awareness Campaign Video to educate the County’s limited English proficient communities on language access resources that the County government offers and the way they can access the County services in their language of preference
9. Developed the Language Access Compliance Program Brochure to educate the limited English proficient community regarding program services and language access rights
10. Placed Spanish language ads in El Tiempo Latino newspaper and website regarding OHR services and participated in three Facebook Live events on El Tiempo Latino platform to promote the language access program and OHR services.



PROGRAMA DE CUMPLIMIENTO DEL
**ACCESO
AL IDIOMA**
asegurando los Servicios Gubernamentales para Todos



OFICINA DE
DERECHOS HUMANOS
Asegurando la diversidad, promoviendo la justicia.

Hablo español

Necesito ayuda y tengo derecho a recibirla en mi idioma. Por favor proporcióneme un intérprete y anote preferencia de idioma en sus registros permanentes. Gracias.

La ley del Condado de Prince George requiere que las agencias brinden información y asistencia en su idioma de forma gratuita. Si no recibe ayuda en su idioma, llame a la Oficina de Derechos Humanos del Condado al 301-883-6170.

www.princegeorgescountymd.gov/1528/Human-Relations-Commission



**LANGUAGE
ACCESS**
COMPLIANCE PROGRAM
Ensuring County Government Services for All

INTERPRETING SERVICES AVAILABLE

Please indicate your language and we will call an interpreter. The service is free!

Amharic
የተሰጠው አገልግሎት ከገንዘብ ጋር ስለተያያዘ ለአገልግሎት ለመጠየቅ ይጠይቁ ገንዘብ ለመስጠት ይጠይቁ።

Arabic
يرجى تحديد لغتك ووسائل خدمتك مجاناً

Bengali
অবশ্যই, সব কাজে আপনার ভাষা মইরি, বাতন করুন এবং আমরা একজন সংশোধনকারীকে ডাকবো। এই পরিষেবাটি বিনামূল্যে, স্ব-পারস্ব। ব্যবসা।

Chinese
请说明您的语言,我们将指派一名口译员。此服务免费!

Farsi
لطفاً زبان خود را انتخاب کنید تا ما مترجم شفاهی مناسب را تعیین کنیم. این خدمت رایگان است!

French
Veuillez indiquer votre langue et nous ferons appel à un interprète. Le service est gratuit!

Haitian (Creole)
Tanpri endike nou lang ou epi n ap rele yon entèprèt. Sèvis sa a gratis!

Hindi
कृपया अपनी भाषा दर्शाए और हम एक व्याख्याता से मदद लेते हैं, यह सेवा नि:शुल्क है।

Igbo
Biko gosi asusu gi, anyi ga akpo onye ntugharị okwu. Oru a bu n’efu!

Korean
언어를 알려주시면 통역사를 불러드리겠습니다. 이 서비스는 무료입니다.

Malayalam
അപേക്ഷിക്കുന്ന ഭാഷ തിരിച്ചറിയുക. സൗജന്യമായി സേവനം നൽകാൻ സാധിക്കുന്നതാണ്!

Nepali
कृपया आफ्नो भाषा संकेत गर्नुहोस् र हामी तपाईंको भाषामा सेवा गर्नेछौं। यो नि:शुल्क सेवा हो।

Samoan
E lelei le mea e fa'ailoa ai, fa'ailoa ai, fa'ailoa ai, fa'ailoa ai, fa'ailoa ai.

Spanish
Indique su idioma y llamaremos a un intérprete. El servicio es gratis!

Somali
Fadlan tilmaan lugadaada waxaan u wici doonaa turjumaan. Adeeggu waa lacag la'aan!

Swahili
Tafadhali onyesha lugha yako na tutaita mkalimani. Huduma ni bure!

Tagalog
Pakilahad ang iyong wika at tatawag kami ng isang tagapagalin. Libre ang serbisyo!

Urdu
براہم سربراہی کے لیے زبان کی پیشکش کریں۔ اس سروس کی کوئی قیمت نہیں ہے۔ یہ سروس مفت ہے!

Vietnamese
Vui lòng cho biết ngôn ngữ của quý vị và chúng tôi sẽ gọi thông dịch viên. Dịch vụ miễn phí!

Yoruba
Jowo toka ede re, aa si pe olutumo ede tabi ogburo. Ofe ni ise naa.



Performance Measures

Measure Name	FY 2022 Estimated	FY 2022 Actual	FY2023 Projected
Resources (Input)			
LACP coordinators	15	18	18
Workload, Demand and Production (Output)			
Language access inquiries	217	286	290
Employees that completed language access compliance training	18	5,385	100
LAPSA agencies that received technical support within the fiscal year	14	18	18
Impact (Outcome)			
LAPSA compliant agencies	50%	85%	90%



KNOW YOUR LANGUAGE ACCESS RIGHTS

You have the right to ask for an interpreter and get help in your language for free. If your request is denied, call the Prince George's County Office of Human Rights (OHR) at 301-883-6170 to file a complaint.

Tiene derecho a solicitar un intérprete y obtener ayuda en su idioma de forma gratuita. Si su solicitud es negada, llame a la Oficina de Derechos Humanos del Condado de Prince George (HRC) al 301-883-6170 para presentar una queja.

Vous avez le droit de requérir la présence d'un interprète et de recevoir l'aide dont vous avez besoin dans votre langue, à titre gratuit. Si votre demande est rejetée, contactez l'OHR (Office of Human Rights ou Bureau des Droits de l'Homme) du Comté de Prince George par téléphone au 301-883-6170 afin d'exposer votre requête.

O ní eṣọ láti béèrè fún ògbifọ́ kí o sì gba irànlọwọ́ ní èdè rẹ̀ lọfẹ̀ . Tí a bá fi ohun tí o béèrè dù ọ, pe Oṣiisi fún Ẹ̀to Oṣoniyàn ní Agbègbè Prince George (OHR) jíní 301-883-6170 láti fi ẹ̀sùn sùń.

May karapatan ka na humingi ng tagasalin at makakuha ng libreng tulong sa iyong sariling wika. Kung ang iyong hinihingi ay tinanggihan, tumawag sa opisina ng Prince George's County of Office of Human Rights (OHR) sa 301-883-6170 para magharap ng reklamo.

አስተርጓሚ እንዲቀርብልዎት የመጠየቅ እና የለምንም ክፍያ በራስዎ ቋንቋ ድጋፍ የማግኘት መብት አለዎት። አስተርጓሚ ካልቀረበልዎት ወይም ከተከለከሉ ለካውንቲው የሰነዳዎ መብቶች ቢሮ በ301-883-6170 የስልክ ቁጥር በመደወል ቅሬታዎን ያስመዘገቡ።

Ou gen dwa pou mande pou yon entèprèt e pou jwenn èd nan lang pa w gratis. Si yo refize demand ou an, rele Biwo Dwa Moun nan Konte Prince George (OHR) nan 301-883-6170 pou depoze yon plent.

您有权利要求提供口译员，并免费获得用您所说语言提供的帮助。如果您的请求被拒绝，请联系乔治王子郡 (Prince George's County) 人权办公室 (OHR)，电话为301-883-6170，以提出投诉。

Una haki ya kuomba mkalimani na upate usaidizi katika lugha yako kila malipo. Ikiwa ombi lako litakataliwa, piga simu Ofisi ya Haki za Binadamu ya Kaunti ya Prince George (OHR) kwa 301-883-6170 ili kuwasilisha malalamishi.

귀하에게는 무료로 통역사를 요구하고, 모국어로 도움을 받을 권리가 있습니다. 이 요구가 거부될 시, 프린스 조지스 카운티(Prince George's County) 인권 사무국(OHR) 301-883-6170번으로 연락하여 불만을 제기해 주십시오.

आपको दुभाषाई की माँग करने और अपनी भाषा में नशुल्क सहायता प्राप्त करने का अधिकार है। अगर आपकी माँग को अस्वीकार किया जाए, तो शिकायत दर्ज कराने के लिए कृपया Prince George's County Office of Human Rights (प्रिंस जॉर्ज्स काउंटी के मानव अधिकार कार्यालय (OHR) को 301-883-6170 पर कॉल करें।



Call OHR at 301-883-6170 today.

PUBLIC OUTREACH AND ENGAGEMENT DIVISION

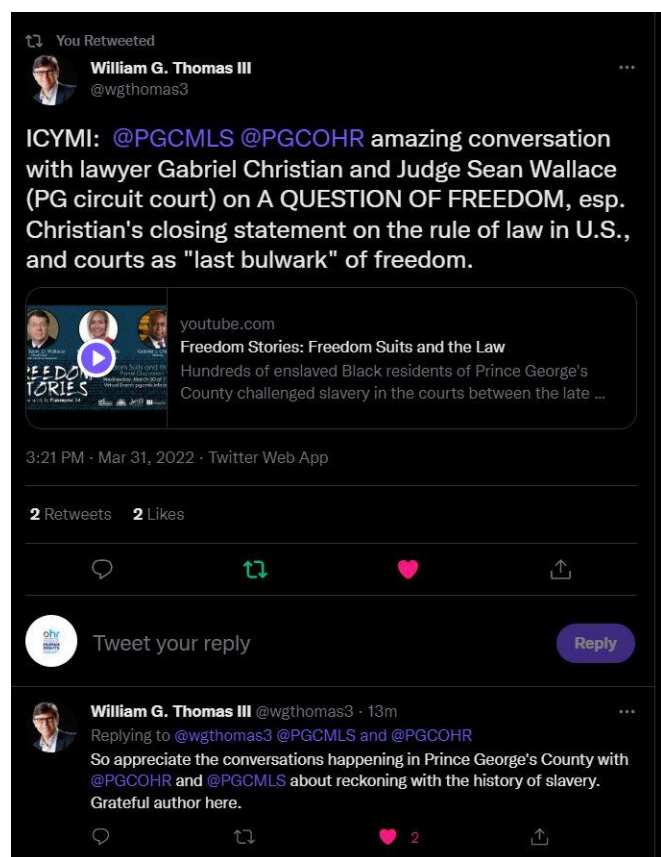
OHR's Public Outreach and Engagement Division began in 2019 as the agency considered how to fulfill its mission in enhanced ways. The division's objectives – to build understanding across diverse peoples and, in so doing, to lessen incidents of hate, bias, and violence and to strengthen and enhance our collective community – required creative and dynamic thinking in order to conceive and implement such community-building opportunities. In its inception, program staff made connections with outside stakeholders including the Prince George's County Memorial Library System (PGCMLS), which proved to be a fruitful partnership. As programming moved into the virtual space due to the pandemic, OHR with event partner PGCMLS developed robust and wide-reaching programming, ensuring accessibility and connection even during the most restrictive times of the pandemic.

The end of FY2022 brought two big changes to the division. Kyla Hanington transitioned fully into the role of Public Outreach and Engagement Division Manager after five and a half years serving as Clerk to the Commission and other functions. We also came to the end of an era as PGCMLS Chief Operating Officer, Michelle Hamiel, who served as co-host and co-developer of *The Elephant We Don't See Diversity Dialogue*, an acclaimed conversation series between PGCMLS and OHR, left the library system for a new position. The Office of Human Rights is grateful to Ms. Hamiel for her partnership, honesty, and vulnerability in this discussion series and the gift that those attributes brought to County residents.

Highlights of FY2022 included hosting civil rights icon and labor leader Dolores Huerta for a virtual event in October, OHR's outreach work through the Public Outreach and Engagement Division and the Human Trafficking Division's receiving a [National Association of Counties Merit Award](#), and the creation and implementation of a Youth Leadership Academy.

Events for FY2022 included:

- A special Hispanic Heritage month event with civil rights icon and labor leader Dolores Huerta, in partnership with PGCMLS
- *Women in Faith: Diverse Voices Speak* panel discussion on "Finding Hope in Difficult Times" with representatives of Baha'i, Christian, and Sikh faiths
- *Does Your Zip Code Impact Your Whole Life* series events, including two on housing and financial lending, an in-depth conversation about health and health disparities, and a focus on *Latinos and Health Insurance*
- The ongoing *Freedom Stories* partnership between OHR, PGCMLS, Joe's Movement Emporium, and Prince George's Community College's Center for the Performing Arts. *Freedom Stories*, inspired by Dr. William G.



Thomas's critically important study of enslaved Prince Georgians and the legal challenges they mounted, *A Question of Freedom*, included a legal panel on Freedom Suits and the Law, numerous Prince George's County Reads book club events on *A Question of Freedom*, a film screening of *Unmarked* and discussion with co-director Chris Haley

- A disability-themed Young Adult Book Club with PGCMLS, which looked at such titles as *A Curse So Dark and Lonely* by Brigid Kemmerer, *Ghost* by Raina Telgemeier, *Love from A to Z* by S.K. Ali, *Like Water* by Rebecca Podos, *El Deafo* by Cece Bell, and *The Sword of Summer* by Rick Riordan
- Co-hosting with PGCMLS and the Rumi Forum a reconciliation, restoration, and resiliency interfaith discussion *How Do We Deal With COVID, Social Injustice, and Polarization?* featuring Christian, Muslim, and Jewish guests
- The Elephant We Don't See Diversity Dialogue with PGCMLS continued as staff from OHR and PGCMLS discussed diverse books including *Killers of the Flowers Moon* by David Grann, *Coming of Age in Mississippi* by Anne Moody, *In the Dream House* by Carmen Maria Machado, *We Have Always Been Here* by Samra Habib, *The Source of Self-Regard* by Toni Morrison, *The Lighthouse Effect* by Steve Pemberton, and *The Oppose of Hate* by Sally Kohn
- An Americans with Disabilities Act (ADA) Anniversary event with PGCMLS with hosts Findley Holland and Chris Neuhaus led to the disability-themed *Findley and Chris Talk Truth Series*, a series which included guests and themes like poet and academic L. Lamar Wilson on disability in academia; Erickson Young on deaf experience, ASL, and accessibility; Eric Garcia on autism and his book *We Are Not Broken*; and Jason Broughton, Director of the National Library Service for Blind and Print Disabled, with John Owen, Director of Maryland State Library for the Blind and Print Disabled
- Partnering with the Maryland Commission on Civil Rights and the Howard County Office of Human Rights and Equity for a listening session in response to the racially-motivated murders and violence in Buffalo, New York
- Training focus groups facilitators on difficult conversations and creating safer spaces for diversity and inclusion studies within organizations



Steve Pemberton @istevempemb... · 8h

When you go on the journey of writing a book, you hope that readers will be invested in your work. And that is what these wonderful human beings did. Thank you for the gift of this review. My only regret is that I didn't hear about this in time to join you.

Prince George's County... · 12h

The Elephant We Don't See: A Diversity Dialogue "The Lighthouse Effect" by Steve Pemberton





- Organizing two community rallies in response to hate crimes/bias incidents within the County

- Hosting with PGCMLS notable thinkers and writers such as Kendra Allen, C.T. Salazar, Jennifer DeLeon, Wanda Lloyd, Alabama Poet Laureate Ashley Jones, Jacqueline Trimble, Student Nonviolent Coordinating Committee (SNCC) member Bob Zellner, *Courageous Conversations About Race* author Glenn

Singleton, Ken Woodley on his book *The Road to Healing* and reparations, Jason Steinhauer on *History, Disrupted*, Dr. Priya Fielding-Singh on *How The Other Half Eats*, Sufiya Abdur-Rahman on her award-winning *Heir to the Crescent Moon*, and Frye Gaillard and Cynthia Tucker on *The Southernization of America*.



We invite you to visit our events webpage at tinyurl.com/PGCOHRevents, which is updated regularly to show upcoming events, and where many of our previously held virtual programming can be accessed on demand.



Performance Measures

Measure Name	FY 2022 Projected	FY 2022 Actual	FY2023 Projected
Resources (Input)			
Diversity engagement staff	1	1	1
Workload, Demand and Production (Output)			
Total engagements, education, and training events	110	141	160
Impact (Outcome)			
Change in engagements and events from prior year	27.9%	28.2%	13.48%

YOUTH LEADERSHIP ACADEMY

The Office of Human Rights, in partnership with the Department of Family Services' Domestic Violence and Human Trafficking Division, debuted its Youth Leadership Academy (YLA) in September 2021. Designed for youth ages 12-22, the YLA promotes peer-to-peer education on civil and human rights issues while developing civil and human rights social influencers who are passionate and knowledgeable. The YLA further seeks to develop youth-led ideas, programming, and execution across a wide range of areas.

In FY2022, the YLA operated three cohorts: Fall 2021, Spring 2022, and Summer 2022. During the Fall and Spring cohorts, youth leaders met in small groups focused on one of the following specialty areas: discrimination, human trafficking, language access, and social justice over twelve weeks and, at the close of the program, shared a project that encapsulated their interests and learning on the subject area over the previous weeks. Youth leaders shared poetry, building webpages, deejayed to a slide show of civil rights leaders, created art, and much more. The summer cohort worked in a compressed eight-week time frame, with all participants spending two weeks in each of the four subject areas.

The YLA saw applications from around Prince George's County as well as neighboring jurisdictions, including other states, demonstrating the interest young people have in matters of civil and human rights and the importance of offering growth and learning opportunities at the Youth Leadership Academy.

Applications for the Youth Leadership Academy are taken on a rolling basis. We welcome all interested youth to learn more and apply at: <https://www.princegeorgescountymd.gov/4072/Youth-Leadership-Academy-YLA>





On January 17, 2022, Executive Director Renée Battle-Brooks received the *Drum Major For Justice* Award from Washington Adventist University Center for Student Life, in recognition of the work done by the Office of Human Rights.



The National Association of Counties (NACo) awarded the [Prince George's County Outreach Programs a 2022 NACo Achievement Award](#), celebrating the efforts of the Outreach and Engagement and Human Trafficking Divisions in creating understanding of critical human rights issues and fostering understanding across diverse peoples. The NACo Achievement Awards program seeks to recognize innovative county government programs.

ISLA and CAIR COALITION

In 2017, the Prince George’s County Government joined the Safety and Fairness for Everyone (SAFE) Network, a national network of jurisdictions committed to employing an innovative model of public-private partnerships to address the needs of our immigrant community members. Simultaneously, in 2017 the County began its ISLA (Immigrant Services and Language Access) Initiative. This initiative is a partnership between the Prince George’s County government, managed through the Office of Human Rights, with the Capital Area Immigrants’ Rights (CAIR) Coalition, which provides free legal services to County residents who have been detained and are in or facing deportation proceedings. During the past five years, this initiative has impacted the lives of many of our residents and their families.

PROGRAM UPDATE | JULY 1, 2021-JUNE 30, 2022



ISLA LEGAL SERVICES

ISLA is part of the SAFE Network, a national network of jurisdictions committed to employing an innovative model of public-private partnerships to address the pressing needs of our immigrant community members.

PRINCE GEORGE'S COUNTY



COMMUNITY IMPACT

36 children

of detained parents impacted

12

spouses or partners impacted

35

PG County residents offered direct legal representation



18

PG County residents represented on protection-based claims

3

U Visa applications completed for victims of crime in the U.S.

67%

of Bond Cases won

5

Employment Authorizations completed

Average Residency in the United States
11 years



Range of Residency in the United States
1-37 years



www.caircoalition.org



@CAIRCoalitionDC



@caircoalition

COMMISSION CHAIR'S LETTER

Dear Residents of Prince George's County,



It is my pleasure to share with you that in this ever changing societal and political landscape, the Prince George's County Human Rights Commission remains keenly focused and committed to its mission of adjudicating discrimination complaints filed under the Prince George's County Code, Division 12. The protected bases covered by Division 12 are: race, religion, color, sex, national origin, age, occupation, marital status, political opinion, personal appearance, sexual orientation, disability, familial status, or gender identity. In our adjudicatory capacity, we work independently from the Prince George's County Office of Human Rights to eliminate unlawful discriminatory practices on these protected bases within the county in the areas of housing and residential real estate, employment, law enforcement, education, public accommodations and

commercial real estate.

This fiscal year 2020-2021, eleven Commissioners appointed by the Prince George's County Executive and confirmed by the Prince George's County Council volunteered their time and professional expertise to decide appeals from letters of determination from the Office of Human Rights; decide motions and other matters proffered by parties in cases pending before the Commission; and conduct administrative hearings and issue opinion and orders in cases pending before the Commission. Commissioners brought diverse professional backgrounds to adjudicate matters in an expeditious, fair, and impartial manner in service to all parties and witnesses. The Commissioners were: Chair Charlene Proctor, Vice Chair Felicia Sadler, Secretary Wade Woolfolk, Nathaniel Bryant, Adonna Bannister Green, Llamilet Gutierrez, Wend Howard, Sylvia Johnson, Ademola Oduyebo, Andrea Price-Carter and Joseph Reed.

We perfected our pivot to a virtual platform to best serve parties, representatives and witnesses before us during hearings and to meet our obligations under the Open Meetings Act to provide the public access to our monthly Commission meetings. With the loss of our champions for equality, who departed during our tenure, including Justice Ruth Bader Ginsburg, Representative John Lewis, Representative Elijah Cummings and Rev. C.T. Vivian, we were reminded of their selfless and courageous struggle for civil rights for all human beings and our significance as a Commission. We must adjudicate discrimination complaints and award appropriate relief to complainants and impose a civil penalty on a respondent, where appropriate, when unlawful discrimination is found; and provide a public forum for hearings on Division 12 issues in the county.

I am filled with a sense of gratitude for how we accomplished this mission despite some challenges and for the commitment of my fellow Commissioners. I am grateful for the training and logistical support procured by the Office of Human Rights to enhance the Commissioner experience and that of the parties before us. I am also extremely grateful for the County Council's amendments to Division 12, to include the renaming of the Human Relations Commission to the Human Rights Commission. This designation is a clarion call to all county residents that there is an avenue of redress when they believe that they are experiencing discrimination in employment and others forms of discrimination that are prohibited by Division 12.



As the Commission forges ahead, we want every county resident to be “Prince George’s Proud” of how we execute our mission. To that end, we intend to continue to execute our mission with a sincere commitment to provide every litigant before us the opportunity to be heard with the utmost respect and to render a legally sound, fair, and impartial decision on their claims. I am supported in this commitment by current Commissioners: Brindisi Chan, Llamilet Gutierrez, Wend Howard, Sylvia Johnson, Ademola Oduyebo and Joseph Reed.

Sincerely,

Charlene Proctor

Charlene Proctor, Esq.

CLERK TO THE COMMISSION



In May 2022, Jacqueline Cochran joined the staff of the Office of Human Rights where she began serving as the Clerk to the Human Rights Commission. She brings extensive court experience and professionalism to the role.

As Clerk to the Commission, Ms. Cochran assists the Commissioners in their monthly meetings and public hearings by receiving and distributing necessary documents, communicating with the Office of Human Rights staff and other outside parties, and helps ensure the smooth and effective functioning of the Human Rights Commission.

OHR and the Human Rights Commission welcome Ms. Cochran to the team.

MEET OUR COMMISSIONERS

The Commissioners of the Prince George's County Human Rights Commission serve County residents as members of a quasi-judicial body. They adjudicate cases of discrimination that go to public hearing, rule on appeals of the Executive Director's findings, and consider issues of discrimination in Prince George's County. The Commissioners are volunteers appointed by the County Executive. They meet the fourth Monday of each month for regularly scheduled Human Rights Commission meetings. Interested in becoming a Commissioner? Visit civilrights.mypgc.us to learn more about the Office of Human Rights and the work of the Commissioners.

We started FY2022 with the swearing-in of Charlene Proctor as the new Chair of the Commission, as Nora Eidelman, the previous Chair, reached the end of her term of service and transitioned off the Commission. We continue to be enhanced by the commitment and thoughtful insight of our appointed Commissioners and are grateful for their time and service. Serving as Human Rights Commissioners during FY2022 were:

Chair - Charlene Proctor



Chair Proctor was appointed to the Commission in 2019, elected Vice-Chair in 2020, and appointed Chair in July 2021.

Vice-Chair Felicia Sadler



Vice-Chair Sadler was appointed to the Commission in 2019, elected Vice-Chair in 2021, and served until June 30, 2022.

Secretary - Wade Woolfolk



Secretary Woolfolk was appointed to the Commission in 2019, elected Secretary in 2020, and served until June 30, 2022.

Commissioner Nathaniel Bryant



Commissioner Bryant was appointed to the Commission in 2019 and served until June 30, 2022.

Commissioner Adonna Bannister Green

Commissioner Green was appointed to the Commission in 2019 and served until June 30, 2022.

Commissioner Llamilet Gutierrez



Commissioner Gutierrez was appointed to the Commission in 2020.

Commissioner Wendi Howard



Commissioner Howard was appointed to the Commission in 2019.

Commissioner Sylvia Johnson



Commissioner Johnson was appointed to the Commission in 2019.

Commissioner Ademola Moses Oduyebo



Commissioner Oduyebo was appointed to the Commission in 2019.

Commissioner Andrea Price-Carter



Commissioner Price-Carter was appointed to the Commission in 2019 and served until June 30, 2022.

Commissioner Joseph Reed



Commissioner Reed was appointed to the Commission in 2019 and served as Secretary from 2019 to 2020.

FIFTY YEARS OF HUMAN RIGHTS

On July 1, 2022, the first day of Fiscal Year 2023, the Prince George's County Office of Human Rights celebrated its fiftieth anniversary. Our office was established as the Prince George's County Human Relations Commission by CB-1-1972, the first law passed by the County Council when it changed to its current form of governance.

The first County law! Over the last few years as we have prepared for and considered our fiftieth anniversary, we have been motivated by the significance that the Prince George's County Council's first act was to stand up an Office of Human Rights, dedicated to eradicating discrimination and to making our County a better, safer, and more just place for all its residents.

We have been struck by the efforts, passion, and insight of those who went before us. In particular, we recognize the leadership of Dr. William Welch, who was Executive Director of our agency for thirty years, from 1974-2004. During his leadership, Dr. Welch increased penalties under the ordinance from \$1000 total to \$100,000 and unlimited compensatory damages; added sexual orientation among other protections to the law; implemented youth and adult conflict resolution programs; created a work sharing agreement with the EEOC; implemented community study circles/dialogue groups to increase understanding between people from vastly different backgrounds; led workshops and training for community organizations, particularly in the areas of leadership, multiculturalism, and diversity; among many other initiatives. For his lifelong commitment to service, we recognized Dr. Welch with the Theresa Douglas Banks "Shining The Light" Award in 2017 at our 45th anniversary gala dinner. We remain grateful for his leadership to this office and his example of being a committed servant leader.

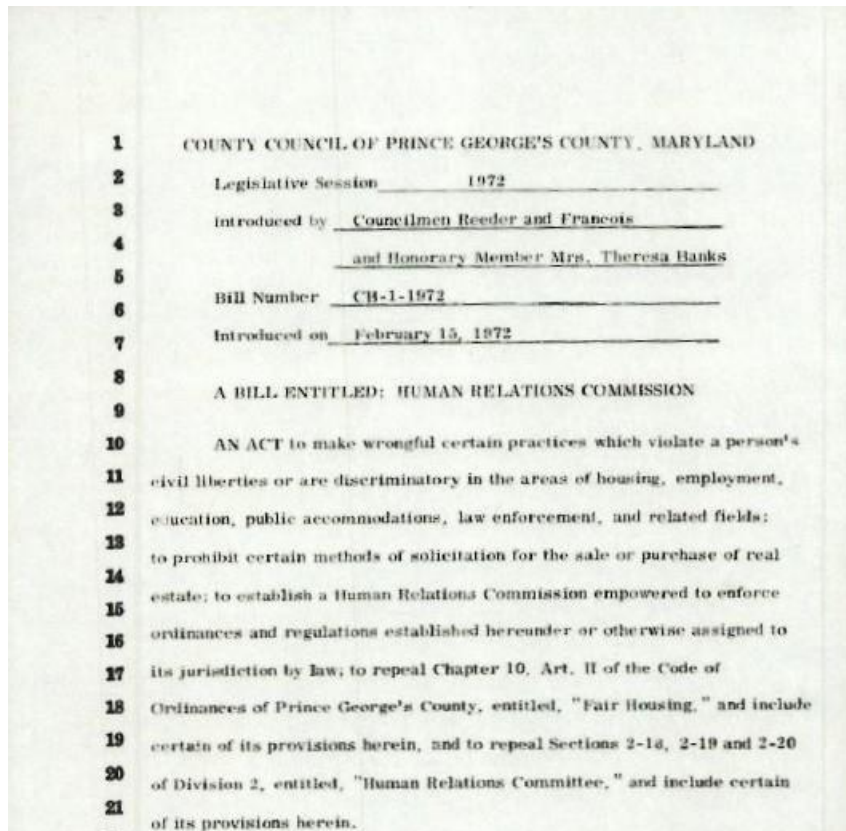
And we remain, as always, indebted to Theresa Douglas Banks, a passionate, committed educator and community activist. Born in 1905, Ms. Banks, who earned a Bachelor's degree from Morgan State



University in 1939 and a Master's degree from Howard University in 1948, taught in Prince George's County public schools from 1924 until her premature death in 1972. Among other contributions, she worked for pay parity between Black and White teachers' salaries, was a founding member of Zeta Phi Beta sorority, served on Glenarden's first town council, helped organize the NAACP in Prince George's County, the volunteer fire department in Chapel Oaks, and the library in Fairmount Heights. She was a fierce and tireless advocate for the formation of the then Prince George's County Human Relations Commission, pleading with the County Council to address and fight racism in the county. Mrs. Banks died on March 15, 1972

after suffering a heart attack while addressing the County Council about the necessity of the Human Relations Commission.

When County Council passed CB-1-1972, they named Mrs. Banks an honorary councilmember.



Her speech to the County Council on March 15, 1972 began with these words, “I’m going to turn another way, because I’m going to talk to the others as well as you, if I may. The last time I spoke I went home and had a heart attack, which wasn’t too long ago. However, I guess it was worth it.” She continued, “I’m going to start off by saying that I cannot do much about who started the stars real bright. My tiny being cannot shine as far into the darkness of the night.”

Yet, Mrs. Banks, here we are. Theresa Douglas Banks, you are still shining.