

2019 Office of Human Rights Annual Report

Department of County Administration, Lonnie R. Robbins,
Chief Administrative Officer



"No matter our race, religion, age, creed, or sexual orientation, every person is welcome in Howard County. We must stand together to promote and adhere to our deeply rooted values of inclusion, equity, diversity, and prosperity for all."

Howard County Executive Calvin Ball

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HOWARD COUNTY OFFICE OF COUNTY EXECUTIVE

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Howard County is known for our diversity of cultures, our value of embracing many ethnic groups, and our commitment to respecting all who live, work, and play here. The Office of Human Rights is a resource and mechanism of my administration to ensure all our residents live in a safe and engaged community.

As a Howard County resident, I am proud of our reputation for inclusivity and our commitment to eradicating all discrimination. Our Office of Human Rights (OHR) has been charged with the task of working on behalf of our most vulnerable residents by investigating complaints of unlawful discrimination and violence.

This year we welcomed Yolanda Sonnier as the new Administrator of the Office of Human Rights. Yolanda and her team's expertise and dedication to this important work are evident through the expansion of community outreach, training, and events – including bystander intervention training across our county to prevent hate-bias incidents, discrimination, and violence.

As reported, incidents of hate have risen at the national level, and Howard County has not been immune. This report documents 76 hate-bias incidents in 2019. These numbers represent a significant increase from the previous year of 58 recorded incidents. Additionally, the report highlights the incidences of discrimination related to employment, housing, and public accommodation over the last year.

This 2019 Annual Report from the Office of Human Rights and the Human Rights Commission highlights important work, and I want to thank everyone at OHR for investigating and addressing these and other unacceptable issues.

In addition to the investigative work of OHR, community outreach efforts are equally critical to making a positive difference. In 2019, OHR hosted 37 outreach events to educate, inspire, and connect our community. Moving forward, OHR will continue to be a leader in the community, a symbol of our values, and a force for positive change. Once again, I thank everyone at OHR, who is making Howard County a safer and more engaged community.

Sincerely,

Calvin Ball
Howard County Executive



HOWARD COUNTY DEPARTMENT OF COUNTY ADMINISTRATION

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Dear Howard County Residents,



The 2019 Annual Report of the Office of Human Rights (OHR) and the Human Rights Commission (HRC) is a useful catalogue of information that measures how we, as a community, are working together to ensure that Howard County is inclusive and welcoming to all.

Under the Howard County Code, OHR is charged with conducting investigations and processing complaints of unlawful discrimination in employment, housing, public accommodation, law enforcement and financing. With this authority to enforce the County's Human Rights Law, OHR seeks to eradicate discrimination, increase opportunity and promote Human Rights throughout Howard County.

In addition to its investigative authority, OHR conducts numerous community outreach activities throughout the year. This public engagement serves to educate our residents about the services available to them and celebrate the diversity that enriches our community. By coming together during these opportunities, we are reminded of our shared values and our collective commitment to foster attitudes and beliefs that re-affirm every person's right to enjoy a wholesome, productive quality of life, free of discrimination.

I extend my deepest appreciation to OHR staff for the service they provide our community, and for their unwavering dedication and professionalism in the discharge of their duties.

Sincerely,

Lonnie R. Robbins
Chief Administrative Officer



HOWARD COUNTY DEPARTMENT OF COUNTY ADMINISTRATION

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Lonnie R. Robbins, Chief Administrative Officer

Voice/Relay

Yolanda F. Sonnier, Administrator, Office of Human Rights

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Dear Howard County Residents,

It is my pleasure and honor to serve as the Administrator of the Howard County Office of Human Rights (OHR). The 2019 Annual Report of OHR, the Human Rights Commission (HRC) and the Martin Luther King, Jr. Holiday Commission provides vital insight into the current climate of discrimination complaints and investigations in Howard County, as well as the outreach conducted by OHR, HRC and the Martin Luther King, Jr. Holiday Commission.

The Office of Human Rights Investigators' tasks of investigating discrimination is complemented by an Outreach Team that promotes our mission by facilitating and sponsoring numerous activities with county residents and community organizations including hands-on workshops, meetings, diversity fairs, commemorative services and celebrations, trainings, listening sessions, performances and film screenings to "foster attitudes and beliefs that confirm that all individuals have an equal opportunity to pursue lives free of discrimination." OHR offerings run the gamut from educational to entertaining; providing the diverse participants with tools and information that encourage diversity, advocacy, human rights, inclusion, intersection, and civility.

Looking forward with 20/20 vision, OHR will continue seeking partnerships with county residents, county government, local organizations, and businesses; expanding our presence and engaging the community through increasingly creative means including fortifying our social media presence to ensure that Howard County-at large, knows that we are here to protect and defend their civil and human rights. OHR can't do this alone and therefore I look forward to working with you in 2020 towards making Howard County a place free of discrimination.

Lastly, I extend my deepest appreciation to the OHR staff for choosing to use their talents and skills to serve the greater community. Their hard work and professionalism are indicative of OHR's commitment to rendering bigotry and hate outdated and obsolete.

Thank you.

Sincerely,

Yolanda F. Sonnier

Yolanda F. Sonnier

Office of Human Rights Staff

Administrator:

Dr. Barbara J. Sands (*January – February 2019*)

Janssen Evelyn – Acting Administrator (*February – June 2019*)

Yolanda F. Sonnier (*June 2019 – present*)

Investigative Staff:

Mary M. Campbell, Senior Investigator and Compliance Officer

Cheryl Brower, Investigator

Todd Givens, Investigator

David Ruiz, Intake Investigator

Community Outreach Staff:

Trent Day Hall, Supervisor

Stephanie Chapple

Marla Moore

Farheen Sheik

Chaunta Taylor

Administrative Staff

Evelyn Boulware, Administrative Aide/Mediator

Heidi Tilkens, Administrative Technician

History and Purpose

The Howard County Office of Human Rights (OHR) was established in 1975 and functions pursuant to the Howard County Code, Section 12.200-12.218. The responsibilities of OHR are to investigate complaints of discrimination; resolve complaints by conference, mediation, conciliation or litigation; and enforce Howard County Human Rights Law. In addition, OHR serves as a catalyst in fostering attitudes and beliefs among Howard County residents that ensure that all people have an equal opportunity to pursue lives free of discrimination.

Complaint Process

Individuals who believe they have experienced discrimination in Howard County may file a complaint with the Office of Human Rights (OHR) by telephone, walk-in or via the OHR website. Complaints for discrimination can be filed regarding employment, housing, public accommodations, financing, law enforcement and any other facets of the lives of Howard County residents where discrimination may be found to exist.

To begin the process, the complainant must complete a pre-complaint questionnaire that asks for information about the alleged discriminatory incident(s). The intake investigator, along with the complainant, will draft a charge of discrimination. Once the charge is signed, the case is then assigned to an investigator.

The protected classes in Howard County are Race, Age, Marital Status, Occupation, Creed, Sex, Political Opinion, Source of Income (*Housing Only*), Color, National Origin, Familial Status, Personal Appearance, Religion, Sexual Orientation, Disability and/or Gender Identity.

For housing cases, complaints must be filed within one year of the alleged discrimination. For all other cases, complaints must be filed within six months of the alleged discrimination.

2019 Complaint Summary

For the calendar year 2019, OHR issued 56 findings, closed 82 cases and opened 82 new cases. Investigators responded to an additional 223 inquiries which did not become cases. OHR participated in community programs, as well as cooperated with public agencies and private groups on educational programs, outreach activities and training.

Office of Human Rights - A Fair Employment Practice Agency

The Equal Employment Opportunity Commission (EEOC) is authorized by statute to use the services of state and local Fair Employment Practice Agencies (FEPA), like the Howard County Office of Human Rights (OHR), to assist in meeting its mandate to enforce Title VII of the Civil Rights Act of 1964 as amended, the Americans with Disabilities Act Amendments Act (ADAAA), and the Age Discrimination in Employment Act (ADEA).

OHR has been a FEPA designee since 1984. This is quite an honor for OHR and a confirmation of the quality of its investigative abilities. Additionally, EEOC has named OHR as a “certified acceptance” agency. This indicates that OHR has consistently met the contractual requirements to EEOC’s satisfaction, and that EEOC accepts OHR’s case decisions.

2019 Total Caseload Analysis

The following tables provide a statistical report of the complaints and monetary settlements for the year 2019:

- Table 1 - Total Cases Filed with OHR 2017-2019
- Table 2 - 2019 Caseload Analysis by Basis
- Table 3 - Monetary Awards Gained through OHR Intervention
- Table 4 - Monetary Settlements 2017-2019
- Table 5 - Cases Closed 2017-2019

Table 1 - Total Cases Filed with OHR 2017-2019

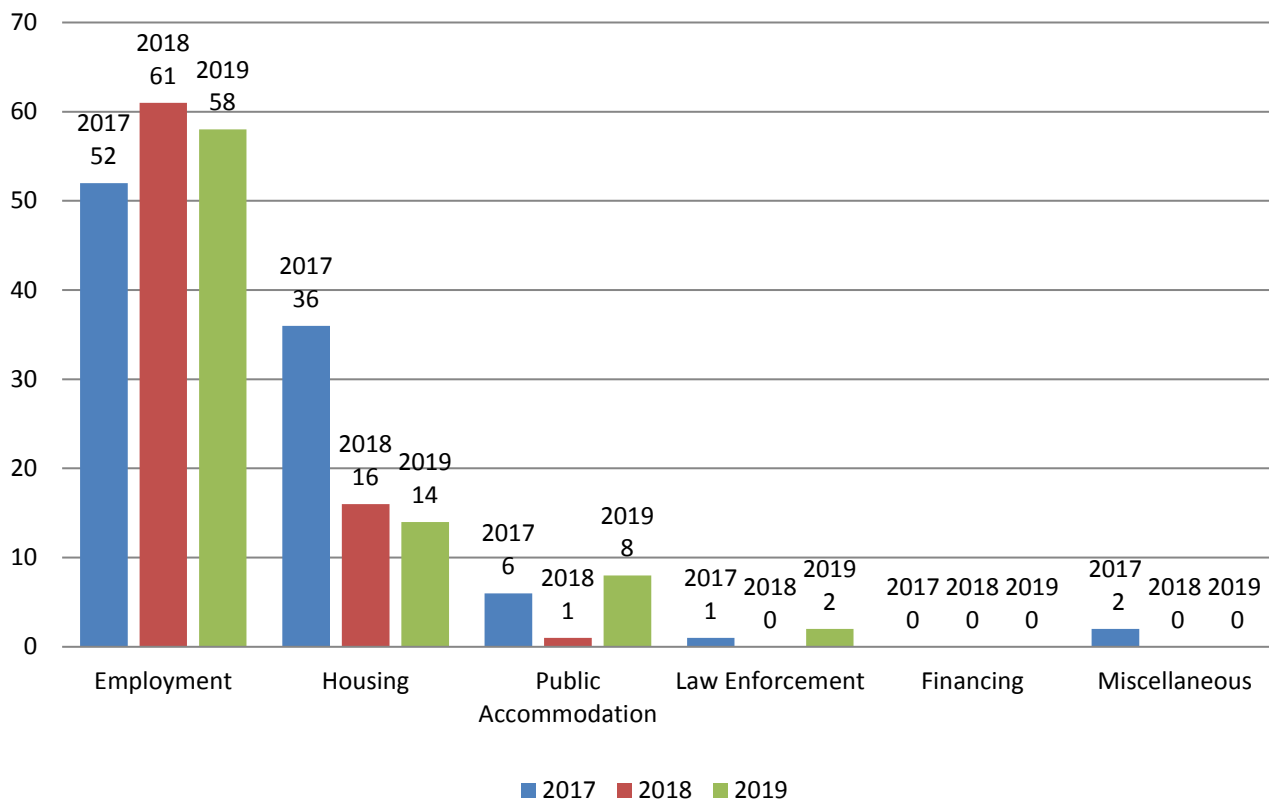
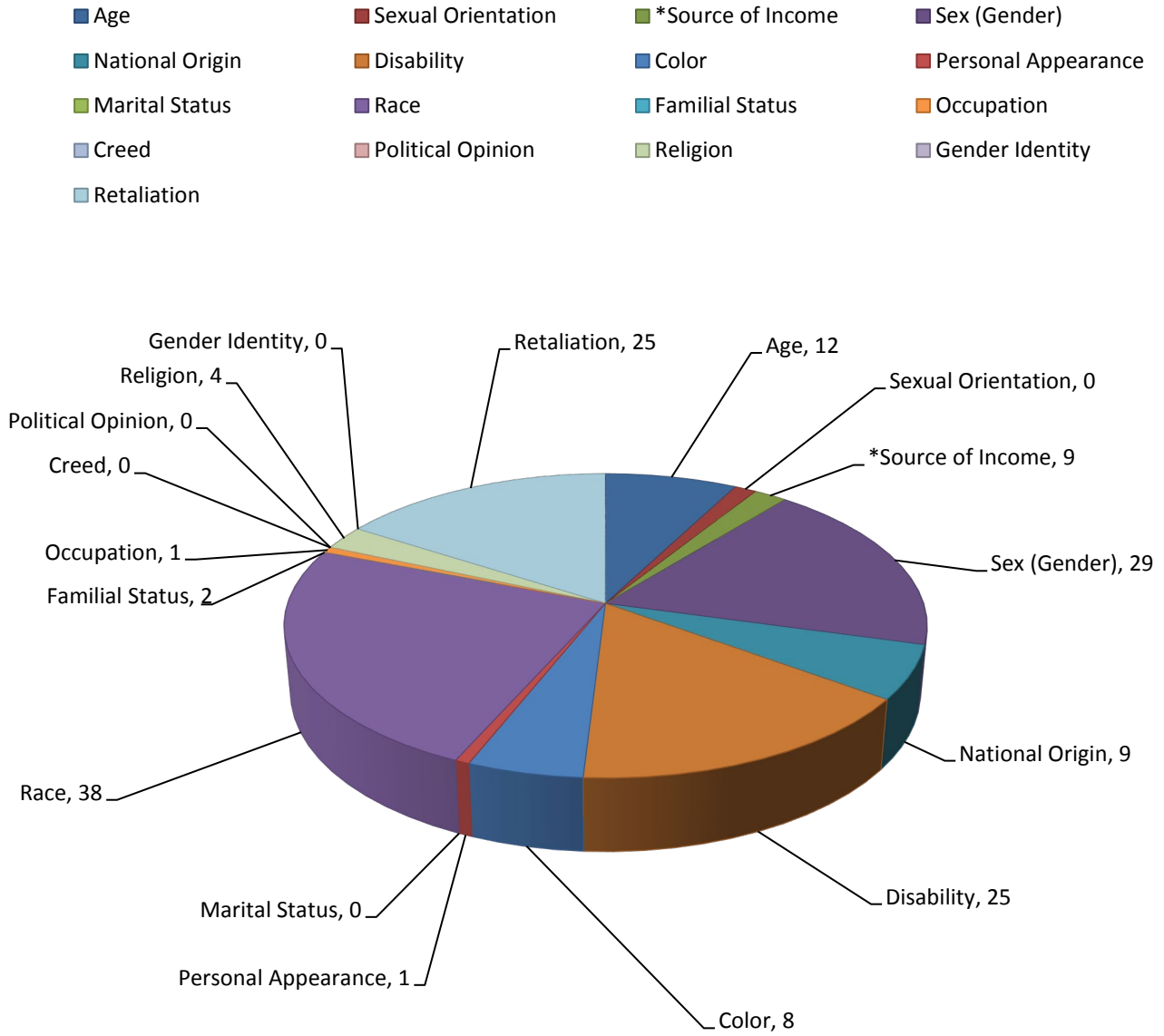
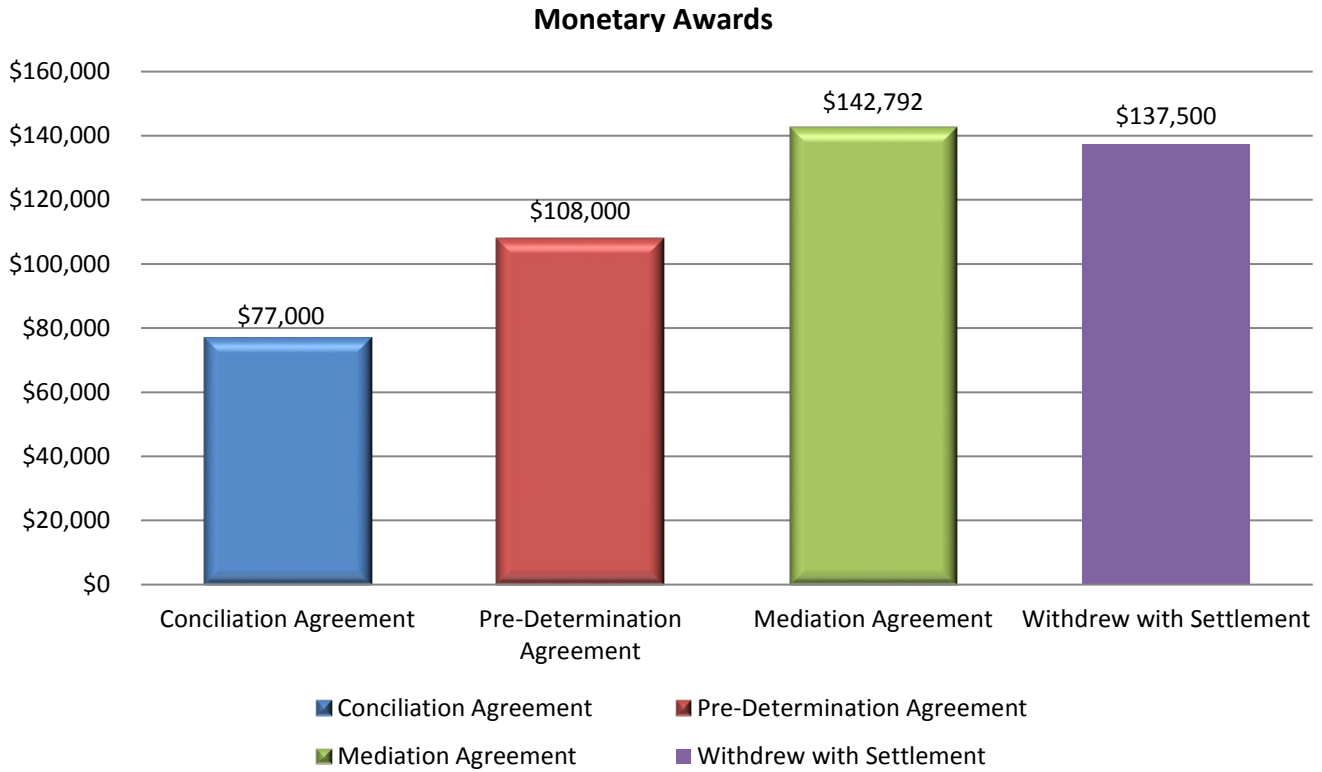


Table 2 - 2019 Caseload Analysis by Basis



Note: *Source of Income is for Housing cases only

Table 3 - Monetary Awards Gained through OHR Intervention 2019



In addition to monetary awards, OHR settled a number of cases that included non-monetary settlement terms. For example, five cases concerned Complainants with vouchers who renewed or entered into new leases. Reasonable accommodations were provided for several complainants including: working from home, assigned a new supervisor, a chair at the workstation, and health benefits provided. Other non-monetary awards included a dress code accommodation, a neutral job reference, a change in termination designation, company policy training, apartment renovations, a picture removed from company materials, and open discussion of policies to clarify expectations.

Table 4 - Monetary Settlements 2017-2019

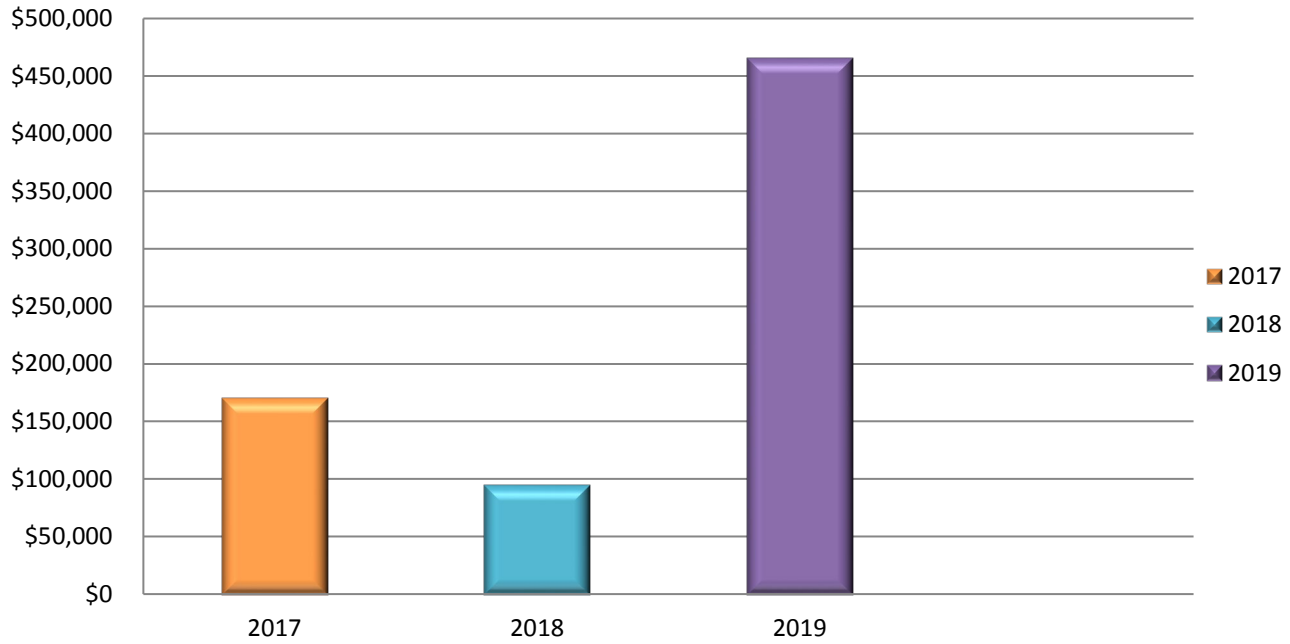
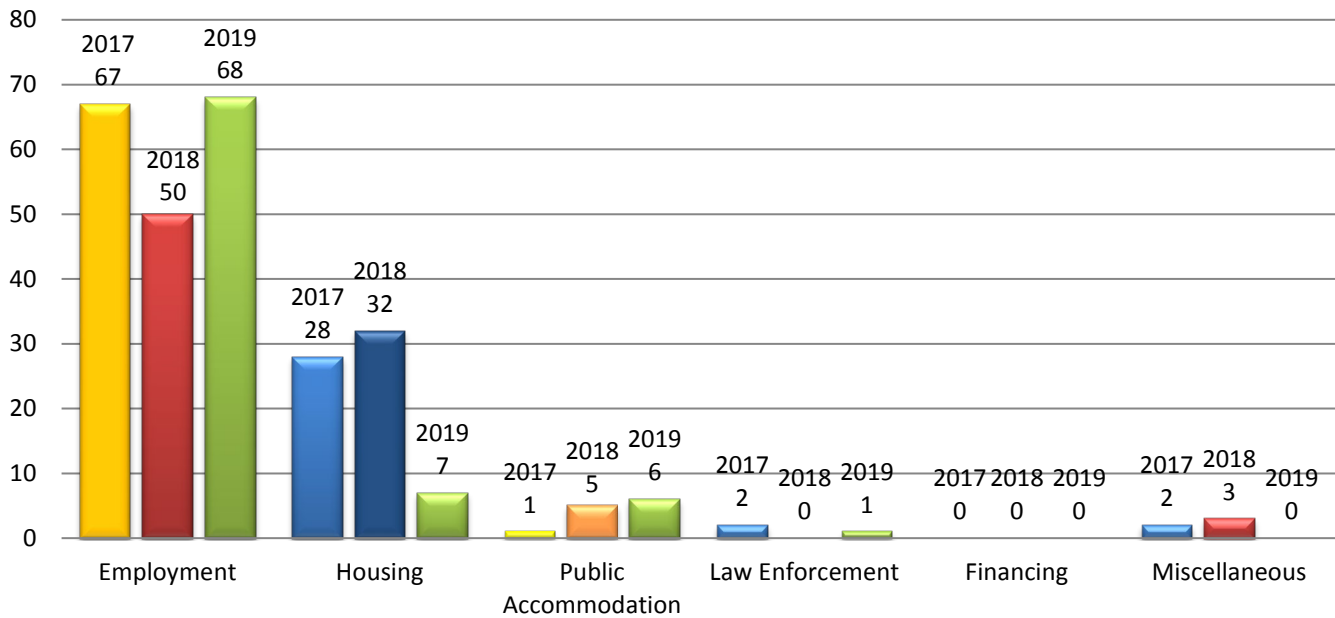


Table 5 - Cases Closed 2017-2019



Hate-Bias Incidents 2019

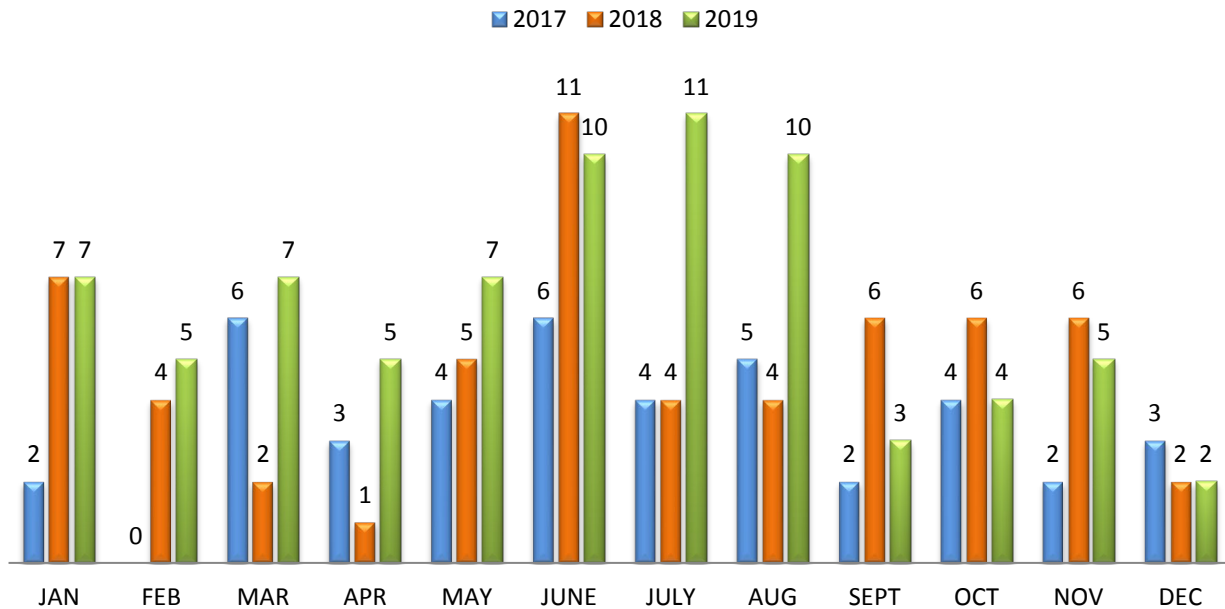
A hate-bias incident (HBI) is an act of prejudice, hate or violence directed against individuals, groups or institutions because of race, religion, ethnic background or sexual orientation. HBIs are intended to cause harm and may result in physical or emotional injury and/or property damage.

An HBI poses a unique danger to society. Such acts affect the fundamental rights of the entire community. These incidents cause tension and may erupt into violence among or between different groups. Victims of an HBI should immediately report the incident to the Howard County Police Department (HCPD). Victims may also contact the Office of Human Rights (OHR).

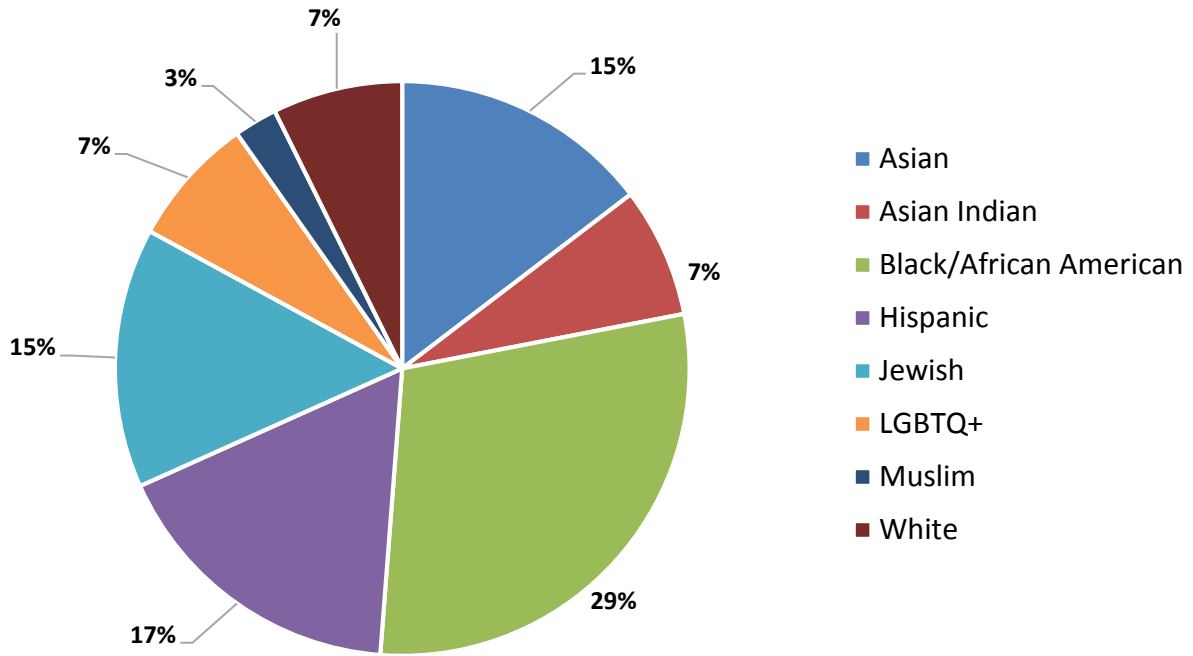
In 2019, Seventy-six (76) incidents were reported to OHR from the HCPD. Once an HBI is reported to the HCPD, the HCPD submits monthly reports to OHR. The number of HBIs reported in OHR’s annual report is gathered from initial reports received from the HCPD. During the HCPD’s investigation, a case may be reclassified, thus there may be a difference between the HBI reporting in the OHR Annual Report and the HCPD’s Annual Report.

OHR works closely with the HCPD to review reports of hate-bias incidents and provide accurate reporting.

Hate-Bias Incidents by Month



2019 Bias Motivations



Training & Professional Development

Office of the Attorney General, Brian Frosh, Hate Crimes Workgroup

OHR is a member of the workgroup that examines ways to improve government and law enforcement's response to hate bias incidents and crimes throughout Maryland.

Maryland Commission on Civil Rights (MCCR) Sexual Harassment Training

This workshop focused on current Maryland Sexual Harassment Law and prevention of sexual harassment in the workplace. January 2019.

Human Rights Day in Annapolis

The Maryland Association of Human Relations/Human Rights Agencies (MAHRA), The Coalition Opposed to Violence and Extremism (COVE), and the Civil Rights Coalition of Maryland sponsored this event that included a panel discussion about National Civil Rights Issues with Caylin Young of ACLU of Maryland and Ashley Allison, Executive Vice President Campaign and Programs of The Leadership Conference on Civil & Human Rights. February 2019.

Jewish Federation of Howard County

OHR and a Human Rights Commissioner met with the Howard County Jewish Federation to discuss the mission, work and jurisdiction of the Howard County Office of Human Rights and Commission. February 2019.

Courageous Conversations and Wrap-Up Event

In 2019, Courageous Conversations' overarching theme was: "How do we work towards creating a connected community of different people rather than a community that lets different people in?" These conversation circles afforded participants the opportunity to listen to one another's' perspectives and be encouraged to practice civility and inclusion. Honorable Congressman Elijah Cummings was the Keynote speaker at the Wrap Up Event. March 2019.

Fair Housing Training on Disabilities

OHR collaborated with Howard County Housing Commission and Maryland Commission on Civil Rights to provide a two-day advanced training about the requirements of accommodating disabilities in Fair Housing. April & May 2019.

Fair Housing Month Training

OHR and the Howard County Housing Commission hosted a two-part Fair Housing Training for property and leasing managers, as well as other housing professionals. The training gave participants information about Howard County Fair Housing Law, Landlord/Tenant Law, Rental Housing Code and Housing Vouchers procedures, Disability Discrimination and Reasonable Accommodations. April and May 2019.

Advancing Racial Equity

An interactive workshop about fostering a deeper understanding of social inequities. Facilitated by Kojo Institute. May 2019.

Equal Employment Opportunity Commission (EEOC) Annual Conference

The conference covered developments in enforcing EEO laws from EEOC experts. Workshop sessions focused on harassment and discrimination prevention, workplace civility, workplace accountability, ADR, barrier analysis, medical marijuana in the workplace, opioids, managing tricky HR and reasonable accommodation issues, settlement strategies, social media in the workplace, and workplace inclusion. San Diego, CA - June 2019.

Law Enforcement Implicit Bias Training

Participants learned to recognize and address their own implicit biases, the unconscious or subtle associations and stereotypes that individuals make about people and groups. August 2019.

International Association of Official Human Rights Agencies (IACHRA) Annual Conference

This annual conference featured trainings about reasonable accommodations for assistance animals, sexual harassment in housing matters, human trafficking, advancing diversity, implicit bias, and legal updates. The conference also had a Civil Rights Bus Tour and a Fireside Chat with Civil Rights Leaders. August 2019.

B.I.A.S – Bringing Inherent Assumptions to the Surface Training

In conjunction with the Coalition Opposed to Violence and Extremism (COVE), OHR participated in the Baltimore City Office of Civil Rights & Wage Enforcement’s Annual Civil Rights Breakfast and Training. Reverend Jesse Jackson was the keynote speaker. OHR and COVE provided two breakout workshops: “Coalition Building – Tearing Down the Walls that Divide Us” led by Rev. Louise Green and Ryan Turner and “Bystander Intervention Training” led by Kit Bonson. OHR, COVE and the Howard County Sheriff’s Office also provided information to the over 800 participants about our mission, purpose and services. September 2019.



Mediation Training

Mediation training at the Center for Alternative Dispute Resolution. September 2019.

Howard County Association of Realtors (HCAR) Training

OHR trained realtors on the Fair Housing Law in Howard County. October 2019.

Managing Victim Behavior Training

OHR investigators participated in a two-day training at the Center for Alternative Dispute Resolution. October 2019.

Equal Employment Opportunity Commission (EEOC) Mini-Conference

EEOC provided guidance about current trends in employment discrimination, discussed EEOC's vision and mandate for local agencies, and investigation tips and techniques. Additionally, facilitators shared information about case reporting pursuant to the work-sharing agreement. October 2019.

Baltimore Regional Fair Housing (BRHP) Training

BRFP trained investigators about housing and discrimination laws in Howard County. November 2019.

Baltimore Regional Fair Housing (BRHP) Training about Source of Income Discrimination and Investigations

OHR Investigators trained BHRP staff about source of income discrimination and the investigative process. November 2019.

ADA Training

Investigators attended an in-depth training on ADA standards in construction and public spaces. November 2019.

Hate Bias Training at Howard County Police Academy (Class 44)

OHR staff trained Howard County Police recruits about Hate Bias Incidents. November 2019.

Community Outreach Activities

1. **Human Trafficking Roundtable with Senator Ben Cardin**
Co-Sponsored by the Office of Human Trafficking and Prevention. January 2019.
2. **Annual Martin Luther King, Jr. Holiday Celebration and Day of Service**
Promoted, planned, organized and staffed the Annual Program Celebration and Day of Service in conjunction with the Martin Luther King, Jr. Holiday Commission. January 2019.
3. **Human Rights Day in Annapolis**
The Maryland Association of Human Relations/Human Rights Agencies (MAHRA), The Coalition Opposed to Violence and Extremism (COVE), and the Civil Rights Coalition of Maryland sponsored this event that included a panel discussion about National Civil Rights Issues with Caylin Young of ACLU of Maryland and Ashley Allison, Executive Vice President Campaign and Programs of The Leadership Conference on Civil & Human Rights. February 2019.
4. **People Acting Together for Howard (PATH)**
Kick-off of “Courageous Conversations on Race and Religious Inclusion”. Participants shared perspectives of race and religious bias. March 2019
5. **Opioid Training for Human Rights Commissioners**
OHR staff attended this Howard County Health Department sponsored training. March 2019.
6. **Building Justice in our Communities**
A Faith-based panel discussion co-sponsored by Prince Georges County Human Relations Commission and Prince Georges County Memorial Library – March 2019.
7. **Women’s Hall of Fame 23rd Annual Induction Ceremony**
OHR staff attended this event hosted by the Howard County Commission for Women. March 2019.
8. **Human Trafficking and Prevention 2019 Committee Meeting**
OHR staff met with the Department of Community Resources and Services, Office of Human Trafficking Prevention to learn about Human Trafficking Prevention. April 2019.
9. **Fair Employment Practice Agency (FEPA) Teleconference Meeting**
OHR staff attended April 2019.
10. **Human Rights Commission Annual Award Program and 50th Anniversary Celebration.**
OHR staff attended and staffed this annual event that honors individuals and community organizations for their contributions to human and civil rights. April 2019.
11. **Bahai Society Public Meeting**
OHR staff attended. April 2019.
12. **Fair Housing and ADA Compliance Training**
OHR staff attended. April 2019.

13. Yom Hashoah and Vigil

OHR staff attended event that commemorated the Victims of the San Diego Shooting with the Jewish Federation of Howard County. May 2019.

14. Miss Representation Documentary Screening

OHR staff co-sponsored this event with the Commission for Women. May 2019.

15. Friends of Latin America (FOLA) Monthly Meeting

OHR staff attended this event and shared information about our mission, vision and investigation process. May 2019.

16. College Signing Day and Career Fair

OHR staff attended and presented information about Human Rights Advocacy at this event hosted by The Black Student Achievement Program (BSAP) and the Howard County NAACP. May 2019.

17. Chinese American Parent Association Information Session

OHR staff presented information about our mission, vision and investigative process. May 2019.

18. Active Shooter Training

The Howard County Police Department presented strategies for handling an active shooter situation and the prevention of workplace incidents - June 2019.

19. 1st Howard County Pride Festival

Participated in HoCo's first ever Pride Festival celebrating the LGBTQIA+ community in Howard County. OHR met with the public and informed festival participants of our mission and role in eradicating discrimination. June 2019.



20. Howard County Bystander Intervention Training

Participants learned how to safely intervene and be supportive when fellow community members encounter harassment and hate speech. – June 2019.



21. Caribbean Heritage Celebration

Howard County's first Caribbean Heritage Celebration at Belmont Manor & Historic Park. This event recognized the dynamic contributions of the numerous Caribbean cultures in Howard County and beyond. OHR presented information about our mission, vision and investigative process. The event included a panel discussion with representatives from Barbados, Haiti, Jamaica, and Trinidad. June 2019.



22. Hispanic Heritage Month Celebration

A family-friendly celebration of Latin/Hispanic cultural, heritage, and contributions. The event highlighted traditional foods and performances as well as crafts, artifacts and presentations that educated the community about the different cultures that comprise our Latin/Hispanic cultures. September 2019.





- 23. “Know Your Rights” – OHR Information Sessions**
 OHR staff provided information about the Office of Human Rights’ mission, vision, investigative process and outreach efforts. October 2019.
- 24. Parenting for Resilience and Inclusion Workshop**
 This workshop series focused on providing parents and guardians with the necessary tools, frameworks, language and awareness to handle potentially contentious topics while interacting with children or adults. October - November 2019.
- 25. Youth in Conversation**
 This program invited Howard County high school students to discuss opportunities and important issues that affect students and the community at large. The student group also creates a podcast titled “2ManyAdultsInTheRoom”. October - December 2019.
- 26. Bystander Intervention: Train the Trainer**
 The Outreach team was trained on the concept of bystander intervention, the act of skillfully finding a way to shift the energy and focus when a person is being unfairly targeted by another individual. This training prepared the outreach team to facilitate bystander intervention workshops within the county. October 2019.
- 27. Mental Health & Human Rights Event: Co- sponsored by Rumi Forum and OHR**
 A community engagement night with Howard County Office of Human Rights, the Howard County Police Department and National Alliance on Mental Illness (NAMI)-Howard County that focused on the complexities of and intersection between human rights and mental health. October 2019.
- 28. Howard Community College (HCC) #USpeak**
 Howard Community College students, faculty, and staff members engaged in a dialogue to support the changes that need to be made to honor genuine human connection. Focused on honoring the dignity of the entire school community. October 2019.
- 29. Community Action Council (CAC) Holland Awards Dinner**
 OHR attended and sponsored the Holland Awards Dinner which annually recognizes an individual or organization that demonstrates extraordinary commitment and dedication to serving the most vulnerable in Howard County. OHR advertisement was featured on CAC’s website to educate CAC and the Holland Awards Dinner attendees of the services offered by OHR. October 2019.
- 30. Howard Community College Rouse Scholars’ Workshop: Listening & Connecting as a Cohort**
 Students engaged in experiential drills and dialogue to prepare them for their journey into civil engagement and social justice. October, November 2019.

- 31. #OneLongReach Day Partnership with Howard County Public School System (HCPSS)**
 An event that focused on creating a more inclusive and equitable school community through all-day workshops about social emotional learning, communication skills, and refinement of the HCPSS. November 2019.
- 32. Native American Heritage Celebration**
 A family-friendly celebration of Native American heritage, history and contributions; highlighting traditional foods, performances, vendors and thought-provoking presentations that educate the community about the diverse Native American cultures that contribute to our society. November 2019.
- 33. 22nd Annual Human Rights Event co-sponsored with Friends of Latin America**
 This annual event commemorated the signing of the International Human Rights Declaration along with diverse cultures and traditions that make Howard County a great place to learn, live and work. November 2019.
- 34. Howard County Human Trafficking Conference**
 OHR office shared educational materials and spoke with participants regarding OHR’s mission, vision and services. November 2019.
- 35. Restorative Justice Peace Circle Training**
 This experiential training presented by the Howard County Public School System (HCPSS) addressed the need for professional development in Office of Diversity, Equity, and Inclusion provided restorative justice circle training. Attendees gained understanding of the circle process and its potential for building relationships within the school community; promoting healthy communication; developing social emotional learning and youth competencies; and creating safe spaces to address difficult issues, trauma, and healing. December 2019.
- 36. 36th Annual Indian Music & Dance Competition**
 This annual event highlights the culture from India, Pakistan and Bangladesh. OHR presented to the audience about OHR’s mission, vision and services. OHR also identified potential partners. December 2019.
- 37. Annual Kwanzaa Celebration**
 OHR hosted a community-wide Kwanzaa celebration that celebrated Pan African culture, heritage and societal contributions. December 2019.



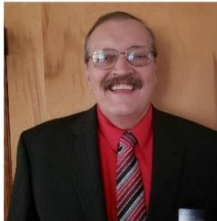


HOWARD COUNTY HUMAN RIGHTS COMMISSION

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Chaunta Taylor, Recording Secretary
HRC Email: hrc@howardcountymd.gov

Bob Ford, Chairperson
Lynda Earle, Vice Chair
Scott Markow, Vice Chair
Chuen-Chin Bianca Chang, Commissioner
Mabrooka Chaudhry, Commissioner
Joan Hash, Commissioner
Peter Hwang, Commissioner
Joshua Kaufman, Commissioner
Leslie Salgado-Tamayo, Commissioner
Kui Zhao, Commissioner



Dear Partners in Community Service,

I was profoundly honored to be elected Chairperson of The Howard County Human Rights Commission in 2019; the same year we celebrated our 50th anniversary. I look forward to continuing my tenure of service in 2020. I am grateful to my fellow Commissioners for their continued service and support. Additionally, I thank the newly-appointed Office of Human Rights Administrator and HRC Executive Secretary, Yolanda F. Sonnier and OHR staff for their dedication to promoting, protecting and defending the rights of all Howard County residents.

Last year HRC welcomed four new Commissioners: Mabrooka Chaudhry, Lynda Earle, Joshua Kaufman, Leslie Salgado and Student Commissioner, Musa Abdul-Aziz Jafri. OHR Community Outreach Coordinator, Chaunta Taylor was assigned as Recording Secretary in September 2019. These talented additions bring a wealth of diversity, experiences, perspectives, talent and enthusiasm to an already successful enterprise.

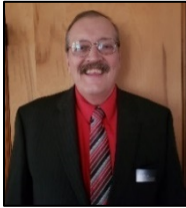
In addition to hearing cases in 2019, we provided a neutral forum for resolving complaints of discrimination. HRC hosted our Annual Human Rights Commission Awards and honored Howard County individuals and organizations that perform outstanding achievements in human rights. Commission members attended, facilitated and served at numerous conferences, trainings and events to promote OHR's services and garner resources that help us effectively serve our county.

Moving forward into 2020, The Human Rights Commission will continue our excellent track record of advocacy, education, and representation to ensure that Howard County remains a place of equity, inclusion and justice for all residents.

Sincerely,

Bob Ford
Chairperson,
Human Rights Commission

Human Rights Commission



BOB FORD, CHAIR
Term expires: 3/1/23



LYNDA EARLE, VICE CHAIR
Term Expires: 3/1/24



SCOTT MARKOW, VICE CHAIR
Term Expires: 3/1/23



BIANCA CHANG
Term Expires: 3/1/20



MABROOKA CHAUDHRY
Term Expires: 3/1/22



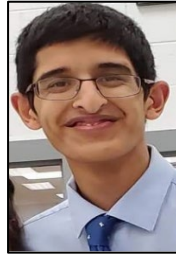
HECTOR J. GARCIA, JR.
Term Expires: 3/1/22



JOAN HASH
Term Expires: 6/1/21



PETER HWANG
Term expires: 6/1/21



MUSA JAFRI
STUDENT COMMISSIONER
Term Expires: 6/30/20



JOSHUA KAUFMAN
Term Expires: 3/1/20



LESLIE SALGADO-TAMAYO
Term Expires: 4/1/24



REVEREND ROBERT TURNER
Term Expired: 3/1/19



KUI ZHAO
Term Expires: 3/1/20

The Human Rights Commission was established in 1969 and is composed of 11 members and a non-voting member, who is a student under 18 years old. Commissioners must live in the county and they represent the diversity of Howard County residents. The duties and responsibilities of the Commission are prescribed by law.

2019 Human Rights Commission Award Recipients

The Howard County Human Rights Commission hosts an annual awards ceremony which honors individuals and community organizations for contributions to human and civil rights in Howard County. The purpose of the awards is to recognize exemplary citizenship, dedicated leadership and outstanding achievement in eliminating or eradicating discrimination, while advancing human rights for all residents of Howard County. Award recipients are selected by the Commission based on nominations submitted by the community. The 2019 recipients are:

Dou Alvin Zhang, MD, PhD



A board-certified internist and cardiologist, Dou Alvin Zhang, MD, PhD believes healthcare is one of the most basic human rights. It is this belief that led Dr. Zhang and other like-minded physicians in Howard County to establish the Asian American Healthcare Center (AAHC), a volunteer clinic serving low income residents who cannot afford health insurance. Since opening its doors in 2008, AAHC cared for more than 1,250 patients. The Human Rights Commission Award Committee recognizes the time, commitment, and compassion Dr. Zhang has devoted in supporting those who are in need of health care and promoting diversity and inclusion in Howard County.

Mr. Frank V. Eastham, Jr.

An advocate for human rights, Frank V. Eastham Jr. served on the Human Rights Commission for nine years, two of which he was chair. As principal of Oakland Mills High School, he worked with the Council of Elders for the Black Community in Howard County to reduce the disparity of suspensions of African-American students. During his tenure with the Howard County Public School System's (HCPSS) administration, he served as a Cultural Proficiency trainer for HCPSS leaders, striving for diversity celebration and difference appreciation throughout the public school system. The Human Rights Commission Award Committee recognizes the contribution, dedication, and enthusiasm Mr. Eastham has devoted to HCPSS students and the community.



Voices For Change Youth Coalition (V4C)

Howard County Voices For Change (V4C) is a student-based program comprised of middle and high school students from diverse backgrounds and perspectives focused on creating opportunities to support the community in the broader student population. These future leaders of the world identify issues impacting their peers and work together to develop strategies to address these issues, celebrate diversity and promote an inclusive environment where everyone's voice can be heard. The students utilize the skills learned to create, plan, and implement events aimed at creating and supporting positive change within the county.

Human Rights Commission (HRC) Community Outreach Activities

The Human Rights Commissioners attend trainings and conferences to remain current on best practices and human/civil rights law. Additionally, HRC commissioners conduct outreach to the community to share the mission, duties and responsibilities of HRC. The Commissioners attended and participated in the following events:

1. Human Trafficking Roundtable with Senator Ben Cardin - January 2019
2. Martin Luther King, Jr. Holiday Celebration and Day of Service – January 2019
3. Human Rights Day in Annapolis – February 2019
4. Jewish Federation of Howard County Presentation – February 2019
5. PFLAG’s 3rd Annual Fundraiser “Queens and Cocktails” at Historic Oakland Ballroom – May 2019
6. Howard County Bystander Intervention Training – June 2019
7. Caribbean Heritage Celebration – June 2019
8. 1st Howard County Pride Festival – June 2019
9. National Night Out – August 2019
10. Harriet Tubman Day Celebration – September 2019
11. Hispanic Heritage Month Celebration – September 2019
12. Master Aging – October 2019
13. Community Action Council (CAC) Holland Awards Dinner – October 2019
14. Howard County Human Trafficking Conference – November 2019
15. 22nd Annual Human Rights Event co- sponsored with Friends of Latin-America – November 2019
16. Native American Heritage Celebration – November 2019
17. Fair Housing Training – December 2019
18. Annual Kwanzaa Celebration – December 2019



MARTIN LUTHER KING, JR. HOLIDAY COMMISSION

9820 Patuxent Woods Drive, Suite 237 ■ Columbia, Maryland 21046 ■ 410-313-6430

Calvin Ball, County Executive ■ Yolanda F. Sonnier, Administrator



Dear Fellow Howard County Residents:

It is with great pleasure that I bring you greetings from the Howard County Martin Luther King, Jr. Holiday Commission. The commission has been keeping Dr. King's legacy of human rights, advocacy and civility alive by organizing an annual Holiday Celebration and Day of Service since 1985. Now more than ever, it is important to keep the message of non-violence and peace in the forefront.

The Martin Luther King, Jr. Celebration is a joyful celebration of county residents, organizations and students who consistently honor Dr. King's dream through community service, artistic efforts and literary achievement. The Annual Day of Service, "A Day On, Not a Day Off", gives volunteers of all ages a variety of service opportunities to improve the lives of Howard County's vulnerable populations.

On behalf of the commission I extend our heartfelt appreciation to the many organizations and individuals that contribute their time, talents and resources to ensure the success of our endeavors.

We look forward to seeing you at the 2021 Celebration and Day of Service.

Sincerely,

Tracey L. Williams

Tracey L. Williams, LCSW-C, PPW
Chairperson,
Martin Luther King, Jr. Holiday Commission

Martin Luther King, Jr. Holiday Commission

The Howard County Martin Luther King, Jr. Holiday Commission was established by order of the Howard County Executive to encourage and coordinate appropriate ceremonies and activities honoring Martin Luther King, Jr.

The seventeen-member Commission meets once a month at 9820 Patuxent Woods Drive in Columbia, MD to formulate strategies for the annual commemoration of Martin Luther King, Jr. in January.

County residents are continually requested to fill Commissioner vacancies and positions on various subcommittees. Commissioners are appointed by the County Executive to serve an initial term of two years.

Persons interested in serving on the Commission should contact the Office of Human Rights at (410) 313-6430.

Commission Members:

ROBERTA KELLY, CHAIR

(Chair 3/18-2/19)

Term Expired: 3/1/19

TRACEY WILLIAMS, CHAIR

(Vice Chair 3/18-2/19)

(Chair 3/19 to present)

Term Expires: 3/1/23

BERT J. HASH, JR., VICE CHAIR

Term Expires: 3/1/21

BESSIE BORDENAVE

Term Expired: 3/1/19

SONJA BLAKE HAMADA

Term Expired: 3/1/19

MARYAM ELHABASHY

(Secretary 2019)

Term Expires: 3/1/20

CAROLINE HARPER, Ph.D.

Term Expires: 3/1/20

TINA HORN

Term Expires: 3/1/24

HELAINÉ M. JEFFERS

Term Expires: 3/1/20

DIANE B. MARTIN, ED. D.

Term Expires: 3/1/24

NAMRATA NAGARAJAN, SECRETARY

Term Expires: 3/1/20

YETTA HARPER ROGGERSON

Term Expires: 3/1/21

PATRICIA THORNE

Term Expired: 3/1/19

KURT W. WALL

Term Expires: 3/1/21

HUNTER CRAIG, Student Commissioner

Term Expires: 6/30/20

Holiday Celebration:

The Howard County Martin Luther King, Jr. Holiday Commission presented the annual Martin Luther King, Jr. Holiday Celebration on Sunday, January 20, 2019. The 2:00 PM reception was followed by a program at 3:00 PM.

This year's program theme was **"Our lives begin to end the day we become silent about things that matter."** The Commission promoted this theme throughout the year by participating in multiple county events. The 2019 celebration highlighted the talents of our local youth and public-school students and was well-attended by the Howard County community. The Howard County National Honor Society Students acted as ushers and servers for the celebration and reception. Remarks were given by County Executive Calvin Ball, County Council Chair Christiana Mercer Rigby, Human Rights Administrator Dr. Barbara J. Sands and Commission Chair Roberta Kelly.

Living the Dream Award:

The Living the Dream Award is a special part of the celebration as it recognizes an individual and an organization that demonstrates and promotes the teachings and legacy of Martin Luther King, Jr. through community involvement. The Living the Dream Committee vetted numerous nominations and selected a winner. This year's individual winner was Rev. Sandra Trice Gray and this year's organization winner was Asbury United Methodist Church of Jessup, Maryland.

Student Essay Contest:

The Essay Committee organized a school-wide essay contest that challenged students to write essays describing "a time when they spoke up for a cause and how their experiences related to the life and teachings of Martin Luther King, Jr."

High School Winners

First Place	Allison Alston	11 th grade	Reservoir High School
Second Place	Chimmuanya Iheanyi-Igwe	12 th grade	Howard High School
Third Place	Amen Owusu	10 th grade	Wilde Lake High School

Middle School Winners

First Place	Nehemiah Lewis	6 th grade	Harper's Choice Middle School
Second Place	Teniola Taiwo	6 th grade	Murray Hill Middle School
Third Place	Reema Ayache	6 th grade	Clarksville Middle School



Day of Service: “A Day On, Not a Day Off” - January 21, 2019:



Left to Right: Mike Steward, Meghan Cusack, Marcela Burbano, MD LIVE GM Travis Lamb, MD LIVE Chef Jose Rivera, Howard County Executive Calvin Ball, Candice Davis, Keenan Smith, MLK Commission Chairperson Roberta Kelly, and Tonette Hickman

The Martin Luther King, Jr. Day of Service commenced at 8:00 AM at the Howard County Community Resources Campus. There were multiple volunteer service projects and volunteer activities held throughout the county. MLK Commission Chairperson Roberta Kelly; County Executive Calvin Ball; County Council Chairperson, Christiana Mercer Rigby; and Human Rights Administrator Dr. Barbara Sands presented opening remarks and the Opening Bell was rung.

The Martin Luther King, Jr. Holiday Commission collaborated with the Volunteer Center Serving Howard County and 28 local agencies. Over 400 volunteers performed more than 1000 service hours. Projects included:

- The Columbia Art Center and Howard County’s Office of Aging and Independence utilized 44 volunteers to create 183 arts and craft projects for senior citizens.
- HopeWorks “I Can, I Will Stop Abuse Workshop” reported 21 volunteers with 84 volunteer hours.
- 106 volunteers served at Glen Mar United Methodist Church by packing meals for the homeless, decorating cookies, writing letters, and making crafts; amounting to 471 volunteer hours.
- Volunteer Center Serving Howard County clipped and sorted \$6,333 worth of coupons for military service members to use at their military bases. They had a total of 57 volunteers with over 100 combined volunteer hours.
- Hands-On CPR, AED, Stop the Bleed and Fall Prevention Training was offered by the Howard County Department of Fire and Rescue Services, Office of the Fire Marshal. Thirty-four volunteers were trained, amounting to 136 volunteer hours combined.

There were many off-site volunteer opportunities throughout the County. 152 volunteers collected 6,513 pounds of non-perishable food items at grocery stores and diapers to the Howard County Food Bank. The Howard County Public School System National Honor Society students volunteered 20 students for a combined 180 hours of community service. Maryland Live volunteers and staff donated more than 200 volunteer hours by serving 100 meals to families at the Grassroots Homeless Shelter. Eight volunteers from Chesapeake Restore contributed more than 20 hours restocking and shopping at their store.

New Commissioners in 2019

The Commission was excited to welcome:

- **Tina Horn.** Her term will expire on March 1, 2024.
- **Diane B. Martin, Ed. D.** Her term will expire March 1, 2024.
- **Hunter Craig,** Student Commissioner. His term will expire June 30, 2020.

Martin Luther King, Jr. Celebration and Day of Service 2020 Planning

The MLK Holiday Commission commenced planning the 2020 Celebration and Day of Service in February 2019. They established a theme, “Racial injustice around the world. Poverty. War. When man solves these three great problems he will have squared his moral progress with his scientific progress. And, more importantly, he will have learned the practical art of living in harmony.” The commission contacted and secured facilitators, vendors, community partners and resources for the event. They continued their partnership with Volunteer Howard to coordinate the Day of Service.

Martin Luther King, Jr. Holiday Commission Community Outreach

Human Rights Commission Annual Award Program and 50th Anniversary Celebration – April 2019

Bystander Intervention Training – June 2019

Domestic Violence Awareness Training – September 2019

Harriet Tubman Day Celebration – September 2019

Community Action Council (CAC) Holland Awards Dinner - October 2019

Howard County Human Trafficking Conference – November 2019



**DISCRIMINATION
IS ILLEGAL IN
HOWARD COUNTY,
MARYLAND**



**HOWARD COUNTY LAW PROHIBITS
DISCRIMINATION IN THE FOLLOWING AREAS:**

- EMPLOYMENT •HOUSING •PUBLIC ACCOMMODATION
- FINANCING •LAW ENFORCEMENT

BASED ON THE FOLLOWING PROTECTED CATEGORIES:

- RACE •AGE •MARITAL STATUS •OCCUPATION •CREED
- SEX •POLITICAL OPINION •SOURCE OF INCOME
- COLOR •NATIONAL ORIGIN •FAMILIAL STATUS
- PERSONAL APPEARANCE •RELIGION •SEXUAL ORIENTATION
- PHYSICAL OR MENTAL DISABILITY •GENDER IDENTITY

OFFICE OF HUMAN RIGHTS

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PHONE: 410-313-6430

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FOR SOCIAL MEDIA LINKS:



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