

THE BALTIMORE CITY
OFFICE OF EQUITY AND CIVIL RIGHTS

ANNUAL REPORT

2020-2021



DIRECTOR'S STATEMENT



Narrowing the gap between policy and practice is a process, not an event. Therefore, when the name of the former Baltimore City Office of Civil Rights and Wage Enforcement (CRWE) became the new Office of Equity and Civil Rights (OECR) in January of 2020, it was a significant step and event for Baltimore. However, putting Equity into practice is a process and one not to be taken lightly. We must do it with purposeful public-private partnering, outreach, and community education.

As the City's first Chief Equity Officer, my job is to help guide the achievement of Equity in City service delivery. My goal is to achieve Equity in service to our residents and constituents to uphold local and federal civil rights laws. The OECR is also mandated to provide oversight of The Americans with Disabilities Act (ADA) laws, the City's Minimum and Prevailing Wage laws, and local law enforcement.

Using education, outreach, and investigation, I approach our OECR mandate and my mandate as the City's Chief Equity Officer with equal enthusiasm.

The Baltimore City Office of Equity and Civil Rights 2021 Annual Report is the first under my watch. The report includes the office's purpose, mission, vision, the names of our staff, and roles of each of our commission's and five divisions. It contains highlights of OECR's work over the past fiscal year and an overview of my role as the City's Chief Equity Officer and as a member of the Mayor's Executive Leadership Team.

As the City's new Chief Equity Officer, I will seek to help identify the underlying causes that create and maintain a climate of consent for inequity and inform the mayor, my colleagues in the cabinet, and fellow department heads. I will offer solutions on how to make equal opportunity and advancement accessible to all.

Ultimately my goal as Director of the Office of Equity and Civil Rights is to ensure that all residents have equal access to opportunities that improve their quality of life and help them reach their highest potential.

I am honored to have been chosen by Mayor Brandon Scott to be the City's first Chief Equity Officer and lead OECR's and the City's first comprehensive effort to advance Equity and equal opportunity in Baltimore.

DANA PETERSEN MOORE

Director/Chief Equity Officer

ABOUT OUR OFFICE

OUR PURPOSE

The establishment of the Office of Equity and Civil Rights (OECR) marked a significant step forward for our city. Racial equity and human rights are important issues for us to discuss and examine as a community, and we must do more; we must put those ideas into action. OECR is helping our city do this through many avenues including equity training that will reach over 13,000 city employees, and through purposeful partnering and outreach.

OUR MISSION

OECR's mission is to achieve equity in the City's service delivery, decision making, and community engagement, upholding the federal and local civil rights laws, the local living and prevailing wage laws ensuring access and equal opportunities for persons with disabilities, and providing oversight of local law enforcement.

OUR VISION

We will do this by identifying and eliminating the underlying drivers within our community that perpetuate racial inequity and prevent equal opportunity and advancement for all. Ultimately, we want to change the way we do business as an organization and work with our community to make Baltimore a city that is welcoming, inclusive, and accessible to everyone.

EQUITY AT WORK

Equity is when everyone has access to the opportunities necessary to satisfy their essential needs, advance their well-being, and achieve their full potential. Additionally, it is when one's identity doesn't predict outcomes. OECR is dedicated to ensuring the advancement of equity and equal opportunity is our city. .

**"EQUITY IS WHEN ONES
IDENTITY DOESN'T
PREDICT THEIR OUTCOMES"**

OFFICE OVERVIEW

The Civilian Review Board

The Civilian Review Board of Baltimore City is an independent agency in the city through which members of the public can issue a complaint against officers of various law enforcement units. The Civilian Review Board takes complaints that allege the use of excessive force, abusive language, harassment, false arrest, and false imprisonment. The law enforcement units that the Civilian Review Board handles complaints about are - the Baltimore City Police Department, the Baltimore City School Police, the Baltimore City Sheriff's Office, the Baltimore Environmental Police, the Police Force of the Baltimore City Community College, and the Police Force of Morgan State. The Civilian Review Board also reviews Police Department Procedures and makes recommendations to the Commissioner.

The Equity Office

The mission of the Equity Division is to ensure, citywide, that our policies, programs, and budget are fair, and meet the needs of Baltimore City's diverse communities.

The Community Relations Commission

The Baltimore City Community Relations Commission (CRC) is a City Agency that investigates claims of discrimination and assists people who have been discriminated against by enforcing the laws that protect them. The Baltimore Community Relations Commission combats unlawful discrimination in employment, public accommodation, housing, education, and health and welfare services. Discrimination based on race, color, religion, national origin, age, ancestry, sex, physical or mental disability, sexual orientation, gender identity, and expression, or marital status is illegal in the City of Baltimore.

The Wage Commission

The Commission is comprised of 5 persons of integrity and experience who are appointed by the Mayor and approved by the City Council. The Commission is responsible for the administration and proper operation of the minimum, living, and prevailing wage laws, as well as enforcement of the Displaced Workers Protection law.

The Mayor's Commission on Disabilities

The mission of the Mayor's Commission on Disabilities is to: Work to remove barriers and promote equal rights and opportunities for individuals with disabilities.

5

DIVISIONS

3

COMMISSIONS

1

BOARD

OUR STAFF



Dana P. Moore
Director
Chief Equity Officer

Dana P. Moore provides leadership and strategic direction for OECR. As the city's first Chief Equity Officer, she serves as a member of the Mayor's Executive Leadership Team for the City of Baltimore, ensuring equity is part of every leadership decision. Her responsibilities include working with City leaders to achieve the equity goals established by the City Council and mandated by Mayor Brandon Scott and City Administrator Christopher Shorter.

OECR ADMINISTRATION

Cedric McCray
Deputy Director,
Compliance &
Investigations

Khadeja Farahmand
Chief of Staff

Michele Masters
Office Manager

John Wesley
Public Information
Officer

Robin Drummond
Administration
Coordinator

MAYOR'S COMMISSION ON DISABILITIES

Sharonda L. Huffman
Accessibility and
Compliance Coordinator

Hugh Scoggins
Investigator

EQUITY DIVISION

M'Balu "Lu" Bangura
Equity Specialist

Glenda Curtis
Outreach Coordinator

COMMUNITY RELATIONS COMMISSION

Lisa Kelly
Supervisor

Lauren Jackson
Investigator

Danielle Burton
Investigator

Zelma Ortiz
Investigator

Colin Brinenam
Investigator

WAGE COMMISSION

Andrea Williams
Supervisor

James Peyton
Investigator

Aracely Strafford
Investigator

CIVILIAN REVIEW BOARD

Evangula Brown
Supervisor

Tiffany Jones
Investigator

Jill Muth
Investigator

OUR COMMISSION AND BOARD MEMBERS

MAYOR'S COMMISSION ON DISABILITIES

VACANT, Chair – Mayor's Representative;
VACANT, City Council Representative;
Michael Trentadue, 1st District;
Michael King, 2nd District – Industry, Family League;
Dianne Blevins, 3rd District;
Kimberley Grade, 4th District – Industry, Sinai Hospital;
Janice Jackson, 4th District;
David Greenberg, 5th District – Industry, League for People with Disabilities;
Jessica Salmond, 6th District;
Victor Smith, 6th District – Industry, FAA;
Daniel Ewald, 7th District;
William Fields, 9th District;
Yojinde Paxton, 12th District – Industry, BCPS;
Adam Levine, 14th District – Industry, Law (Land Use);
Khary Davis, Industry, Mental Health;
Joe Chin, Industry, MD School of the Blind;

Associates:

Carole Young, Baltimore City Department of General Services;
Jack Elam, Housing Authority of Baltimore City;
Kendrick McLeod, Baltimore City Law Department;
Crystal Bright, Office of Emergency Management;
Khalilah Yancey, Office of Emergency Management;
Laetitia Griffin, Department of Transportation;

CIVILIAN REVIEW BOARD

Mel Currie, Southwestern District
Tiera Hawkes, Chair, Northeastern District
Vacant, Southern District
George Buntin, Western District
Vacant, Eastern District
Natalie Novak, Secretary, Northern District
Levi Zaslow, Northwestern District (, 2020)
Tiffany Wingate, Central District
Tyler Salley, Southeastern

Former Board members:

Ebony Harvin, Southern District,
November 1, 2018-February 26, 2020

Fred Jackson, Northwestern District
June 1, 2017-September 17

COMMUNITY RELATIONS COMMISSION

Rev. Todd Yeary, Chair;
Commissioner Adote Akwei;
Commissioner Stephen Ruckman;
Commissioner Phillip Farfel;
Commissioner Nadine Finigan-Carr

WAGE COMMISSION

Sheryl Wood, Esq., Chair
Ally Amerson, Esq., Commissioner
John Barber, Commissioner
Caryn York, Commissioner

ART. 1, § 39-1 BALTIMORE CITY CODE

On August 10, 2018, Baltimore City enacted Ordinance 18-160, "Equity Assessment Program." The program's intent is "to close the gaps in policy, practice, and allocation of City's resources based on race, gender, religion, sexual orientation and income while improving the outcomes for all."

Ordinance 18-160 Equity Assessment Program

- 1.) Establishes training for City agencies to conduct equity assessments beginning in the first year of implementation.
- 2.) Focuses on development of a plan and codifies action and implementation.
- 3.) Mandates that each City Agency must identify an Equity Coordinator responsible for managing that agency's Equity Assessment
- 4.) Authorizes an assessment and review structure to track outcomes and effectiveness of policies, practices, and investments
- 5.) Requires the Director of Planning to conduct an Equity Assessment on any proposed capital budget.
- 6.) Mandates the creation of an Annual Equity Report on or before June 30 of each year.

THE CIVILIAN REVIEW BOARD

ABOUT THE BOARD

The Civilian Review Board of Baltimore City (CRB) is an independent agency in the city through which members of the public can issue a complaint against officers of various law enforcement units. The Civilian Review Board also reviews Police Department Procedures and makes recommendations to the Commissioner.

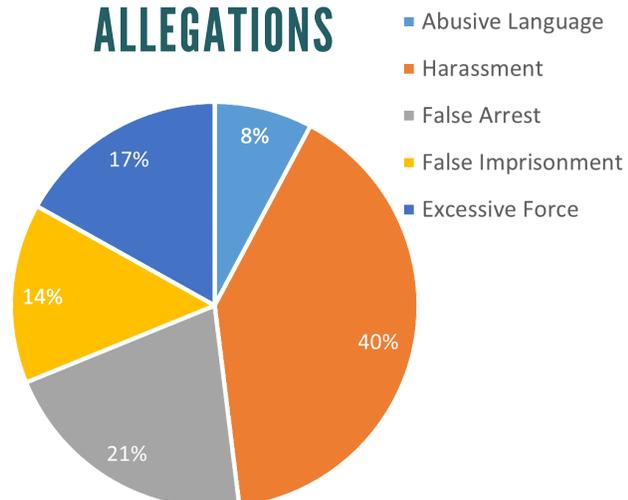
Board members are composed of a member of the public from each of the nine police districts in Baltimore City. Members of the Board are selected by the Mayor and subject to the advice and consent of the City Council. Also on the Commission as nonvoting members, are one representative of the Fraternal Order of Police, one representative of the Vanguard Justice Society, the Baltimore City Police Commissioner or the Commissioner's designee, one representative of the American Civil Liberties Union of Maryland (ACLU), and one representative of the Baltimore City Branch of the National Association for the Advancement of Colored People (NAACP).

CRB STAFF INVESTIGATIONS

The CRB staff takes complaints that allege the use of excessive force, abusive language, harassment, false arrest, and false imprisonment. Investigators have jurisdiction to investigated complaints against: the Baltimore City Police Department, the Baltimore City School Police, the Baltimore City Sheriff's Office, the Baltimore Environmental Police, the Police Force of the Baltimore City Community College, and the Police Force of Morgan State.



ALLEGATIONS



THE EQUITY DIVISION

ABOUT THE DIVISION

The Equity Division was added to OECR in January 2020. The division is tasked with monitoring city agency compliance with the Equity Assessment Program law. The division works with city agencies to help create a workforce that is diverse and inclusive through training and assessment. OECR facilitates monthly meetings with agency Equity Coordinators to provide equity-related training and presentations. In 2020, the Equity Division created and published Baltimore City's first Equity Report.

Report link: <https://civilrights.baltimorecity.gov/equity-resources>

DIVISION GOALS

- Promote diversity, equity, and inclusion within City government
- Advocate for reasonable, reliable, and equitable access to resources
- Provide guidance and education to all City Agencies as they develop sustainable methods to build capacity in achieving equitable outcomes and service
- Work with community partners to promote equity and inclusion with Baltimore City, producing measurable improvements and disparity reductions
- Support human rights and opportunities for everyone to achieve their full potential
- Work to resolve issues rooted in bias and discrimination, through research, education, and interventions

WHY EQUITY?

Baltimore has committed to addressing the ongoing effects of a legacy of discrimination and embedding equity throughout the City by working with communities and building relationships with other partners throughout government and industries.

The road to equity isn't easy. It requires a long-term commitment to learning, the courage to have hard conversations, and a willingness to try new things and think about investments in a different way. It recognizes our commitment to remedying burdens affecting historically underserved or underrepresented communities without diminishing services Citywide. Here, in our City, while our work is just beginning, we are committed to the work and the accountability associated with it, as our plan herein reflects. Together, we are joining other cities to ensure more equitable, sustainable, and healthy communities.

In June 2021, the Chief Equity Officer and Equity division organized a two-day Diversity Equity and Inclusion (DEI) training for Mayor Scott's cabinet members, agency deputies, and agency procurement officers.

THE WAGE COMMISSION

ABOUT THE COMMISSION

The Wage Commission consists of the five members appointed by the Mayor, the Director, who the Commission appoints, and the Director's staff to administrate the provision of the wage laws. Next, the Wage Commission aims to educate and create action programs to eliminate payments to employees below the minimum wage rate. Also, the Wage Commission is to receive, investigate, and seek adjustments for complaints less than minimum wage while making appropriate findings due to any investigation.

In 1964, City Council created the Wage Commission, which determined through an investigation that the employment conditions of Baltimore City were not sustaining a living wage. The Mayor and the City Council discovered that people's salaries were not adequate to survive for themselves or their families. The study also showed that if people's wages are below the minimum standards, this impairs the persons and their families health, efficiency, and well-being. This behavior threatens the City's economic life's well-being, fosters and is contrite toward slum conditions in neighborhoods while increasing crime and juvenile delinquency.

WAGE STAFF INVESTIGATIONS

Wage investigators enforce three different types of wage laws and two kinds of employee protection laws. Baltimore City Wage Laws consist of the Minimum, Prevailing, and Living Wage laws. The employee protection laws that the Wage Commission enforces are Displaced Workers' and the COVID-19 Retention/Recall laws. The location of these regulations are inside the Baltimore City Charter and Codes under Article(s) 5§25 & §26 of the "Finance, Property, and Procurement," and 11§1-6, §18, §19-19A of the "Labor & Employment" sections of the Code.

REVENUE

\$186,650.22

\$ amount collected in penalties and fines

\$603,440.00

\$ Value of Late Payroll Violations Assessed

\$ 75,041.20

\$ Value of Investigation Restitution And Penalties Settled by the Wage Commission

192
cases closed

482

of late payroll violations

362

of late payrolls sent to collections

\$832,807.00

\$ Value of Investigation Fines And penalties assessed

\$174,270.00

\$ Value of Late Payrolls Sent to Collections

22

violations disputed (hearing)

THE MAYOR'S COMMISSION ON DISABILITIES

ABOUT THE COMMISSION

The Mayor's Commission on Disabilities (MCD) was established by City Ordinance 93-237 to advise the City on the accessibility of city facilities, programs, and services for citizens with disabilities; to assist the City in complying with the Americans with Disabilities Act of 1990, as amended; and assist the City in providing information and education programs to city government, businesses, and industries regarding reasonable accommodations for employment and other issues concerning persons with disabilities.

8

MEETINGS HELD

115

INQUIRES RECEIVED

21

REFERRALS

STAFF ACCOMPLISHMENTS

27

TRAININGS ATTENDED

MCD's significant accomplishments in FY20-21 including training funded for ADA certification, grievance policy drafted and approved for communication, several commissioners processed for membership; organization, and training of City ADA Coordinators, and overall greater awareness of MCD as a resource for City agencies

PLANS FOR FY 22



01 — Training and Education

OECR is committed to ensuring Agency leaders and employees are educated in diversity, equity, inclusion, accessibility, and equal opportunity.



02 — Economy and Workforce

OECR will continue to work with city agencies to create work environments free of discrimination. We commit to guiding agencies in creating equitable practices and policies regarding recruitment, hiring, retention and opportunities for advancement.



03 — Community Engagement

OECR will continue to facilitate and participate in meaningful interactions with the community to provide educational opportunities for constituents.



03 — Equity and Accessibility

OECR will continue to facilitate meetings with Equity Coordinators and ADA Coordinators to ensure access, availability, and equitable distribution of resources to citizens.

OUTREACH & EDUCATION

In March 2020, the COVID-19 pandemic began impacting the nation and Baltimore City employees were required to work from home per the City's stay-at-home order. This unprecedented time heightened instances of discrimination and inequity found in communities of color. Health and safety measures prevented OECR from facilitating in-person outreach and education events, however, OECR remained dedicated to informing marginalized communities of their housing and employment rights. OECR launched TV, radio, online, and signage campaigns describing protective measures and community resources. OECR facilitated training, webinars, and virtual workshops in an effort to help combat housing and employment insecurity.

FAIR HOUSING WEEK 2020

In August of 2020, OECR hosted its first Fair Housing Film Festival. The week-long virtual festival include films, workshops, videos, and panel discussions meant to inform the public on the history and continuance of housing discrimination.

796
ATTENDEES

14
FILMS

60
PANELISTS

14
PARTNERS

FAIR HOUSING MONTH 2021

In April of 2021, OECR hosted its second Fair Housing Month celebration. The month-long celebration included an outdoor art exhibit featuring artwork submitted by Baltimore City students.

88
ARTISTS

113
ENGAGEMENT

7
PERFORMANCES

515
VIEWERS

OUTREACH & EDUCATION

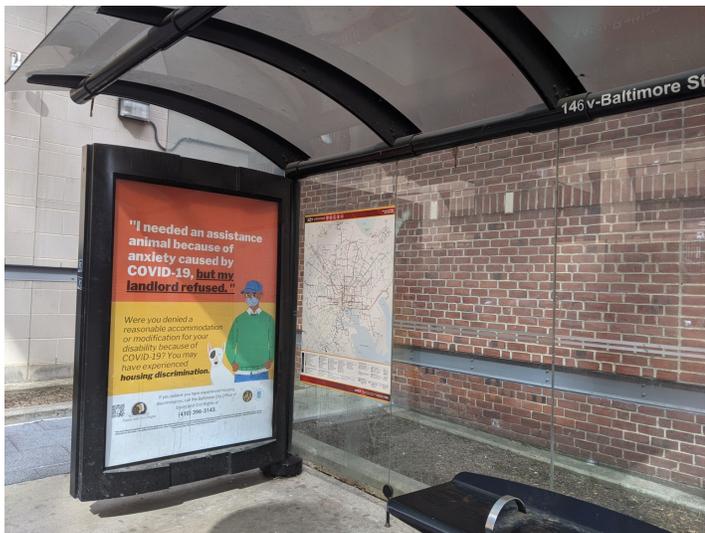
FAIR HOUSING MONTH 2021



OUTDOOR ART EXHIBIT

OUTREACH & EDUCATION

COVID-19 AND FAIR HOUSING BUS CAMPAIGN



SEEN BY 362,285 INDIVIDUALS
LED 1,239 INDIVIDUALS TO OECR'S/CRC'S WEBSITE

FAIR HOUSING PSA VIDEO



VIEWED OVER 500 TIMES

**BALTIMORE CITY
OFFICE OF EQUITY
AND CIVIL RIGHTS**

ANY QUESTIONS?

CONTACT OECR USING THE FOLLOWING METHODS

Phone: 410.396.3141

Fax: 410.244.0176

Email: civilrights@baltimorecity.gov

Website: civilrights.baltimorecity.gov

Address: 7 E. Redwood St. 9th Floor
Baltimore, Maryland 21202