



Annual Report  
Fiscal Year 2023  
Renée Battle-Brooks, Esq.  
Executive Director

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## Welcome

During FY2023, the Prince George's County Office of Human Rights (OHR) welcomed new staff members to enhance the work of its mission. Analucy Benavides joined the team to work with the Language Access Division, Investigator Beau Giebels joined the Investigations Division, and Felipe Urquilla joined as the new Human Trafficking Division Manager in June 2023. He took over from Investigator Caitlin Mohler, who stepped forward and skillfully bridged the gap following the departure of Dr. V'Hesspa Glenn at the beginning of the year.

The administration and four divisions of the Office of Human Rights are:



Renée Battle-Brooks, Executive Director



Jose Villegas, Assistant Director and  
Investigation Division Manager



Felipe Urquilla, Human Trafficking Division  
Manager



Henry Jimenez, Language Access Compliance  
Program Division Manager



Kyla Hanington, Public Outreach and  
Engagement Division Manager

Learn more about the Office of Human Rights in this annual report and by visiting: [civilrights.mypgc.us](https://civilrights.mypgc.us).

## EXECUTIVE DIRECTOR'S LETTER



Dear Prince Georgians:

I am grateful to again share with you the work of the Prince George's County Office of Human Rights, the County's civil and human rights education and enforcement agency. During Fiscal Year 2023, we continued a multipronged approach to embracing diversity and pursuing justice by strengthening communities throughout Prince George's County. The following report will give you a glimpse into some of the ways we have done that work. It also serves as an invitation for you to join us.

We recognize that the fight to end discrimination, to combat human trafficking, to be welcoming to all people regardless of language preference, and to build understanding across diverse peoples is a fight in which we all can play a part.

This report will show you what we do. We hope that it also makes you curious about what you can do. So often we feel helpless about big issues in our world – what can we *really* do about global warming, we might blinkingly wonder in the early hours of the morning, or what can we *really* do about laws we don't agree with made in states or countries different than our own? What can we do about the human heart?

We believe we *can* do something, each of us, to truly make our streets, our communities, and our County better for us all. We can read books and watch movies that share lived experiences different than our own; we can check in with ourselves about the biases we carry; we can volunteer with groups such as the Human Trafficking Task Force or social justice organizations; we can welcome a new neighbor; and so much more.

One of the wonderful things about social justice, about the fight to end discrimination, about working for greater equity, is that we all have power, each of us. Some of us in large ways, some of us in small ways.

Come join us.

We welcome you.

*Renée Battle-Brooks*



## MISSION, VISION, and 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 Human Trafficking Division; 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.

### VALUES

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

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

## EMPLOYEE HIGHLIGHTS

OHR is fortunate to have skilled, motivated, and creative professionals on its staff. Each member of OHR's team functions across divisions, bringing their help, ideas, and efforts to co-workers and thus improving OHR's service to the County and the region. For FY2023, two staff members particularly shone brightly, enhancing the work of our office externally and significantly contributing to the internal functioning of the office.



Investigator Caitlin Mohler not only worked to close investigative cases up until the time she was actively in labor, but she also stepped in as Acting Human Trafficking Division Manager and Acting Human Trafficking Task Force Administrator upon the departure of Dr. V'Hesspa Glenn in December. Dr. Glenn, a leader in human trafficking awareness, had been with the Human Trafficking Task Force (PGCHTTF) for seven years. Ms. Mohler's willingness to assume additional duties and to step into those roles in an acting capacity allowed the PGCHTTF and OHR to continue the OHR mission effectively. We are incredibly grateful to Ms. Mohler for all her work, the good humor she brings, and her willingness to collaborate and assist in so many ways throughout the office.



Sandra Powell fills innumerable roles for OHR, from Office Manager to Assistant for the Executive Director. She assists with budget, is the personnel liaison for the agency, manages all administrative functions, is the face and voice of OHR for people who reach out for more information and appointments, serves as the Office of Information Technology coordinator, and is a fount of knowledge for employees old and new. She is the welcomer, the information-provider, the knowledge-sharer, and the supporter of and for OHR. There is truly no way the Office of Human Rights could do what it does, inside County Government and outside in the community, without Ms. Powell.

For these two leaders in our office, the Office of Human Rights gives sincere thanks.

## LEGISLATIVE INITIATIVES

During the 2023 Maryland General Assembly, the Office of Human Rights supported, tracked, and followed statewide legislation that assisted in furthering the mission of the office. Additionally, OHR supported numerous other pieces of legislation that did not pass, and OHR will continue to advocate for legislation that enhances quality of life and offers increased human rights protections for Marylanders.

Bill #	Bill Name	Bill Description	Status
SB840	Public Safety – Protecting Against Hate Crimes Grant Fund – Establishment	Establishing the Protecting Against Hate Crimes Grant Fund as a special, non-lapsing fund to make grants to nonprofit organizations, including faith-based organizations, to provide security enhancements to protect against hate crimes; requiring the Executive Director of the Governor’s Office of Crime Prevention, Youth, and Victim Services to administer the Fund; requiring for fiscal year 2025 and each fiscal year thereafter, the Governor to include in the annual budget bill a certain appropriation to the Fund; and generally relating to the Protecting Against Hate Crimes Grant Fund.	Passed. Effective date: 7/1/2023
SB 292	Criminal Law – Victims of Child Sex Trafficking and Human Trafficking – Safe Harbor and Service Response	Altering procedures that a law enforcement officer and a court are required to follow when the law enforcement officer or court has reason to believe that a child who has been detained is a victim of sex trafficking or a victim of human trafficking; providing that a minor may not be criminally prosecuted or proceeded against under certain provisions of law for a certain offense if the minor committed the offense as a direct result of being a victim of sex trafficking or being a victim of human trafficking; altering the list of offenses for which a person may file a motion to vacate judgment if the person’s participation was a result of being a victim of human trafficking; and generally relating to victims of child sex trafficking and human trafficking.	Passed. Effective date: 10/1/2023
SB842	Maryland Holocaust Remembrance Day	Requiring the Governor to annually proclaim a certain day as Maryland Holocaust Remembrance Day; requiring the proclamation to include a certain declaration; and generally relating to Maryland Holocaust Remembrance Day.	Passed. Effective date: 10/1/2023

HB141/SB251	State Government – Commission on LGBTQIA+ Affairs – Alterations	Renaming the Commission on LGBTQ Affairs to be the Commission on LGBTQIA+ Affairs; altering the membership of the Commission; altering certain qualifications for members appointed to the Commission; staggering the terms of Commission members; and generally relating to the Commission on LGBTQIA+ Affairs.	Passed. Effective date: 10/1/2023
HB772/SB540	Human Relations – Civil Rights Enforcement – Powers of the Attorney General	Authorizing the Attorney General to investigate, prosecute, and remediate certain civil rights violations under certain circumstances and in a certain manner; authorizing the Attorney General to intervene in certain causes of action under certain circumstances; establishing certain penalties and authorizing the Attorney General to obtain certain relief in certain civil actions, conciliation agreements, and settlement agreements; authorizing the Attorney General to recover certain investigation and litigation costs in a certain manner; establishing the Civil Rights Enforcement Fund as a special, non-lapsing fund; requiring the Attorney General to coordinate with the Maryland Commission on Civil Rights in areas of overlapping jurisdiction; and generally relating to civil rights enforcement.	Passed. Effective date: 10/1/2023
HB705	Declaration of Rights – Right to Reproductive Freedom	Establishing that every person, as a central component of an individual’s rights to liberty and equality, has the fundamental right to reproductive freedom; and prohibiting the State from, directly or indirectly, denying, burdening, or abridging the right unless justified by a compelling State interest achieved by the least restrictive means.	Passed subject to Constitutional Amendment



## INVESTIGATION DIVISION

The Investigation Division conducts 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, in nineteen protected classes. In addition, the Division investigates “[Ban the Box](#)” violations, a law prohibiting inquiry into the criminal history of an employment candidate before the conclusion of the first interview. Certain employers and categories of jobs are excluded from this law.

The Division also investigates violations under the [Displaced Service Employee Protection Act](#). This law protects service employees from being displaced if a new contract is awarded to a different company.

When filing a complaint of discrimination, two requirements must be met:

- 1) the incident of discrimination occurred within Prince George’s County; and
- 2) the last discriminatory action(s) occurred within required time frame as stated below

The complaint filing time frame requirement for an employment discrimination claim is 300 days from the last discriminatory action(s). Any complaint in which the employer has over 15 employees is dually filed with OHR’s partner the U.S. Equal Employment Opportunity Commission (EEOC), under a work share agreement. Similarly, complaints filed directly with the EEOC are dually filed with the OHR. Those investigations are conducted by the EEOC – Baltimore Field Office unless the complaint is transferred to the OHR. In addition, employment harassment complaints must be filed within two years of the last discriminatory action.

To file a complaint under the County Code, Division 12, Housing and Residential Real Estate Subdivision, a housing complaint must be filed no later than one year after the date of the last discriminatory action. Finally, any complaints in the areas of Public Accommodations, Education, Law Enforcement, and Commercial Real Estate must be filed within 180 days from the last discriminatory action.

### **FY2023 Update**

The Investigation Division continued to enforce anti-discrimination statutes, both locally and federally and in doing so, worked towards fulfilling the County Executive’s Proud Priorities of economic development, healthy communities, quality of life, and youth development.

At the start of the fiscal year, the Division had five investigators, down from seven during the previous fiscal year due to an internal reorganization in FY2022. In the second half of FY2023, the Division welcomed a new member to the team, increasing the number of investigators to six.

The Division continued making accessibility a priority, ensuring people could access appointments and meetings with investigators both virtually and in-person, depending on need and preference.

The following table shows the type and number of complaints the division handled during FY2023. The Division concluded 56 investigations of discrimination, finding violations of anti-discrimination statutes in six of the cases. Aggrieved parties received \$58,998.00 in settlements.

## **FY2023 Investigation Division Statistics**

<b>Investigation Division</b>	
<b>Intakes Scheduled</b>	143
<b>Intakes Held</b>	108
<b>Cases Initiated</b>	32
<b>Housing and Residential Real Estate</b>	2
<b>Public Accommodation</b>	1
<b>Employment</b>	29
<b>Law Enforcement</b>	0
<b>Commercial Real Estate</b>	0
<b>Ban the Box</b>	0
<b>Displaced Service Employee</b>	0
<b>Cases Transferred from EEOC</b>	62
<b>Investigations Completed</b>	56
<b>No Cause Findings</b>	34
<b>Administrative Closures</b>	15
<b>Cause Findings</b>	6
<b>Conciliation Conferences</b>	4 <sup>1</sup>
<b>Successful Conciliations</b>	1
<b>Cases Certified for Public Hearing</b>	3 <sup>2</sup>
<b>Commission</b>	
<b>Public Hearings Conducted</b>	1 <sup>3</sup>
<b>Decisions Issued</b>	1 <sup>4</sup>
<b>Matters Appealed to Circuit Court</b>	1

OHR embarked on a housing ad campaign to inform County residents of changes made to the Housing and Residential Real Estate Subdivision of the Prince George's County Code, Division 12. Additionally, the Division continued to inform residents of the additional protections through outreach events, including:

- District 3 Town Hall with special attention to the Latino Community
- Edmonston Day
- 2023 Housing Fair organized by the Housing Authority of Prince George's County and the Maryland Association of Realtors
- Women Veterans Recognition and Resources Fair organized by Prince George's Community College

<sup>1</sup> During FY2023, OHR conducted four conciliation conferences, and the other two were conducted during FY2024.

<sup>2</sup> One public hearing was conducted, and the other two were scheduled FY2024.

<sup>3</sup> During FY 2023, the Human Rights Commission held one public hearing. The Commission's decision is pending.

<sup>4</sup> During FY 2023, the Human Rights Commission issued one decision from a public hearing held in FY2022.



The Investigation Division provided Know Your Rights training on civil rights in employment, housing, public accommodation, and other areas protected by the County's anti-discrimination statute. Division staff partnered with the Public Outreach and Engagement Division to provide training opportunities to community organizations like the Immigrant and Refugee Outreach Center and continued participation in OHR's Youth Leadership Academy.



## Meet the Investigators



S. Leslie has been an investigator with the Office of Human Rights for over 23 years. She is passionate about fairness for all not just for some or the popular few. She believes in human rights and therefore believes in serving the public.



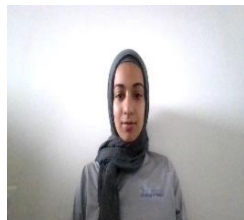
Charles Floyd is a senior investigator with over 15 years of experience at the Office of Human Rights.



After serving a tour of active duty in the US Navy, Langston Clay devoted his career to serving the public in the public safety sector in Washington, D.C. After retiring from a career in law enforcement, Mr. Clay worked with various federal government investigative and intelligence services in a contract investigative capacity. After completing a two-year stint with a global think-tank in August 2015, Mr. Clay was hired by the Human Relations Commission (now the OHR) in October 2015 as an investigator. He enjoys his position because it is meaningful.



Caitlin Mohler is an investigator and has been with the office since October 2017.



Fatima Mahmood is an investigator and has been with the office since 2019.



Beau Giebels is an investigator and has been with the office since April 2023.

## HUMAN TRAFFICKING DIVISION

### Prince George's County Human Trafficking Task Force

The Prince George's County Human Trafficking Task Force celebrated its 10<sup>th</sup> year in FY2023. OHR's Human Trafficking Division continued leading the County in its anti-trafficking efforts. Task Force leadership encouraged members to revisit goals and specific committee objectives to maximize the multidisciplinary strengths of operations. The legislative (CR-74-2013) goals were to:

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



### Data and Analytics

A Data and Analytics Committee, formed on August 2, 2023, worked to capture human trafficking (sex and labor) related data within the County and surrounding jurisdictions. The expanded focus of data collection was community-centered as many victim-survivors of human trafficking do not have law enforcement interaction. The Committee provided a platform that allows for analysis of how human trafficking is manifested in the County. The collected data enabled collaboration with other committees to increase targeted outreach, training, and awareness opportunities.

The Data and Analytics Committee began its mission by conducting a Critical Needs Assessment within the Task Force through survey responses provided by non-governmental, victim-survivor service providers. It then constructed several digital frameworks to address identified critical needs. The Data and Analytics Committee established a data storage system and began construction on:

1. *Standard Intake Screening* portal for non-law enforcement service providers
2. *Anonymous Community Tip Submission* portal

### Labor Trafficking

The Committee focused on populations and areas with high vulnerability to labor trafficking in Prince George's County, which receives the eighth highest number of unaccompanied minors relative to sponsors of all counties in the nation. Unaccompanied minors are vulnerable to labor exploitation, as confirmed by a *New York Times* investigative article that exposed the rampant nature of child labor exploitation and trafficking across the United States. The Committee convened experts from the U.S. Department of Health and Human Services, state-level child welfare professionals, and local nonprofit service providers to exchange updates from U.S. government officials. The Labor Trafficking Committee also heard from service providers and advocates about what they are seeing on the ground and how all of these entities, including OHR's Human Trafficking Division, might best work together to prevent child labor exploitation and to better serve victims. This population remains a priority for the Committee.

## Legislative

The Committee welcomed a new chair. Under new leadership, the Committee continued to work on efforts consistent with strengthening victim-survivor services, strengthening prosecution of traffickers, and educating the public on anti-trafficking.

The Legislative Committee celebrated the passage of the Maryland Safe Harbor law and the Firearms Surrender law.

- ***HB0297/SB0292 - Victims of Child Sex Trafficking and Human Trafficking – Safe Harbor and Service Response***
  - This law provides a safe harbor for child victims of sex trafficking and prevents prosecution for acts committed because of their trafficking including commercial sex and other related offenses.
- ***HB0003/SB0185 - Maryland State Police Gun Center – Firearms Surrendered Under Final Protective Orders***
  - This bill expands the role of the Maryland State Police Gun Center to require each law enforcement agency to report to the Center information about firearms surrendered pursuant to a final protective order.

The Committee recognized the intersection between human trafficking and domestic violence and welcomed legislation that protects victim-survivors.

## Law Enforcement

The Committee worked to enhance engagement and connection with municipal, state, and federal law enforcement partners. This included meeting with multiple municipal law enforcement Chiefs and Command Staff to gain their membership on the committee. Increased membership allowed for information-sharing among law enforcement partners and streamlined communication with the local prosecuting attorneys and victim service providers through the Victim Services Liaison. The Victim Services Liaison serves as the coordinating entity between law enforcement and victim-serving partners on the Task Force and has synchronized communication, collaboration, and partnership between both committees.

## Public Outreach and Training

The Committee prioritized engaging and connecting with various inter-governmental and intra-governmental partners and stakeholders. The Public Outreach and Training Committee facilitated more than 14 trainings and presentations to educate and engage the community. These populations included members of law enforcement within Prince George's County Sheriff's Office, those working with youth programs within the Maryland National Capital Park and Planning Commission, the faith-based community, youth and parents affiliated with the Delta Sigma Theta Sorority, Inc., Alpha Kappa Alpha Sorority, Inc., the Delta GEMS, the victim advocates and hotline call takers within the Domestic Violence and Sexual Assault Center at University of Maryland Capital Region Health and Marietta House Museum. The Marietta House Museum is an historic site that holds stories of how life was lived in the County from the Federal Era, Antebellum years, Civil War period, Jim Crow, Reconstruction, and through the rise of the modern Civil Rights era in the early 20th century.

The Public Outreach and Training Committee also participated in over 60 other engagements including enhancing partnerships with County entities and agencies through gaining their participation on the Task Force, participating in local state and federal task force meetings to enhance collaboration, and ongoing connections with volunteers and other counties and State governmental stakeholders.

A regional conference was hosted on January 25<sup>th</sup> and 26<sup>th</sup>, 2023 in recognition of Human Trafficking Awareness Month. The conference included several collaborative bodies and task forces from within the State of Maryland and region, with the goal of identifying human trafficking trends, learning what others encounter, and developing best practices for combatting human trafficking. The conference was well attended, recorded, and shared on the PGCHTTF [YouTube page](#).

The Committee hosted Freedom Day on July 30, 2023, in recognition of World Trafficking Against Persons Day. Freedom Day was the call to action that came from the *Faith Moves Mountains* Human Trafficking Symposiums held in FY2022. Freedom Day highlighted the diversity of the County and included clips from different places of worship and denominations who stood up against human trafficking.

The Public Outreach and Training Committee also hosted a cross-collaboration, cross-jurisdictional human trafficking awareness series with Task Force partners in the District of Columbia, Montgomery County, and Howard County. The Committee facilitated a second cross-collaboration, cross-jurisdictional series with the District of Columbia Human Trafficking Task Force on May 12, 2023 discussing Gender and Sexuality in Human Trafficking.

Focused outreach efforts on labor trafficking were done through a billboard and bus shelter campaign. The campaign served to educate the community on human trafficking. The billboards, in English, Spanish, and French, were displayed on major highways and intersections around the County.

The Committee also created anti-trafficking educational materials for distribution to the public and to those in industries known to be vulnerable to trafficking. The materials were printed in English, Spanish, and French.





## Victim Services

The Committee concentrated its efforts on three areas identified by members as crucial needs for victim-survivors of human trafficking. Three working groups were created to address each area:

- 1) Grants working group, which focused on funding opportunities to support service providers in the continued delivery of high quality and trauma informed services
- 2) Housing working group, focused on access to housing and associated needs
- 3) Child-trafficking multidisciplinary establishment team focused on assembling professionals involved in cases of child trafficking to provide a cohesive holistic approach to supporting child victim-survivors of human trafficking

The Victim Services Committee continued its work of closing the gap between service coordination and delivery when minor victim-survivors are identified. It did this through shared knowledge via cross training, fostering partnerships, and working collaboratively to improve service delivery.



## Performance Measures

Measure Name	FY 2023 Estimated	FY 2023 Actual	FY 2024 Projected
<b>Resources (Input)</b>			
Full-time staff	1	1	1
<b>Workload, Demand and Production (Output)</b>			
Total engagements, outreach, & training events	185	198	200
<b>Impact (Outcome)</b>			
Change in engagements and events from prior year	7%	7%	1%

## LANGUAGE ACCESS COMPLIANCE PROGRAM DIVISION



# LANGUAGE ACCESS

## COMPLIANCE PROGRAM

Ensuring County Government Services for All

The Language Access Compliance Program (LACP) Division ensures equitable access to County government services to all people in the language of their preference.

The Division provides central coordination and oversight of the County's implementation of language access requirements, 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.

LACP is rolling out in three phases:

Phase One: Fiscal Year 2021—Program development

Phase Two: Fiscal Years 2021-2023—Implementation, education, training, and technical support

Phase Three: Fiscal Year 2024—Enforcement

During FY2023, the Division continued the implementation phase to increase the number of County government entities achieving and remaining in compliance with the Act. To accomplish this, LACP took the following steps:

1. Added 12 County entities for a total of 29 entities that received language access technical assistance
2. Onboarded 12 new Language Access Compliance Program Coordinators (Language Access Coordinators) appointed by entities new to the program
3. Ensured 18 County government entities acquired telephonic interpretation capabilities
4. Updated the Language Access Data Collection and Reporting System (LADCRS) in partnership with the Office of Information Technology allowing County employees use of the portal to submit requests for translation of vital documents, live interpretation services, and interpretation equipment
5. Updated the training manual on the LADCRS' new features

6. Trained 29 Language Access Coordinators on the use of the Language Access Data Collection and Reporting System new features
7. Worked with eight County entities training front-line employees on the use of the language line and the Data Collection and Reporting System
8. Created the Language Access Compliance Policy for County Entities Template and distributed to 17 Language Access Coordinators and their entities
9. Finalized the signing and incorporation of the Language Access Compliance Policy with nine County entities
10. Conducted 51 trainings to County Government employees
11. Conducted 16 site visits to deliver materials and provide language access technical support
12. Created the Language Access Compliance Program Brochure with translation and printing in the top 12 most spoken non-English languages in the County
13. Conducted nine site visits with community organizations to distribute Language Access Compliance Brochures
14. Received a total of 420 language access inquiries from County Government employees
15. Completed the Language Interpretation Waiver and arranged its translation into the top 12 most spoken non-English languages in the County



In January 2023 Analucy Benavides joined the Division as the Language Access Compliance Assistant. She quickly became an integral part of the Office of Human Rights team, drafting language access manuals, investigating language access compliance issues, and conducting in-depth language access trainings to County employees.

## Performance Measures

Measure Name	FY 2022 Estimated	FY 2022 Actual	FY2023 Projected	FY 2023 Actual
<b>Resources (Input)</b>				
LACP coordinators	15	18	18	29
<b>Workload, Demand and Production (Output)</b>				
Language access inquiries	217	286	290	420
Employees that completed language access compliance training	18	5,385	100	191
LAPSA agencies that received technical support within the fiscal year	14	18	18	29
<b>Impact (Outcome)</b>				
LAPSA compliant entities	50%	85%	90%	68.9% <sup>5</sup>

<sup>5</sup> FY2023 saw an increase in covered entities under the Language Access Compliance Program Act from 18 to 29. They were onboarded February 2023 and began the process of compliance training thus the compliance rate is lower than the anticipated 90%. While the established entities have a compliance rate of 75%, the newly onboarded agencies are in the first steps of attaining compliance. The new agencies are where expected and are in compliance with Phase One.

## PUBLIC OUTREACH AND ENGAGEMENT DIVISION

OHR recognizes that community building is one of the most effective ways to end discrimination and reduce incidents of hate, bias, and violence. The Public Outreach and Engagement Division is tasked with developing and presenting programming that educates on civil and human rights, provides residents the opportunity to learn from each other, to see their stories reflected, and to build understanding across diverse peoples.

During FY2023, the Division engaged in a municipal outreach push, making contact with municipalities throughout the County to share information about the work of the OHR, to seek opportunities for collaboration, and to hear any areas of civil rights and social justice concerns. The office coordinated Know Your Rights and Human Trafficking Awareness Training in Dari and Pashto to Afghani newcomers and volunteers, partnered with Maryland Commission on Civil Rights (MCCR) to bring MCCR trainings to Prince George's County, and created public awareness opportunities about social justice and the OHR. The fruitful partnerships with organizations throughout the region, including the Prince George's County Memorial Library System (PGCMLS), Marietta House Museum, Joe's Movement Emporium, Prince George's Community College's Center for the Performing Arts, the Department of Justice's United States Attorneys Office, Immigrant and Refugee Welcome Center, and the Department of Justice continued, bringing a wide range of learning opportunities to people around the County and region.

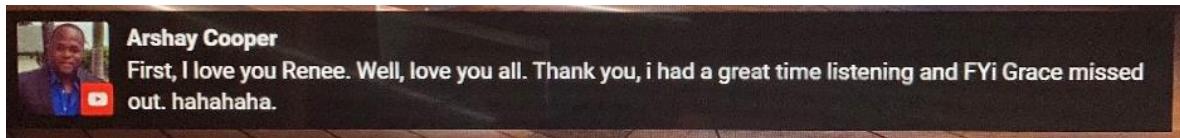
The Division continued bringing guests and conversations to the County, much of which was in partnership with PGCMLS. Our colleague at PGCMLS, Nicholas Brown, departed the library in the Spring of 2023 for another opportunity. We recognize the incredible gift of Nick's partnership and support to the mission of the OHR and thank him very much for the way his work and vision added so much to our own.

Some event highlights from FY2023 include:

- A special Hispanic Heritage month event *Celebrating Latino Achievement*, featuring young Prince George's County leaders Ashanti Martinez and Alvaro Ceron-Ruiz
- Debuting the continuing Rock Banned Book Club with PGCMLS, featuring the thirteen most challenged books of 2022, according to the American Library Association
- A *Celebrating Asian American Women in Business* panel discussion featuring national leaders Jennifer Li Dotson, Emily Fong Mitchell, and Eunmee Shim, one of OHR's AAPI Heritage Month celebrations



- The Elephant We Don't See Diversity Dialogue with PGCMLS continued as staff from OHR and PGCMLS discussed diverse books including *A Most Beautiful Thing* by Arshay Cooper, *Wild Tongues Can't Be Tamed*, edited by Saraciea J. Fennell, *A Narrative of the Life of Frederick Douglass, an American Slave* by Frederick Douglass, *Minor Feelings* by Cathy Park Hong, and *Out of Place* by Edward Said



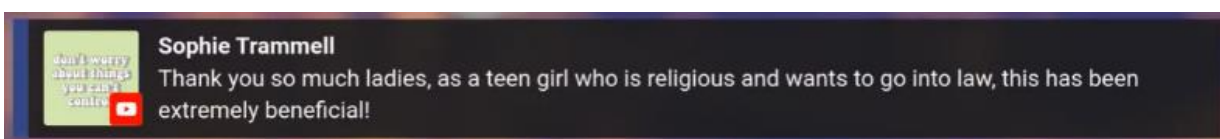
- Welcoming Cassidy Caron, President of the Métis National Council of Canada, for a virtual conversation about leadership, global indigenous rights, and more
- Hosting a panel discussion on *Can Minorities Also Be Bigoted*, a critical conversation in response to hateful rhetoric from celebrities given national press
- A Black History Month special event on *Black Musicians and Classical Music*, featuring Nevilla Ottley, founder of Ottley School of Music; famed tenor George Shirley; Prince George's County Police Officer and violinist Alexander Strachan; and world-renowned concert violist, Lelia-Michelle Walker

- Moderating Creative Suitland's Juneteenth panel *Honoring Our Ancestors: Healing Through Reparative Justice, Art, and Community Activism*
- Hosting author, advocate, and podcast host Rabia Chaudry for an in-person conversation about her memoir *Fatty Fatty Boom Boom*, followed by featuring it as the Prince George's County Reads book for the year with PGCMLS



Nicholas Brown, Kyla Hanington, Renée Battle-Brooks, and Rabia Chaudry

- *Access To Justice* – a virtual panel discussion that reflected on limitations to access to justice, the meaning of justice, and how to respond to and overcome inequities, with special guests, The Honorable Calvin Hawkins, Prince George's County Councilmember-At-Large; Rachel Lindley, Director of Diversity, Equity, and Inclusion for the State of Maryland Office of the Public Defender; and attorney Anne Gold-Rand, former assistant public defender
- The continuation of the *Women in Faith: Diverse Voices Speak* series with *Dealing With Intolerance: How Does Our Faith Guide US to Deal with Intolerance within Ourselves?* and *Faith and Politics*, in partnership with PGCMLS





Renée Battle-Brooks, Esther Safron Foer, Jeffrey Richter, and Rabbi Saul Oresky

- Partnering with WETA and PGCMLS for film-screenings and panel discussions at Greenbelt Branch Library for *The U.S. and the Holocaust* and *Making Black America*
- Ongoing conversations on democracy, including recognition of International Day of Democracy panel discussion on *The Rule of Law and Democracy* with Judge Sean Wallace, Attorney Gabriel Christian, and OHR Executive Director Renée Battle-Brooks and, as part of *Voting: Democracy in Action* series, a foundational conversation on *What is Democracy?* with University of Maryland professors Dr. Stacy Kosko, Dr. David Crocker, and Theo Dolan, Global Lead for Innovation in Countering Disinformation with

We invite you to visit OHR’s webpage at [civilrights.mypgc.us](http://civilrights.mypgc.us), which is updated regularly to show upcoming events, and where many of OHR’s previously held virtual programming can be accessed on demand.

## Performance Measures

Measure Name	FY2022 Actual	FY2023 Projected	FY2023 Actual	FY2024 Projected
<b>Resources (Input)</b>				
Diversity engagement staff	1	1	1	2
<b>Workload, Demand and Production (Output)</b>				
Total engagements, education, and training events	141	160	147	190
<b>Impact (Outcome)</b>				
Change in engagements and events from prior year	28.2%	13.48%	4.1667%	22.63%

## YOUTH LEADERSHIP ACADEMY

OHR, 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.

The YLA Summer program, which crossed from FY2022 into FY2023, gave all participants a two-week session on each of our four subject areas: leadership, through partnership with the University of Maryland LEAD Team; Human Trafficking; Social Justice; and Discrimination. The Fall cohort focused on social justice and for Spring, the youth focused on each subject matter area for two weeks each, along with large group sessions including their final project presentations. Once again, the youth leaders created inspiring work, from pitching equity-increasing business ideas to creating poster boards to presenting PowerPoints on relevant social justice issues of our time, such as the fight against voter suppression.

In the Spring, OHR partnered with PGCMLS to amalgamate the Summer Youth Leadership Academy program with the library's Social Justice Camps, recognizing the symmetrical work of these two programs.

Applications for the Youth Leadership Academy are taken on a rolling basis. All interested youth are invited to learn more and apply at [civilrights.mypgc.us](http://civilrights.mypgc.us).





## IMMIGRANT SERVICES & LANGUAGE ASSISTANCE (ISLA) and CAIR COALITION

**PROGRAM UPDATE | JULY 1, 2022 - JUNE 30, 2023**



### 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

**79 children**

of detained parents impacted

**6**

spouses or partners impacted

**59**

Prince George's County residents received direct legal representation.

**27**

Prince George's County residents represented on protection-based claims.



**All 9**

Districts had residents supported by this program.

**58**

Intakes conducted, 8 of which were for residents detained outside of the region.

**10**

Employment Authorizations completed.

**Average Residency in the United States**  
**15 years**



**Range of Residency in the United States**  
**3-40 years**



[www.caircoalition.org](http://www.caircoalition.org)



@CAIRCoalitionDC



@caircoalition

PROGRAM UPDATE | JULY 1, 2022 - JUNE 30, 2023



Daniel (name changed) fled to the United States nearly 20 years ago after witnessing gang violence and repeated attempts at recruitment into the gang.

While in United States, Daniel survived a violent attack that left him with severe head wounds and nearly cost him his life. Based on Daniel's cooperation with U.S. law enforcement, U.S. Citizenship and Immigration Services ("USCIS") determined that he is preliminarily eligible for a U-visa—a form of immigration relief that provides a pathway to U.S. citizenship. Having cleared this first hurdle, Daniel's U-visa application will likely be approved but could take years to adjudicate due to significant backlogs in USCIS processing. While he was waiting, Daniel remained needlessly detained in ICE custody in Pennsylvania for nearly a year and a half.

Represented by CAIR Coalition, Daniel bravely challenged his prolonged ICE detention without a bond hearing, arguing in federal court that it violated the Constitution. The federal court agreed and ordered a bond hearing in immigration court, which Daniel prevailed on and was finally released on bond in July. Today, Daniel continues to wait for USCIS to decide his U-visa application, but he is able to do so back home with his family in Prince George's County. CAIR Coalition continues to represent him in his case.



[www.caircoalition.org](http://www.caircoalition.org)



@CAIRCoalitionDC



@caircoalition

## HUMAN RIGHTS COMMISSION

### Letter from the Commission Chair



Dear Residents of Prince George's County,

The Prince George's County Human Rights Commission remains 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 an adjudicatory capacity, the Commission works independently from the Prince George's County Office of Human Rights to determine whether unlawful discriminatory practices on these protected bases has occurred within the County in the areas of housing and residential real estate, employment, law enforcement, education, public accommodations, and commercial real estate. When unlawful discrimination is found, the Commission awards relief to complainants and imposes a civil penalty on a respondent, where appropriate.

This fiscal year, which ran from July 1, 2022 to June 30, 2023, twelve 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 Commission continues to use a virtual platform to best serve parties, representatives, and witnesses during hearings and to meet obligations under the Open Meetings Act to provide the public access to monthly Commission meetings.

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.

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 will 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: Vice Chair Joseph Reed, Keith Adams, Traci Birckhead, Roslyn Brown, Turkessa Brown, Brindisi Chan, Regina Gilmore, Wendi Howard, Daryl Jackson, Sylvia Johnson, and Ademola Oduyebo.



Sincerely,  
Charlene Proctor, Esq.

## Who We Are and What We Do:



The Commissioners of the Prince George's County Human Rights Commission, appointed by the County Executive and confirmed by Prince George's County Council, 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 members of the FY2023 Commission were a talented and dedicated group of volunteers who represented the diversity of the community and who relished the opportunity to serve the cause of human rights in Prince George's County. Serving as Human Rights Commissioners during FY2023 were:



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



**Joseph S. Reed, Vice-Chair**  
Vice-Chair Reed was appointed to the Commission in 2019 and served as Secretary from 2019 to 2020. He was elected Vice-Chair in 2022.



**Keith Adams**  
Commissioner Adams was appointed to the Commission in 2022.



**Dr. Traci Birckhead**  
Commissioner Birckhead was appointed to the Commission in 2022.



**Roslyn Brown**  
Commissioner Brown was appointed to the Commission in 2022.



**Turkessa L. Brown**  
Commissioner Brown was appointed to the Commission in 2023.

NO PICTURE



**Brindisi Chan**  
Commissioner Chan was appointed to the Commission in 2022.

**Regina C. Gilmore**  
Commissioner Gilmore was appointed to the Commission in 2023.



**Wendi Howard**

Commissioner Howard was appointed to the Commission in 2019.

NO PICTURE

**Daryl Jackson**

Commissioner Jackson was appointed to the Commission in 2023.



**Sylvia Johnson**

Commissioner Johnson was appointed to the Commission in 2019.



**Dr. Ademola Moses Oduyebo**

Commissioner Oduyebo was appointed to the Commission in 2019.

You can learn more about the Human Rights Commissioners by visiting our webpage at:  
<https://www.princegeorgescountymd.gov/833/Commissioners>.

## CLERK TO THE COMMISSION



The Clerk to the Commission is Jacqueline Cochran, who has served in that capacity since May 2022.

Over the last year, the Clerk assisted the Commissioners in their monthly meetings and public hearings in a variety of capacities, including receiving and distributing necessary documents, communicating with the Office of Human Rights staff and other outside parties, and working professionally and effectively with Commission Council, Commissioners, and the Commission Chair.



*Clockwise from top left: Executive Director Battle-Brooks, Dr. V'Hesspa Glenn, Henry Jimenez, and Jose Villegas present on the Office of Human Rights to the Equal Employment Opportunity (EEOC) in December 2022.*