



MARYLAND LEGISLATIVE LATINO CAUCUS

Lowe House Office Building, 6 Bladen Street, Room 200 · Annapolis, Maryland 21401
Phone 410-841-3374 | 301-858-3374 · 800-492-7122 Ext. 3374 · Fax 410-841-3342 | 301-858-3342
latino.caucus@house.state.md.us · www.mdlatinocaucus.org

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TO: Senator William C. Smith Jr, Chair
Senator Jeff Waldstreicher, Vice Chair
Judicial Proceedings Committee Members
FROM: Maryland Legislative Latino Caucus (MLLC)
DATE: January 28, 2021
RE: SB236 Maryland Commission on Civil Rights - Employment
Discrimination - Reporting

The MLLC supports SB236 Maryland Commission on Civil Rights - Employment Discrimination – Reporting.

The MLLC is a bipartisan group of Senators and Delegates committed to supporting legislation that improves the lives of Latinos throughout our state. The MLLC is a crucial voice in the development of public policy that uplifts the Latino community and benefits the state of Maryland. Thank you for allowing us the opportunity to express our support of SB236.

The richness of our state is our diversity. A [2020 study reported](#) that Maryland is the fifth most racially and ethnically diverse state in the United States. [Four Maryland cities](#) are even among the top ten most culturally diverse areas to reside in the nation. With so many people of various nationalities living and working in Maryland, it is important to recognize when discrimination is occurring. The state must not only welcome diversity, but inclusion.

Collecting reports of discrimination will enable the development of the proper policies to prevent this workplace misconduct in the future. Employers should be treating all their employees fairly and not overlooking qualified individuals because they were born outside of the United States. The workplace environment is essential for businesses and our economy to thrive. Maryland will further excel as our places of employment look more like the communities we serve, and our workers of all nationalities are given fair opportunities.

SB236 requires the county offices of civil rights in Baltimore City and Anne Arundel, Baltimore, Howard, Montgomery, and Prince George's counties to report to the Maryland Commission on Civil Rights (MCCR) regarding employment discrimination. The MCCR will offer recommendations for policies that will address any discriminatory trends. Maryland workers, regardless of country of origin, should not have to experience discrimination in their workplace. The legislature can help be their voice.

The MLLC supports this bill and urges a favorable report on SB236.