

SB236_LatinoCaucus_FAV.pdf

Uploaded by: Caucus, MD Latino

Position: FAV



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

DAVID FRASER-HIDALGO, CHAIR
JOSELINE A. PEÑA-MELNYK, VICE-CHAIR
GABRIEL ACEVERO, TREASURER
JESSE T. PIPPY, SECRETARY
CESIAH FUENTES, EXECUTIVE DIRECTOR

MEMBERS

ALFRED CARR
ALONZO WASHINGTON
ANNE HEALEY
ARIANA B. KELLY
BEN BARNES
BENJAMIN KRAMER
BONNIE CULLISON
BROOKE LIERMAN
CAROL L. KRIMM
CHARLOTTE CRUTCHFIELD
CHERYL KAGAN
CRAIG ZUCKER
DAVID MOON
DIANA FENNELL
EMILY SHETTY
EREK BARRON
ERIC LUEDTKE
GERALDINE VALENTINO-SMITH
GUY GUZZONE
HEATHER BAGNALL
J. SANDY BARTLETT
JAMES ROSAPEPE
JARED SOLOMON
JAZZ LEWIS
JEFF WALDSTREICHER
JEN TERRASA
JESSICA FELDMARK
JHEANELLE WILKINS
JILL P. CARTER
JIM GILCHRIST
JULIAN IVEY
JULIE PALAKOVICH CARR
KAREN LEWIS YOUNG
KEN KERR
LESLEY LOPEZ
LILY QI
LISA BELCASTRO
LORIG CHARKOUDIAN
MAGGIE MCINTOSH
MALCOLM AUGUSTINE
MARC KORMAN
MARY A. LEHMAN
MARY WASHINGTON
MELISSA WELLS
MIKE ROGERS
NICOLE WILLIAMS
PAMELA BEIDLE
PAMELA QUEEN
REGINA T. BOYCE
ROBBYN LEWIS
SHANE PENDERGRASS
SHANEKA HENSON
SHEILA RUTH
SHELLY HETTLEMAN
STEPHANIE SMITH
SUSAN C. LEE
TERRI HILL
VAUGHN STEWART
WANIKA FISHER
WILL SMITH

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.

LoS - E Discriminating Reporting.pdf

Uploaded by: Gillard, Alvin

Position: FAV

State of Maryland Commission on Civil Rights

"Our vision is to have a State that is free from any trace of unlawful discrimination."



Officers

Alvin O. Gillard, Executive Director
Nicolette Young, Assistant Director
Glendora C. Hughes, General Counsel

Governor
Larry Hogan
Lt. Governor
Boyd K. Rutherford
Commission Chairperson
Gary C. Norman, Esq.
Commission Vice Chairperson
Roberto N. Allen, Esq.
Commissioners
Allison U. Dichoso, Esq.
Hayden B. Duke
Janssen E. Evelyn, Esq.
Eileen M. Levitt, SPHR, SHRM-SCP
Rabbi Binyamin Marwick
Jeff Rosen
Gina McKnight-Smith, PharmD, MBA

January 28, 2021

Senate Bill 236 – Maryland Commission on Civil Rights – Employment Discrimination - Reporting POSITION: Support

Dear Chairperson Smith, Vice Chairperson Waldstreicher, and Members of the Senate Judicial Proceedings Committee:

The Maryland Commission on Civil Rights ("MCCR"; "The Commission") is the State agency responsible for the enforcement of laws prohibiting discrimination in employment, housing, public accommodations, and state contracts based upon race, color, religion, sex, age, national origin, marital status, familial status, sexual orientation, gender identity, genetic information, physical and mental disability, and source of income.

Senate Bill 236 requires county offices of civil rights for Anne Arundel, Baltimore, Howard, Montgomery, and Prince George's counties and the City of Baltimore to report to MCCR by October 1 of each year the number of employment discrimination complaints received by their respective local offices. The following data is required from each county:

1. The type of discrimination alleged (protected class, such as race, sex, or disability),
2. The category of job held by the Complainant (such as contractual, full time, part time),
3. Whether the Complainant is a public or private sector employee,
4. The Complainant's country of origin, and
5. Whether the county office of civil rights determined that a violation occurred.

MCCR would then include a review of this data in the agency's Annual Report submitted to the Governor and General Assembly by January 1 of each year, as well as any recommendations for policy changes to address noted discriminatory trends based on data collected by the counties and the State.

The Commission currently maintains data regarding allegations of unlawful employment discrimination, and includes that data in the Annual Report submitted every year. This data is broken down by numerous categories, including the protected class under State law. However, MCCR does not readily have access to employment discrimination data maintained by county offices of civil rights. SB236 establishes a defined information sharing structure between the counties and the State to ensure that information of particular interest to our policymakers are

consistently reported in an effort to identify discriminatory trends, as well as to formulate potential solutions to address these trends.

For these reasons, the Maryland Commission on Civil Rights urges a favorable vote on SB236. Thank you for your time and consideration of the information contained in this letter. The Maryland Commission on Civil Rights looks forward to the continued opportunity to work with you to improve and promote civil rights in Maryland.

SB0236 MD NARAL SUPPORT.pdf

Uploaded by: Philip, Diana

Position: FAV



SB0236 – Maryland Commission on Civil Rights – Employment Discrimination - Reporting
Presented to the Hon. Will Smith and Members of the Senate Judicial Proceedings Committee
January 28, 2021 11:00 a.m.

POSITION: SUPPORT

NARAL Pro-Choice Maryland urges the Senate Judicial Proceedings Committee to issue **a favorable report on SB0236 - Maryland Commission on Civil Rights – Employment Discrimination - Reporting**, sponsored by Senator Shelly Hettleman.

Our organization is an advocate for reproductive health, rights, and justice and we recognize that economic security is intrinsically tied to our right to decide if, when, or how to start or add to our families. Every Marylander, regardless of their gender, race, or pregnancy status, deserves the right to work without fear of discrimination, and to be treated with respect and dignity.

While employees can currently report discrimination cases to the Maryland Commission on Civil Rights, there is no requirement for the Commission to use the data to create new policies or policy recommendations. Further, several county offices of civil rights do not submit the information they gather in a coherent, organized way that can be easily tracked and studied. Results from the Commission's 2019 annual report shows that employees who identify as female are more likely to report employment discrimination. Further, harassment and sex-based and race-based discrimination remain prevalent complaints. A lack of comprehensive data from each county makes it difficult to track employment discrimination against pregnant people. Without accurate statewide data, we cannot analyze the trends of pregnancy discrimination or the efficacy of policies addressing the issue. A lack of data-centered analysis and recommendation means that policy recommendations may fail to completely address newly-emerging trends or long-standing problems that data can reveal. Women of color and other vulnerable populations in Maryland deserve to work in safe environments, and using the Commission's own data to create policy recommendations will better serve these marginalized populations.

SB0236 will allow the statewide Commission to collect accurate and up to date information from each county, demonstrating statewide trends of employment discrimination. With accurate information and an expectation to use data to create policies, the Maryland Commission on Civil Rights will have the tools they need to create responsive and effective policy recommendations to help women of color and pregnant people.

Vulnerable populations like women of color and pregnant people often face workplace discrimination, and data from the Commission itself reflects the need to create policies based on these trends. When officials can collect accurate statewide data and use the trends reflected to create policy, we can create a more equitable experience for all those working to take care of themselves and their families. For these reasons, NARAL Pro-Choice Maryland **urges a favorable committee report on bill SB0236**. Thank you for your time and consideration.