



Maryland Commission on LGBTQ Affairs



2022 Annual Report

Maryland Commission on LGBTQ Affairs
Governor's Office of Community Initiatives
100 Community Place
Crownsville, MD 21032



LARRY HOGAN
GOVERNOR

STATE OF MARYLAND
OFFICE OF THE GOVERNOR

Maryland State House
100 State Circle
Annapolis, MD 21401

Dear Marylanders,

I am pleased to share with you the 2022 Maryland Commission on LGBTQ Affairs Annual Report.

Created by the Maryland General Assembly in 2021 and now part of the Governor's Office of Community Initiatives, the Maryland Commission on LGBTQ Affairs has been hard at work over the past year selecting leadership and establishing bylaws and subcommittees. These critical first steps will help enable the commission's core work in assessing the challenges that Maryland's LGBTQ+ communities face and delivering the voices of LGBTQ Marylanders to leadership in state government.

I would like to recognize the leadership of Chair Joe Toolan, Vice Chair Joseph M. Clapsaddle, and Administrative Director Jeremy Browning who, supported by their fellow commissioners, led the commission during a productive first year.

On behalf of the State of Maryland, I want to sincerely thank the Maryland Commission on LGBTQ Affairs for their diligent work to improve the quality of life among our nearly half million LGBTQ+ Maryland residents, and I look forward to seeing the commission's continued progress in the years to come.

Sincerely,

A handwritten signature in blue ink, appearing to read "Larry Hogan".

Larry Hogan
Governor

Message from the Executive Director of the Governor's Office of Community Initiatives

Dear Friends:

It is with pleasure that I present the first annual report for the Maryland Commission on LGBTQ Affairs.

The Maryland Commission on LGBTQ Affairs is the newest commission under the Governor's Office of Community Initiatives, which connects Marylanders to economic, volunteer, and human service opportunities through government, business, and nonprofit partners. Through more than 700 community-based engagements every year, we connect citizens across the state to the executive branch of Maryland's government, raising their voices and expanding opportunities to help more directly address their needs.

Created by the 2021 Maryland General Assembly, the commission has hit the ground running, beginning the critical work of advocating for solutions to help address challenges facing Maryland's LGBTQIA+ community. Commissioners are to be commended for their hard work and sense of service—their dedication brought the commission to fruition this year and will undoubtedly propel its work going forward.

I would also like to offer my sincere thanks and congratulations to chair Joe Toolan, vice chair Joseph M. Clapsaddle, and administrative director Jeremy Browning for a productive and successful first year. With continued perseverance and excellence in leadership, I look forward to seeing the commission continue to meet its goals and directives in service of making a better state for all Marylanders.

Sincerely,



Steven J. McAdams
Executive Director
Governor's Office of Community Initiatives

Message from the Chair of the Maryland Commission on LGBTQ Affairs

Dear Community Members and Friends,

I am pleased to present the inaugural Maryland Commission on LGBTQ Affairs Annual Report. Over the past year, our commission has made important and historic strides to assess and address the challenges facing Maryland's LGBTQIA+ communities. We know this year has brought challenges for many members of our community, but we are optimistic about the road ahead and we are grateful for the many partnerships that we continue to forge in support of our work across the entire state.

I first want to thank the Governor Hogan administration, and Executive Director of the Governor's Office of Community Initiatives Steven J. McAdams for all their support as we built the commission from the ground up in our first year.

I would also like to thank commission vice chair Joseph Clapsaddle and our administrative director, Jeremy Browning, for their leadership and contribution to our growth.

Finally, I would like to recognize Delegate Lili Qi, whose work helped establish this commission and who endeavors daily to raise the voices of LGBTQIA+ Marylanders.

Our commission brings together members from across the state who have many different identities and backgrounds, representing our vibrant and diverse community. We are thankful for their passionate perspective, insight, and contribution to our work. As we continue to grow, learn, and educate one another, we remain steadfast in our commitment to raising the voices of LGBTQIA+ Marylanders as we work to build a stronger, safer, more inclusive state for all.

It is an honor and privilege to serve as chair of the Maryland Commission on LGBTQ Affairs. On behalf of the commission, we look forward to continuing to serve Maryland's LGBTQIA+ community for many years to come.

Sincerely,



Joseph Toolan (he/him)
Chair
Maryland Commission on LGBTQ Affairs

Message from the Administrative Director of the Maryland Commission on LGBTQ Affairs

Dear Fellow Marylanders:

It is my great honor and privilege to serve as the Administrative Director of the Maryland Commission on LGBTQ Affairs and I am pleased to present this first annual report.

The Maryland Commission on LGBTQ Affairs was created by the 2021 Maryland General Assembly to provide a coordinated approach for addressing the distinct needs of our lesbian, gay, bisexual, transgender, queer, questioning, intersex, agender, aromantic, asexual (LGBTQIA+) community members throughout Maryland.

We are working towards our goal of supporting a more inclusive and equitable state by raising awareness about LGBTQIA+ issues, developing policy recommendations and offering technical assistance to Maryland agencies as they become increasingly aware of policies impacting our community.

The Maryland Commission on LGBTQ Affairs is the only state agency dedicated solely to building awareness and advocating for our LGBTQIA+ community. During my first year guiding the commission, I have sought to create a strong foundation by building relationships with state agencies, nonprofits, policy makers, community partners and leaders to ensure that the commission can be impactful and effective.

I would like to thank Governor Hogan and Steve McAdams, executive director of the Governor's Office of Community Initiatives, for setting up and supporting the commission. I would also like to offer special thanks to chair Joe Toolan and vice chair Joseph M. Clapsaddle for their dedication and service in this first year. As a result of their efforts and the hard work of our commissioners, we have been able to make progress towards creating a more inclusive and equitable state.

Sincerely,



Jeremy Browning (he/him)
Administrative Director
Maryland Commission on LGBTQ Affairs

Section 1

About the Maryland Commission on LGBTQ Affairs

About the Maryland Commission on LGBTQ Affairs

The Maryland Commission on LGBTQ Affairs is within the Governor's Office of Community Initiatives and was created during the 2021 Maryland General Assembly to:

- Assess challenges facing our LGBTQ community
- Collect data across state agencies on:
 - Implementation of LGBTQ-inclusive policies
 - Complaints alleging discrimination based on sexual orientation or gender identity
- Study and establish best practices for inclusion of LGBTQ individuals and communities
- Offer testimony on issues concerning LGBTQ persons before legislative and administrative bodies
- Act as a clearinghouse for activities to avoid duplication of efforts
- Create surveys and appoint advisory committees

More information about the commission may be found at <https://goci.maryland.gov/lgbtq/>.

Please note, the commission has recommended updates to the legislation to change the name to the Maryland Commission on LGBTQIA+ Affairs.

Commission Meetings

The Maryland Commission on LGBTQ Affairs is required to meet at least four times a year and is subject to the Maryland Open Meetings Act. View upcoming meetings and previously recorded meetings by visiting: <https://goci.maryland.gov/lgbtq/meetings/>

2022 Meetings

- January 3, 2022
- February 8, 2022
- March 14, 2022
- May 2, 2022
- July 11, 2022
- September 19, 2022
- November 7, 2022

The Maryland Commission on LGBTQ Affairs strives to make our meetings as accessible as possible. The commission now provides ASL interpreters and CART live captioning at our meetings. If you need accommodations or assistance, please contact the administrative director at jeremy.browning@maryland.gov.

Timeline: Maryland Commission on LGBTQ Affairs

- **April 12, 2021** - The 2021 Maryland General Assembly passed House Bill 130 sponsored by Delegate Lily Qi that created the Maryland Commission on LGBTQ Affairs in the Governor's Office of Community Initiatives (GOCI).
- **Summer/Fall 2021** - Following the passage of Bill HB 130 the Hogan administration sought to appoint the 15 members of the commission through the advice and consent of the senate.
- **January 3, 2022** - The commission held its first public meeting with 11/15 commissioners seated and present.
- **February 8, 2022** - The commission held a special meeting to elect officers for the calendar year 2022. Joe Toolan was elected as chair and Joseph M. Clapsaddle was elected as vice chair.
- **March 2022** - The remaining four commission seats were filled.
- **June 4, 2022** - The commission participated in the Annapolis Pride Parade and attended Baltimore Trans Pride hosted by Baltimore Safe Haven.
- **July 27, 2022** - Candidates were recommended by the commission and Jeremy Browning was appointed to serve as administrative director of the commission by Governor Hogan.
- **October 2022** - Commissioners and the administrative director attended several events around the state to celebrate LGBTQIA+ History Month.
- **November 7, 2022** - The commission approved by-laws and established policy priorities for the 2023 legislative session.

2022 Maryland Commission on LGBTQ Affairs Commissioners

The 15-member Maryland Commission on LGBTQ Affairs reflects the gender, racial, ethnic and geographic diversity of Maryland. Members are required to know the issues facing the LGBTQ community and advocate for solutions to problems facing the community.

***2022 Commissioners:**

- Joseph L. Toolan, chair (he/him)
- Joseph M. Clapsaddle, vice chair (he/him)
- Sarcia Adkins (she/her)
- Nicholas Augustine (he/him)
- Lee Blinder (they/them)
- Joan B. Bryan (she/her)
- Amit Dhir, NP-C, MBA (he/him)
- Kurt B. Doan, Ed.D (he/him)
- Deborah Dunn, PAC, MBA (she/her)
- Anthony E. Fox (he/him)
- Jabari Lyles (he/they)
- Stephen J. Martin (he/him)
- Margo Quinlan (she/they)
- Mark Ridderhoff, LCSW-C (he/him)
- Rowan Willis-Powell (she/they)

**Commissioners and Officers as of 12/31/2022*

Section 2

Legislative Mandates and Progress

Legislative Mandates and Progress

➤ **Assessing Challenges and Facing Our LGBTQIA+ Community in Maryland**

While progress has been made towards achieving equality and equity across Maryland and the United States, significant work remains. Our LGBTQIA+ community still faces challenges in almost every aspect of daily life from housing, employment, healthcare, and education, while living with increased risks of discrimination, harassment, and violence.

Below are key findings from some of the largest studies that assess challenges faced by our LGBTQIA+ community across the U.S. and within the State of Maryland. The highlighted findings below are merely a snapshot and readers are encouraged to read the full reports referenced to fully understand the challenges facing our LGBTQIA+ community members. Please note, there are many other studies not included in this report that reflect similar challenges facing our LGBTQIA+ communities.

[The Report of the 2015 U.S. Transgender Survey](#) (James et al., 2016, 4-7)

The National Center for Transgender Equality (NCTE) is the nation's leading source of social justice policy advocacy organization devoted to ending discrimination and violence against transgender people. NCTE conducted the 2015 U.S. Transgender Survey (USTS) with 27,715 respondents from across the country. Please note, NCTE repeated the USTS again in fall of 2022 and results will be published in 2023.

“The findings reveal disturbing patterns of mistreatment and discrimination and startling disparities between transgender people in the survey and the U.S. population when it comes to the most basic elements of life, such as finding a job, having a place to live, accessing medical care, and enjoying the support of family and community. Survey respondents also experienced harassment and violence at alarmingly high rates.”

Key Findings:

- **Pervasive mistreatment, harassment, and violence in every aspect of life:** In the year prior to completing the survey, 46% of respondents were verbally harassed and 9% were physically attacked because of being transgender.
- **Severe economic hardship and instability:** There were large disparities between transgender people in the survey and the U.S. population. Nearly one-third (29%) of respondents were living in poverty, compared to 12% in the U.S. population.
- **Harmful effects on physical and mental health:** 39% of respondents experienced serious psychological distress in the month prior to completing the survey, compared with only 5% of the U.S. population.

- **The compounding impact of other forms of discrimination:** Transgender people of color experience deeper and broader patterns of discrimination than white respondents and the U.S. population.
- **Increased visibility and growing acceptance:** Despite the undeniable hardships faced by transgender people, respondents' experiences also show some of the positive impacts of growing visibility and acceptance of transgender people in the United States.

[The 2021 National School Climate Survey: The Experiences of LGBTQ+ Youth in Our Nation's Schools](#) (Clark et al., 2022, xvi-xviii)

Since 1990, GLSEN has worked to ensure that LGBTQ+ students are able to learn and grow in a school environment free from bullying and harassment. Every two years GLSEN conducts the National School Climate Survey to understand the experiences of LGBTQ+ students.

“Schools nationwide are hostile environments for a distressing number of LGBTQ+ students, the overwhelming majority of whom routinely hear anti-LGBTQ+ language and experience victimization and discrimination at school. As a result, many LGBTQ+ students avoid school activities or miss school entirely.”

Key Findings:

- **School Safety:** 81.8% of LGBTQ+ students in our survey reported feeling unsafe in school because of at least one of their actual or perceived personal characteristics.
- **Anti-LGBTQ+ Remarks at School:** Nearly all LGBTQ+ students (97.0%) heard “gay” used in a negative way (e.g., “that’s so gay”) at school; 68.0% heard these remarks frequently or often, and 93.7% reported that they felt distressed because of this language.
- **Harassment and Assault at School:** 76.1% experienced in-person verbal harassment (e.g., called names or threatened) specifically based on sexual orientation, gender expression, and gender at some point in the past year—60.7% of LGBTQ+ students were verbally harassed based on their sexual orientation, 57.4% based on gender expression, and 51.3% based on gender.
- **Student Reporting of Harassment and Assault Incidents:** 61.5% of LGBTQ+ students who were harassed or assaulted in school did not report the incident to school staff, most commonly (69.6% of students experiencing harassment or assault) because they did not think school staff would do anything about the harassment even if they did report it.
- **Discriminatory School Policies and Practices:** Most LGBTQ+ students (58.9%) had experienced LGBTQ+-related discriminatory policies or practices at school. Some of the most common discriminatory policies and practices experienced by LGBTQ+ students were those that targeted students’ gender, potentially limiting their ability to make gender-affirming choices and negatively impacting their school experience.

[2022 National Survey on LGBTQ Youth Mental Health Maryland](#) (The Trevor Project, 2022, 1-7)

The Trevor Project has a mission to end suicide among LGBTQ young people and conducts annual surveys that provide critical insights into suicide risk faced by LGBTQ young people. The 2022 National Survey on LGBTQ Youth Mental Health is the first to be segmented by all 50 states.

Key Findings:

- **Suicide Risk:** 43% of LGBTQ youth in Maryland seriously considered suicide in the past year, including 49% of transgender and nonbinary youth. 14% of LGBTQ youth in Maryland attempted Suicide in the past year, including 17% of transgender and nonbinary youth.
- **Anxiety & Depression:** 68% of LGBTQ youth in Maryland reported experiencing symptoms of anxiety, including 73% of transgender and nonbinary youth. 53% of LGBTQ Youth in Maryland reported experiencing symptoms of depression, including 60% of transgender and nonbinary youth.
- **Access to care:** 52% of LGBTQ youth in Maryland who wanted mental health care in the past year were not able to get it.

[Department of Homeland Security added the LGBTQI+ community to groups under threat of potential attacks](#)

On November 30, 2022 the Department of Homeland Security added the LGBTQI+ community to their list of groups that could be targets of potential violence.

“The United States remains in a heightened threat environment. Lone offenders and small groups motivated by a range of ideological beliefs and/or personal grievances continue to pose a persistent and lethal threat to the Homeland. Domestic actors and foreign terrorist organizations continue to maintain a visible presence online in attempts to motivate supporters to conduct attacks in the Homeland. Threat actors have recently mobilized to violence, citing factors such as reactions to current events and adherence to violent extremist ideologies. In the coming months, threat actors could exploit several upcoming events to justify or commit acts of violence, including certifications related to the midterm elections, the holiday season and associated large gatherings, the marking of two years since the breach of the U.S. Capitol on January 6, 2021, and potential sociopolitical developments connected to ideological beliefs or personal hostility. Targets of potential violence include public gatherings, faith-based institutions, the LGBTQI+ community, schools, racial and religious minorities, government facilities and personnel, U.S. critical infrastructure, the media, and perceived ideological opponents.”
(Department of Homeland Security, 2022)

➤ **Collecting Data Across State Agencies**

The Maryland Commission on LGBTQ Affairs is mandated to collect data across state agencies on the implementation of LGBTQ-inclusive policies and complaints alleging discrimination based on sexual orientation or gender identity. Initial findings show that many state agencies do not currently collect this type of data and if they do it is not readily available to the commission or the public.

It is important to note that the commission is still in the process of establishing connections with our state agencies and more time is needed to fully understand the data that is collected and available. In this report, the commission will publish the data that has been collected and we encourage all state agencies to connect with the Maryland Commission on LGBTQ Affairs to discuss available data and data collection. Contact administrative director Jeremy Browning at jeremy.browning@maryland.gov.

State Equal Employment Opportunity Complaints

The Maryland Department of Budget and Management [Annual Statewide Equal Employment Opportunity Report - Fiscal Year 2021](#) includes State Equal Employment Opportunity Complaints by agency, basis, issue, and disposition. Basis categories include gender identity, and sexual orientation.

(Maryland Department of Budget and Finance, EEO Office, 2022, 1-97)

The report shows that a total of four (4) complaints were received on the basis of gender identity:

- Three (3) to the Department of Public Safety & Correctional Services
- One (1) to the Maryland Department of Health

The report shows that a total of eight (8) complaints were received on the basis of sexual orientation:

- One (1) to Department of Human Services
- One (1) to Department of Juvenile Services
- Three (3) to the Department of Public Safety & Correctional Services
- Three (3) to the Maryland Department of Health

See full table on next page.

(Maryland Department of Budget and Finance, EEO Office, 2022, 60)

State of Maryland 2021 Hate Bias Report

The Maryland Department of State Police publishes the Hate Bias Report annually each fall for the previous calendar year. The 2021 Hate Bias Report includes all reported and verified incidents which includes reports of bias motivations based on sexual orientation and gender identity.

Below are some findings and figures from the report that include bias motivations based on sexual orientation and gender identity. Readers are encouraged to read the full report referenced.

(Maryland Department of State Police, 2022, 1-63)

Bias Motivation

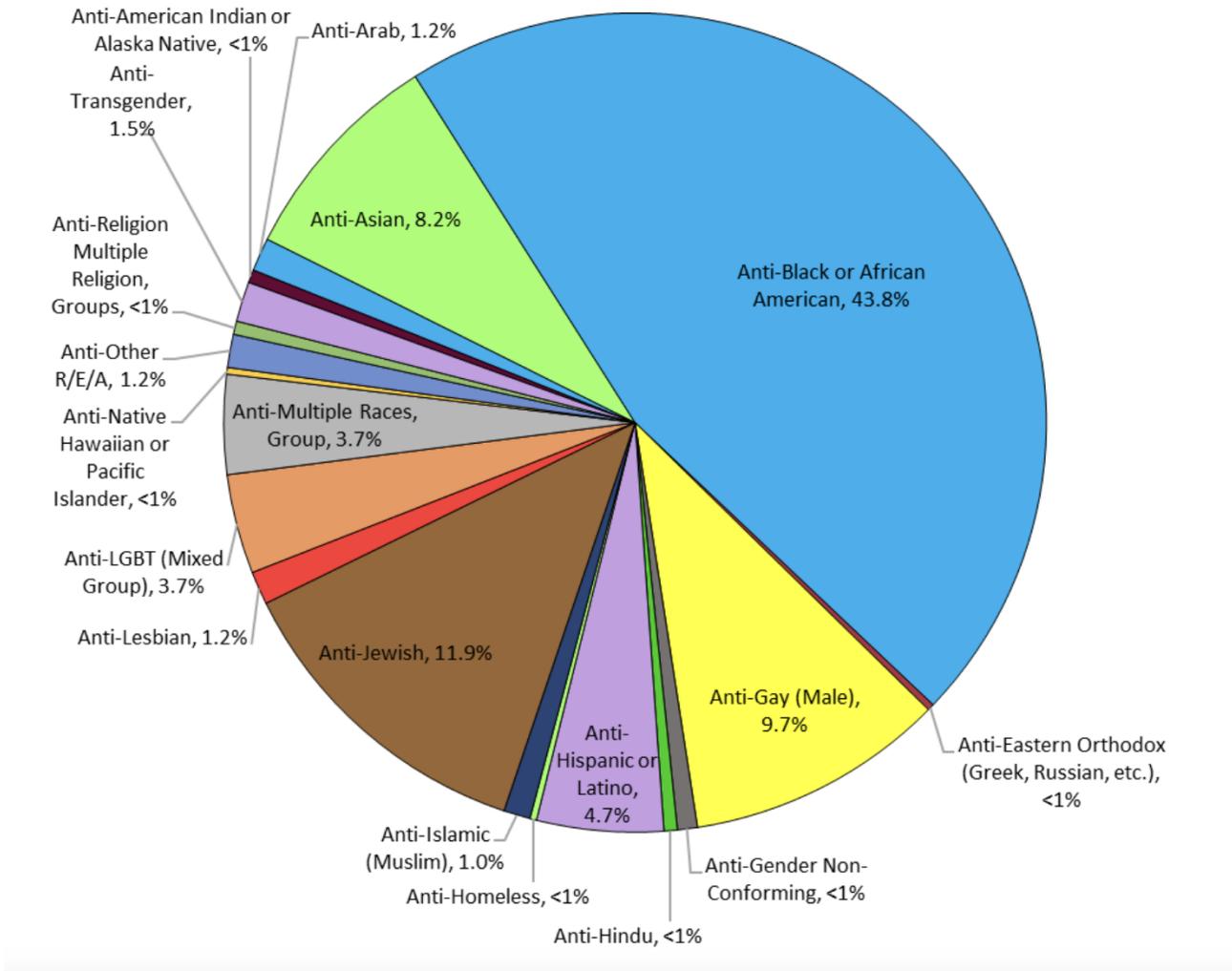
In 2021, R/E/A made up 68.7% of all bias motivations for reported incidents. Between 2019 - 2021, R/E/A comprised the majority of all hate bias motivations followed by Religion and Sexual Orientation.

Category	Verified			All Reports		
	2019	2020	2021	2019	2020	2021
R/E/A	58	85	75	262	293	276
Religion	19	12	9	84	63	57
Sexual Orientation	10	15	15	50	36	59
Disability	0	0	0	1	0	0
Gender	0	0	0	2	2	0
Gender Identity	3	2	3	9	5	9
Homelessness	0	1	1	0	1	1
Total	90	115	103	408	400	402

Figure 6: Three-year comparison of verified incidents by bias motivation compared to all incidents by bias motivation is shown here. Incidents can have more than one bias motivation. This accounts for differences between bias motivation numbers and the total number of incidents reported.

(Maryland Department of State Police, 2022, 7)

Figure 7: Total hate bias motivations for all reports as a percentage in 2021 is shown here.



(Maryland Department of State Police, 2022, 7)

➤ **Study and establish best practices for inclusion of LGBTQIA+ individuals and communities**

The commission has formed committees to review and make recommendations on best practices for state agencies. The commission looks forward to supporting state agencies and providing recommendations and technical assistance on policies concerning LGBTQIA+ persons.

➤ **Offer testimony on issues concerning LGBTQIA+ persons before legislative and administrative bodies**

The commission voted unanimously at their November 7, 2022 meeting to establish the following policy priorities during the 2023 legislative session:

- Trans Health Equity Act
- Transgender Respect, Agency, and Dignity Act
- The Birth Certificate Modernization Act

The commission looks forward to offering testimony on these and other important issues during the 2023 legislative session.

➤ **Act as a clearinghouse for activities to avoid duplication of efforts**

In 2022 the commission began building the foundation to act as a clearing house for LGBTQIA+ efforts in the state by connecting with state agencies, nonprofit organizations, community groups and leaders. Future plans include a community calendar and resource directory to be housed on the commission webpage: <https://goci.maryland.gov/lgbtq/>

➤ **Create surveys and appoint advisory committees**

The commission established two advisory committees, Youth & Education Committee and a Health Committee. The advisory committees will begin gathering data and information to better understand the needs of our LGBTQIA+ communities around the state.

The commission also created a Strategic Planning Committee to lead an intentional strategic planning process to engage all levels of our LGBTQIA+ community to inform and guide the commission's work and priorities over the next 3-5 years. The commission looks forward to hosting community listening sessions, town hall meetings, focus groups, and conducting surveys to reach as many stakeholders as possible.

Section 3

Events & Outreach

Events & Outreach

Commissioners and staff had the opportunity to participate and attend several events throughout the calendar year 2022.

June 4, 2022 - Baltimore Trans Pride, Baltimore, MD

Members of the Commission attended Baltimore Trans Pride, hosted by Baltimore Safe Haven, a trans-led drop-in wellness center that provides transitional housing and resources for LGBTQIA+ community members. Learn more at baltimoresafehaven.org.

Baltimore Safe Haven founder and executive director, Iya Dammons. Photo credit: EK Outlaw Black Lens Photos and Media Copyright © 2022 All Rights Reserved.



June 4, 2022 - Annapolis Pride Parade, Annapolis, MD



The Commission participated in the Annapolis Pride Parade to honor Delegate Lily Qi, the sponsor of the bill that created the Maryland Commission on LGBTQ Affairs and celebrate Pride Month. The event was hosted by Annapolis Pride, learn more at annapolispride.org.

Delegate Lily Qi in the Annapolis Pride Parade, accompanied by vice chair Joseph Clapsaddle (passenger) and commissioner Mark Ridderhoff (driver). Photo credit: Chair Joe Toolan.

June 26, 2022 - Pride in the Plaza, Silver Spring, MD

Montgomery County hosted their second annual Pride in the Plaza Festival at Veterans Plaza in Downtown Silver Spring with exhibitors and entertainment. The event was organized with Councilmember Evan Glass, Montgomery County's first openly LGBTQIA+ councilmember.

Commissioner Lee Blinder exhibiting with [Trans Maryland](#) at Pride in the Plaza. Photo credit: Trans Maryland.



August 20, 2022 - Maryland Commission on Civil Rights Dinner, Hanover, MD

The awards dinner was held at Maryland Live and attended by chair Joe Toolan, vice chair Joseph Clapsaddle, and administrative director Jeremy Browning. The dinner was hosted by the Maryland Commission on Civil Rights, which ensures opportunity for all through the enforcement of Maryland's laws against discrimination in employment, housing, public accommodations, and state contracts. Learn more at mccr.maryland.gov.



October 8, 2022 - Laurel Pride, Laurel, MD

The inaugural Laurel Pride celebration was held at Granville Gude Park and organized by the City of Laurel, Laurel Pride Day Committee. Learn more at the cityoflaurel.org.

Performer Shawna Alexander introduces Craig A. Moe, Mayor of the City of Laurel, to make welcoming remarks.

October 8, 2022 - Upper Chesapeake Bay Pride Festival, Havre De Grace, MD

The Upper Chesapeake Bay Pride celebration was held at Concord Point Lighthouse Keeper's House and hosted by Upper Chesapeake Bay Pride and featured local vendors, performances, and speakers. Learn more at ucbpride.com.



From left to right: Vice chair Joseph Clapsaddle, chair Joe Toolan, UCB Pride board member Sue Knause, administrative director presenting governor's citation, and UCB Pride board member and commissioner Kurt Doan. Photo credit: UCB Pride.



Commissioner Lee Blinder exhibiting with Trans Maryland. Photo credit: Trans Maryland.

October 9, 2022 - Southern Maryland Pride in Lexington, MD

Southern Maryland Pride was held at Lexington Manor Passive Park and hosted by Pride SoMD (Southern Maryland). The event featured live performances, speakers, and local vendors. Learn more at pridesomd.com.

Chair Joe Toolan gives the keynote address.



October 9, 2022 - Howard County Pride, Columbia, MD

The second Howard County Pride Festival was hosted by HoCo Pride and held at Merriweather Post Pavilion featuring vendors, speakers, and performances from local artists. Learn more at howardcountypride.org

Attendees enjoy a performance at Merriweather Post Pavilion.



October 15 - FreeState Justice Jazz Brunch, Baltimore, MD

A fundraiser for FreeState Justice held at Guilford Hall Brewery in Baltimore, MD. Learn more at freestate-justice.org.



Freestate Justice staff from left to right: Em Espey, Shayne Miller-Westfield, Tina Jones, Philip Westry, Luaren Pruitt, Mackenzie Dadswell, Jamie Grace Alexander. Photo credit: FreeState Justice.

December 6, 2022 - Maryland Correctional Institution Facility Tours of MCI-W and MCI-J, Jessup, MD

Hosted by the Maryland Department of Public Safety and Correctional Services (DPSCS) and attended by GOCI staff and several Commissioners.

December 9, 2022 - Maryland LGBT+ Champions Awards Dinner, Linthicum Heights, MD

The event honored a number of Champions including commissioner Jabari Lyles as Emerging Leader of the Year.



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Thank you for reading our 2022 Annual Report

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