

# Office of Human Rights & Human Rights Commission

2016 Annual Report



## Mission:

*The Howard County Office of Human Rights is an entity of Howard County Government that seeks to eradicate discrimination, increase equal opportunity, and protect and promote Human Rights in the County.*



# Office of Human Rights & Human Rights Commission 2016 Annual Report

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## HOWARD COUNTY OFFICE OF COUNTY EXECUTIVE

3430 Court House Drive ■ Ellicott City, Maryland 21043 ■ 410-313-2013

Allan H. Kittleman  
Howard County Executive  
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www.howardcountymd.gov  
FAX 410-313-3051  
TDD 410-313-2323



Dear Friends:

This 2016 Annual Report for the Office of Human Rights and the Human Rights Commission is an important resource on the status of civil rights in our county, as well as a celebration of the progress being made to safeguard diversity, inclusion and tolerance in our community.

This past year, we witnessed many challenges that demonstrate how important it is to remain dedicated and focused on creating a better Howard County for all. As residents of this diverse county, I encourage all of us to do our part to work harder to promote acceptance and civility and to live our lives in the spirit of those values. That is the reason we launched the [#OneHoward](#) initiative to advance values of diversity and inclusiveness through community conversations and educational events.

I grew up with a father who was a civil rights leader and I was surrounded by many others in the movement who fought so hard against injustice. I will continue to push for us to adhere to these values.

I thank Reverend Dr. Barbara Sands for her efforts this year to lead an office that serves everyone's interests, focusing on efficient case resolution and expanded outreach. I hope Howard County continues to demonstrate that it is a place where everyone is valued.

Sincerely,

A handwritten signature in blue ink that reads "Allan H. Kittleman". The signature is fluid and cursive.

Allan H. Kittleman  
Howard County Executive

## Message from Reverend Dr. Barbara J. Sands, Office of Human Rights Administrator



Dear Citizens of Howard County:

It gives me great pleasure to provide you with the 2016 Annual Report highlighting the many facets of the Office of Human Rights (OHR) and the Human Rights Commission (HRC). OHR and HRC have one primary purpose, that is to fulfill the responsibility of addressing complaints, resolving issues of discrimination and eliminating discriminatory practices in the areas of Employment, Housing, Public Accommodation, Law Enforcement and Financing, where such practices may be found to exist. We accomplish this effort throughout Howard County by way of impartial investigations, conciliation, mediation and education. We will continue to do so with impartiality, integrity and fairness.

In order to accomplish our mission of promoting Human Rights in the County, OHR participated in many diverse outreach activities such as: Cultural Diversity Forums; Law Enforcement Training (*HBI and Diversity*); Dr. Martin Luther King, Jr. Holiday celebration; Dr. Martin Luther King, Jr. Day of Service; 50+ Senior Community Event; Fair Housing Expo; Hate Crime Summits; Student's Voice Together; LGBTQIA –A Safe Place Project; Teens and Gender Identity Forum; Human Trafficking; Human Trafficking Victim Awareness Programs (*Supplying Freedom Packs for Survival Victims of Human Trafficking*); Maryland Association of Human Relations/Rights Agencies Commissioners' (MAHRA) Training Conference; Town Hall Meeting (*The Tipping Point - A Critical Community Conversation about Safety and Mental Health in Howard County*); Human Rights Day in Annapolis; Civility Community Talks; Workshops to teach the 16 bases of discriminatory practices, which are contrary to public policy of Howard County; #OneHoward; Partnerships with the Faith Community on National Night Out; and Youth on the Move for Justice and Unity. OHR staff also provided support for the flood victims of the devastating storm in Ellicott City.

In 2016, OHR collaborated with other community organizations and county government agencies to strategize and galvanize efforts to recognize and intentionally work for an ethnically inclusive and diverse community. There are approximately 17 different ethnicities in Howard County with different faiths and beliefs. Many of the ethnic groups had their cultural celebrations at the George Howard Building. These celebrations were open to the public. All the celebrations were well attended by residents of the Howard County community. It was a wonderful opportunity for the residents to become more knowledgeable about their neighbors and the people who live in surrounding communities in Howard County.

## Message from Reverend Dr. Barbara J. Sands (continued)

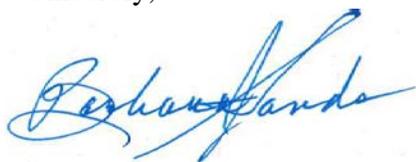
OHR partnered with Howard County law enforcement and the Howard County Public School System in conducting a series of school and community events in an effort to educate students and parents on the following subjects: Social Media (*its use and long term effects of what is placed on Social Media*); Proper Etiquette when a student is stopped by law enforcement officers (*what to expect, how to act, and being respectful*); and the Effects of Drugs on Youth (*different types of drugs, and drug paraphernalia*). Each event was held in different schools and locations throughout the county and was well attended by parents and students.

The Office also partnered with the Maryland Association of Human Relations/Rights Agencies (MAHRA) in hosting a conference on LGBTQIA –Creating a Safe Place. The conference was attended by many ethnic groups at the Miller Branch Library in Ellicott City. OHR sponsors annually the BLUE HEARTS CAMPAIGN. The Blue Heart is the national emblem honoring Human Trafficking Victims Day. Howard County residents again this year joined with others across the nation in this celebration. Participants included law enforcement, non-profit organizations and county and state officials. Public education and information was greatly appreciated. Blue Hearts were distributed and worn on that day.

OHR recognizes the increase in racial tension nationwide and will continue to address these issues head on. The Office held “Racial Sensitivity and Inclusive” sessions with several small businesses of Howard County. The Office joined together with non-profit groups and sponsored monthly sessions on various subjects, including human trafficking, which made the public knowledgeable of the existence of human trafficking in the county and ways to assist trafficking victims once they have been freed. These sessions are held monthly around the county. Open discussion addresses issues which are of great concern to many people.

There are many local grassroots groups which are organized to make Howard County a better place to live. All efforts are aimed at inclusiveness, diversity and unity. We embrace all people, regardless of race, creed, color, gender or national origin. We are #OneHoward.

Sincerely,



Rev. Dr. Barbara J. Sands,  
Administrator

## Office of Human Rights Staff

### *Administrator*

Reverend Dr. Barbara J. Sands

### *Investigative Staff*

Mary M. Campbell, Senior Investigator and Compliance Officer

Cheryl Brower, Investigator

Todd Givens, Investigator

Linda Taylor, Intake Investigator

### *Outreach Staff*

Stephanie Chapple, Community Outreach Coordinator

Mary Toth, Community Outreach Coordinator

Farheen Sheik, Community Outreach Coordinator

### *Administrative Staff*

Evelyn Boulware, Administrative Aide

Kathy Darity, Administrative Support Technician

## Mission Statement

The Office of Human Rights (OHR) was established in 1975 by the County Executive and County Council and functions pursuant to the Howard County Code, Section 12.200-12.218. The responsibilities of OHR are to investigate complaints of discrimination; resolve complaints by conference, conciliation or litigation; and enforce the Howard County Human Rights Law. In addition, the Office serves as a catalyst in fostering attitudes and beliefs among Howard County citizens to ensure that all individuals have an equal opportunity to pursue lives free of discrimination. The Office also receives charges of discrimination based on retaliation.

For the calendar year 2016, OHR investigated and issued 67 findings, closed 91 cases, took in 86 new cases and 26 retaliation charges that were filed. OHR participated in community programs, as well as cooperated with public agencies and private groups on educational programs, outreach activities and training.

## Complaint Process

If you believe that you have experienced discrimination in Howard County, you may file a complaint with the Office of Human Rights (OHR) by completing a pre-complaint questionnaire, alleging a violation of the Howard County Code. OHR has jurisdiction in five areas of the law which include: employment, housing, public accommodation, financing and law enforcement.

To begin the process, the complainant must complete a pre-complaint questionnaire which asks for information about the alleged discriminatory incident(s). The Intake Investigator, along with the complainant, will draft a charge of discrimination. Once the charge is signed, the case is then assigned to an investigator for investigation.

**For housing cases, complaints must be filed within one year of the alleged discrimination.**  
**For all other cases, complaints must be filed within six months of the alleged discrimination.**

## Office of Human Rights—a Fair Employment Practice Agency

The Equal Employment Opportunity Commission (EEOC) is authorized by statute to use the services of state and local Fair Employment Practice Agencies (FEPA), like the Howard County Office of Human Rights (OHR), to assist in meeting its mandate to enforce Title VII of the Civil Rights Act of 1964 as amended, the Americans with Disabilities Act Amendments Act (ADAAA), and the Age Discrimination in Employment Act (ADEA).

The OHR has been a FEPA designee since 1984. This is quite an honor for OHR and a confirmation of the quality of its investigative abilities. Additionally, EEOC has named the OHR as a “certified acceptance” agency. This means that OHR has consistently met the contractual requirements to EEOC’s satisfaction, and that EEOC accepts OHR’s case decisions.

Pursuant to Congressional mandate and in an effort to establish an integrated system for more expeditious resolution of employment discrimination charges, the EEOC has committed itself to continued development and enhancement of such a system in partnership with FEPAs, such as the OHR.

## 2016 Total Caseload Analysis

The following tables provide a statistical report of the complaints and monetary settlements for the year 2016:

Table 1 - Total Cases Filed with OHR 2014-2016

Table 2 - 2016 Caseload Analysis by Basis

Table 3 - 2016 Monetary Awards Gained through OHR Intervention

Table 4 - Monetary Settlements 2014-2016

Table 5 - 2015-2016 Cases Closed

Table 1: Total Cases Filed with OHR 2014-2016

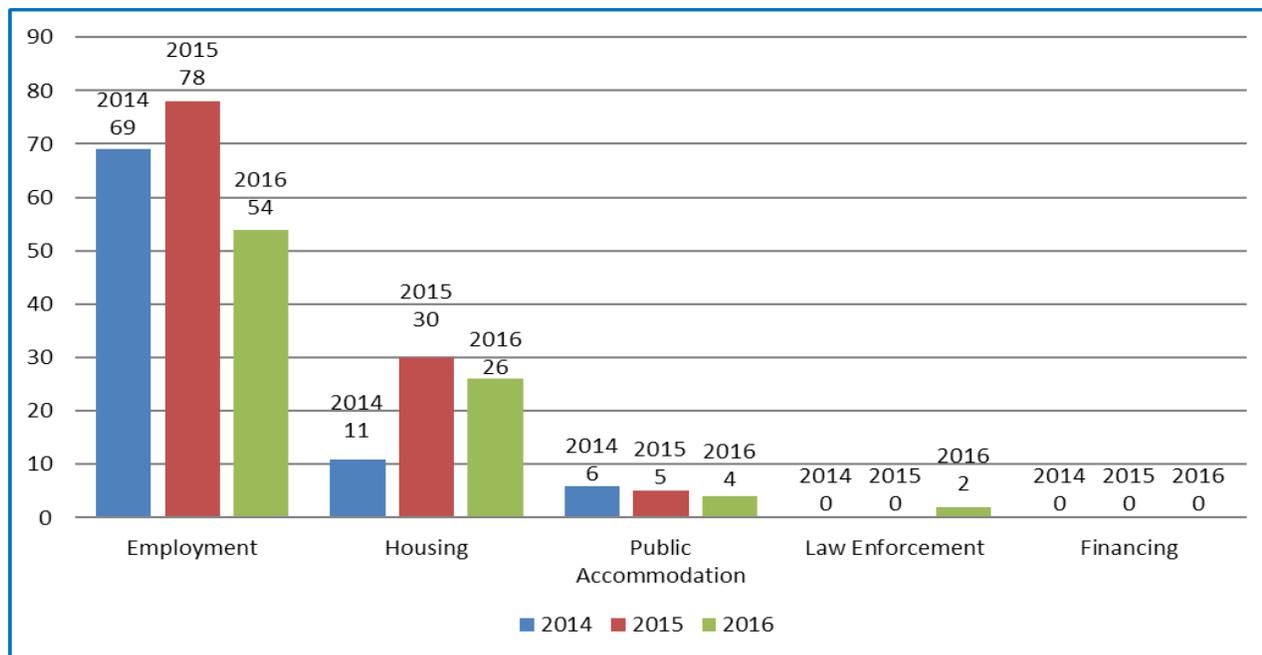


Table 2: 2016 Case Analysis by Basis

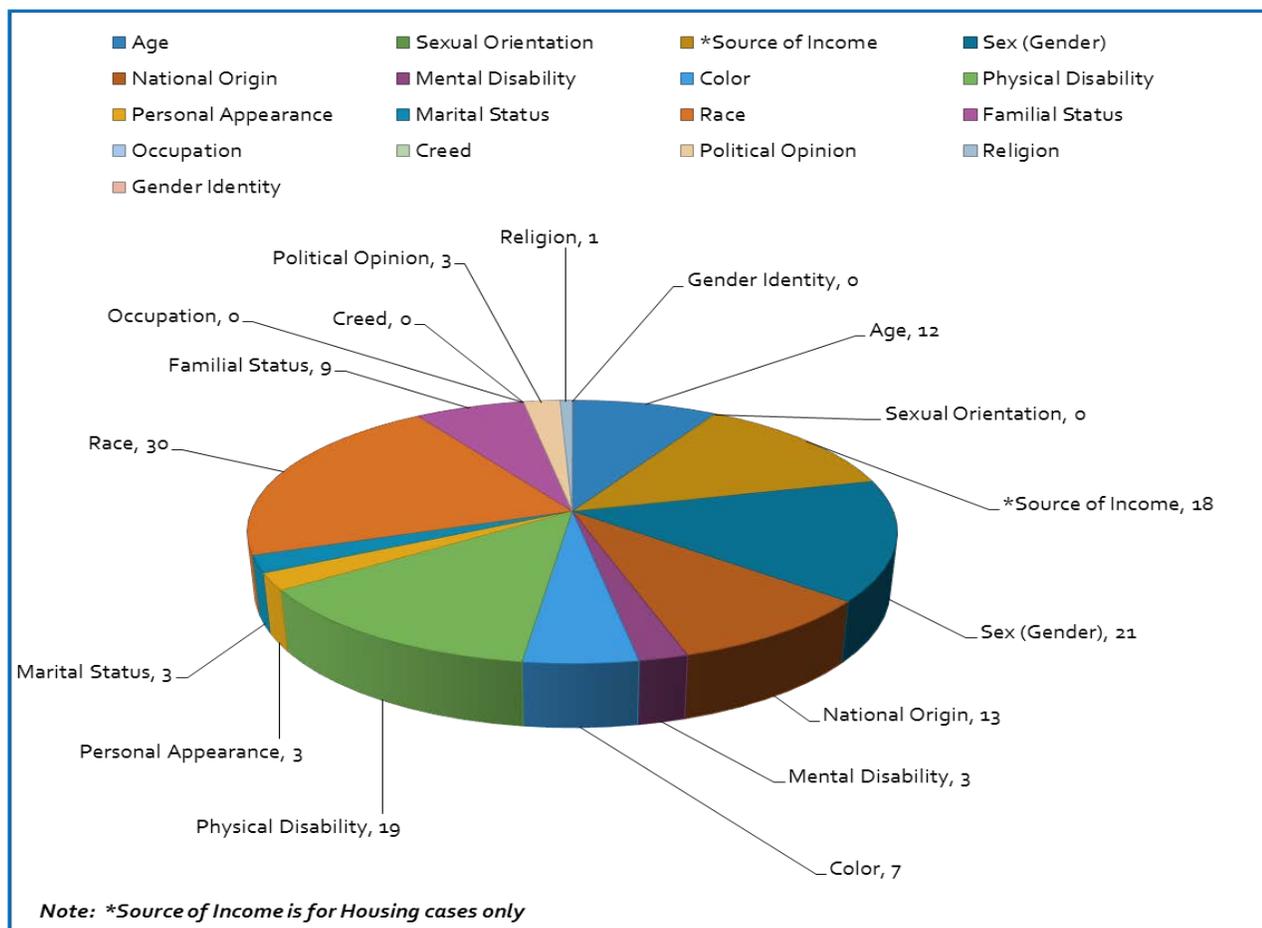


Table 3: 2016 Monetary Awards Gained Through OHR Intervention

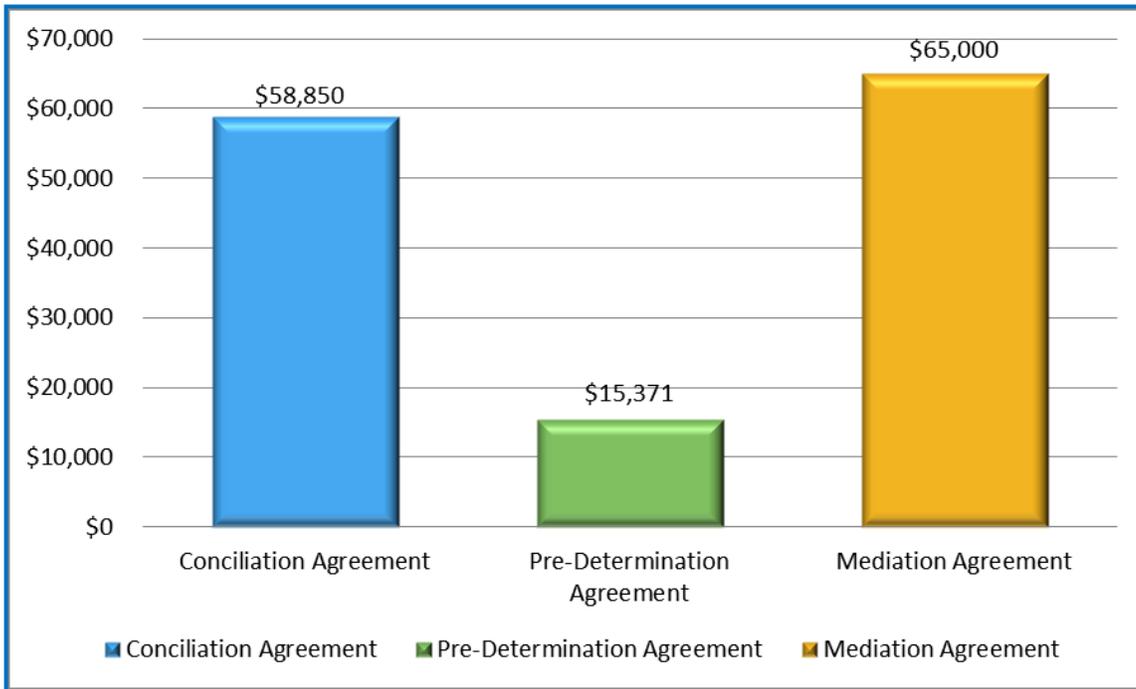


Table 4: Monetary Settlements 2014-2016

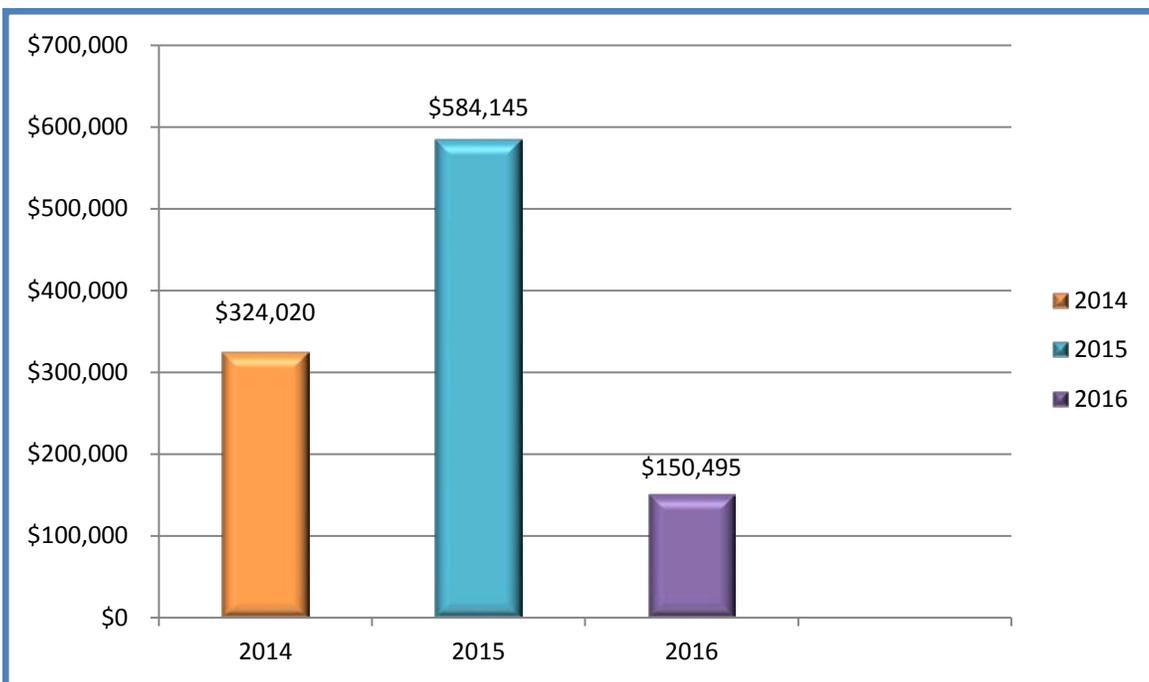
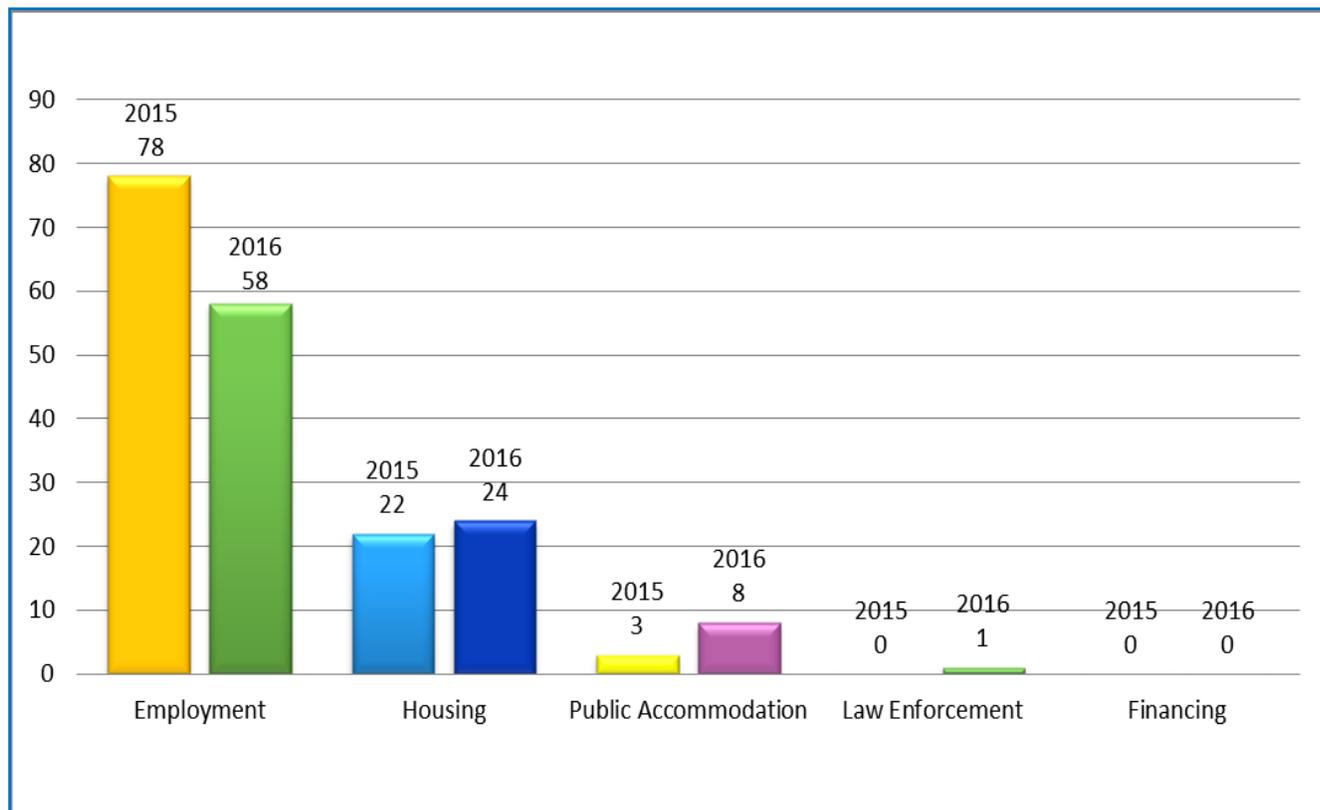


Table 5: 2015-2016 Cases Closed



## Hate-Bias Incidents 2016

A hate-bias incident (HBI) is an act of prejudice, hate or violence directed against individuals, groups or institutions because of race, religion, ethnic background or sexual orientation. HBIs are intended to cause harm and may result in physical injury, emotional injury or property damage.

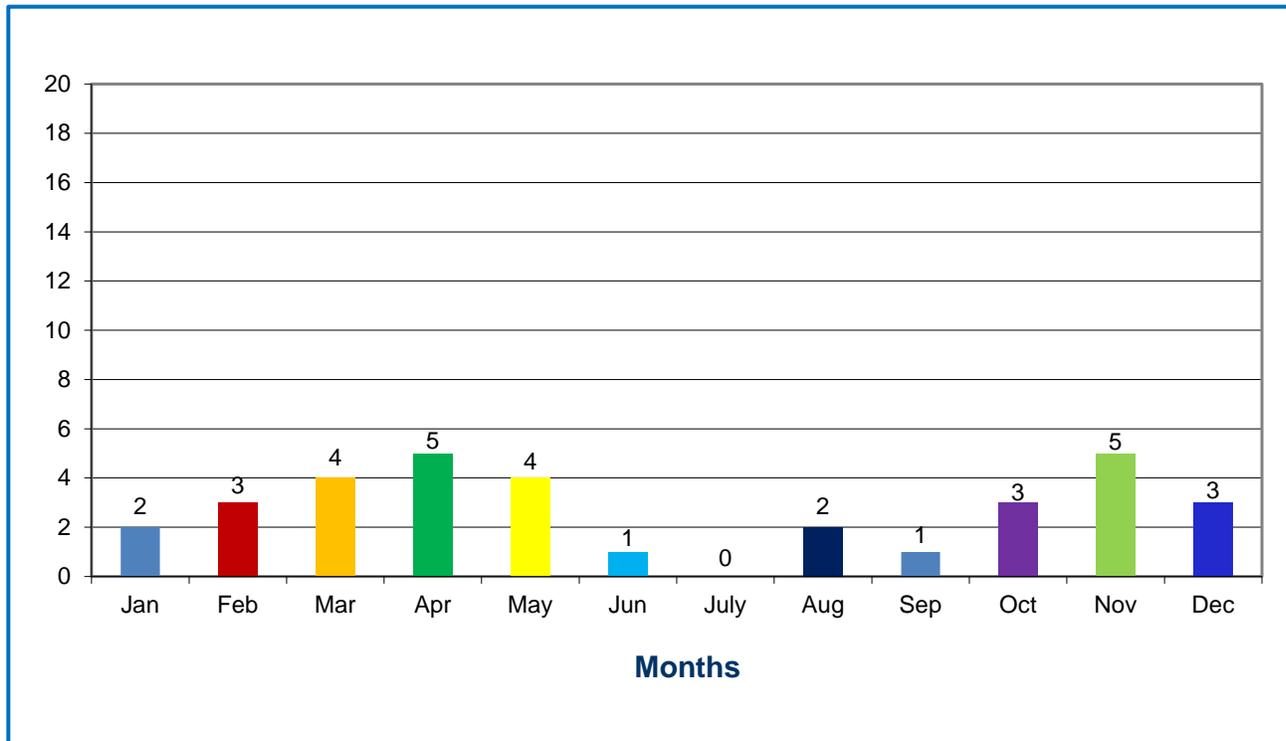
Hate-bias incidents pose a unique danger to society. Such acts affect the fundamental rights of the entire community, not just the immediate victim. These incidents cause tension and may erupt into violence among or between different groups.

Certain types of incidents are crimes and, as with all crimes, the police should be notified. If you think an incident has occurred, call and report it to the Howard County police immediately. You may also call the Office of Human Rights (OHR). It is not necessary for the reporter of an HBI to know whether the act is a crime. The police will determine which laws are involved.

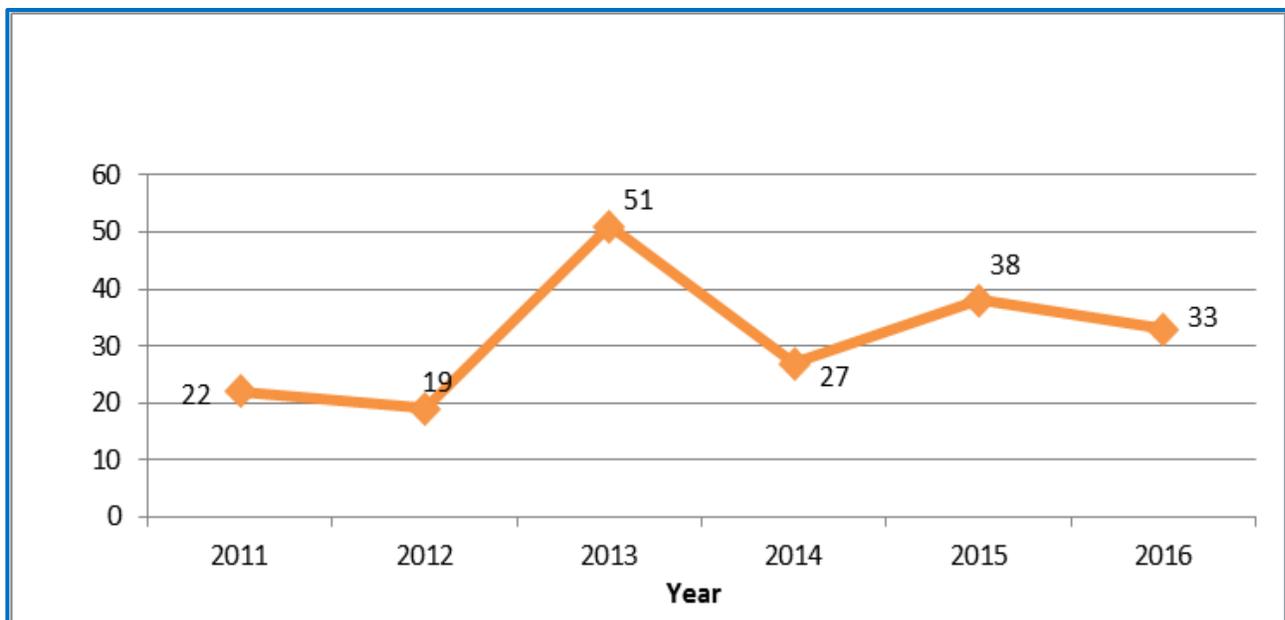
When HBIs are reported, OHR helps to provide assistance to the victim and the community, apprehend those responsible, promote community harmony, and alert local government.

OHR is working closely with the Howard County Police Department to review reports of hate-bias incidents and ensure accurate reporting. The OHR was established in 1975 by the County Executive and County Council and functions pursuant to the Howard County Code, Section 12.200-12.218.

## 2016 Hate-Bias Incidents Initially Reported



## Hate-Bias Incidents Initially Reported 2011-2016



## Outreach & Training Activities by OHR Investigative Staff

- 1. Regional Fair Housing Group:** OHR continues to work closely with this group as we move forward on making advances in civil rights in the area of housing discrimination. This group coordinates outreach and training on fair housing in the region, as well as publication of fair housing brochures in English, Spanish and Korean for use in Anne Arundel, Baltimore, Harford and Howard Counties, and Baltimore City. The group is preparing a new regional Affirmatively Furthering Fair Housing Plan as required by the U.S. Department of Housing and Urban Development (HUD) for counties which receive monies from HUD for housing programs.
- 2. Human Rights Day in Annapolis** was sponsored by the Maryland Association of Human Relations/Rights Agencies (MAHRA) on March 8, 2016. The OHR is a member agency of MAHRA, which serves as a clearing house for sharing civil and human relations/rights, and Equal Employment Opportunity information among the state, local and national human rights commissions and organizations. Annually, the association sponsors a dedicated day to meet and network with members of the Maryland General Assembly, as well as receive updates on current human rights legislation. MAHRA also sponsors annual training of Human Rights Commissioners throughout Maryland.
- 3. Coalition Opposed to Violence and Extremism (COVE)** is an alliance of public and private civil rights, community human relations, law enforcement, advocacy, religious and educational organizations in the Baltimore, Washington, D.C. area. OHR participates providing an employee to serve as an officer for this small group. COVE pursues activities that oppose, resist and eliminate bigotry, prejudice, violence and extremism based on understanding and tolerance among diverse groups in the community. On Friday May 20, 2016, COVE sponsored the forum, "In the aftermath of Freddie Gray: What have we learned and where are we going?" Community members, law enforcement and mental health advocates discussed challenges, lessons learned and best practices for the future of law enforcement and community relations in Maryland. Staff members of OHR work closely with COVE to advance both our understanding and response to hate incidents and crimes in Maryland. COVE meets the first Tuesday of the month to plan and implement these activities, including co-sponsoring Human Rights Day in Annapolis.
- 4. Employment discrimination for small businesses in Howard County, MD:** OHR, along with an attorney from the Equal Employment Opportunity Commission (EEOC) and attorneys from the law firm of Whiteford, Taylor & Preston, provided training for people running small businesses in Howard County on March 7, 2016. Subjects included "Top Ten Employer Mistakes," *Howard County Code* employment discrimination law, discrimination under the Americans with Disabilities Act Amendments Act (ADAAA) and an update on pregnancy discrimination.

## Outreach & Training Activities by OHR Investigative Staff (continued)

**5. 2016 Howard County Police Department (HCPD) in-service training on cultural diversity:**

OHR staff worked with HCPD Officers to plan and implement training for Lateral Class #28 in Hate-Bias Crimes/Incidents on February 8, 2016.

**6. *Come Home to Howard County, the annual housing fair*** sponsored by Howard County Housing and Community Development - On April 9, 2016. OHR provided training in the Housing Class on landlord/tenant relations. This class is a joint training by OHR (fair housing in Howard County), Howard County Office of Consumer Affairs (landlord/tenant law), Howard County Department of Inspection, License and Permits (rental licensing), and the Howard County Housing Commission (housing voucher procedures). This innovative program is a one-stop training where all questions about housing sales and rentals can be addressed. OHR also has a booth and provides information to people seeking housing.

**7. Housing choice voucher (Section 8 voucher) briefings:** OHR Investigative Staff, in cooperation with the Housing Commission, attend all voucher briefings for persons with new vouchers, moving within Howard County, or porting into Howard County. This program informs the voucher holders of their Fair Housing Rights in Howard County. Because Howard County Fair Housing Law includes *Source of Income* as a protected class, persons seeking housing are provided with information about their rights and responsibilities under the law. There are very few other jurisdictions in Maryland which have this protection.

8. OHR provided **six sessions of housing training** to a real estate agency in Howard County covering rental licensing law and rules in Howard County, fair housing in Howard County, housing choice vouchers, and landlord/tenant law.

**9. Housing Stability Workgroup:** OHR's Compliance Officer was invited to join this effort, which grew out of a need to have a community-wide group to address the final phase of the Coordinated System-Housing Stability. OHR has contributed information about the nexus of fair housing issues and our fair housing law in Howard County related to homelessness. The group plans to assist people with staying in permanent housing once they have obtained housing. OHR continues to work with the committee.

## Message from the Human Rights Commission Chair



Dear Howard County Residents,

As I reflect upon 2016, I speak for all my fellow Howard County Human Rights Commission members when I say that it has been an honor to serve you. I thank all Commissioners for your dedication and professionalism. It has been a joy to work with you and the Administrator for the Office of Human Rights, Dr. Barbara Sands.

In 2016, the Commission met monthly to discuss complaints, hear and resolve cases, and determine which community events we could attend and support. We participated in training events and continued to have a visible presence in the community.

In 2017, in addition to our regular duties and responsibilities, the Commission will continue efforts to enhance our community education and engagement. We want all residents and employees of Howard County to know that the Commission is committed to affirming, promoting and protecting the human rights for all residents, citizens and employees of our County. We want those who live and work in Howard County to know where they can find general information about human rights, discrimination, and how human rights are protected in our County.

In 2017, we look forward to addressing new challenges and embracing new opportunities to continue to make Howard County a great place to live and serve.

Humbly submitted,

A handwritten signature in black ink that reads "Rev. Robert Turner". The signature is written in a cursive, flowing style.

Rev. Dr. Robert Turner  
Human Rights Commission, Chair

## Human Rights Commission

The Human Rights Commission, established in 1969, is composed of 11 members and a non-voting member, who is a student under 18 years old. Commissioners live in the county and represent the diversity of Howard County citizens.

The duties and responsibilities of the Commission, as prescribed by law, include recommending a civil rights policy to the County Executive and the County Council concurrently; the authority to make surveys and studies concerning human rights, conditions and problems; and the right to file a complaint when there is reason to believe a pattern or practice of discrimination exists.

### Members of the Human Rights Commission



**REVEREND ROBERT TURNER,  
CHAIR**

Term expires: 3/1/19



**JOAN HASH**

Term expires: 6/1/21



**MOHAMMED SHIRAZ AHMED,  
VICE CHAIR**

Term expires: 3/1/20



**PETER HWANG**

Term expires: 6/1/21



**IVAN R. BENTANCOURT**

Resigned: 7/13/16



**CATHERINE HYDE**

Resigned: 5/19/16



**CHUEN-CHIN BIANCA CHANG**

Term expires: 3/1/20



**TIMOTHY JOHNSON**

Term expired: 3/1/16



**FRANK V. EASTHAM, JR.**

Term expired: 3/1/17



**OPEL T. JONES, I**

Term expires: 3/1/19

## Members of the Human Rights Commission (continued)



**ILENE KESSLER**  
Term expires: 3/1/18



**MISBAH FAROOQI**  
**STUDENT HRC MEMBER**  
Term expires: 6/30/17



**IVETTE LOPEZ**  
Term expired: 3/1/17



**ELI SAUERWALT**  
**STUDENT HRC MEMBER**  
Term expired: 6/30/16



**H. TAYLOR WALLS**  
Term expired: 3/1/16

## 2016 Human Rights Commission Award Recipient

The Howard County Human Rights Commission is pleased to announce that The Mediation and Conflict Resolution Center (MCRC) at Howard Community College was selected as the recipient of the 2016 Human Rights Award. This award is given annually to individuals and/or organizations selected from nominations submitted by the community. The award was presented to the MCRC in June during the annual award program.

The Human Rights Commission Award honors individuals and community organizations for contributions to human rights in Howard County. The purpose of the award is to recognize exemplary citizenship, dedicated leadership and outstanding achievement in eliminating or eradicating discrimination, while advancing human rights for all residents of Howard County.

The Mediation and Conflict Resolution Center (MCRC) is an outstanding resource for Howard County in providing conflict resolution services, mediation, and restorative practices to the community. Additionally, the center offers education and training to many schools, organizations, and the college-wide community. MCRC facilitates "Circles" at schools by bringing groups of students and staff together to solve problems and to reunite the community. Often these "Circles" are in response to specific conflicts between students in which offensive slurs are exchanged. MCRC is a diverse organization of trained volunteer mediators, including several with additional training in restorative practices. MCRC has provided services in Howard County since 1991, and has been located at Howard Community College since 2001.

The 2016 Human Rights Commission Award committee recognizes the time, effort and commitment that MCRC has devoted to supporting citizens of Howard County for many years, and above all, the role that its advocacy and educational initiatives have played in advancing human rights in our county.



*Human Rights Commission Vice Chair Opel T. Jones, I (pictured left) presented the 2016 Human Rights Award to Kathy Rockefeller, Director, Mediation Conflict and Resolution Center (pictured right).*

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## Outreach & Training Activities - Human Rights Commission

### OUTREACH ACTIVITIES CO-SPONSORED/SUPPORTED BY THE HUMAN RIGHTS COMMISSION (HRC):

1. **Annual Human Rights Awards Program** recognized individuals and organizations for their human rights work in Howard County
2. **Annual Dr. Martin Luther King, Jr./Rabbi Abraham Joshua Heschel Interfaith Service** at Beth Shalom
3. **African American Community Roundtable of Howard County, MD** offered programs with the Howard County Public School System
4. **50+ Expo** promoted awareness and benefits for Howard County's aging population (Attendees receive information, free gifts, and learn more about all the services Howard County offers to its citizens)
5. **PFLAG** (Parents, Families and Friends of Lesbians and Gays - <http://pflagmd.org/>) sponsored programs and initiatives
6. **Annual White House National Prayer Breakfast** - Commissioner Frank Eastham facilitated a diversity break-out session at the annual event in February 2016.
7. **Sensitivity Training, "Words that Hurt, Words that Heal"** conducted by Mediation Conflict and Resolution Center (MCRC) facilitator and Former Human Rights Commissioner Timothy Johnson
8. **Multi-meeting conversation on Hate and Bias with HCPSS students** to gather input and address student issues related to bullying, social media, and curriculum development
9. **Youth Conference in Nairobi, Kenya** - Commissioner Frank Eastham conducted training on "Reconciliation" for more than 500 youth as part of this global initiative for students from countries around the world.
10. **Voices for An Inclusive Community Program**, held at Long Reach High School, actively engaged 200+ participants in group discussions, Q & A, and shared collaborative efforts to build trust between the community and law enforcement. (This program was co-sponsored by the Office of Human Rights and the Howard County Police Department.)

## Dr. Martin Luther King, Jr. Holiday Commission

The Howard County Martin Luther King, Jr. Holiday Commission was established by order of the Howard County Executive to “...encourage and coordinate appropriate ceremonies and activities honoring Martin Luther King, Jr...”

The seventeen-member Commission meets once a month at 6751 Columbia Gateway Drive in Columbia, MD to formulate strategies for the annual commemoration of Dr. King in January.

County residents are continually requested to fill Commissioner vacancies and positions on various subcommittees. Commissioners are appointed by the County Executive to serve an initial term of two years.

Persons interested in serving on the Commission should contact the Office of Human Rights at (410) 313-6430.

## MLK Commission Members

**Bessie Bordenave**  
Term expired: 2/2017

**Bert J. Hash, Jr.**  
Term expires: 3/2019

**Sonja Blake Hamada**  
Term expires: 3/2019

**Rev. Rodney Morton**  
Term expires: 3/2019

**Hellaine M. Jeffers**  
Term expires: 3/2019

**Kurt W. Wall**  
Term expires: 3/2019

**Yetta Harper Rogerson**  
Term expires: 3/2019

**Namrata Nagarajan**  
Term expires: 3/2019

**Roberta Kelly**  
Term expires: 3/2019

**Maryam Elhabashy**  
Term expires: 3/2019

**Tracey Williams**  
Term expires: 3/2019

**Jonah Hornum**  
Term expires: 3/2019

**Patricia Thorne**  
Term expires: 3/2019

**Victoria Airapetian**  
Term expires: 3/2019

**Caroline Harper, Ph.D.**  
Term expires: 3/2019

## Dr. Martin Luther King, Jr. Holiday Commission Annual Report

The Commission is charged with preserving the life and legacy of the Rev. Dr. Martin Luther King, Jr. It organizes an annual celebration of Dr. King's life to bring the Howard County community together and focus on Dr. King's legacy. The "Living the Dream Award" recipients are honored along with middle and high school student essay winners. The celebration is followed by a Day of Service across Howard County to realize Dr. King's mission of service to the larger community - *A Day On, Not a Day Off*. The Commission used the theme, "*Dr. Martin Luther King had a dream....what is yours?*" as a guiding force for the work that it was involved in throughout the year.

The 2016-2017 celebration was held on Sunday, January 15, 2017 at Long Reach High School as a youth-based program. The "Living the Dream Award", which recognizes Howard County individuals and organizations modeling the life and legacy of Dr. King, was awarded to We are Hope Works of Howard County, an organization that has been providing critical services to families affected by domestic violence and raising awareness in the community. For 2016-2017, there were more than 100 essay submissions addressing the theme, "*Dr. Martin Luther King had a dream....what is yours?*" The winners were:

- Middle school winners: 1st: Shiva Sharma, Patuxent Valley Middle School; 2nd: Kristina Chao, Folly Quarter Middle School; 3rd: Chloe McGeehan, Folly Quarter Middle School
- High school winners: 1st: Rhiannon Fildebrandt, Marriotts Ridge High School; 2nd: Blake Morris, Mount Hebron High School; 3rd: Briscoe Turner, Mount Hebron High School

The Day of Service, held on Monday, January 16, 2017, was kicked off at the county government's Columbia Gateway Building and at various sites across the county. The activities were coordinated in partnership with the Volunteer Howard, a project of the Columbia Association, and funded in part by the Maryland Governor's Office on Service and Volunteerism. Participants served at the Columbia Gateway Building, the Howard County Food Bank, nursing homes and assisted living places, Neighbor Ride and Days End Farm Horse Rescue.

At the Columbia Gateway Building, volunteers made ornaments and recipe cards for seniors; learned about Hands-Only CPR, Stop the Bleeding Techniques, and volunteer opportunities; and clipped and sorted coupons for our troops stationed overseas. Participating organizations included: Columbia Association Art Center, Howard County Department of Fire & Rescue Services, Volunteer Center Serving Howard County and Success in Style.

## Dr. Martin Luther King, Jr. Holiday Commission Annual Report (continued)

At North Laurel Community Center, volunteers made cards for seniors; learned about Hands-Only CPR, non-violent language techniques and volunteer opportunities; and clipped and sorted coupons (totaling \$12,420.13 in savings) for our troops stationed overseas. Participating organizations included: Columbia Association Art Center, Howard County Department of Fire & Rescue Services, Success in Style, League of Women Voters of Howard County, Volunteer Center Serving Howard County, Mediation and Conflict Resolution Center at Howard Community College, The 6th Branch, and River Hill Community Association.

New this year, a food collection effort on behalf of the Community Action Council (CAC) was held at several grocery stores across Howard County. Volunteers collected food and non-food items – even in blowing wind and freezing temperatures! Smoke alarms were installed in various locations by the Howard County Department of Fire & Rescue Services.

The MLK Holiday Commission wishes to thank all participants, elected officials, county residents, and the Office of Human Rights for supporting this annual program and for the commitment to live the dream of peace, justice and nonviolence.

*\*\*For a full report of the Commission's 2016 activities, please click [here](#)*

*or click on the link on the Commission's web page at*

*[www.howardcountymd.gov/Departments/County-Administration/Human-Rights/Boards-and-Commissions](http://www.howardcountymd.gov/Departments/County-Administration/Human-Rights/Boards-and-Commissions).\*\**



Howard County Office of Human Rights  
and  
Human Rights Commission  
6751 Columbia Gateway Drive  
Columbia, MD 21046

(410) 313-6430 Voice/Relay  
(410) 313-6468 FAX

[www.howardcountymd.gov/Departments/County-Administration/Human-Rights](http://www.howardcountymd.gov/Departments/County-Administration/Human-Rights)