



OFFICE OF EQUITY & INCLUSION COMMUNIQUÉ

Director’s Greetings

Happy New Year! I am pleased to bring you another issue of **OEI COMMUNIQUÉ**.

This year, brings MDSP a *new administration—Governor & Lt. Governor; new leadership—Superintendent of MDSP; new goals—Strategic Plans; new legislation—Maryland General Assembly; new findings—DEI Workgroup Assessment Report* from Morgan State University—a mosaic blueprint of cognizance, communication, equity, inclusion, mediation, possibility, and resolution, all for the betterment of the Department.

There is opportunity in being a part of a work environment where all staff work collaboratively because they know the worth of the contributions of the collective.

In February, MDSP will celebrate **Black History Month** and laud the achievements, contributions, and sacrifices of African Americans who personify service. One of my favorite quotes reads, *“IF YOU CAN’T FLY THEN RUN, IF YOU CAN’T RUN THEN WALK, IF YOU CAN’T WALK THEN CRAWL, BUT WHATEVER YOU DO YOU HAVE TO KEEP MOVING FORWARD.”* ~

Dr. Martin Luther King, Jr.

On February 3, we raise awareness for **Women’s Heart Health**—It’s National ‘Wear **Red** Day’!

Throughout March, **Women’s History Month** is celebrated to commemorate the vital roles of women in American history. Regardless of political affiliation, we all witnessed Acting Superintendent Lt. Colonel Dalaine Brady descend the blue steps to escort Maryland’s 1st Family on Inauguration Day—a pivotal moment for womankind. One of my favorite quotes that embodies female empowerment reads, *“SHE BELIEVED SHE COULD, SO SHE DID.”* ~ R.S. Gray

Forward we go, MSP! Let’s go inside...

Yours in Public Service,

Gail V. Tucker

Director, Office of Equity & Inclusion



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Just the Facts

BACK COVER

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The EEO investigation process begins with the filing of MSP Form 51. It is designed to help MDSP employees, sworn and civilian, detail their alleged discrimination or harassment complaint with the Office of Equity and Inclusion [OEI]. Revisions to MSP Form 51 include: "Victim" replaced with Complainant and "Accused" replaced with Respondent. Also, added on the MSP Form 51 are: Terms and Conditions and Constructive Discharge and Discipline.

The *initial* burden of proof in an EEO complaint is on the Complainant, it then shifts to the Respondent. To establish a *prima facie case* (cause of action justifying a probable cause finding in his/her favor) of retaliation under Title VII and the ADA, a Complainant MUST show that:

- (1) they engaged in a protected activity;
- (2) they experienced an adverse employment action following the protected activity; and
- (3) a causal link exists between protected activity and the adverse employment action. In addition, the Complainant MUST demonstrate that the activity was the "but for" cause of the adverse employment action.

Once the Complainant establishes a prima facie case, the burden shifts to the Respondent to articulate a legitimate, non-retaliatory, reason for the adverse employment action.

POINT OF CLARITY: A protected activity does NOT mean a complainant may NOT be disciplined for violating any MDSP policies.

"Leadership should always protect the team, not individuals." ~ Paul Butler, Leadership & Team-work Trainer.

At Your Service,

Atto Commey

Atto Commey, J.D.

Deputy Director, Office of Equity & Inclusion

OFFICE OF EQUITY AND INCLUSION will...

- Investigate EEO complaints with autonomy
- Treat respondents & witnesses with respect
- Base decisions on preponderance of evidence
- Remain impartial / exercise discretion
- Mediate whenever possible
- Explain the Elements of Proof
- Review all personnel actions per SPP §5-207(D) for compliance and equity

OFFICE OF EQUITY AND INCLUSION will not...

- Interrogate respondents
- Render conclusions based on hypothesis
- Deviate from EEO laws & statutes
- Share case files with other divisions
- Acknowledge complainants in public forums
- Notify supervisors / commanders unless named in the complaint
- Compromise its integrity



MARYLAND DEPARTMENT OF STATE POLICE Diversity, Equity, and Inclusion Research Project / Workforce Assessment **COMMUNITY CALL TO ACTION**

During the 2021 session, the Maryland General Assembly expressed concerns about racial insensitivity and lack of diversity among the Maryland Department of State Police (MDSP) workforce. This language directed MDSP to develop a diversity study group to develop an action plan to address these concerns and produce findings.

The MDSP recognizes that its reputation and credibility are associated with the training and education of employees, and fair hiring and personnel practices. Furthermore, it is a desired goal of the MDSP to take all necessary actions to promote diversity within its sworn and civilian ranks.

In May 2022, the Office of Equity and Inclusion (OEI) partnered with Morgan State University for the Maryland State Police 'Diversity, Equity, and Inclusion Research Project and Workforce Assessment' Study. In-person moderated focus groups of internal MDSP employees (Phase I) and external community stakeholders (Phase II) were designed to provide an insightful understanding of the MDSP DEI culture.

Phase II of the MDSP DEI initiative explores the communities' attitudes, perceptions, opinions, engagement, and beliefs about their sense of inclusion, representation, and value relative to diversity, equity, and inclusion throughout the state. Community stakeholders will assist MDSP in examining actions, behaviors, and policies counterproductive to its vision and future regarding DEI. Findings will be used to make recommendations and assess workplace culture, community involvement, and the necessary adjustments to MDSP policies, procedures, and operational practices.

The external partnerships or community stakeholders will comprise 8 to 10 participants per region. Below is the projected timeline—**CALL TO ACTION**—for focus groups:

FEBRUARY 2023

Central/Northern Region: Howard, Carroll, Baltimore, Harford, and Cecil counties on **Saturday, February 18, 2023**

Southern Region (and Washington Metro): Montgomery, Prince George's, Anne Arundel, Charles, Calvert, and St. Mary's counties on **Saturday, February 25, 2023**

MARCH 2023

Eastern Region: Wicomico, Caroline, Dorchester, Talbot, Kent, Queen Anne's, Worcester, and Somerset counties.

APRIL 2023

Western Region: Frederick, Washington, Allegany, and Garrett counties.

Participation in the Diversity, Equity, and Inclusion (DEI) Research Project/Workforce Assessment Study is strictly confidential and voluntary. Any information shared with the MSU research team will be kept private and will not be shared with the MDSP. This is an opportunity to make a difference in your community by participating in this vital initiative. Thank you.

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Diversity Calendar of Events

JANUARY Diversity Events

Slavery and Human Trafficking Awareness Month

- 1/1 – Emancipation Proclamation (Black American): on this day in 1863, President Lincoln declared all persons held as slaves would be free
- 1/4 – World Braille Day—Birthday of Louis Braille (People with Disabilities): French educator Louis Braille created a system of reading and writing for those who are visually impaired. His system, known worldwide as “braille,” remains largely unchanged today
- 1/6 – Feast of the Epiphany (Christian): a feast day that celebrates the relevance of God incarnate as Jesus Christ
- 1/14 – Makar Sankranti (Hindu): a festival in the Hindu faith that is dedicated to the Hindu religious sun god Surya
- 1/16 – Martin Luther King Jr. Day (Black American): MLK Jr. was a Baptist minister and activist, revered as one of the great leaders of the American civil rights movement
- 1/27 – International Day of Commemoration in Memory of Victims of the Holocaust (United Nations): commemorates the approximately 6 million Jewish men, women and children murdered during World War II

FEBRUARY Diversity & Inclusion Events

Black History Month celebrates African American History. February was chosen because Abraham Lincoln and Frederick Douglass, two men prominent in eliminating slavery, were both born in February

- 2/1 – Chinese New Year: festival that celebrates the beginning of a new year in the traditional lunisolar Chinese calendar
- 2/14 – Birthday of Frederick Douglass (Black American): well-known American social reformer and abolitionist, Douglass escaped slavery and became a prominent activist during the Civil War
- 2/15 – Nirvana Day (Buddhist): also known as Parinirvana, this annual festival remembers the death of the Buddha after he reached Nirvana
- 2/15 – Birthday of Susan B. Anthony (Women): one of the most visible leaders of the women’s suffrage movement. She championed temperance, abolition, rights of labor, and equal pay for equal work

MARCH Diversity Events

Women’s History Month honors the vital role of women in American history

- 3/2 – Ash Wednesday (Christian): a day of prayer and fasting, Ash Wednesday begins the season of Lent
- 3/3 – Employee Appreciation Day
- 3/8 – International Women’s Day: celebrates the various (social, economic, cultural, political) achievements of women
- 3/10 – Birthday of Harriet Tubman (Black American): abolitionist and activist, best known for her role on the Underground Railroad
- 3/15 – Equal Pay Day
- 3/17 – St. Patrick’s Day (Irish): Feast of Saint Patrick, a cultural and religious celebration held around the world
- 3/21 – International Day for the Elimination of Racial Discrimination (United Nations): after an incident in which police killed 69 people in South Africa in 1960, the UN created this event to call for elimination of racial discrimination
- 3/25 – Maryland Day
- 3/31 – International Transgender Day of Visibility

APRIL Equality & Diversity Events

Celebrate Diversity Month

- 4/2 – World Autism Awareness Day (People with Disabilities): A day that seeks to improve the lives of those who suffer from autism
- 4/2 – Ramadan (Islamic): The first day of Islam’s sacred month in which Muslims abstain from eating and drinking from dawn until dusk
- 4/5 – Passover (Jewish): start of Jewish holiday honoring the freeing of Israeli slaves
- 4/9 – Easter Sunday
- 4/22 – Earth Day (International): celebrates the planet we live on, observed internationally in more than 192 countries

EEOC AND FASHION RETAILERS CONCILIATE PREGNANCY BIAS CHARGE

Social Media Manager Fired Due to Pregnancy Discrimination, Federal Agency Alleges

FOR IMMEDIATE RELEASE: Dec. 21, 2022

HAYDEN, Idaho – Fashion retailers Sage Boutique, LLC, and Just Because - Washington, LLC, located in Hayden, Idaho, and Newport, Washington, respectively, have agreed to pay a former, at will, employee \$37,000 and furnish other relief to resolve a discrimination charge filed by the U.S. Equal Employment Opportunity Commission (EEOC).

Following a federal investigation by the agency’s Seattle Field Office, the EEOC found reasonable cause to believe the social media manager had been fired due to concerns for her “postpartum reliability” and despite a positive record of performance and attendance prior to her pregnancy. Title VII of the Civil Rights Act of 1964, as amended by the Pregnancy Discrimination Act, prohibits discrimination against employees because of pregnancy.

Under federal law, it is illegal for employers to make employment decisions based on stereotypes that assume a pregnant employee’s job performance will simply decline after the child is born. At-Will status does not provide cover for unlawful termination.

MCDONALD’S FRANCHISE TO PAY NEARLY \$2 MILLION TO SETTLE EEOC SEXUAL HARASSMENT LAWSUIT

Fast-Food Franchise Resolves Sex Harassment Case Involving Young Employees Spanning Three States

FOR IMMEDIATE RELEASE: January 6, 2023

LAS VEGAS – AMTCR, Inc., AMTCR Nevada, Inc., and AMTCR California, LLC (AMTCR), a Kingman, Arizona headquartered franchise owner operating approximately 18 McDonald’s restaurants in Nevada, Arizona and California, will pay \$1,997,500 to resolve a sexual harassment lawsuit filed by the U.S. Equal Employment Opportunity Commission (EEOC).

According to the lawsuit, since at least 2017, AMTCR knew about sexual harassment and allowed it to continue, unabated, by supervisors, managers, and coworkers at various of its McDonald’s restaurants. The harassing conduct, which was mainly directed at young, teenage employees, included frequent unwanted touching, offensive comments, unwelcome sexual advances, and intimidation. As AMTCR failed to adequately address the complaints of sexual harassment, many workers found the working conditions so intolerable that they had no choice but to quit.

Such alleged conduct violates Title VII of the Civil Rights Act of 1964 which prohibits sexual harassment in the workplace. The EEOC filed suit in U.S. District Court for Nevada (EEOC v. AMTCR, Inc., et. al., Case No: 2:21-cv-01808), after first attempting to reach a pre-litigation settlement through its conciliation process.

In addition to the monetary relief, AMTCR has agreed to provide significant, franchise-wide injunctive relief aimed at preventing discrimination and harassment in the workplace. AMTCR has agreed to retain an outside third-party EEO monitor who will conduct internal audits of AMTCR’s practices in handling harassment and retaliation complaints; establish a centralized tracking system for discrimination, harassment, and retaliation complaints; and ensure accountability and appropriate disciplinary action occur. AMTCR has also agreed to conduct climate surveys within the workplace, update policies and procedures regarding discrimination, harassment, and retaliation, and conduct training. Individuals who believe they were sexually harassed or otherwise discriminated against because of sex while working at AMTCR at any time during the period January 1, 2017, through January 5, 2023, may be entitled to monetary relief by submitting a claim.

To learn more about sexual harassment, visit the EEOC’s website at: <https://www.eeoc.gov/sexual-harassment>.

10 REASONS TO MEDIATE

MEDIATION IS FREE

The State of Maryland's Mediation Program is available at no cost to the parties.

MEDIATION IS FAIR AND NEUTRAL

Parties have an equal say in the process and they, not the mediator, decide the terms of the settlement. There is no determination of guilt or innocence in the process.

MEDIATION SAVES TIME AND MONEY

Mediation usually occurs early in the charge process, and many mediations are completed in one meeting. Legal or other representation is optional but not required.

MEDIATION IS CONFIDENTIAL

All parties sign a confidentiality agreement. Information disclosed during mediation will not be revealed to anyone, including investigative or legal staff.

MEDIATION AVOIDS LITIGATION

Mediation costs less than a lawsuit and avoids the uncertainty of a judicial outcome.

MEDIATION FOSTERS COOPERATION

Mediation fosters a problem-solving approach to complaints and workplace disruptions are reduced. With an investigation, even if the charge is dismissed, underlying problems may remain, affecting others in the workforce.

MEDIATION IMPROVES COMMUNICATION

Mediation provides a neutral and confidential setting in which the parties can openly discuss their views on the underlying dispute. Enhanced communication can lead to mutually satisfactory resolutions.

MEDIATION MAY HELP TO DISCOVER THE REAL ISSUES IN YOUR WORKPLACE

Parties share information, which can lead to a better understanding of issues affecting the workplace.

MEDIATION ALLOWS YOU TO DESIGN YOUR OWN SOLUTION

A neutral third party assists the parties in reaching a voluntary, mutually beneficial resolution. Mediation can resolve all issues important to the parties, not just the underlying legal dispute.

WITH MEDIATION...EVERYONE WINS

* An independent survey showed 96% of all respondents and 91% of all charging parties who used mediation would use it again.

* *The U.S. Equal Employment Opportunity Commission – Meetings of the Commission*

FOR IMMEDIATE RELEASE: January 6, 2023

Health Care Provider Failed to Hire and Provide Reasonable Accommodation to Qualified Deaf Applicant for Hospital Greeter Position, Federal Agency Charged

MINNEAPOLIS – North Memorial Health, a health care provider that operates two hospitals and 26 specialty and primary care clinics, urgent and emergency care facilities and medical transportation services throughout the Twin Cities metropolitan area, will pay \$180,000 and provide other relief to settle a disability discrimination lawsuit filed by the U.S. Equal Employment Opportunity Commission (EEOC), the federal agency announced today.

According to the EEOC’s lawsuit, in July 2020, North Memorial Health failed to hire an applicant who is deaf for a greeter position because of her disability and failed to provide her a reasonable accommodation. The applicant was qualified for the position and could perform the essential functions of the job which included greeting visitors, applying COVID-19 masking standards and policies, giving directions and keeping the area tidy and welcoming, violated the Americans with Disabilities Act of 1990 (ADA), as amended, which requires the accommodation of employees’ and applicants’ disabilities and prohibits firing or refusing to hire an applicant due to their disability. The EEOC filed suit in the U.S. District Court for the District of Minnesota (*Equal Employment Opportunity Commission v. North Memorial Health*, Civil Action No. 22-cv-777 (NEB/TNL)) after first attempting to reach a pre-litigation settlement through its conciliation process.

In addition to the \$180,000 in monetary relief, the two-year consent decree settling the suit requires North Memorial Health to revise its policies to state it will apply its disability anti-discrimination and reasonable accommodation policies to all applicants and employees hired to work at North Memorial Health, whether they are hired by North Memorial directly or through a staffing firm. The decree also requires North Memorial Health to include in all new contracts with staffing firms that provide contract or temporary workers, a provision that North Memorial Health will engage in the ADA interactive process when informed that an applicant or employee has requested an accommodation, and North Memorial will provide a reasonable accommodation unless doing so would result in an undue hardship or direct threat. North Memorial Health is also required to submit to the EEOC reports of complaints of failure to hire and failure to accommodate based on disability. North Memorial Health will also provide training to employees involved in the hiring process.

The consent decree’s requirement of training for managers and supervisors, involved in hiring decisions, on the ADA’s provisions against discrimination is critical to eliminating discrimination against disabled applicants.

FOR IMMEDIATE RELEASE: January 24, 2023

UPDATED EEOC RESOURCE EXPLAINS ADA REQUIREMENTS FOR INDIVIDUALS WITH HEARING DISABILITIES IN THE WORKPLACE *Includes Information on Discrimination Against Job Applicants*

WASHINGTON – The U.S. Equal Employment Opportunity Commission (EEOC) today released an updated resource document, [“Hearing Disabilities in the Workplace and the Americans with Disabilities Act,”](#) explaining how the Americans with Disabilities Act (ADA) applies to job applicants and employees who are deaf or hard of hearing or have other hearing conditions.

The document outlines how certain pre- and post-job offer disability-related questions can violate the ADA, describes easy-to-access technologies that can make providing a reasonable accommodation for a hearing disability free or low-cost, addresses employer concerns about safety, and shares realistic scenarios of potential discrimination. In addition to adding information about discrimination against job applicants, the updated document provides new or updated examples that reflect available technologies.

“Employers have a legal responsibility to create fair workplaces for all employees and job applicants who need reasonable accommodations,” said EEOC Chair Charlotte A. Burrows. “The practical questions and answers and realistic scenarios in this updated document will help educate employers on those responsibilities and employees about their rights.”

The EEOC advances opportunity in the workplace by enforcing federal laws prohibiting employment discrimination. More information is available at www.eeoc.gov.

EMPLOYEE ASSISTANCE PROGRAM

The **Employee Assistance Program** is a work-based program offered to employees that provides access to voluntary and confidential services to address employees' mental health and physical well-being stemming from personal and/or work-related concerns—including stress, financial issues, legal issues, familial problems, workplace conflicts, and alcohol and substance abuse disorders.

The MDSP recognizes that staff may experience work-related problems which could contribute to the decline of employee morale and performance. The OEI Director serves as the Employee Assistance Officer (EAO) with duties including, but not limited to providing information, confidential assistance, and medical or psychological referral services to sworn and civilian staff in need.

The EAO will not interfere with the normal disciplinary process, or PEP and PIP processes. The EAO responds timely to all requests for employee assistance. Further, information revealed by an employee to the EAO will remain confidential and may only be released: in accordance with statute or judicial order; with the employee's consent; if the employee threatens to or has inflicted harm to themselves or another person; or if the employee admits to engaging in criminal activity.

The EAO does not testify at administrative proceedings against employees of the MDSP who seek assistance. The EAO has full access to all employees and their records in the performance of his/her duties.

The mental and physical well-being of every employee is a priority for the MDSP. Referrals may come by way of *Supervisor—Self-Referrals—Medical or Psychological Referrals*.

NOTE—When a supervisor initiates a referral, they will only be advised whether the employee has kept their appointment with the EAO and whether they were referred to the Psychological Services Program (PSP) - NO OTHER INFORMATION WILL BE DISCLOSED.

SEXUAL HARASSMENT PREVENTION TRAINING

In compliance with HB1423, MDSP is mandated to facilitate an 2-hour **Sexual Harassment Prevention Training** (SHPT) to all new hires within the first six months of employment, and every two years thereafter for sworn and civilian personnel.

NEW— The Office of Equity and Inclusion (OEI) will commence in-service (classroom) SHPT on Thursday mornings from 0800—1000 hours beginning March 2 thru Nov 16, 2023 at the Education and Training Division, Professional Development Section, located at 6852 4th Street, Sykesville, 21784.

IN PROGRESS—OEI is in the planning stage/logistics for securing (classroom) SHPT dates for MDSP civilian personnel. OEI is producing **Words Matter—Sensitivity Training** for all MSP personnel.

2023 HUMAN RIGHTS DAY IN ANNAPOLIS

Sponsored by
**THE MARYLAND ASSOCIATION OF HUMAN RELATIONS/
HUMAN RIGHTS AGENCIES (MAHRA)**

Maryland Civil Rights Commission, Anne Arundel County Human Relations Commission, City of Annapolis Human Relations Commission, Baltimore City Office of Civil Rights & Wage Enforcement, Baltimore County Human Relations Commission, City of Cumberland Human Relations Commission, Frederick County Human Relations Commission, Harford County Human Relations Commission, Howard County Office of Human Rights, Montgomery County Office of Human Rights, Prince George's County Human Relations Commission, and the Coalition Opposed to Violence and Extremism

FRIDAY, FEBRUARY 17th
8:30 a.m. to 12:30 p.m.
Historic Inns of Annapolis
Governor Calvert House
58 State Cir
Annapolis, MD 21401

Featuring Legislative Updates, Legislator Check-Ins, Panel Discussions & Civil and Human Rights Speakers

To register, click on the link [HERE](#).
For more information contact Gerald Ford at geraldt.ford@maryland.gov, or call 410-767-8576.

SPACE IS LIMITED

This event is free & open to the public. A continental breakfast will be provided to all registrants.

EMPLOYMENT LAW AND COMPLIANCE CONFERENCE

Hosted by: Society for Human Resource Management (SHRM) In person (Washington DC) or Virtual
February 26 - February 28, 2023
To register visit: <https://conferences.shrm.org/elcc>

EEOC **"KNOW YOUR RIGHTS: WORKPLACE DISCRIMINATION IS ILLEGAL" POSTER** (REV. 10/22)

RESOURCES

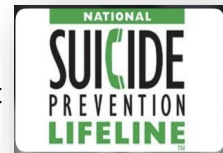
MARYLAND DEPARTMENT OF DISABILITIES)
<http://mdod.maryland.gov/Pages/Home.aspx>

EMPLOYEE ASSISTANCE PROGRAM (EAP)
<http://www.dbm.maryland.gov/employees/Pages/EAP.aspx>

MARYLAND COMMISSION ON CIVIL RIGHTS (MCCR)
<http://mccr.maryland.gov/>

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
<http://www.eeoc.gov/>

SUICIDE & CRISIS LIFELINE—Lifeline 9-8-8 has been designated as the *new* three-digit dialing code that will route callers to the **National Suicide Prevention Lifeline**. This *shortened dialing code* is available to everyone across the U.S. seeking support for suicidal, mental health, and substance use crisis—call or text any time of day.



IMAGINE A CAREER AS A MARYLAND STATE TROOPER | AVIATION COMMAND | CADET PROGRAM
<https://mdsp.maryland.gov/careers/pages/statetrooper.aspx>

MDSP's Fair Practices Officer | EEO Officer | ADA Coordinator:

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SPOTLIGHT!

The evening of November 29, 2022 culminated when the **National Organization of Retired State Troopers (NORST)** recognized members of the Maryland Department of State Police (MDSP) and Ret. Colonel Woodrow W. Jones III for their commitment to cultural diversity advancement. The goal of the project is to collect and preserve the accomplishments and historical moments celebrated by African American and minority state troopers.

The staff of the Office of Equity and Inclusion (OEI), in attendance, share sentiments made by Ret. Colonel Jones to help ensure the MDSP family continues to thrive and function in a cohesive way and to make a conscious effort to know each other, respect each other, and understand the perspective each of us, sworn and civilian, bring to the Department.

Patrick J. O'Guinn, Sr. Esq., Cultural Research Historian for MAAST Project;
Ret. Colonel Woodrow Jones III; Ret. Sgt. David Washington, President NORST, Inc.



Ret. Lt. Colonel Roland Butler;
OEI Director Gail Tucker; OEI Deputy Director Atto Commey



Patrick J. O'Guinn, Sr., Esq.; Lt. Col. Dalaine Brady, Acting Superintendent; Ret. Sgt. David Washington, Pres. NORST, Inc.; Dave Iden; Francis Campbell; Maj. Tawn Gregory; Jake Gelvar; Amy Hager; Ret. Colonel Jones



Ret. Colonel Jones; OEI Director Gail Tucker;
OEI Deputy Director Atto Commey



Patrick J. O'Guinn, Sr. Esq.; MSP Lt Ernie Jenkins; Ret. MSP Sgt. David Washington, President NORST, Inc.



Chief of Staff James Hock; OEI Director Gail Tucker;
OEI Deputy Director Atto Commey

MDSP's relationship with NORST began in 2016 when then Col. William Pallozzi, requested Support Services Bureau Chief, Lt. Col. Dalaine Brady, honor the life and legacy of our first African American Trooper, Capt. Milton Taylor. While researching the life of Capt. Taylor, Lt. Col. Brady met members of NORST. The NORST historical project and the MDSP Museum project share a common goal and purpose—to celebrate the life and service of Maryland's Finest. The NORST project recognizes core values of MDSP and pays tribute to the dedication and commitment to serve the citizens of Maryland since 1957. NORST also supports MDSP in its efforts to attract highly-qualified African American men and women, sworn and civilian, to the Department.

Have you contributed to equity-inclusion-emotional support initiatives for the betterment of MDSP? Let us **SPOTLIGHT you in an upcoming Issue of **OEI COMMUNIQUÉ****

BLACK HISTORY

MISSION of the OEI

The Office of Equity and Inclusion (OEI) was created by mandate from the MD General Assembly in 1995.

Our mission is to ensure MDSP's compliance with the Governor's Code of Fair Employment Practices and various Federal and State laws, policies and procedures prohibiting discrimination, harassment and retaliation in all aspects of employment, with autonomy, as well as to create a work environment that reflects equity, inclusiveness, and belonging.



Wes Moore, Maryland's 63rd and first Black governor, punctuated his inauguration with references to Black history that included acknowledgement of enslaved people who once arrived by ship near the State House, and fostering new initiatives focused on service and civic innovation.

Ketanji Brown Jackson was sworn in June 2022, and the first Black woman to serve as a justice on the Supreme Court of the United States .

Bea Gaddy, who succumbed to Cancer in 2001, was a former Baltimore City Councilwoman; however, her legacy lives on with annual Thanksgiving dinners that feed thousands of Maryland families in need of nourishing holiday meals.

Benjamin Banneker, who resided in Maryland, taught himself astronomy and math to become America's first known African American Man of Science.

The ban on interracial marriage in the U.S. was overturned due to one couple in 1967, **Richard & Mildred Loving**, from Virginia.

Parren J. Mitchell became the first Black man from Maryland elected to the U.S. Congress. He served from 1971-1987.

Madam C.J. Walker was a Black entrepreneur who became America's first female self-made millionaire—specializing in beauty and haircare.

MARYLAND DEPARTMENT OF STATE POLICE

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Acting Superintendent



Wes Moore
Governor

Aruna Miller
Lt. Governor

NEXT ISSUE—WOMEN'S HISTORY SPECIAL EDITION—MARCH 2023