

OHR | HIGHLIGHTS OF FISCAL YEAR 2017

RACE COLOR RE-
LIGION NATIONAL
ORIGIN SEX AGE
MARITAL STATUS
PERSONAL AP-
PEARANCE
SEXUAL ORIENTA-
TION GENDER
IDENTITY FAMILY
RESPONSIBILITIES
POLITICAL AFFILI-
ATION DISABILITY
MARTICULATION
FAMILIAL STATUS
GENETIC INFOR-
MATION SOURCE
OF INCOME PLACE
OF RESIDENCE OR
BUSINESS STATUS
OF VICTIM OF AN

RACE
COLOR RELIGION NATION-
AL ORIGIN SEX AGE MARITAL STATUS
PERSONAL APPEARANCE SEXUAL ORIENTA-
TION GENDER IDENTITY FAMILY RESPONSIBILI-
TIES POLITICAL AFFILIATION DISABILITY MARTICULA-
TION FAMILIAL STATUS GENETIC INFORMATION SOURCE
OF INCOME PLACE OF RESIDENCE OR BUSINESS STATUS OF
VICTIM OF AN INTRAFAMILY OFFENSE CREDIT
INFORMATION
RACE COLOR RELIGION NATIONAL ORIGIN SEX AGE MARITAL
STATUS PERSONAL APPEARANCE SEXUAL ORIENTA-
TION GENDER IDENTITY FAMILY RESPONSIBILITIES
POLITICAL AFFILIATION DISABILITY MARTICULATION
FAMILIAL STATUS GENETIC INFORMATION SOURCE
OF INCOME PLACE OF RESIDENCE OR BUSINESS STATUS
OF VICTIM OF AN INTRAFAMILY OFFENSE CREDIT
INFORMATION

STILL **STANDING** STRONG

MARITAL STATUS PERSONAL APPEARANCE SEXUAL ORIENTATION GENDER IDEN-
TITY FAMILY RESPONSIBILITIES POLITICAL AFFILIATION DISABILITY MARTICU-
LATION FAMILIAL STATUS GENETIC INFORMATION SOURCE OF INCOME PLACE OF
RESIDENCE OR BUSINESS STATUS OF VICTIM OF AN INTRAFAMILY OFFENSE CREDIT

INFORMATION
RACE COLOR RE-
LIGION NATIONAL
ORIGIN SEX AGE
MARITAL STATUS
PERSONAL AP-
PEARANCE
SEXUAL ORIENTA-
TION GENDER
IDENTITY FAMILY
RESPONSIBILITIES

TION SOURCE OF IN-
OF VICTIM OF AN IN-
COLOR RELIGION ?
SONAL APPEARANCE
FAMILY RESPONSIBILITIES
MARTICULATION FAMILIAL STATUS
SOURCE OF INCOME PLACE OF RESIDENCE OR BUSINESS STATUS
OF VICTIM OF AN INTRAFAMILY OFFENSE CREDIT
INFORMATION
RACE COLOR RELIGION NATIONAL ORIGIN SEX AGE MARITAL
STATUS PERSONAL APPEARANCE SEXUAL ORIENTATION
GENDER IDENTITY FAMILY RESPONSIBILITIES POLITICAL
AFFILIATION DISABILITY MARTICULATION
FAMILIAL STATUS GENETIC INFORMATION
SOURCE OF INCOME PLACE OF RESIDENCE OR BUSINESS STATUS
OF VICTIM OF AN INTRAFAMILY OFFENSE CREDIT
INFORMATION

R BUSINESS STATUS
FORMATION RACE
RITAL STATUS PER-
GENDER IDENTITY
ATION DISABILITY
TIC INFORMATION
OR BUSINESS STATUS
OF VICTIM OF AN INTRAFAMILY OFFENSE CREDIT
INFORMATION
RACE COLOR RELIGION NATIONAL ORIGIN SEX AGE MARITAL
STATUS PERSONAL APPEARANCE SEXUAL ORIENTATION
GENDER IDENTITY FAMILY RESPONSIBILITIES POLITICAL
AFFILIATION DISABILITY MARTICULATION
FAMILIAL STATUS GENETIC INFORMATION
SOURCE OF INCOME PLACE OF RESIDENCE OR BUSINESS STATUS
OF VICTIM OF AN INTRAFAMILY OFFENSE CREDIT
INFORMATION

**Celebrating 40 Years of the DC Human Rights Act
1977-2017**



Contents

- 03** | Letter from the Mayor
- 04** | 40 years of the DC Human Rights Act
- 04** | Historical Timeline 1977-2017
- 06** | Our Mission
- 07** | Enforcement
- 10** | Engagement
- 12** | Education
- 13** | Equipping
- 17** | Looking Forward
- 18** | Meet the Staff

Muriel Bowser, Mayor

Dear Residents:

In many ways the evolution of Washington, DC, into an ever stronger and vibrant city, runs parallel to the history of civil rights in the United States. We as a city know and understand the struggle for self-determination. We as a city know that through hard work and tireless commitment we can win that struggle and against all odds, improve quality of life for all. In 1977, just nine years after the 1968 riots following the assassination of Dr. Martin Luther King Jr., our leaders crafted and enacted the DC Human Rights Act (DCHRA), one of the most expansive civil rights laws in the country to date. This historic law was passed only a few years after our city finally won self-governance through Home Rule and our first elected Council was sworn into office.

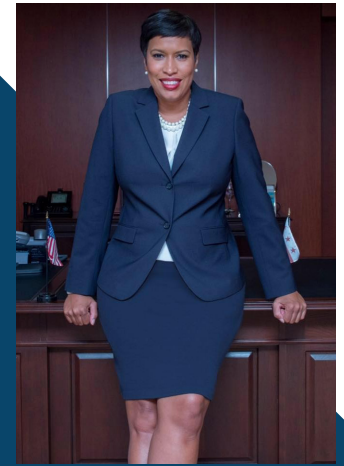
On December 6, 2017, community members and city leaders came together to recognize and celebrate the message contained in the bold and aspirational goals of the DCHRA. We don't have to hold the same religious beliefs or have the same skin color to live side by side. We can vary in age or abilities, identify as LGBTQ or cisgender, and ultimately acknowledge that despite our differences, we all hold the same rights to live free of discrimination.

Now, more than ever, we are called to stand together. As people of different faiths, different socio-economic backgrounds, young and old, black and white, we must arm ourselves with the power to learn from each other and not run away when tensions rise and one group is singled out for attack. We need everyone to stand strong together in order to get through these difficult times.

My administration continues to make important investments in education, housing, creating jobs for DC residents and public safety so that everyone benefits from the prosperity that our beautiful city is experiencing. Yes, toxic national rhetoric carefully crafted to distract us and divide us does exist, but we are still working shoulder to shoulder on behalf of all residents to remain focused on our values. Yes, federal policies that target members of the LGBT community and immigrants seeking refuge surface almost daily, but we are committed to being safe havens and allies for our neighbors. Here in our beautiful city we will continue living our DC Values of inclusion, respect for differences and keeping the people we love out of harms way. I am confident we can do what it takes because after 40 plus years of fighting for self-determination, we are still standing strong.

I am proud of the work of OHR and know that working together we will continue to make the District a place where individuals can live freely and thrive. I invite you to stay in the fight for justice with us and press forward in this important work.

Sincerely,



40 YEARS OF HUMAN RIGHTS

The year 1977 painted a very different picture of the District of Columbia. After the 1968 riots, the District was still recovering from a harsh period. Over many decades, the District had become a mecca for African-American thought, leadership, and power. With the campus of Howard University centrally located and the close proximity to the nucleus of civil rights, it was prime time for a groundbreaking new set of rules that equaled the playing field for all

1975

DC elects its first Mayor (Walter E. Washington) and Council.

1977

The DC Human Rights Act (DCHRA) is enacted with 16 protected traits, the most of any jurisdiction in the United States at the time.

2005

Genetic Information is added as the 17th protected trait under the DC Human Rights Act.

1973

Congress enacted the District of Columbia Self-Rule and Governmental Reorganization Act on December 24, 1973 granting DC Home Rule and the ability to elect a Mayor and Council.

1976

A former police ordinance is translated into a legislative bill and introduced by Councilmembers Marion Barry, Sterling Tucker and John Wilson.

The DC Human Rights Act is passed unanimously in Council.

2004

The DC Language Access Act of 2004 is enacted.

2006

Gender Identity and Expression is added as the 18th protected trait under the DC Human Rights Act.

entering the game. The DC Human Rights Act was birthed out of the vision of students who rallied and fought to ensure that they were seen as human. This fervor spilled into the streets and offered much needed protection and hope for communities of all backgrounds and walks of life. Because of this effort, our law stands today, stronger and more relevant than ever.

2007

Status as a Victim of an Intrafamily Offense is added as the 19th protected trait under the DC Human Rights Act.

2013

#ImmigrantsContribute campaign debuts.

2015

#WomenAreEqualDC campaign debuts.

OHR produces first of its kind city sponsored TEDx Salon Series on Gender Equity.

Protecting Pregnant Workers Fairness Act of 2014 enacted.

2017

OHR produces second TEDx Salon Series on Implicit Bias.

Credit Information is added as the 20th protected trait under the DC Human Rights Act.

OHR celebrates the 40th Anniversary the DC Human Rights Act of 1977.

2012

The Youth Bullying Prevention Act of 2012 is enacted.

OHR debuts its first public awareness campaign titled: #TransRespect

2014

#SafeBathroomsDC campaign debuts.

#EndTheAwkward DC campaign debuts.

Fair Criminal Record Screening Amendment Act of 2014 is enacted.

Unemployed Anti-Discrimination Amendment Act of 2014 is enacted.

2016

#FastWithDCMuslims campaign debuts.



OUR MISSION

The District of Columbia Office of Human Rights (OHR) works to eradicate discrimination, increase equal opportunity and protect the human rights of individuals who live, work, or visit the District of Columbia. The agency enforces local and federal civil rights laws by providing a cost-free legal process to those who believe they have experienced discrimination. The local laws OHR enforces include the DC Human Rights Act of 1977, DC Family & Medical Leave Act, Parental Leave Act of 1994, Language Access Act of 2004, Youth Bullying Prevention Act of 2012, Unemployed Anti-Discrimination Act of 2012, Fair Criminal Record Screening Amendment Act of 2014, Protecting Pregnant Workers Fairness Act of 2014, and the Fair Criminal Record Screening for Housing Act of 2016¹.

OHR also proactively seeks to end discrimination in the District through educational campaigns and initiatives, and by identifying and investigating practices that may be discriminatory. The agency oversees the Language Access Program, the Citywide Youth Bullying Prevention Program and a Returning Citizens Initiative.

DC Human Rights Act of 1977

The District of Columbia Human Rights Act of 1977 (DCHRA) prohibits discrimination in the areas of employment, housing, public accommodations and educational institutions based on 20 protected traits. The DCHRA — one of the most progressive anti-discrimination laws in the nation — allows individuals who believe they have experienced discrimination to file complaints with OHR and receive damages or remedies if discriminatory behavior is found. The DCHRA only applies to discriminatory incidents that occur in the District.

20 Protected Traits

The DCHRA prohibits discrimination based on the following 20 traits: race, color, religion, national origin, sex, age, marital status, personal appearance, sexual orientation, gender identity or expression, family responsibilities, political affiliation, disability, matriculation, familial status, genetic information, source of income, place of residence or business, status as a victim of an intrafamily offense and credit information². Some exceptions apply.

¹OHR assumed enforcement of the Fair Criminal Record Screening of 2016 starting October 1, 2017.

²Credit information became the 20th protected trait under the DC Human Rights Act through enactment of the Fair Credit in Employment Amendment Act of 2016. The protected trait became effective October 1, 2017.

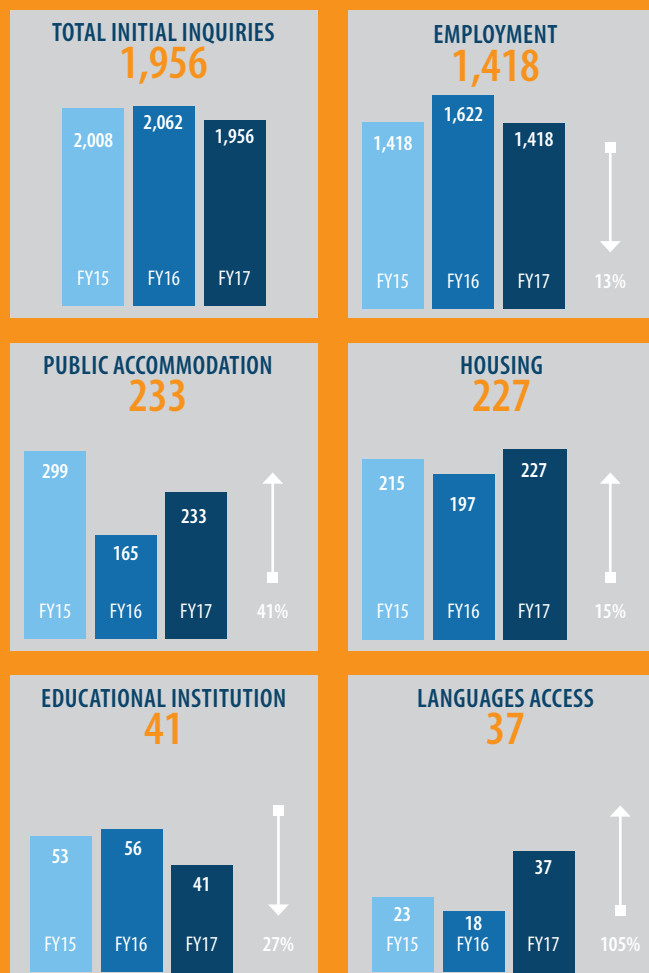
COMPLAINT PROCESS

Individuals who believe they have been subjected to discrimination in employment, housing, public accommodations, or educational institutions in the District may file a complaint online or in-person at the OHR office. The complaint process is cost-free and does not require an attorney. After the initial complaint questionnaire is submitted, an intake interview is conducted and OHR will determine whether it has jurisdiction to investigate the case. Details about the alleged discriminatory incident will also be gathered during the interview. If OHR has jurisdiction, it will docket the case and send it to a mandatory mediation session, where the parties will work with an OHR mediator in an attempt to find an agreement that can quickly resolve the case. If an agreement cannot be reached in mediation, OHR will launch a full investigation, which can include interviewing witnesses and reviewing relevant documents and policies. After a legal sufficiency review, the OHR Director will determine if there is probable cause that discrimination occurred and will send the case to the Commission on Human Rights if probable cause is found. The Commission will review the case, hold hearings to make a final determination and award damages in cases where a Complainant prevails.

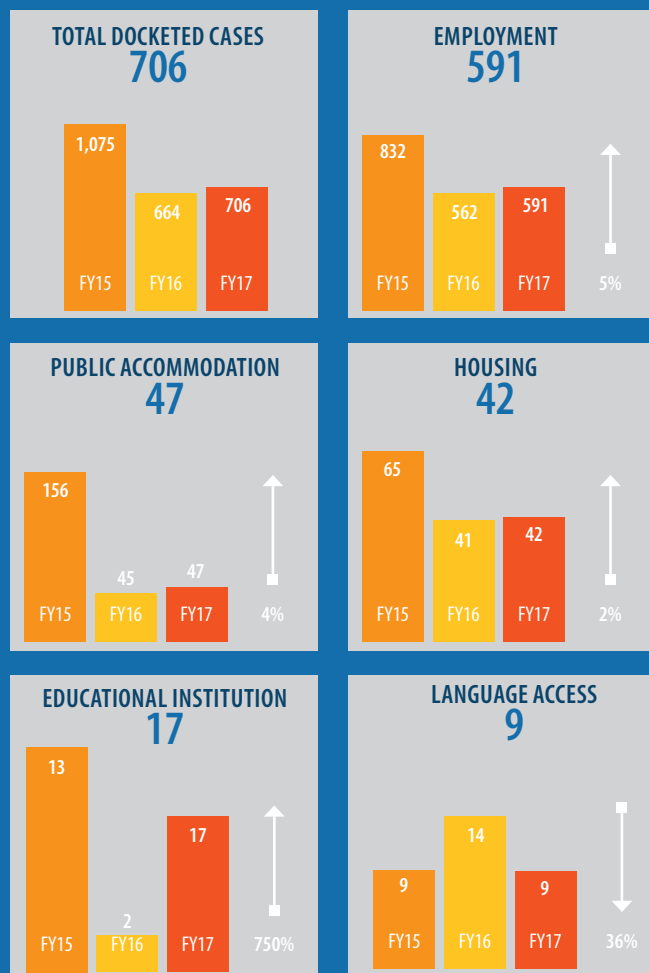
OHR docketed a total of **706 cases** in FY17. Individuals filed a total of **1,956 inquiries**.

**Total docketed cases for FY 17 only reflect new cases that were docketed for investigation between October 1, 2016 and September 30, 2017. Docketed cases refer to discrimination claims filed that meet all jurisdictional requirements by law.*

COMPLAINTS OF DISCRIMINATION: INITIAL INQUIRIES



COMPLAINTS OF DISCRIMINATION: DOCKETED CASES



MEDIATION PROGRAM

Complaints of discrimination filed with our office must go through mandatory mediation. An OHR mediator works with both parties to assist them in finding a mutually agreeable resolution. Agreements can be monetary or can include other reparations such as job reinstatement, employee training, or changes in business practices. In FY17, **OHR mediated 693 cases**. Of the mediated cases, **284 were settled**. In FY17, more than **\$2.8 million dollars were awarded** in settlements during successful mediations. Cases mediated and closed by the mediation program include both cases docketed in FY17 as well as cases carried over from the previous fiscal period.

COMMISSION ON HUMAN RIGHTS

When probable cause is found by OHR, a second attempt to settle the case is offered to the parties. If a settlement is not reached, the case is certified to the Commission on Human Rights, a quasi-independent body with the primary function of adjudicating private sector discrimination complaints brought under the DC Human Rights Act, DC Family Medical Leave Act, Fair Criminal Record Screening Act, and Fair Criminal Record Screening for Housing Act. The Commission also hears appeals under the Criminal Background Checks for the Protection of Children Act and the DC Child and Youth, Safety and Health Act. An administrative law judge at the Commission reviews the case and recommends findings to a panel of three Commissioners appointed by the Mayor, who will agree with or modify the findings. The administrative law judges of the Commission also perform similar functions when acting as appointed independent hearing examiners on behalf of the OHR Director in cases involving District government.

In FY17, **25** new cases were certified to the Commission. Of these, **13** were Commission cases; **8** were OHR cases; **3** were Criminal Background Check cases; and **1** was a Fair Criminal Record Screening Act case. In FY17, **38** cases were closed by decision or order. Of these, **21** were Commission cases; **11** were OHR cases; and **6** were Criminal Background Check cases. In FY17, complainants at the Commission achieved monetary relief in excess of **\$615,000**. Moreover, complainants also achieved injunctive relief such as reinstatement to positions, appointment to jobs, restored benefits and seniority, neutral and positive references and other relief.

In addition to its adjudication duties, the Commission also works with the Georgetown University Law Center's Street Law Program. This collaborative effort, called the Youth Human Rights Ambassador Program, trains law school students to teach District high school students about the DC Human Rights Act and the UN Universal Declaration of Human Rights. In FY17, the Commission and the Street Law Program worked with over **200** students from **9** DC high schools to teach them about the DC Human Rights Act. Approximately **150** creative projects were submitted in total. The Annual Awards Gala, which was held on December 7, 2016, recognized these students and the FY17 recipient of the Neil Alexander Humanitarian Award, James Sandman.

Sex was the most often cited protected trait in FY17 docketed cases, followed by **race** and **disability**.



FY17 DOCKET

Of the **706** complaints docketed in FY17, some were filed citing more than one protected trait. Therefore, **the protected traits below do not equal the total number of cases docketed**. Fields marked with an “X” indicate that the particular trait is not protected under the Human Rights Act for that area type.

FY17 DOCKETED CASES BY BASIS

	Employment	Housing	Public Accommodation	Educational Institution
Age	67	0	1	1
Color	10	1	2	0
Disability	84	11	16	10
Familial Status	X	0	0	0
Family Responsibilities	11	0	0	0
Gender Identity & Expression	5	1	8	0
Genetic Information	1	X	0	X
Marital Status	4	2	0	0
Matriculation	0	0	0	X
National Origin	38	3	2	4
Personal Appearance	21	0	4	0
Place of Residence or Business	X	0	0	X
Political Affiliation	1	0	0	0
Race	106	11	11	4
Religion	10	0	0	0
Sex	121	5	8	2
Sexual Orientation	18	4	2	0
Source of Income	X	12	1	0
Status as a Victim of an Intrafamily Offense	X	1	X	X
Retaliation* (not a protected trait)	134	1	1	2

FAIR CRIMINAL RECORD SCREENING AMENDMENT ACT OF 2014

Inquiries	Docketed Cases	# of Cases Closed	# of Cases Settled	Total \$ amount of settlements
503	209	591	99	\$98,799
PROTECTING PREGNANT WORKERS FAIRNESS ACT OF 2014				
	Inquiries		Docketed Cases	
	6		6	

By the Numbers:

OHR Outreach and Impact

123



Businesses Reached

226

Outreach
Events Attended

252

Attendees at
TEDxMidAtlantic
Disruption



111

"Know Your Rights"
Trainings conducted



38

Trainings Conducted on Fair
Criminal Record Screening
for Housing and Fair Credit



7

District Agencies Working
Together to Address
Hate Crime



*"When faced with
discrimination,
sometimes one
finds justice in
forgiveness."*

| **Adnan Virk** |

First Muslim sportscaster at ESPN and
TEDxMidAtlantic Salon Speaker



TEDxMIDATLANTIC PRESENTS DISRUPTION

In March 2017, OHR partnered with TEDxMidAtlantic and the AARP, to host its second TEDx Salon Series titled, *Disruption*. A crowd of more than 250 people attended the salon which addressed the topic of implicit bias. Speakers explored what happens when a person's perceptions suddenly don't match reality and when we, as individuals, have to do the work of undoing stereotypes and misinformation about groups and identities that are different than our own. The speakers shared various vantage points on the impacts of bias, the power and harm it presents in society, and where we as individuals land on the spectrum of resilience and hopelessness in the midst of it all in today's world. Featured speakers included Adnan Virk, the first Muslim sportscaster for ESPN, local artist and activist Desiree Venn Frederic and many others.

#DCVALUESINACTION - A STAND AGAINST HATE CRIMES

During late 2016 and early 2017, incidents involving symbols of hate surfaced several times in various parts of the city. In response to this swell of activity, OHR was tapped to lead Mayor Bowser's initiative titled, *DC Values in Action*, convening city agencies to respond to reports of bias-related acts and send a clear message that the District was committed to inclusion. OHR worked closely with the Metropolitan Police Department, the Department of Public Works, the Mayor's Office on Religious Affairs and other agency leaders to coordinate critical information on District services, if and when a hate crime or hate speech targeting District residents or visitors occurred. OHR played an important convening role and helped to produce a number of documents so that anyone living or visiting the District would know who to call and what resources were available from any and all District agencies who might play a role in addressing the incident or supporting the victim.

BUSINESS COMMUNITY OUTREACH

In preparation for enforcement of the Fair Criminal Record for Housing Act of 2016 and the Fair Credit Information Amendment Act of 2016, OHR prioritized outreach to employers, business owners and housing providers in the District. This effort led to OHR generating a robust listserv of over 200 housing providers who received additional information and updates throughout the summer leading up to the laws' effective date of October 1, 2017. OHR also conducted "town hall" style discussion sessions relating to the Fair Criminal Record Screening for Housing and Fair Credit. OHR developed an ongoing business training series with the Department of Consumer and Regulatory Affairs to introduce the new laws to current business owners in the District.

ENFORCEMENT GUIDANCE DOCUMENTS

In FY17, OHR released three enforcement guidance documents: “Housing and Commercial Space,” “What the Protecting Pregnant Workers Fairness Act Requirements of Employers,” and “Unlawful Treatment Based on Personal Appearance, Political Affiliation, and Matriculation”. OHR began issuing these guidance documents in FY16 to answer frequently asked questions and to consolidate answers to FAQs for the general public and parties appearing before OHR.

EEO COUNSELING AND OFFICER CERTIFICATION PROGRAMS

In the District government, employees and applicants are required to undergo an informal resolution process with an Equal Employment Opportunity (EEO) Counselor before filing a formal complaint of discrimination with OHR. Pursuant to the DC Human Rights Act and its accompanying regulations at 4 DCMR § 100 et seq., in FY16, OHR developed and launched an EEO Counseling and Officer Certification Program. The program provides tailored and comprehensive training to the District’s EEO Counselors and Officers through a rigorous three day-long training curriculum that covered District EEO laws, DC Family Medical and Leave Act, and best practices for conducting EEO counseling. To continue best practices exchange and dialogue beyond the structured training courses, OHR also added a quarterly EEO Counselor Lunch and Learn Series.

Following the success of the Certification Program, in FY17, OHR opened the trainings to any employee in the District and highly encouraged managers and executive leaders to attend. Today, the Program is offered two times a year in the Spring and Fall. Each cycle offers a three day-long training (offered two or three times to maximize attendance). By the end of FY17, OHR had a total of **109** trained and certified EEO Counselors in the District. OHR maintains a list of certified EEO Counselors and Officers, which can be found on its website at ohr.dc.gov.

HUMAN RIGHTS LIAISONS

OHR’s Human Rights Liaison Program (HRL), is a stakeholder engagement project that provides training on all OHR processes and the laws enforced by the agency. The goal is to better equip direct service providers in diverse communities to identify potential discrimination against their clients and assist clients who choose to file complaints with OHR. In FY17, OHR held four day-long workshops for over **120** providers from more than **50** different organizations.



LANGUAGE ACCESS PROGRAM

The District continues to strive to become a city that truly welcomes immigrant communities and supports the full civic, social and economic participation of all residents. As the District celebrates the 40th anniversary of the DC Human Rights Act, and the 14th anniversary of the DC Language Access Act, OHR is even more committed to ensuring that agencies continue to adopt systems and practices needed to eliminate all barriers to access and participation. The Language Access Program aims to build on the achievements made over the years to push full steam ahead toward becoming the inclusive and equitable government the District aspires to be.



PROGRAM HIGHLIGHTS:

FY17 FIELD TESTING RESULTS SHOW IMPROVEMENTS

FY17 Language Access Field Testing conducted by the Equal Rights Center (ERC) shows that on average, agency performance improved from FY16 to FY17 both in terms of agency scores, and in terms of interpretation rate (i.e. the percentage of tests in which interpretation was provided). A majority (58%) of agencies improved their scores from FY16 to FY17, while 23% scored lower, and 18% scored the same. In FY17 field tests consisted of **130** telephone calls and **107** in-person visits to the public-facing divisions of **17** agencies. Testers attempted to obtain information from frontline employees while speaking exclusively in one of seven non-English languages: Amharic, Arabic, Chinese, French, Korean, Spanish, and Vietnamese.

4,746 DISTRICT EMPLOYEES RECEIVED LANGUAGE ACCESS COMPLIANCE TRAININGS

In an effort to help agencies achieve full compliance with training requirements of the DC Language Access Act, OHR conducted a total of **43** language access compliance and cultural competency trainings to an audience of **1,369** District employees in FY17. An additional **3,377** frontline employees received language access internal agency training, through an online module, or by participating in bi-monthly language access training provided through DC Department of Human Resources' Center for Learning and Development.

NEW CITYWIDE CONTRACT FOR TRANSLATION AND INTERPRETATION SERVICES

In FY 17, OHR and the Office of Contracting and Procurement successfully awarded the Citywide Contract for Document Translation and Face-to-Face Interpretation to three qualified vendors: Andean Consulting Solutions International, LLC; Multicultural Community Services; and TransPerfect Translation, Inc. The contract is intended to ensure that the District complies with the DC Language Access Act and that agencies use qualified vendors with certified linguists and a quality assurance plan.

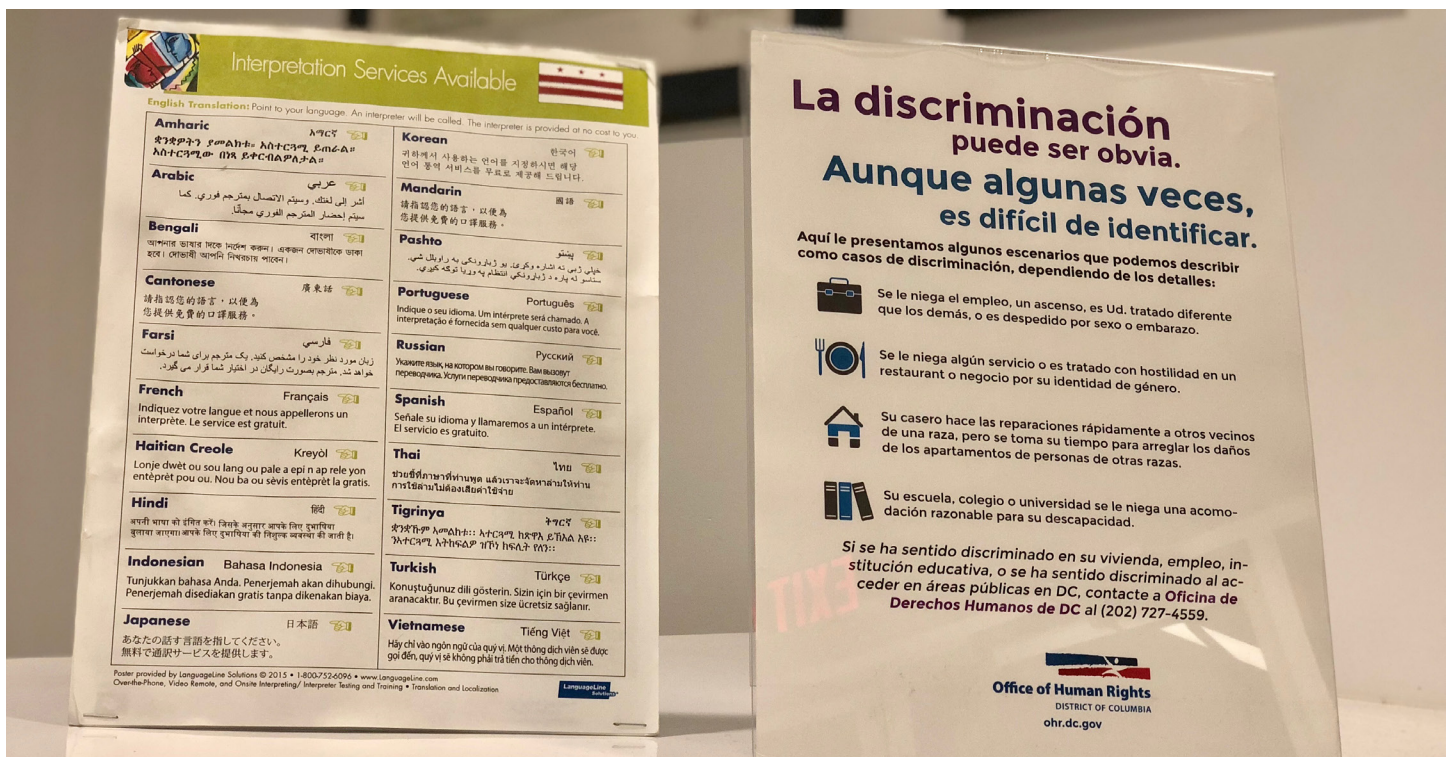
PROGRAM INITIATIVES FY18:

BILINGUAL CERTIFICATION AND HIRING

In FY18, OHR will provide technical assistance to agencies on best practices for hiring and certifying bilingual staff. OHR will also partner with the DC Department of Human Resources to host a citywide bilingual hiring fair aimed at helping District agencies meet the rising demand for bilingual employees in public contact positions.

IMPROVING LANGUAGE ACCESS SIGNAGE

OHR will partner with the Mayor's Offices on Latino, Asian and Pacific Islander, and African Affairs to develop effective multilingual signage agencies can use to inform Limited and non-English proficient customers of the availability of language assistance across public facing locations in the District. Signage will be designed and developed in multiple formats, including a digital version that agencies can display on screens and monitors.



YOUTH BULLYING PREVENTION PROGRAM

The Citywide Youth Bullying Prevention Program (YBPP), created in 2013, aims to reduce incidents of bullying across the District by emphasizing prevention and proper procedures for responding when incidents occur. The definition of bullying in the law incorporates the protected traits of the DC Human Rights Act as the categories within which youth may be targeted. Research demonstrates that the more comprehensive the list of protected characteristics is – the stronger the law. By relying on the DCHRA – the Youth Bullying Prevention bill is more comprehensive than any other jurisdiction in what it covers. This list not only provides protection, but it allows OHR to train and explain how discrimination works.



PROGRAM HIGHLIGHTS:

POLICY COMPLIANCE

As of FY 17, all DC agencies, grantees of the city, and all but two public schools have a compliant policy that is based on research and best practices. This means that across the District, there is a common definition of what bullying is and how to best address incidents to support youth that are targeted and change the behavior of youth that are engaging in bullying behavior. Consistency across schools, after school programs, and District agencies is the first step toward building the trust we need with our young people to best support them.

DIRECT SUPPORT TO SCHOOLS

The YBPP is a part of a National Institutes of Justice School Climate and Violence prevention grant. This grant provides schools an opportunity to understand their own school climate and what is and what is not working well in the school building. It provides funding for schools to address concerns and build capacity in creating schools that are safe, supportive and engaging. This is a three year grant in which OHR will continue to learn from the work that schools are doing so we can support more schools down the road.

NEW DATA

In partnership with the Office of the State Superintendent of Education and the research organization Child Trends, the YBPP collects school climate data that is valid, reliable, and provides actionable information to schools. This data will help us as a city to understand what is working well for teachers, students, and families and what we need to do to improve.

PROGRAM INITIATIVES FY18:

HEALTHY RELATIONSHIPS ONLINE

We know from our work with schools and after school programs that our youth are engaging in online behavior that is causing real world problems. Through funding from the DC Department of Health, we are creating a series of interactive lessons for students in 5th through 8th grade that support youth to develop skills around using social media in ways that are healthy. We want to provide tools to support youth to develop healthy and positive connections online. Once finalized, the lessons will be available for free to District schools, agencies and nonprofits to use and we will train them on implementation.

IDENTIFYING LOCAL RESOURCES

Through our Certification and Advisory Board, OHR will identify local supports, programs and training that can help schools do prevention work in a thoughtful and consistent way that is sensitive to race, gender, equity, and inclusion. Once identified and vetted, the resources will be made available to the public in FY18.



LOOKING AHEAD: A CALL TO ACTION

Over the last twelve months we have acknowledged and celebrated the 40th anniversary of the DC Human Rights Act. Together, we have achieved hard-fought victories for true democracy here in the District. It was important to pause and notice that we are incredibly fortunate to enjoy a vast spectrum of protections afforded to us by the progressive and pioneering civil rights laws here in our city. Yet, as our national leaders have demonstrated over the last two years, laws alone will never be enough. In order to truly uphold our values of inclusion and respect, we have to be catalysts for the change we want to see around us. We can do this by taking stock of the stereotypes and bias in our own language when we communicate, and even risk, if we must, going against “tradition” or social pressures. We can do this by going out of our way to help a neighbor who seems very different from us and by standing as an ally with friends and co-workers who we see targeted by racism, sexism, homophobia, xenophobia, religious intolerance, and so much more. As we at OHR look ahead, we challenge you to help us continue sending the message that despite hateful rhetoric and divisive national policies, we as a District are still standing strong.



MEET THE STAFF

Mónica Palacio | Director

David Aneiva | Receptionist

Josephine Ansah-Brew | Administrative Officer

Alexis Applegate | Human Rights Officer

Dontee Barringer | Human Rights Coordinator

Stacey Biney | Attorney Advisor

Ajan Brown | Community Engagement Specialist

Kate Calvo | Human Rights Specialist

Michael Coakley | Human Rights Officer

Thomas Deal | Attorney Advisor

Jaime Diaz Villarroel | Human Rights Officer

Stephanie Franklin | Director of Communications & Community Engagement

Sandy Gallardo | Human Rights Specialist

Suzanne Greenfield | Citywide Bullying Prevention Program Director

Dianne S. Harris | Administrative Law Judge

Teri' Jackson | Human Rights Officer

Paule Jean-Pierre | Human Rights Officer

Hnin Khaing | General Counsel

Ayanna Lee | Operations and Human Resources Manager

Stacy Makris | Human Rights Officer

Eileen Megias | Human Rights Officer

Priscilla Mendizabal | Language Access Program Analyst

Fatima Mohammed | Human Rights Specialist

Nycole Morton | Intake Program Manager

Stirling Phillips | Mediator

Isha Plynton | Attorney Advisor

Deidra Precia | Human Rights Specialist

Eloisa Rocha-Bermudez | Human Rights & Mediation Specialist

Al Santiago | Mediation Manager

William Seals | Human Rights Officer

Melissa Sharpe | Human Rights Officer

David Simmons | Chief Administrative Law Judge

Akita Smith-Evans | Lead Human Rights Officer

Linda Taylor | Mediator


Winta Teferi | Language Access Program Director

Michelle Thomas | Investigations Supervisor

Charles Thornton | Special Assistant

Mary Wallace | Human Rights Officer

Jaime Wojdowski | Lead Human Rights Officer

A photograph of Mayor Muriel Bowser speaking at a podium. She is wearing a yellow dress and has a microphone in front of her. The background is dark. A large blue diagonal graphic element is on the left side of the image.

"Because of our DC values, we are the human rights capital. Our diversity alone does not make us great; our embrace of it does."

| Mayor Muriel Bowser |
State of the District Address, 2017

**DISTRICT OF COLUMBIA
OFFICE OF HUMAN RIGHTS**

Phone (202) 727-4559

441 4th Street NW | Suite 570N
Washington, DC 20001

ohr.dc.gov

 facebook.com/dcohr

 twitter.com/dchumanrights

 instagram.com/dchumanrights