

Workshops & Training Programs

STATE OF MARYLAND COMMISSION ON HUMAN RELATIONS

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The Maryland Commission on Human Relations (MCHR) provides services, information, and training support to agencies and individuals in Maryland. The MCHR makes available current and accurate information on issues affecting equal access and opportunity under Article 49B, Annotated Code of Maryland in housing, employment, and public accommodations. Through our Community Outreach and Education Unit, we offer workshops and seminars to agencies, businesses, and community organizations throughout the state.

Marylanders need information on the law and their rights as citizens, employers and providers of housing and public accommodations. Because the demographic make-up of Maryland continues to change creating a more diverse state, it is imperative that individuals, organizations, and businesses begin addressing the multitude of diversity issues. Education and training are key to eliminating misinformation and raising awareness. This, in turn, can make Maryland a safer, healthier, and more vibrant place to live and work.

Diversity and cultural awareness is an ongoing and reflective process. Because prejudice and stereotypes exist within and about all people, dialogue and learning experiences that confront, expose and illuminate our thinking should be a continual process. Diversity education can help create opportunities for new learning about persons who are different from us. It also helps develop skills for interacting and working effectively within an increasingly diverse state and nation.

“Diversity” does not convey a sense of “better than.” It simply means “different.” There are some common misconceptions about diversity training.

MCHR diversity training *is not*:

- a list of do's and don'ts for each ethnicity, gender, orientation, and group;
- a course in “political correctness;”
- a “flavor of the month” group mentality;
- an attack on participants' beliefs or value systems.

MCHR diversity training *is*:

- Honest dialogue;
- Open communication;

- Finding ways to create a healthy and safe work environment;
- Custom tailored to the needs of each organization;
- An ongoing personal and corporate process;
- About *all* of us.

MCHR training seminars and presentations make use of a variety of teaching and training styles, and run from 1.5 hours to a full day in length. They are designed to be experiential and interactive in order to engage the participants and can be modified according to your group's needs. With a mix of small group work, large discussions, brainstorming sessions and individual reflection, the information is “experienced” rather than “taught.”

COMMUNITY OUTREACH & EDUCATION

The MCHR's vision is to have a state which is free of any unlawful discrimination. To move closer to this goal, the Commission is committed to raising awareness of discrimination and its impact, and helping to identify and change attitudes that cause discrimination.

The MCHR currently offers programs and speakers at no charge to the community on topics such as:

- Diversity & Cultural Awareness Training;
- Sexual Harassment Prevention;
- Sexual Orientation and Gender Issues;
- Fair Housing Issues;
- Discrimination Law;
- Workplace Issues;
- Hate Crimes Response and Prevention;
- Conflict Resolution;
- Consultation with complainants, respondents and other interested persons to resolve problems relating to discrimination;
- Consultation on development of community education programs aimed at preventing discrimination.

For more information on **MCHR's**
Community Outreach & Education programs,
call Keith Merkey at 410.767.8560 or e-mail:
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