



State of Maryland Commission on Civil Rights

Respect...Integrity...Effective Communication

January 12, 2024

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Esq.

Dear Marylanders,

It has been an incredible honor to have served the residents of Maryland in my capacity as Executive Director of the Maryland Commission on Civil Rights for just shy of the last 10 years. I will be retiring from my position, at the end of February, 2024. I would like to thank Gov. Moore, along with his predecessors, Governor's O'Malley and Hogan for their support during my time at the Commission. After serving the citizens of Baltimore as the Executive Director of the Baltimore City Community Relations Commission and the Office of Civil Rights & Wage Enforcement for 20 years, I am humbled to wind down this phase of my career as a Civil Rights Administrator.

Over the past 40 years I have witnessed many gains in the area of civil rights both nationally and in the State of Maryland. I have seen marginalized communities emerge from the constraints of intentional, targeted discrimination. Along with so many others who have made the work of equality, equity and opportunity their life's work, I celebrate the incremental cracks we have made in tearing down the strongholds of structural racism. However, based on the regressive, polarizing realities we see every day, across so many spectrums, we must face the truth that there is still so much more work to be done, including protecting gains already won.

It has been an incredible journey and I am proud to have been a part of such important work, even though it was a small part in comparison to those who showed so much courage and resolution to make life better for the least of us. I look forward to the next chapter in the struggle, contributing in a relevant, consistent way. I encourage all Marylanders to find a way to promote civil and human rights, and to make Maryland a State free from all traces of unlawful discrimination.


Alvin O. Gillard

"Our vision is to have a State that is free from any trace of unlawful discrimination."