

Cohort Two

The Maryland
Commission on Civil
Rights presents:

The Civil Rights
Leadership Program
(CRLP)



Dr. Kara Hunt, Education & Outreach
Director

Dia Drake-Sprague, Education &
Outreach Associate

Ngeri Azuewah, Education & Outreach
Associate

Cohort Two

CRLP

Major: Law & Society and Philosophy



Abigail Donaldson

Abigail Donaldson is currently a Sophomore at Frostburg State University majoring in Law & Society and Philosophy with the hopes to attend Law School.

CRLP Takeaway:
Abigail learned a lot from taking CRLP and is hopeful to take what she learned and implement it into her future career.

School: Frostburg State University

Cohort Two

CRLP

Major: Law & Society and Philosophy



Afiya J. Watkins

Afiya J. Watkins is a communications and real estate professional who has served elected officials, political candidates and influential community leaders.

CRLP Takeaway:

"Our training on theories such as disparate treatment in the workplace and other arenas, highlighted the need for me to get more involved with making sure our laws are applied fairly and equitably, because they often are not, especially within minority communities"

School: University of Maryland-Global Campus

Cohort Two

CRLP



Aliah Brown

On campus, Aliah currently serves as a representative for the College of Behavioral and Social Sciences' Dean's Student Advisory Council, as well as a board member of the University Student Judiciary.

CRLP Takeaway:

"While civil rights law can be complex to initially understand, the Civil Rights Leadership Program made housing, employment, and public accommodations discrimination concepts very accessible to people from different backgrounds. The scenarios and case activities throughout the program made the experience interactive, engaging, and applicable to everyday life. I believe that this knowledge is necessary for any citizen!"

School: University of Maryland-College Park

Cohort Two

CRLP

Major: General Studies and Global Studies



Andrea Avila Rodriguez

Andrea will be transferring next Fall semester and is interested in social justice and identifying the roots that keep perpetuating injustices, to create a more equitable society.

CRLP Takeaway:

"Through this program I learned critical information about Maryland's anti-discrimination laws in employment, public accommodations, housing... among others. In addition, I learned investigators process and functions in case investigation and case processing."

School: Community College of Baltimore County

Cohort Two

CRLP

Major: Management Studies



Anthony Calizo

Anthony is a Superintendent and Senior Enlisted Intelligence Leader for the 3rd Wing, Joint-Base Elmendorf-Richardson, Alaska currently serving in his nineteenth year of active-duty service in the US Air Force.

CRLP Takeaway:

"The CRLP is an outstanding introduction into the world of civil rights related to discrimination in employment & housing."

School: University of Maryland-Global Campus

Cohort Two

CRLP

Major: Educational Law



Anthony Davis

Anthony is currently enrolled in a Doctoral Program and is employed at Towson University as the Title IX & Civil Rights Investigator.

CRLP Takeaway:

"I learned many significant information that is relevant to my job such as Maryland state law. For example, I learned that video is inadmissible as evidence if the respondent was recorded without their consent. This information is extremely useful to me because I am actively investigating an alleged sexual harassment case in which this information is helpful."

School: Liberty University



Arianne Burroughs

Arianne has worked in Human Resources for 8 years within the state system. I have been accepted in the Legal Studies M.A. program for Fall 2023.

CRLP Takeaway:

"I benefited from the MCCR leadership program by learning directly from professionals with relevant experience. The information and in-depth case activities have equipped me with critical thinking skills I can use in my current role and as I transition to a career in Civil Rights specifically in the area of Employment Law."

School: University of Maryland-Global Campus



Ashley Cole

Ashley has developed a passion for EEO and creating a working environment free from discrimination and harassment on the basis of protected classes, as outlined by Title VII. In her career she hopes to create and implement policies that emphasize the importance of diversity and inclusion.

CRLP Takeaway:

"This Civil Rights Leadership training has provided me with important information as it pertains to equal employment opportunities. In addition to furthering my knowledge on the topic, the training provided useful scenarios to avoid, and how to tailor training programs to foster healthy work environments."

School: University of Maryland-Global Campus

Cohort Two

CRLP

Major: Undeclared



Ashley Cortez

Ashley Cortez has done activism work for people with disabilities and the LGBTQ community.

CRLP Takeaway:

"During my time in this program, I learned that things could be considered unfair but aren't discrimination and that we must look at things objectively."

School: University of Maryland-College Park



Ava Mason

Ava is a member of the UMBC Honors College, which has given her the opportunity to take unique courses with an importance on social justice. After college, Ava is passionate about becoming involved in policy with either civil rights or housing.

CRLP Takeaway:

"This conference has been extremely informative and I appreciate the fact that opportunities like this exist. I learned a lot of information about legal processes and the factors that play into a report of discrimination, but the most meaningful takeaway I had is that commissions like MCCR are necessary so that all people are protected in the way that they should always have been."

School: University of Maryland-Baltimore County

Major: Public Management



Carlos Orbe, Jr.

Carlos is the Public Affairs Specialist with Maryland Latinos Unidos working on education, health, and environmental policy initiatives.

CRLP Takeaway:

"This leadership program has truly fostered an understanding of various discriminations experienced across the state of MD. The materials and case studies used throughout, combined with legal theory and instruction, has positioned its members to examine both the micro and macro effects of systemic barriers and oppression against protected classes."

School: University of Maryland-College Park

Major: Political Science



Cathrine Schmid

Cathrine is a US Army Soldier with 18 years of service, including 5 years of experience as a Sexual Assault Victim Advocate, and certified as a DOD Equal Opportunity Advisor. Cathrine is on orders to become the full-time EO Advisor for the 704th Military Intelligence Brigade.

CRLP Takeaway:

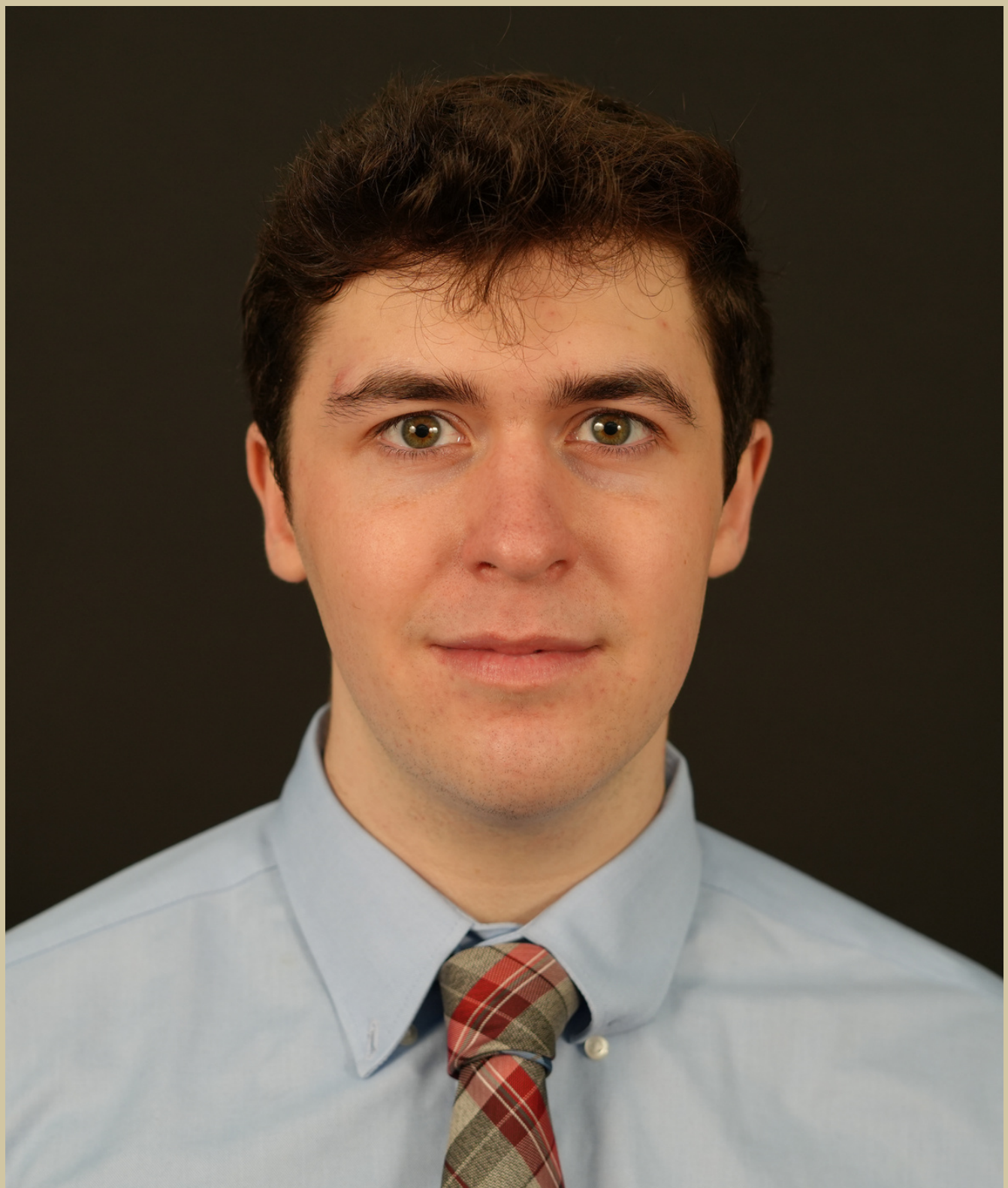
"The biggest thing I've gotten out of this course was an understanding of the role of Civil Rights advocates and investigators according to Maryland law and policy, and the priceless opportunity to meet and network with members of the MCCR and fellow advocates."

School: University of Maryland-Global Campus

Cohort Two

CRLP

Major: Government & Politics



Daniel Kalashian

Dan plans to work in DC and eventually go to law school. Dan is interested in criminal law and civil rights law.

CRLP Takeaway:
"In the CRLP, I learned about what constitutes unlawful discrimination in employment, housing, and public spaces. In this program, I really enjoyed going through case activities and this hands-on learning approach to understanding investigations into discrimination."

School: University of Maryland-College Park

Cohort Two

CRLP

Major: Higher Education Administration



Dominique Turner

Dominique is the Director of Non-Traditional Programs and an adjunct professor at University of Maryland Global Campus (UMGC).

CRLP Takeaway:

"As a participant in the Maryland Commission on Civil Rights, Civil Rights Leadership Program I was privileged to receive hands-on case adjudication training for employment, housing, and public accommodation discrimination. This practical instruction with peers and practitioners from around the state has been an incredible professional development opportunity."

School: Morgan State University



Ellen Howard de Perez

Ellen has worked for the Expanded Food and Nutrition Education Program (EFNEP) since 2009. My favorite things to do are teaching, cooking, and helping the community. As a Program Management Specialist/Bilingual Nutrition Educator, and Partnership Liaison for the Latino Communities I can do all these things.

CRLP Takeaway:

"Being accepted to the Civil Rights Leadership Program (CRLP) is a step forward to fulfill my goal of becoming a Human Resources Case Manager. I took notes that will help me open doors to critical information that will help me with my career especially when it comes to being able to recognize discrimination issues and knowing how to handle them properly."

School: University of Maryland-Global Campus

Cohort Two

CRLP

Major: Criminology and Criminal Justice



Fatou Diallo

Fatou plans to pursue a J.D. degree at the University of Baltimore Law.

CRLP Takeaway:

"I appreciate having participated in the Civil Rights Leadership Program, it has given me the opportunity to learn more about laws regarding Civil Rights. Additionally, being able to participate in numerous case activities gave me a better understanding on how to practice as an investigator, and be successful in applying the appropriate legal theory regarding the case."

School: University of Maryland-College Park

Cohort Two

CRLP

Major: HR Management



Jennifer Chiang

Jennifer started her HR career in the federal government and served for just over a decade. She moved on to the biotechnology industry and now serves as the US Head of People Strategy Execution for MilliporeSigma.

CRLP Takeaway:

"The biggest benefit of this program was to hear the perspectives and question from many other students and instructors. Everyone's thoughts, feedback, and dialogue were very inspiring and educational especially when reviewing cases/scenarios. Two major takeaways that I had were the differences between federal and Maryland civil rights laws (e.g., look-back periods); and per General Counsel Hughes, the importance of following the theories when it comes to reviewing cases."

School: University of Maryland-Global Campus

CRLP

Major: Interdisciplinary Program- Language, Literacy & Culture



Jessica Burstrem

Jessica won one of her doctoral program's inaugural Publicly Engaged Research and Storywork Fellowships for her dissertation work on the 50-year movement to change the name of the Washington football team. She has 18+ years of diverse teaching experience.

CRLP Takeaway:

"I have always suspected that some practices were discriminatory, but now I know much better what employers, housing, and public accommodations can and cannot justifiably do. I also learned that I would really enjoy this kind of investigative work."

School: University of Maryland-Baltimore County

Cohort Two

CRLP

Major: Political Science



Jessica Johnson

Jessica is the first in my family to go to college and works at Nile C. Kinnick High School as a substitute. Jessica often substitutes in the Special Education Department as a para educator. She is passionate about advocating for others and plan to work for the United Nations as a human rights officer.

CRLP Takeaway:

"The most beneficial part of the CRLP was getting connected with some of Maryland's professionals who work in civil rights. Hearing about their work and experiences helped solidify my desire to work in civil rights and want to make an impact within my community."

School: University of Maryland-Global Campus

Cohort Two

CRLP

Major: Law



Jill Muth

Jill is an experienced police accountability specialist and Certified by the National Association of Civilian Oversight of Law Enforcement as a Practitioner of Oversight and a Police Misconduct Investigator for the City of Baltimore.

CRLP Takeaway:

"This program has truly helped me to deepen my understanding of civil rights law and the processes that govern it. I feel like this program has better positioned me to issue spot and advocate for those that I serve."

School: University of Maryland, Baltimore, Francis King Carey School of Law



Juan Pajuelo

Juan Pajuelo, is an international trade consultant and in the past 11 years he has been working with SMEs organizations to help them maximize their operations and global growth.

CRLP Takeaway:

"My knowledge of civil rights has expanded exponentially during these three work-day sessions. I believe that during these critical times in our country, where we see extremism to the right and left, it is essential that more people be prepared and get the knowledge to engage with pressing racial/discrimination justice issues."

School: University of Maryland-Global Campus

Cohort Two

CRLP

Major: Human Resources Management



Karen Rich

Karen is a licensed Real Estate and Life Insurance Agent currently working as a Travel agent.

CRLP Takeaway:

"The program reinforced the idea that the civil rights of people are not limited to race. It also reminded us of the various protected classes that were included in the 1964 Civil Rights Act. Through this course, I was able to investigate civil rights cases and learn about the difference between violations and unfair acts. The instructors conducted informative activities and engaged students."

School: University of Maryland-Global Campus



Kelly Bradford Kitchens

Kelly worked numerous retail positions in a leadership and management capacity before joining the United States Army in 1998, serving until 2004. He authored the book, "Infinity: The Circle of Space, Time, and Everything".

CRLP Takeaway:

"By attending CRLP, my ability to better understand and interpret Maryland law and its impact on ensuring Civil Rights in the state of Maryland is broadened. Moreover, I have a greater role in shaping Civil Rights as a Leader, capable of utilizing this program as my foundation in Civil Rights Leadership."

School: University of Maryland-Global Campus



Lela Lanier

Lela serves as a resident assistant in the American Sign Language living and learning community on campus, and in the future she hopes to attend law school and utilize techniques of perspective, empathy, and advocacy to specialize in civil rights law.

CRLP Takeaway:

"The Civil Rights Leadership Program served as an excellent introduction to civil rights and provided practice to demonstrate application of accommodation and equal employment opportunity law in real-life settings. It was an eye-opening experience into the basis of civil rights that helped me understand the inner-workings of the field."

School: Towson University

Cohort Two

CRLP

Major: Business Administration



Lilly Jenkins

Lilly Jenkins has a true passion for disability rights and protection. She has a background working in the healthcare industry and wishes to enter law school after she obtains her MBA.

CRLP Takeaway:

"During my time learning from the leadership program from the Maryland Commission on Civil Rights, I have enjoyed learning about the different theories of discrimination and how they apply in the real world. I also enjoyed collaborating in small groups and working on casework to see how a real investigator would use critical thinking to make a decision on a case."

School: University of Maryland-Global Campus

CRLP



Lorrie Davis

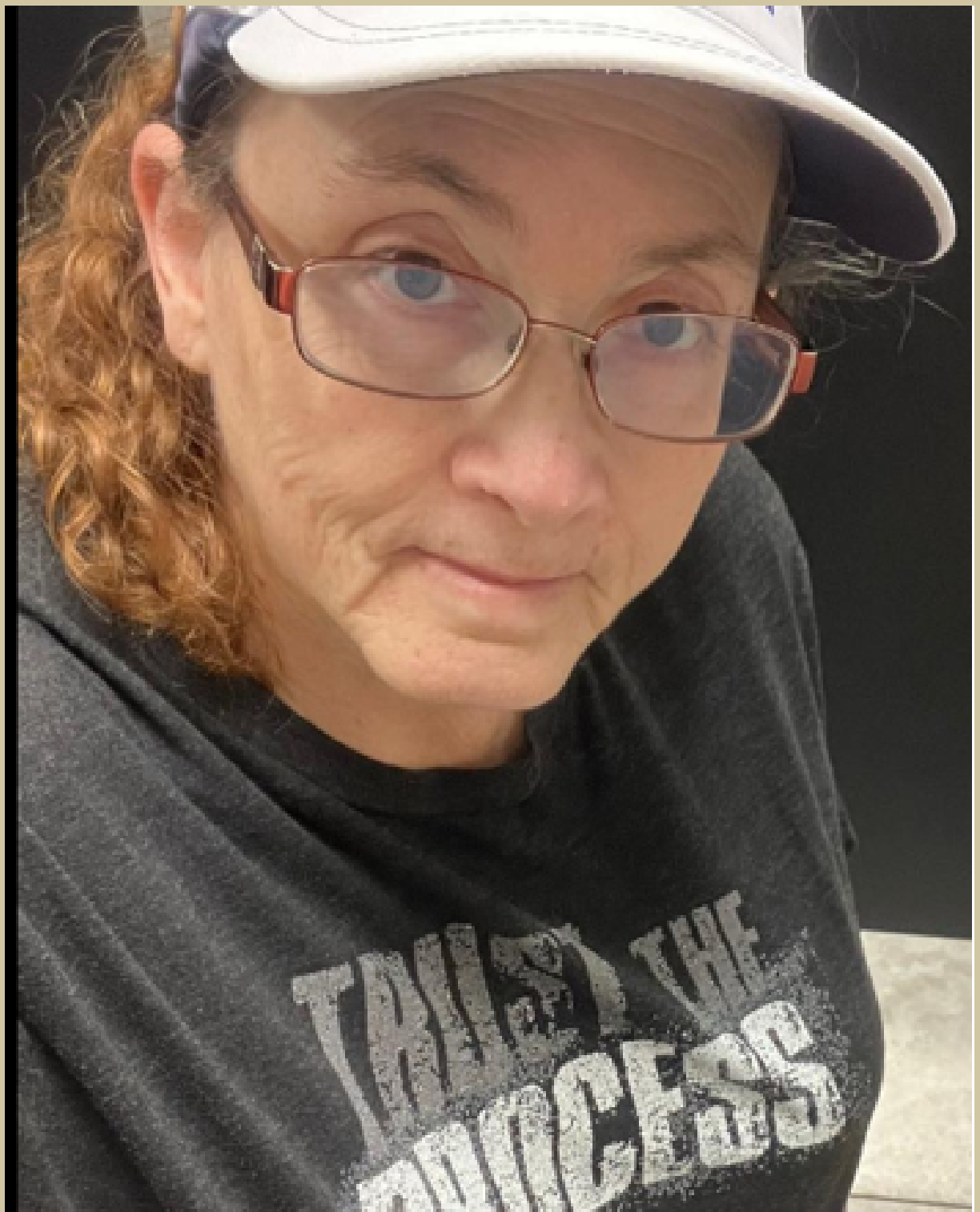
Lorrie is currently employed with the Department of Agriculture as the Technical Assistance and Training grant manager and the Compliance officer.

CRLP Takeaway:

"I thought this program would enable me to gain the knowledge necessary to more efficiently conduct compliance reviews. However, I've gained so much more in relation to laws within the State of Maryland, how those laws impact me personally, and how the MCCR governs over these laws. I have learned that the laws apply differently for public places and private places, the Federal level, the state level and the local level."

School: University of Maryland-Global Campus

Major: Human Resources



Maria Quezada-Jensen

As a seasoned professional with over twenty-five years experience in Human Capital Management (HCM), Maria has worked with businesses in a variety of industries. Maria has provided support and guidance from implementation of benefit and human resource initiatives to managing service teams to deliver results.

CRLP Takeaways:

"Saturday's session with legal counsel was important in taking the details reviewed in the first two days, and tying it into theory to understand next steps or importance of obtaining detailed answers to investigations. Understanding to dig deeper, and truly be neutral in investigations was clear, especially with case studies provided. Being able to discuss those examples helped redirect my own focus on what questions to ask to get information without leading to an assumed conclusion."

School: University of Maryland-Global Campus

Cohort Two

CRLP

Major: Spanish



Mario Perez III

Mario is active duty in the Air Force as an Aircraft Mechanic.

CRLP Takeaway:

"I gained the knowledge about our civil rights within the workplace and our everyday life. I gained the knowledge about how important it is to fight for our human rights, and stand up for ourselves as well as others."

School: University of Maryland-Global Campus



Mark Fremista

Mark is an experienced Environmental Health & Safety Professional with 10 years of experience. Mark currently works in Management for a Hospital and provides Health & Safety consulting services.

CRLP Takeaway:

"I found the Civil Rights Leadership Program Leadership (CRLP) very informative and useful in my career in the Environmental Health & Safety (EHS) field as it taught me the different ways to approach cases. CRLP motivated me to pursue an Environmental Law degree in the near future."

School: University of Maryland-Global Campus

Major: Social Science



Mary Dunbar

Mary is one of the Lead Special Emphasis Program Managers and Equal Employment Opportunity Specialists for the NWS's Office of Organizational Excellence DEIA Program Team. Her specialty is all things EEO/DEIA, with the lead on LGBTQ+, persons with disabilities, and Women.

CRLP Takeaway:

"The main takeaways for me during this class was on Housing Discrimination and the whole Investigative Process Overall. I'm experienced with the EEO Complaint Process within the federal sector, however, I am not familiar with some of the processes for the private sector, state, and local county laws."

School: University of Maryland-Global Campus



Mishawn Smith

Mishawn is an Administrative and Justice, Equity, Diversity, and Inclusion (JEDI) Professional at the University of Maryland, Baltimore. She is one of the inaugural members of the first full-service Office of Equity, Diversity and Inclusion at the University of Maryland, Baltimore School of Nursing.

CRLP Takeaway:

"I've been doing this work for so long, yet I learn something different every day. Having the opportunity to be in a cohort that is led by professional civil rights leaders and my peers who also do this work was not only a unique experience, but it helped me to learn and grow from different perspectives. I recommend this cohort to individuals who are beginners to this work and those who are looking to hone their skills and learn best practices of civil rights leadership."

School: University of Maryland-Global Campus

Cohort Two

CRLP

Major: Law & American Civilization



Nahali Tittle

Nahali is an aspiring law student interested in Civil, Corporate, and Criminal Law. She spends some of her free time mentoring within the Baltimore City Public School System. Nahali is member of Towson Debate team and the historian for the women in Philosophy Club.

School: Towson University

Major: Interdisciplinary



Natasha Jackson

Natasha is the Manager for the Office of Human Relations, Mediation, and Volunteerism of Harford County Government. She runs the Harford County Community Mediation Center and is certified through Community Mediation Maryland.

CRLP Takeaway:

"The program has been very helpful in filling in the gaps in my understanding of the investigations of Human Relations cases. The workbook and exercises clarify the thought process behind processing cases and the logic needed to think through next steps. I like the specific attention given to what investigators need to report to their supervision. All the students in the class seem knowledgeable and helpful. Great discussions."

School: University of Baltimore



Olivia Mason

Olivia hopes to transfer to American University in D.C. in the Fall. Olivia is a part of my school's student government as the Maryland Higher Education Commission student representative on the Student Advisory Council, the Pappalardo Honors Program. Olivia hopes to one day attend law school to obtain my J.D. and pursue Constitutional Law.

CRLP Takeaway:

"I have educationally benefitted in a major way from completing this program as I now understand the basics of civil rights issues present in employment, housing, and public accommodations. I was introduced to the ways by which civil rights and discrimination complaints are processed and investigated by the Maryland Commission for Civil Rights and an insight into an aspect of law I had never previously been privy to. I highly recommend anyone who is currently enrolled in college and may be interested in pursuing any branch of law apply for this program."

School: Carroll Community College



Pavan Purswani

Pavan has worked in higher education for 15 years. Pavan is currently pursuing his Doctorate with the goal of continuing to develop as a leader and advocate for the field of higher education.

CRLP Takeaway:

"During the training I learned quite a bit about MCCR enforcement as well as how protected classes differ between federal and state regulations. I also enjoyed learning more about the investigation process and practices for MCCR which are relevant and similar to many of those that I utilize in student conduct."

School: Morgan State University

Major: Legal Studies



Sadaf Kaleem

Sadaf has a passion to help others by providing legal services to those who cannot afford the big amount of fees in the real world. Sadaf works as a part-time Admin at Community College of Baltimore County.

CRLP Giveaway:

"MCCR has given me another way of learning and understanding the true existence of civil rights in society. I got to know that civil rights are a necessary means of protection against oppressors and those who would seek to do us harm. This leadership program is a wonderful learning experience for me."



Sonja Husz

Sonja has served in the US Army for 19 years as an IT Professional and is pending retirement next year. Upon retirement and graduation, Sonja's plans are to continue her education and get involved in Restorative/Social Justice and Community Outreach.

CRLP Takeaway:

"This program was awesome and eye-opening. Coming from a military background we don't see much or any of these types of issues and if we do, they are handled in a completely different way. This was a great way to introduce me to the broad world of Civil Rights to help me narrow the focus of my future career."



Terri Davis

Terri utilizes her passion for communication as a vehicle to amplify muted voices and as a form of resistance in the current climate of erasure of African American true history. Through the counter story telling tenet of critical race theory, Ms. Davis is committed to giving voice to the voiceless and shining a spotlight to give context to the existing generational wealth gap.

CRLP Takeaway:

As a participant in the Maryland Commission on Civil Rights Leadership Program, Ms. Davis has gleaned a sense of knowledge of the Maryland laws that will catapult her quest to advocate for the marginalized.

School: Howard University

Major: Business Administration



Tierra Murray

Tierra is currently an Event Coordinator with a desire to become an HR professional. Tierra has served in various leadership roles in my community/church and has a passion for civil rights.

CRLP Takeaway:

"I have learned the burden of proof for discrimination will always be on the complainant not the respondent. I have also learned how to read through /analyze an investigation for discrimination via the case studies reviewed in class. What really sticks out in class was '90% of the time its disparate treatment'. I also enjoyed learning fair housing practices and getting more information on reasonable accommodations/modifications vs accommodations that may bring damage to the property owner. Understanding the protected classes for discrimination is important as well. Unfair treatment and discrimination are two different things in terms of the law. This program has really educated me in understanding the law and what classifies as discrimination."

School: University of Maryland-Global Campus

Cohort Two

CRLP

Major: Public Administration



Tiffany Jones

Tiffany investigates police misconduct cases for the City of Baltimore. Tiffany has spent the majority of her professional career working to help and inform others through communications and broadcast journalism. As a former legislative intern, Tiffany worked on public safety, voting rights and environmental issues.

School: University of Maryland-Baltimore County

Cohort Two

CRLP

Major: Political Science



Andrew Truhan

Andrew serves as Student Body President, is a member of the President's DEI Advisory Council, and is a Resident Assistant. After graduation, Andrew plans on attending law school and pursuing a life of public service.

CRLP Takeaway:

"The Civil Rights Leadership Program was different from other courses because in addition to learning from professionals in the field, participants were given an opportunity to practice on past real cases."

School: Mount St. Mary's



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Formerly UMUC

Ann Bedwell

Ann has been working in the HR field for the last nine years and have previously worked for the county government and the corporate side and would love to work for the federal government at some point in my career.

CRLP Takeaway:

"I thoroughly enjoyed the information provided from all of the speakers and found the breakout groups were a great way to participate in the investigations and assess our knowledge with real life scenarios. I want to stay competitive in my field and the Civil Rights Leadership Program has helped me to gain knowledge in Employment and Fair Housing discrimination which is necessary to stay successful in today's environment."

School: University of Maryland-Global Campus



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MARYLAND

Dorian Mitchell

Dorian hopes to go to law school and focus on public interest practice. She wants to help those that look like her have the representation they deserve.

CRLP Takeaway:

"I am so grateful to have had the opportunity to learn about Maryland's anti-discrimination laws. I learned some of the important legal theories associated with housing, employment, and public accommodation cases. I also learned who is a part of the protected classes under the state of Maryland. Being a beginner in the field, I had an opportunity to not only learn a lot of information but also put it into practice with the case activities."



CCBC

Jane Huth Walsh

Previously, Jane was a journalist and has a master's degree in journalism as well as an undergraduate degree in French. Jane is learning Spanish because she would like to work with immigrants who need help with housing and other legal issues.

CRLP Takeaway:

"I'm always impressed by how fragile and yet functional the law is. This program has reinforced to me the resiliency and limits of laws designed to protect our civil rights. Much remains to be done, but in my lifetime, things have changed so much for the better."

Cohort Two

CRLP

Major: Criminal Justice & English



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Kaylie O'Day

Kaylie plans on attending law school in 2025 and plans to become a prosecutor after that.

CRLP Takeaway:

"In class I learned more about the depths of disparate treatment and adverse impact and how they fit into the discovery of a case. I learned good techniques for interviewing people and analyzing cases. I also learned that the charge goes against the company and not the complainant."

School: University of Maryland-Global Campus

Cohort Two

CRLP



UMBC

Kyra

Robertson

Major: Public Policy

Ky is a full-time Professional School Counselor in Baltimore City Public Schools and a Licensed Graduate Professional Counselor.

CRLP Takeaway:

"I am extremely grateful for the opportunity to participate in the Civil Rights Leadership Program. I learned a lot about anti-discrimination laws in Maryland. One theory of discrimination that will inform my practice is disparate impact. As a policymaker, I will analyze each issue through this lens to ensure that my policies are equitable and do not adversely impact anyone from a protected class. More importantly, I will use this theory to scrutinize currently policies that have led to the continued marginalization of people of color."

School: University of Maryland-Baltimore County

CRLP



**UNIVERSITY OF
BALTIMORE**

Laura Murray

Laura is the Clinical Supervisor for the Substance Abuse Court Assessor Unit under Grace Medical/Life Bridge Health Systems with 25 years in the human services field. Laura Murray specializes in ASAM Level and placement consultations while developing strong partnerships with the Baltimore City Judiciary, States Attorney's office, the Office of the Public Defender, and the District and Circuit Court's Drug Court programs to provide forensic assessment and placement services for defendants with substance use and dual diagnosis disorders.

CRLP Takeaway:

"What I benefited the most from professionally is the knowledge necessary provided through the presentations and the case examples to assess lawful from unlawful discrimination, how to accurately assess the information and evidence necessary to forward a case for legal consideration, what rights I have as an investigator and the skills needed to investigate claims effectively."

School: University of Baltimore



**UNIVERSITY OF
BALTIMORE**

Lily Dunn

Lily's professional experience has been focused on nonprofit affordable housing for people with diagnosed mental illnesses in Montgomery County, MD and Lily now works for a new pilot workforce development program called Career MAP in partnership with DC DHS.

CRLP Takeaway:

"One of the most important facts I have learned through this training is how important it is for individuals to be aware and have supports who are aware of their legal rights, so they have the proper knowledge in order to support their claims. A person reporting discrimination must be of a protected class in order for a case of discrimination in order to have the case investigated. Through practice cases we were shown that circumstantial evidence is accepted in these cases to prove preponderance of evidence and that discrimination does not have to be intentional in order to be discriminatory."

School: University of Baltimore

Cohort Two

CRLP



UNIVERSITY OF
MARYLAND

Oliver Slade

Oliver is interested in education and housing policy, particularly how they intersect. Oliver is on the Social, Health, and Education Policy Board (SHEP) as the Undergraduate Representative. Oliver is also an Undergraduate Ambassador for the School of Public Policy at UMD.

CRLP Takeaway:

"I learned how cases are handled in housing discrimination in the CRLP program. I learned how the theories I was previously aware of are applied in real life."

School: University of Maryland-College Park



UMBC

Turquoise Williams

Turquoise has worked in direct services for approximately ten years, primarily with those who had severe mental illnesses (SMIs) and justice involvement. Turquoise also recently participated in trainings for victims' advocacy to supplement this knowledge including Maryland's Roper Academy.

CRLP Takeaway:

"I was able to learn more about the process for filing harassment claims with MCCR as well as the timeline for those claims. Additionally, it was helpful to clarify how many of these claims are considered circumstantial, but additional testimony could substantiate the claims."



UNIVERSITY *of* MARYLAND
BALTIMORE

Tyler Fultz

Tyler Fultz is a current second-year J.D. student in the evening program at the University of Maryland Francis King Carey School of Law. In addition to their law school experience, Tyler currently works full-time as an Assistant Director for Residence Life at Towson University. After graduation, Tyler is hoping to work in civil rights law in Maryland, with a particular focus on employment discrimination, LGBTQ+ policy work, and advocating for survivors of gender-based violence.

CRLP Takeaway:

"My two biggest takeaways from this program, particularly as someone who has mostly studied federal law, are that much of the state's antidiscrimination law is enforced under Title 20 and what elements are needed to establish a prima facie case for establishing employment, housing, and public accommodations discrimination in Maryland."

School: University of Maryland-Baltimore



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William Harris

In May 2021, William completed their first Bachelor's degree. William looks forward to developing a career outside of criminal justice system. He is currently employed with the Maryland Transportation Authority and has been since May 2014.

CRLP Takeaway:

"Over the course of this class, I gained a better understanding of the process involved when filing a discrimination claim with the Maryland Civil Right Commission. I also learned that current policies that exist within an organization today can still be discriminatory against a protective group."