



# Annual Report

## FY2005

(July 1, 2004-June 30, 2005)



Elizabeth Topinka of Village Academy Elementary  
School (Powell)

THE OHIO CIVIL RIGHTS COMMISSION

The Honorable Bob Taft, Governor

Pastor Aaron Wheeler, Sr., Chairman  
Jeanine P. Donaldson, Commissioner  
Altagracia "Grace" Ramos, Commissioner  
Nirmal K. Sinha, Commissioner  
Charles Winburn, Commissioner

G. Michael Payton, Executive Director

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# Ohio Civil Rights Commission

## Board of Commissioners

Major Arnie Fischer, Sr., Chairman  
Commissioner James P. Donovan  
Commissioner Gary Ramey  
Commissioner Norma Under  
Commissioner Charles Fischer

G. Michael Payton, Executive Director

Nearly 50 years after its creation, the Ohio Civil Rights Commission remains a leader amongst the country's civil rights enforcement agencies, and serves as an equal partner with the Governor, all of our other elected and appointed officials, advocacy and community organizations and the regulated community as united we stand guard against prejudice, bigotry and intolerance, and strive to ensure equal opportunity and fairness for all Ohioans. In the year 2005, the Ohio Civil Rights Commission continued to demonstrate the hard work, dedication and professionalism necessary to fulfill its legislative mandate to investigate and eliminate discrimination in employment, housing, places of public accommodation, credit and disability in higher education. In fact, this year there were 741 more discrimination charges filed at the Commission in comparison to the previous year, the result of which was a near 20% increase in charges overall.

Nonetheless, even with this increase in charges, OCRC employees continued their commitment to foster goodwill, and to educate the public and the regulated community alike about their rights and obligations under the Ohio Laws Against Discrimination. Throughout the state, OCRC employees conducted numerous presentations and training sessions in order to proactively eliminate discriminatory practices, hear civil rights related concerns, and inform citizens of their rights.

As an example of these efforts, the OCRC partnered with various advocacy organizations and core constituent groups for the purpose of conducting a series of seminars dealing with the issues of financial literacy, homeownership, equal employment opportunity and fair housing rights. To better serve the Hispanic/Latino community, OCRC's website has been upgraded and now can be converted into Spanish, and OCRC has begun hiring bilingual investigators at its Regional Offices.

In addition, OCRC hosted a series of statewide roundtable meetings with local community leaders entitled "What Next?" The goal of these meetings was to discuss issues related to employment, education, housing and a number of other Civil Rights issues affecting Ohio's many diverse communities.

While 2005 was a very productive year with many positive and noteworthy accomplishments on the part of the OCRC, we know that there is much work that remains to be done. In the words of the late, great, Jackie Robinson, "The right of every American to first-class citizenship is the most important issue of our time." Together, we can make this right a reality for all Ohioans.

On behalf of OCRC Commissioners and staff,

G. Michael Payton  
Executive Director

# Legislative Mandate

The Ohio Civil Rights Commission was established in July 1959 by the Ohio Legislature to enforce state laws against discrimination as specified in Chapter 4112 of the Ohio Revised Code. The Commission receives and investigates charges of discrimination in employment, public accommodations, housing, credit and disability in higher education on the basis of race, color, religion, sex, national origin, disability, age, ancestry or familial status. It has the authority to demand access to records, premises, documents, evidence or possible sources of evidence, and to record testimony or statements from individuals. The Commission is empowered to issue subpoenas, interrogatories and cease and desist orders, hold public hearings, collect monetary benefits, and has statutory authority to:



- initiate investigations of discriminatory practices;
- formulate policies to effectuate the purposes of Chapter 4112 of the Ohio Revised Code, and make recommendations to agencies and offices of the state or local subdivisions of government to effectuate such policies;
- make periodic surveys of the existence and effect of discrimination because of race, color, religion, sex, national origin, handicap, age, ancestry or familial status on the enjoyment of civil rights by persons within the state;
- receive progress reports from agencies, instrumentalities, institutions, boards, commissions, and other entities of this state or any of its political subdivisions and their agencies, instrumentalities, institutions, boards, commissions, and other entities regarding affirmative action programs for the employment of persons against whom discrimination is prohibited;



- prepare a comprehensive educational program, in cooperation with the Ohio Department of Education, for the students of Ohio's public schools and for all other residents of Ohio, that is designed to: eliminate prejudice on the bases of race, color, religion, sex, national origin, handicap, age, ancestry or familial status, further good will amongst those groups and emphasize the origin of prejudice against those groups and its harmful effects.

The Commission consists of a five-member board of Commissioners and approximately 140 employees. Commissioners are appointed to five-year terms by the Governor with the advice and consent of the Senate. By law, no more than three Commissioners can be of the same political party. The Governor designates one of the Commissioners to serve as the Chairperson. The Commissioners are responsible for selecting the agency's Executive Director, who implements the policies and decisions of the Commission and is responsible for the day-to-day operation of the agency. Commissioners serve as the final arbiter in the investigatory process and meet regularly to rule on recommendations from the Commission's six regional offices regarding charges of discrimination.



## Commissioners



**Pastor Aaron Wheeler, Sr.—Chairman (Columbus)**

Appointed Commissioner September 2000. Appointed Commission Chairman February 2001 and reappointed July 2005. His current term expires July 2010.



**Jeanine P. Donaldson (Lorain)**

Appointed Commissioner October 2002. Her current term expires July 2007.



**Altagracia "Grace" Ramos (Beavercreek)**

Appointed Commissioner March 1991 and reappointed August 1994, July 1999 and July 2004. Her current term expires July 2009.



**Nirmal K. Sinha (Worthington)**

Appointed Commissioner April 1991 and reappointed July 1993, July 1998 and August 2003. His current term expires July 2008.



**Charlie Winburn (Cincinnati)**

Appointed Commissioner February 2001 and reappointed July 2001. His current term expires July 2006.



## Executive Staff



**G. MICHAEL PAYTON** has been Executive Director of the Ohio Civil Rights Commission since July 2001. Mr. Payton oversees and directs 147 employees statewide in the agency's Central Office and six regional offices in Akron, Cincinnati, Cleveland, Columbus, Dayton and Toledo.

Mr. Payton previously served as Chief Legal Counsel and Director of Regional Operations for the Commission from 1997 to 2000. He served as Assistant Attorney General for the State of Ohio for 11 years from 1984 to 1995. During his tenure as an Assistant Attorney General, he served as Counsel to the Ohio Civil Rights Commission and conducted administrative prosecutions. He served as Assistant Chief of the Attorney General's Transportation Section where he conducted litigation as a defense counsel in a variety of areas including employment law. Mr. Payton received a Bachelor of Arts from The Ohio State University and a Juris Doctorate in 1983 from the Georgetown University Law Center.

**KEITH P. MCNEIL** has been Regional Counsel and Director of Regional Operations since October 2001. Mr. McNeil has been with the OCRC since 1980 and served as Regional Director for the Akron office from 1994 through 2001. Other than a year's sabbatical to practice criminal and family law, his entire career has been devoted to the enforcement of Ohio's civil rights laws. Mr. McNeil is a member of both the State of Ohio and US District Court for the Northern District of Ohio Bar Associations. He attended the University of Akron where he received his Bachelor of Arts in 1978. He earned his Juris Doctorate from the University of Akron in 1981.



**MATTHEW D. MIKO** currently serves as Chief Legal Counsel as well as the Director of Human Resources and Enforcement for the Ohio Civil Rights Commission. Mr. Miko served as an Assistant Attorney General in the Civil Rights Section of the Ohio Attorney General's Office from 1997 through 2001 and as an Assistant State Solicitor in the Ohio Attorney General's Office from 2000 through 2001. Mr. Miko received his Bachelor of Arts in 1994 and his Juris Doctorate in 1997, both from The Ohio State University.

**CHRISTIA ALOU WHITE** joined the Ohio Civil Rights Commission in early 2004 as the Director of Public Affairs. Mrs. White is a graduate of Howard University in Washington, DC where she received her Bachelor of Arts in Broadcast Journalism. She worked in the nation's capitol for the Congressional Hispanic Caucus Institute as a media and public affairs specialist while obtaining her Juris Doctorate from the University of Maryland School of Law. Mrs. White practiced labor and employment law before her most recent position with District of Columbia Mayor Anthony A. Williams' administration where she served as Interim Director to the Office on Latino Affairs before moving to Columbus.



**JOSIE T. WOODS** serves as the Chief Fiscal Officer, Division of Finance. Mrs. Woods joined the Ohio Civil Rights Commission in January 1997 as an assistant to the fiscal officer and became the Chief Fiscal Officer in 1998. Mrs. Woods served as a budget officer for the Ohio Department of Development from 1989-1997, and has worked at the Ohio Department of Mental Health and the Ohio Department of Health. Mrs. Woods received a Bachelor of Science in Business Administration from Franklin University and a Master of Science in General Administration from Western Michigan University.



# Historical Timeline

<b>1958.</b>	<ul style="list-style-type: none"> <li>• Governor C. William O'Neil appointed Ohio's first official statewide Governor's Advisory Commission on Civil Rights. Charles Y. Lazarus serves as Chairman.</li> <li>• Governor's Advisory Commission on Civil Rights recommends that the State of Ohio established a State Civil Rights Commission to address the problem on civil rights on a continuing basis.</li> </ul>
<b>1959.</b>	<ul style="list-style-type: none"> <li>• Governor Michael V. Disalle signed into law enabling legislation creating the Fair Employment Practices Commission for Ohio.</li> <li>• Law passed prohibiting discrimination in employment on the basis of race, color, religion, national origin, and ancestry. First Executive Director, Frank Baldau.</li> </ul>
<b>1961.</b>	<ul style="list-style-type: none"> <li>• First Regional Office opened in Bellaire, Ohio. First Regional Direct, Ellis L. Ross.</li> <li>• Name Changed to the Ohio Civil Rights Commission</li> <li>• Enactment of law prohibiting discrimination of public accommodation</li> </ul>
<b>1965.</b>	<ul style="list-style-type: none"> <li>• Enactment of law prohibiting discrimination in housing</li> </ul>
<b>1969.</b>	<ul style="list-style-type: none"> <li>• Housing discrimination law amended and broadened</li> <li>• Enactment of law prohibiting discrimination in burial lots</li> </ul>
<b>1973.</b>	<ul style="list-style-type: none"> <li>• Enactment of law prohibiting discrimination by reason of sex</li> </ul>
<b>1976.</b>	<ul style="list-style-type: none"> <li>• Enactment of law prohibiting discrimination in credit</li> <li>• Enactment of law prohibiting discrimination by reason of disability</li> <li>• Enactment of law prohibiting discrimination by reason of age in credit</li> </ul>
<b>1978.</b>	<ul style="list-style-type: none"> <li>• The OCRC and the Equal Employment Opportunity Commission (EEOC) entered into a Worksharing Agreement, which provides dual filing for employment charges. Ohio has continually ranked number one in the nation with the largest contract for successful case processing.</li> </ul>
<b>1979.</b>	<ul style="list-style-type: none"> <li>• Law prohibiting discrimination by reason of age broadened</li> </ul>
<b>1984.</b>	<ul style="list-style-type: none"> <li>• Enactment of law prohibiting discrimination by institutions of higher education by reason of disability</li> </ul>
<b>1987.</b>	<ul style="list-style-type: none"> <li>• Housing discrimination law amended and broadened.</li> <li>• Commission given authority to award actual damages and permits an award for punitive damages up to \$5,000.00</li> <li>• Commission given authority to seek Temporary Restraining Order</li> </ul>



<b>1988.</b>	<ul style="list-style-type: none"> <li>• OCRC and U.S. Department of Housing &amp; Urban Development (HUD) entered into a Worksharing Agreement to eradicate housing discrimination.</li> </ul>
<b>1989.</b>	<ul style="list-style-type: none"> <li>• July 28<sup>th</sup> marked the 30<sup>th</sup> Anniversary of the OCRC. Governor Richard F. Celeste and other state and local dignitaries recognized the OCRC for its continued commitment to protecting the rights of all Ohioans to enjoy the benefits of dignity and equality.</li> </ul>
<b>1990.</b>	<ul style="list-style-type: none"> <li>• Age law amended to cover individuals 40 and over</li> </ul>
<b>1992.</b>	<ul style="list-style-type: none"> <li>• State law amended to bring it into conformity with the Americans With Disabilities Act of 1990</li> <li>• Amended Substitute H.B. 321 brought Ohio's fair housing statute into conformity with federal fair housing legislation by adding "familial status" to the protected classes and a one year filing period for housing discrimination charges.</li> </ul>
<b>1993.</b>	<ul style="list-style-type: none"> <li>• Creation of a comprehensive curriculum guide and teaching aid for Ohio's schools entitled, "Valuing Diversity: Learning and Living Together." Revised in 1999.</li> </ul>
<b>1998.</b>	<ul style="list-style-type: none"> <li>• Introduction of the Alternative Dispute Resolution pilot program. During the first year of inception, over 53% of all cases that participated in the process were successfully mediated. Recognized in 1999 by HUD with a "Best Practices" award.</li> </ul>
<b>1999.</b>	<ul style="list-style-type: none"> <li>• Law amended to substitute the term "disability" for the term "handicap" in the Ohio Civil Rights Commission Laws and certain other related laws</li> <li>• July 29<sup>th</sup> marked the 40<sup>th</sup> Anniversary of the Ohio Civil Rights Commission</li> <li>• Federal and State partners recognized the dedicated work of OCRC employees at the first "All Hands Meeting."</li> </ul>
<b>2000.</b>	<ul style="list-style-type: none"> <li>• Workforce Redesign Initiative funded by grant from Ohio Department of Administrative Services and the Ohio Civil Service Employees Association to examine and redesign every process and system used by the agency in fulfilling its legislative mandate.</li> </ul>
<b>2004.</b>	<ul style="list-style-type: none"> <li>• July 29<sup>th</sup> marked the 45<sup>th</sup> anniversary of the Ohio Civil Rights Commission.</li> </ul>



# Mission

We are the Ohio Civil Rights Commission, primary educator and enforcer of Ohio's Laws Against Discrimination.

We will be professional, competent and fair to our clients and all Ohio citizens as we educate the public and investigate claims of discrimination. It is our role to be a strong force in promoting positive human relations among our diverse population.

We value our employees for their skills, commitment and creativity. We will provide a work environment based on empowerment, mutual respect and honesty for all employees.

We will create a culture where continuous learning is valued and opportunities for training and professional growth are provided to all employees. We will incorporate technological innovations and processes in achieving our mission.

# Core Values

**Public Service.** We are committed to serving and educating the public in a professional, impartial and efficient manner. Quality service will be accomplished by utilizing skilled and motivated employees who are responsive to our customers' needs.

**Dedication.** We will demonstrate our commitment to public service by being responsible, dependable and proactive professionals. We will maintain pride and excellence in fulfilling our mission.

**Teamwork.** We will empower our employees to achieve a quality work product and harmonious workplace through open communication, positive interaction and a spirit of cooperation.

**Respect.** We respect the diversity, talents and ideas of all OCRC employees, our most valued resources. We honor the right of every employee and the public to contribute, to be heard and to be treated with dignity.

**Integrity.** We pledge to fulfill our duties and responsibilities in a fair and impartial manner. We will be honest and trustworthy in our relationships with one another and with the public.



<b>EEOC/HUD APPROPRIATIONS</b>	<b>EXPENDITURES</b>
Salaries and Wages	2,251,007.00
Purchased Personal Services	139,299.00
Supplies and Materials	51,543.00
Motor Vehicle	33,906.00
Travel	21,662.00
Communications	81,541.00
Equipment Maintenance	46,193.00
Rentals	113,326.00
Printing	28,995.00
General Expenses	547,366.00
Equipment Maintenance	20,209.00
Encumbrances	119,407.00
Federal Appropriations	356,496.00
<b>TOTAL</b>	<b>3,810,950.00</b>

<b>GENERAL REVENUE FUND (GRF)</b>	<b>EXPENDITURES</b>
Salaries and Wages	6,597,534.00
Purchased Personal Services	2,466.00
Supplies and Materials	
Motor Vehicle	
Travel	420.00
Communications	552.00
Equipment Maintenance	
Rentals	397,541.00
Printing	
General Expenses	1,486.00
Equipment	41,234.00
Encumbrances	587.00
Federal Appropriation	
<b>TOTAL</b>	<b>7,041,820.00</b>
<b>TOTAL EXPENDITURES</b>	<b>10,852,770.00</b>



## Investigation & Enforcement

Anyone who lives or works in Ohio and believes that they have been subjected to unlawful discrimination can file a charge with one of OCRC's regional offices located in Akron, Cincinnati, Cleveland, Columbus, Dayton and Toledo. Such complaints must be filed within six (6) months (or one year for housing complaints) of the alleged act of discrimination. The OCRC may also self-initiate an investigation in employment and housing cases based on preliminary information indicating that there may be a pattern of discrimination within an entire system, "systemic discrimination." In any event, OCRC must make a finding within one (1) year after a charge is filed.

When a charge is filed, the responsibility for the investigation is assigned to a Civil Rights Field Representative (lead investigator). During the investigation, the investigator will discuss the allegation in detail with Charging Party (the person or company responsible for the alleged act of discrimination). Before any determination is made on the merits of a charge, each party is offered voluntary mediation. If both parties agree, an experienced OCRC mediator will schedule a mediation session within 30 days. During mediation both parties will have the opportunity to explain their position and offer ideas for reaching a resolution. The mediator will work with both parties to reach a mutually satisfactory settlement. Any agreement reached during mediation is binding upon the parties. If a mutually satisfactory settlement is reached, the case is closed. If

a settlement is not reached, the mediator will return the case to the region for full investigation.

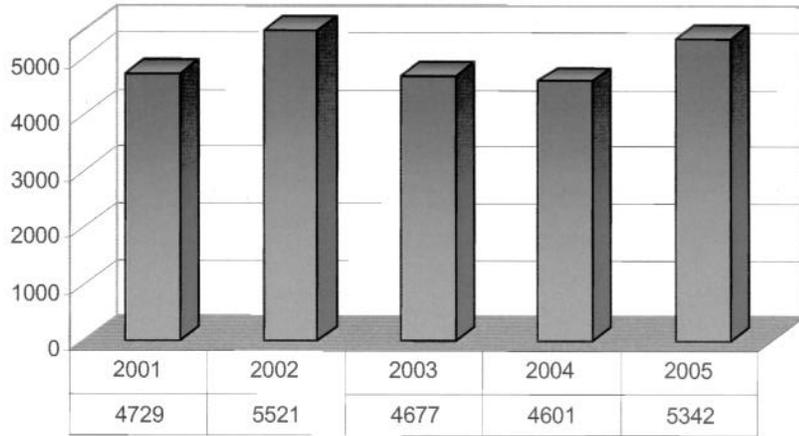
The lead investigator works with a team consisting of several managers, a coordinator, legal counsel and other investigators to guide the investigation and submit a written recommendation to the Commissioners who have the final authority on case decisions. If the evidence obtained during the course of the investigation is insufficient to substantiate the charge of discrimination, the Commission will make a finding that it is **NOT PROBABLE** that a violation of law has occurred. The Commission will then dismiss the charge with a finding of **NO PROBABLE CAUSE**.

If the evidence is sufficient to substantiate that discrimination has occurred, the Commission will make a finding that it is **PROBABLE** that a violation of law has occurred. This constitutes a **PROBABLE CAUSE** finding. If, following such finding, the OCRC is unable to resolve the charge using informal methods of conference, conciliation and persuasion, a formal complaint is issued and the case is scheduled for a public hearing.

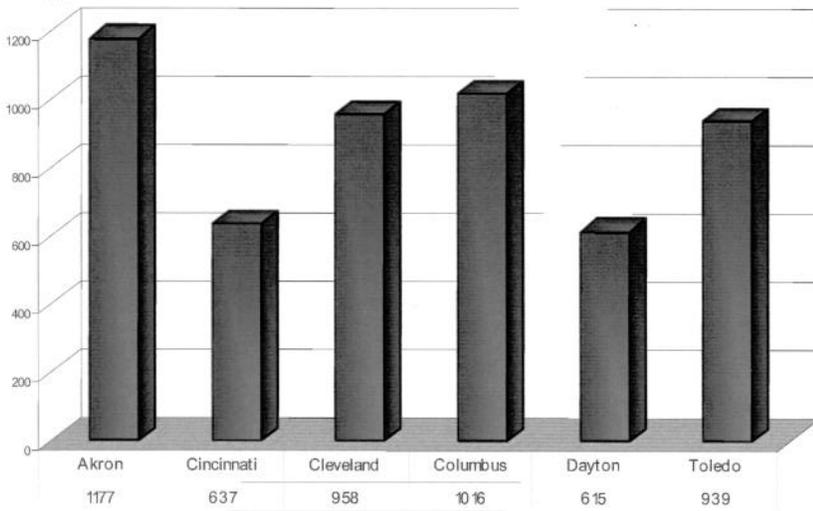
The Civil Rights Section of the Ohio Attorney General's Office represents the Commission in all matters of litigation. ■



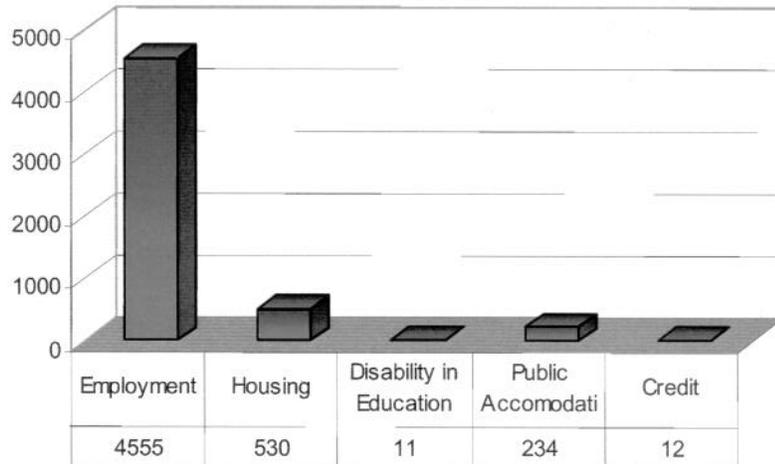
## Charges Filed in Past Five Years



## Charges Filed



## Types of Charges Filed



# Alleged Issues of Charges Filed

*Sorted Alphabetically*

Advertising	18
Benefits	49
Benefits-Retirement	1
Constructive Discharge	255
Demotion	185
Discharge	3410
Discipline	554
Exclusion	117
Harassment	923
Hiring	292
Housing Specific Issues	530
Intimidation	131
Job Classification	27
Layoff	175
Maternity	18
Other	257
Paternity	0
Promotion	252
Qualifications	6
Reasonable Accommodation	378
Recall	25
References	4
Referral	2
Reinstatement	9
Retire involuntarily	6
Segregated facility	0
Seniority	1
Sexual Harassment	479
Suspension	347
Terms & Conditions	1477
Tenure	6
Testing	2
Training	60
Union Representation	45
Wages	175

*Sorted Numerically*

Discharge	3410
Terms & Conditions	1477
Harassment	923
Discipline	554
Housing Specific Issues	530
Sexual Harassment	479
Reasonable Accommodation	378
Suspension	347
Hiring	292
Other	257
Constructive Discharge	255
Promotion	252
Demotion	185
Layoff	175
Wages	175
Intimidation	131
Exclusion	117
Training	60
Benefits	49
Union Representation	45
Job Classification	27
Recall	25
Advertising	18
Maternity	18
Reinstatement	9
Qualifications	6
Retire involuntarily	6
Tenure	6
References	4
Referral	2
Testing	2
Benefits-Retirement	1
Seniority	1
Paternity	0
Segregated facility	0



## Education & Outreach

The Ohio Civil Rights Commission (OCRC) is working diligently to inspire cultural awareness and sensitivity in our state through education and outreach activities. The following are our education and outreach activities for FY 2005 (July 1, 2004 – June 30, 2005):

### *July*

- ♦ OCRC launches new website at [www.crc.ohio.gov](http://www.crc.ohio.gov)
- ♦ OCRC Toledo provides training to Texas Migrant Workers Counsel in Kokomo, Indiana
- ♦ OCRC Cleveland discusses predatory lending issues with local housing advocates
- ♦ OCRC Akron participates in panel discussion on the future of immigration hosted by the American Jewish Committee and Asian American Indians for Better Government

### *August*

- ♦ OCRC Executive Director Payton participates in discussions with the Kirwan Institute for the Study of Race and Ethnicity, sponsored by the Ohio State University's Office of Minority Affairs

### *September*

- ♦ OCRC gives presentation on EEO/ADA compliance at a conference sponsored by the Ohio Association of Rehabilitation Facilities
- ♦ OCRC kicks off first "What Next?" Roundtable Discussion with local leaders in Dayton
- ♦ OCRC/EEOC co-hosts bilingual community forum in Toledo's Aurora Gonzalez Center
- ♦ Director Payton gives keynote address at the Rendville Annual Emancipation Celebration
- ♦ OCRC and EEOC co-host Best Practices in Diversity forum in Toledo for HR professionals

### *October*

- ♦ OCRC hosts "What Next?" Roundtable Discussion with local leaders in Toledo
- ♦ Director Payton participates as a guest lecturer at a Reconciliation Scholars Lecturer Series sponsored by the Diocese of Southern Ohio
- ♦ Director Payton is "Principal for a Day" at East High School in Columbus



# Education & Outreach

- ♦ OCRC Cleveland participates in Racial Profiling Conference in Cleveland
- ♦ OCRC receives Certificate of Commendation from HUD for exceeding goal for reducing aged housing cases
- ♦ OCRC Dayton gives bilingual presentation on civil rights under Title VI at the Latino Family Advocate event

## *November*

- ♦ Director Payton participates in Employment Law Seminar sponsored by the Columbus Bar Association
- ♦ OCRC hosts National Underground Railroad Museum bus tour for Columbus area-community
- ♦ OCRC Columbus provides training to County Board of Mental Retardation and Development Disabilities, sponsored by the Union County Board of MR/DD

## *December*

- ♦ OCRC hosts "What Next?" Roundtable Discussion at Oberlin College
- ♦ Ohio fair housing advocacy organizations meet with OCRC to discuss housing laws and collaboration

## *January*

- ♦ DR. MARTIN LUTHER KING JR. NATIONAL CELEBRATION, OCRC'S ANNUAL DR. KING ART AND ESSAY CONTEST CEREMONY
- ♦ OCRC Dayton participates in a "Peace March" in celebration of Martin Luther King Jr.'s birthday
- ♦ OCRC Dayton adopts charity that awards scholarships to average students wishing to attend trade or liberal arts schools
- ♦ OCRC website enhancement: translated into Spanish

## *February*

- ♦ OCRC Akron and the Diversity Bear takes part in "Operation Connect," an event for disabled children, sponsored by Hattie Larlham Foundation
- ♦ OCRC host "What Next?" Roundtable discussion in Cincinnati
- ♦ Commissioner Jeanine Donaldson speaks at the Lake County Correctional Institution in Conneaut
- ♦ OCRC participates in Legal Forum for HR professionals sponsored by Goodyear Tire

## *March*

- ♦ OCRC's provides training on fair housing laws to the Columbus



Bar Association

- ♦ State of the State Conference; Director Payton serves on panel
- ♦ OCRC hosts “What Next?” Roundtable discussion at Tri-C Eastern College in Cleveland

*April*

- ♦ OCRC participates in Arab American Youth Leadership Conference
- ♦ OCRC provides training seminar for EEO and HR professionals, sponsored by the Dayton Intergovernmental Equal Employment Opportunity Council
- ♦ OCRC Central Office provides harassment training to Ohio Department of Mental Health
- ♦ OCRC Cleveland participates in Anti-Predatory Lending Conference sponsored by the City of Cleveland
- ♦ OCRC facilitates workshop on insurance redlining at Fair Housing Conference in Reading, Pennsylvania

*May*

- ♦ OCRC Cleveland participates in “Promoting Good Credit & Homeownership” event in Lorain
- ♦ OCRC participates in 26<sup>th</sup> Annual Asian Pacific American Federation Heritage celebration

*June*

- ♦ Chairman Aaron Wheeler Sr., and Regional Director Diane Citrino appointed to the U.S. Civil Rights Commission, Ohio Advisory Committee
- ♦ OCRC hosts “What Next?” Roundtable Discussions in Akron and Columbus
- ♦ OCRC, HUD and Ohio Commission on Hispanic/Latino Affairs partner on Financial Literacy Initiative for Hispanic/Latino community
- ♦ OCRC hosts Financial Literacy workshop for LEP community in Cleveland
- ♦ OCRC and EEOC co-hosts Best Practices in Diversity forum at Wright State University, for HR professionals.



# Akron Regional Office



**Regional Director, Diane Citrino**  
**Akron Government Center**  
**161 S. High Street, Suite 205**  
**Akron Ohio 44308**  
**(330) 643-3100**  
**(330) 643-1488 (TTY)**

The Akron Regional Office serves 14 counties in northeastern Ohio with a staff of 19 employees. During fiscal year 2005 the Akron region received 1,177 charges of discrimination - an increase of almost 20% over the previous fiscal year.

The last fiscal year saw Akron Staff focus on housing discrimination. Staff spoke at a national conference at the John Marshall College of Law in September 2004. A few months later, staff also participated in a round-table policy session involving top housing minds from around the country to brain-storm ways to improve housing enforcement. The Akron Region handles many housing discrimination charges each year, and is always looking to find new ways to improve our enforcement and investigation.

The Akron Region raised money for teenagers who were aging out of the foster care system through a series of efforts. Staff members then hosted a pizza party for the teens and informed them about their rights under the anti-discrimination laws of Ohio. Each teenager received a gift card to help with their transition from the foster care system to independent living.



Diane Citrino, Akron's Regional Director, was a co-chair of the 100th Anniversary of the Legal Aid Society of Cleveland, and hosted a 1,000 person celebration for the agency that has diligently served the legal needs of the poor. Ms. Citrino was privileged to introduce the key-note speaker, the Honorable Senator Hilary Rodham Clinton. Ms. Citrino was appointed to the Ohio Advisory Committee to the United State Civil Rights Commission, where she joins Commissioner Ramos and Chairman Wheeler.

Ms. Citrino is a graduate of Brown University (B.A. 1979, Phi Beta Kappa) and the University of California at Berkeley, Boalt Hall School of Law (J.D. 1982). She has co-authored several publications on discrimination, including "Cause of Action for Handicapped Discrimination in Housing in Violation of the Federal Fair Housing Act [42 U.S.C.A. 3601 et seq.] and Related Federal Statutes," 22 Causes of Action 2d, West Publishing Co., June 2003. (co-authored with David Oakley and Edward Kramer).



# Cincinnati Regional Office

The Cincinnati Region, in its pursuit for excellence, established three major goals for the year of 2005.:

- to provide excellence customer service
- enhance our outreach program
- train at least 100 individuals on discrimination laws as related to 4112

We made significant improvements in our customer service; however, our greatest achievements were in the areas of outreach and training.

The Cincinnati team provided training for several area employers and civic organizations including the entire staff of Coca-Cola. We exceed our expectations!

We sent several hundred pounds of clothing to Cincinnati area homeless as well as the hurricane Kartrina victims and provided personal care bags for an area homeless shelter.



Our cable television show: "Your Rights Matter" got a new face lift and a new name this year. One of our featured guest was Mrs. Elizabeth Brown, Executive Director of HOME who provided information on housing issues in Cincinnati. We look forward to 2006 with great anticipation as we strive to keep our eyes fixed on excellence!

H. Jean Marshall-McEntire has distinguished herself both professionally and as a community leader. As Regional Director she leads a staff of 12 employees that received 637 charges of discrimination from 16 counties in fiscal year 2005.

She is a graduate of the University of Cincinnati with a Bachelor of Science degree in Psychology. Her previous positions include teaching in both public and parochial schools, working as a sales manager, an account executive for a foreign company, a vice-president of a worldwide company, and project director for the Coalition of Neighborhoods. She developed an anti-drug program for schools to teach young people to make wise choices.

In January 2004 she was recognized with the Profiles in Courage Award for her courage in overcoming difficulty. The award was sponsored by the 5/3 Bank, WCPO TV and the Urban League of Greater Cincinnati.



**Regional Director,  
H. Jean McEntire  
Corporate Tower  
7162 Reading Road, Suite 1001  
Cincinnati, Ohio 45237  
(513) 852-3344 (Voice/TTY)  
(330) 643-1488 (TTY)**



## Cleveland Regional Office



**Regional Director, Iris Choi**  
**Frank Lausche Building**  
**615 W. Superior Avenue,**  
**Suite 885**  
**Cleveland, Ohio 44113**  
**(216) 787-3150**  
**(216) 787-3549 (TTY)**

Ms. Choi joined the Commission's Toledo Regional Office in 1989 as an Investigator. She was promoted to Reconsideration Supervisor in the Cleveland Regional Office in 1992, to Chief Supervisor in 1993, and Regional Director in 1994. Ms. Choi's educational background includes a Bachelor's degree in Business Administration and Sociology, an MBA in Personnel Management, and Law School at the University of Toledo. As Regional Director, Ms. Choi oversees the day-to-day operation of the Commission's Cleveland Regional Office.

The Cleveland Region covers 10 counties in Northeast Ohio and employs 15 persons. During fiscal year 2005 the region received 958 charges of discrimination. Employee participation in public service and outreach activities included training for Spectrum, Inc; Deaf and Deaf/Blind Committee on Human Rights; The Federal Executive Board LEP Committee; Latino Leadership Committee of NE Ohio. Staff also conducted a clothing drive for the homeless, volunteered and raised money for "Race for the Cure"; Cleveland HIV/AIDS Walk; American Red Cross, United Way, and many others.



# Columbus Regional Office



Beleta Ebron has served as Columbus Regional Director for the Ohio Civil Rights Commission for ten years. Ms. Ebron manages a staff of seventeen employees who investigate and process charges of discrimination.

Having worked for the Commission for twenty-five years, Ms. Ebron previously served as an Investigator, first line Supervisor and Chief Supervisor. In an effort to remain current in the civil rights arena, Beleta continuously receives training in EEO, Fair Housing, Diversity and Race Relations Dialogues.

Ms. Ebron received her Bachelor of Science Degree in Psychology and Sociology from Capital University in Columbus.



**Regional Director,  
Beleta Ebron**  
1111 E. Broad Street,  
Suite 301  
Columbus, OH 43205  
(614) 466-5928  
(614) 753-2391 (TTY)



## Dayton Regional Office



**Regional Director,  
Marguerite Walker**

**40 W. 4th Center, Suite 1900  
Dayton, Ohio 45402-1831  
(937) 285-6500 (Voice/TTY)**

Marguerite Tyler Walker is the Dayton Regional Director for The Ohio Civil Rights Commission. She is a graduate of the University of Dayton (MA Ed.), Columbia University (MSW), North Carolina Central University (BA), and has completed requirements in Advance Mediation at Capitol University.

Mrs. Walker is affirmed as a Civic Leader for the United States Department of the Air Force. In that capacity she has traveled throughout the United States with Air Force officials, in their effort to reinforce citizen awareness of current and future research and technologies.

As Regional Director for OCRC, Mrs. Walker has spearheaded a variety of innovative educational and outreach programs. She is the Creator and Executive Producer of the Commission's television program "Many Faces One Cause". The program highlights the Commission's operations, the laws it enforces, and introduces special program initiatives of the Commission. Under Mrs. Walker's leadership, the Dayton staff has been instrumental in providing tutorial services in reading to public middle school students; this activity has resulted in the staff donating over 600 books to the school's libraries. Because of her commitment to literacy, Mrs. Walker services as a Board Member and Officer of the Miami Valley Literacy Council. The Dayton staff provides the educational component of the Naturalization Final Hearing activities of the U.S. Federal District Court. In addition, the region co-sponsored, with the University of Dayton Law School, the Durban to Dayton Community Summit Against Racism. Mrs. Walker actively participates in the Dayton Dialogue on Race, another local effort to improve race relations.

Other affiliations and volunteer activities include, Life Member NAACP, member of the Executive Exchange Program National Urban League, National Council of Negro Women, Women In Leadership, Dayton Intergovernmental Equal Employment Opportunities Council; Federation Against Intolerance and Racism, Dayton Task Force Against Hate Crime, Dayton Urban League, Southern Poverty Law Center, Twentig, Inc., and Alpha Kappa Alpha Sorority. Inc.



# Toledo Regional Office



Darlene Sweeney-Newbern is the Toledo Regional Director of the Ohio Civil Rights Commission. She has over 14 years experience in investigating and supervising fair housing and employment issues.

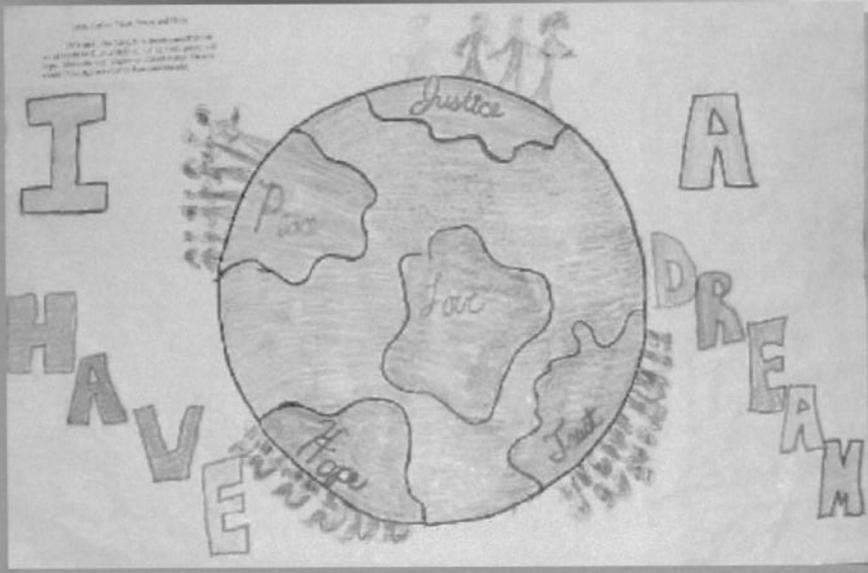
Ms. Newbern has worked closely with the Attorney General's Office in Ohio, Advocacy groups and Civil Rights Enforcement agencies in Indiana, Illinois, Pennsylvania and Ohio to expedite, educate, train and provide assistance in investigating all types of housing charges.

Ms. Newbern has been a presenter at the Housing and Urban Development (HUD) National Fair Housing Conferences in 2000, 2002 and 2003 as well as various conferences around the United States. Ms. Sweeney-Newbern received a bachelor degree of business from the University of Toledo.

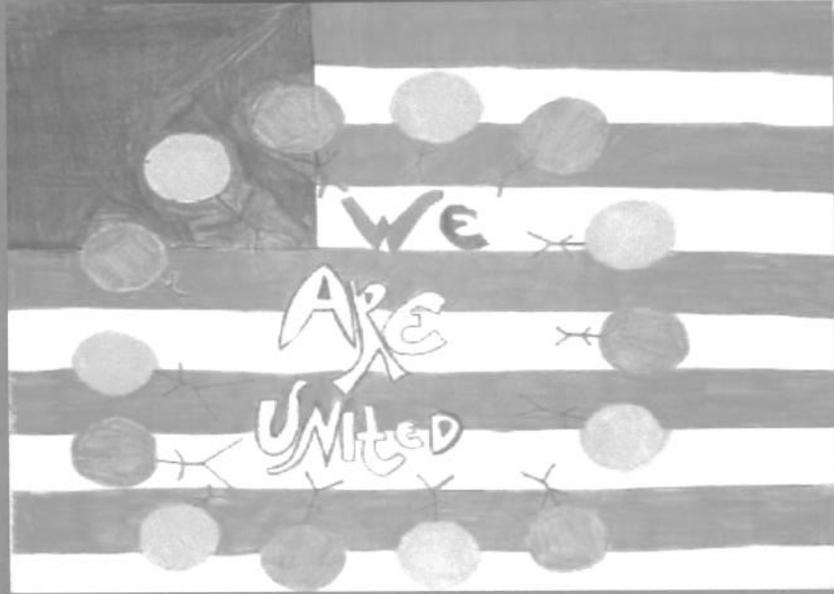


**Regional Director,  
Darlene Newbern  
Room 936  
One Government Center  
Jackson & Erie Streets  
Toledo, Ohio 43604  
(419) 245-2900 (Voice/TTY)**





Ashlynn Daley of St. Agnes Central Elementary School (Mingo Junction)  
3<sup>rd</sup> Grade OCRC MLK, Jr. Art Contest Winner



Jasmine Davis of Washington Intermediate Elementary School (Piqua)  
5<sup>th</sup> Grade OCRC MLK, Jr. Art Contest Winner

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