

Bra'Kasia McClendon (Youngstown) was the 4th Grade Student Contest Winner of the 2008

Dr. Martin Luther King, Jr. Art Writing & Multimedia Contest

Contest Theme: "Learning is the most indispensable and vital element to freedom."

THE OHIO CIVIL RIGHTS COMMISSION ANNUAL REPORT 2008

The Honorable Ted Strickland, Governor
G. Michael Payton, Executive Director

“Where, after all, do universal human rights begin? In small places, close to home – so close and so small that they cannot be seen on any map of the world. Yet they are the world of the individual person: the neighborhood he lives in; the school or college he attends; the factory, farm or office where he works. Such are the places where every man, woman and child seeks equal justice, equal opportunity, equal dignity, without discrimination. Unless these rights have meaning there, they have little meaning anywhere.”

-Eleanor Roosevelt

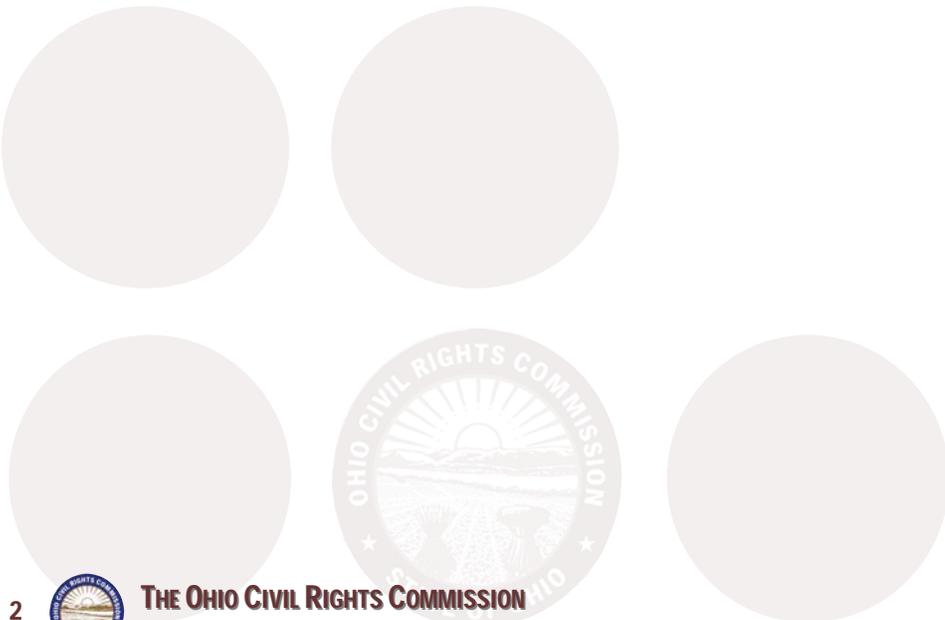


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Our Mission

*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.

June 30, 2008

To the Honorable Ted Strickland, Members of the General Assembly and Citizens of Ohio:

On behalf of our Commissioners and the entire OCRC staff, I am pleased to present our 2008 Annual Report. This report illustrates both our dedication to our constituents and the determination of the entire staff to fulfill our mission as the primary educator and enforcer of Ohio's Laws Against Discrimination. We aim to accomplish this mission by serving as a strong force in promoting positive human relationships among the diverse population throughout the State of Ohio.

In 2008, the citizens of Ohio filed 5,212 charges of discrimination in employment, housing, places of public accommodation, credit and disability in higher education with the OCRC. Our challenges are great; however, we remain more resolute than ever to investigate complaints of discrimination, provide educational programs, and reach out to the Ohio community to create opportunities for open dialogue, promote cultural awareness and encourage positive relationships.

Significant efforts have been made throughout the year to confront the many challenging issues facing the citizens of Ohio and the communities in which they live. The citizens of Ohio realized success through this year's legislative accomplishments that effectively expanded Ohio's laws against discrimination in providing protections against discrimination for men and women in the uniformed services. The impact of this profound piece of legislation will be felt by the many Ohioans who have been called to serve, protect and defend our great nation.

The OCRC joined forces with the Ohio Chapter of the NAACP to more efficiently work with communities throughout the state. A Memorandum of Understanding was signed by both organizations to formalize a working relationship that seeks to fulfill the purpose of developing expanded methods of interaction on discrimination, enforcement and education issues. Additionally, OCRC seized the opportunity to engage in relationship building summits with the citizens of Lima, Ohio during a period of racial unrest. This year, OCRC provided a number of discrimination workshops, education seminars and worked with Lima's local leadership to establish a satellite office in order to maintain a presence in the area and to ensure the community's continued commitment to peacekeeping practices.

Collectively, these endeavors have allowed the OCRC to proactively address the problems of discrimination in Ohio and continue to advance an agenda that fosters equality for all of the citizens in this great state. We thank you for your continued support as we build on our accomplishments of yesterday to take on the challenges of tomorrow.

Respectfully,



G. Michael Payton
Executive Director



COMMISSIONERS



Barbara Sykes, (Akron)
Chairperson October 2007 through December 2007.
Appointed Commissioner October 2007.



Jeanine Donaldson, (Lorain) Chairperson March 2007 - September 2007 (Akron)
Appointed Commissioner October 2002.



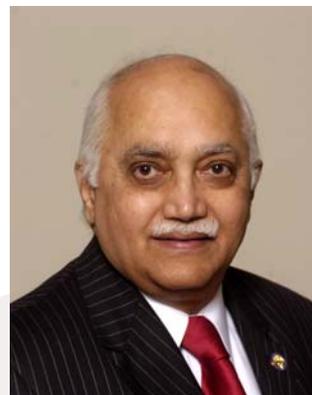
Altagracia "Grace" Ramos (Beavercreek)
Appointed Commissioner March 1991 and reappointed August 1994, July 1999 and July 2004. Her current term expires July 2009.



Pastor Aaron Wheeler, Sr. (Columbus)
Appointed Commissioner September 2000 and reappointed in 2005. Served as Commission Chairman from February 2001 to February 2007. His current term expires July 2010.



Leonard J. Hubert (Granville)
Appointed Commissioner July 2006. His current term expires July 2011.



Rashmi Yajnik (Columbus)
Appointed Commissioner August 2006. His current term expires July 2008.

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 secure 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 additional statutory authority to:

- self-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, disability, age, ancestry, military status or familial status on the enjoyment of civil rights by persons within the state;
- 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 125 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 procedures 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.



HISTORY OF THE OCRC

1958

Governor C. William O'Neil appointed Ohio's first official statewide Governor's Advisory Commission on Civil Rights. Charles Y. Lazarus serves as Chairman.

Governor's Advisory Commission on Civil Rights recommended that the State of Ohio establish a State Civil Rights Commission to address the problem of civil rights on a continuing basis.

1959

Governor Michael V. Disalle signed legislation into law that created the Fair Employment Practices Commission for Ohio.

Law passed prohibiting discrimination in employment on the basis of race, color, religion, national origin, and ancestry. First Executive Director, Frank Baldau.

1961

First Regional Office opened in Bellaire, Ohio. First Regional Director, Ellis L. Ross.

Name Changed to the Ohio Civil Rights Commission.

Enactment of law prohibiting discrimination in public accommodations.

1965

Enactment of law prohibiting discrimination in housing.

1969

Housing discrimination law amended and broadened.

Enactment of law prohibiting discrimination in burial lots.

1973

Enactment of law prohibiting discrimination by reason of sex.

1976

Enactment of law prohibiting discrimination in credit.

Enactment of law prohibiting discrimination by reason of disability.

Enactment of law prohibiting discrimination by reason of age.

1978

The OCRC and the Equal Employment Opportunity Commission (EEOC) entered into a Worksharing Agreement that provided dual filing options for employment charges. *Since 1978, Ohio has continually ranked near the top in the nation with one of the largest work sharing for successful case processing.

1979

Law prohibiting discrimination by reason of age broadened.

1984

Enactment of law prohibiting discrimination by institutions of higher education by reason of disability.

1989

July 28th marked the 30th 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.

HISTORY OF THE OCRC

1990

Age law amended to cover individuals 40 and over.

1992

State law amended to bring it into conformity with the Americans With Disabilities Act of 1990
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.

1993

Creation of a comprehensive curriculum guide and teaching aid for Ohio's schools entitled, "Valuing Diversity: Learning and Living Together." Revised in 1999.

1998

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.

1999

Law amended to substitute the term "disability" for the term "handicap" in the Ohio Civil Rights Commission.
July 29th marked the 40th Anniversary of the Ohio Civil Rights Commission.

2000

Historic 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.

2004

July 29th marked the 45th anniversary of the Ohio Civil Rights Commission.

2006

Governor Taft signed a bill making Ohio the first state to designate Dec. 1st as Rosa Parks Day. House Minority Leader Joyce Beatty sponsored the bill.

2007

Governor Strickland appointed the first female Chairperson of the Ohio Civil Rights Commission, Jeanine P. Donaldson.

2007

Governor Strickland signed an executive order to establish a policy that bans discrimination of current or prospective state employees on the basis of sexual orientation or gender identity.

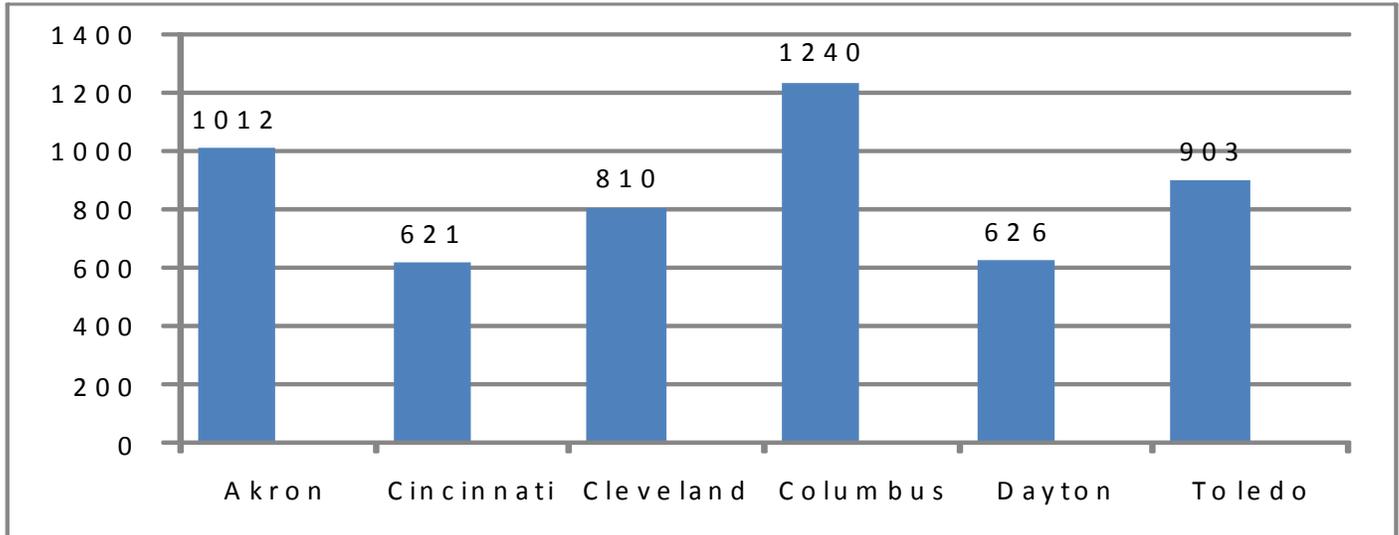
2008

HB 372 which, amends Ohio Revised Code § 4112.02 to include Military Status as a protected category, took effect on March 24, 2008.

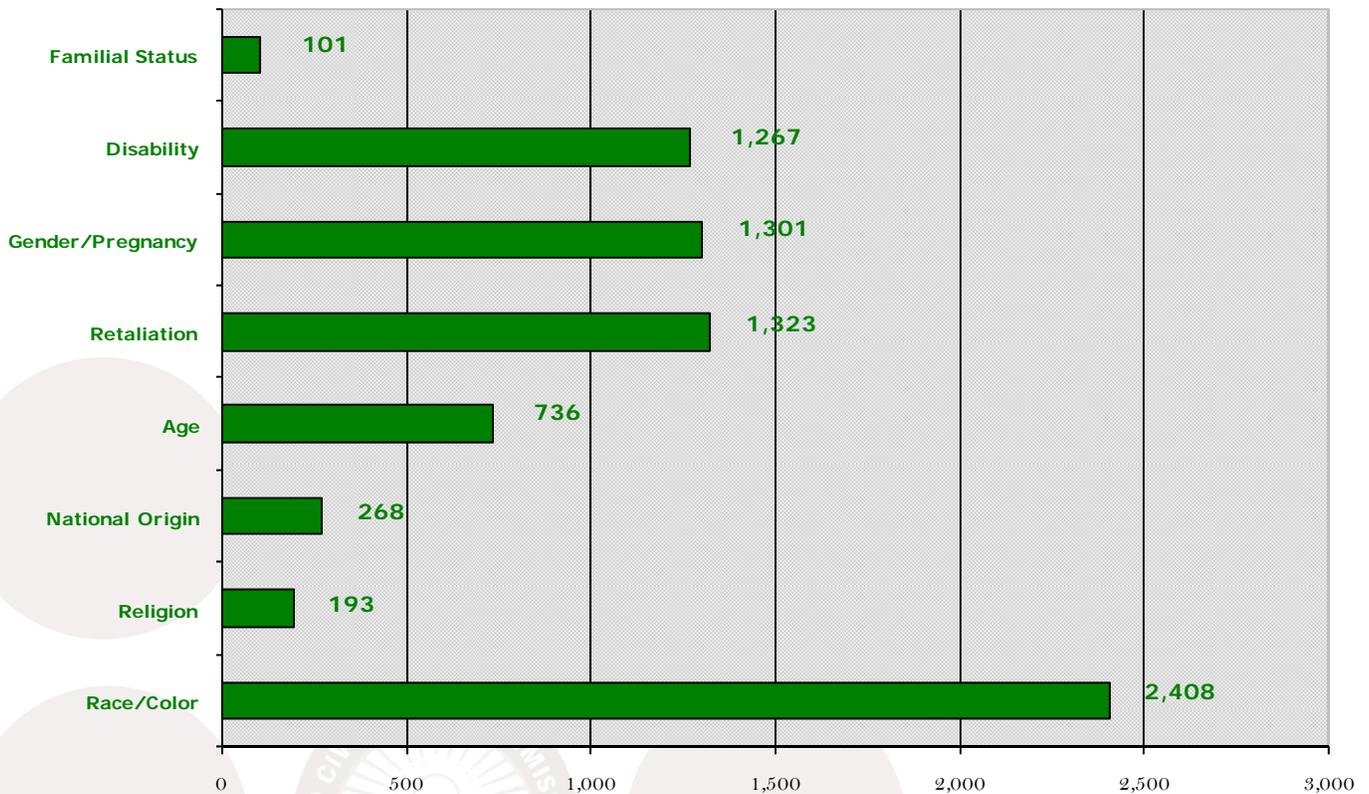


STATISTICAL DATA & INFORMATION

NUMBER OF CHARGES FILED IN REGIONAL OFFICES



ALLEGED BASIS FOR FILING A CHARGE



Charges may be filed alleging more than one basis or issue of discrimination.



STATISTICAL DATA & INFORMATION

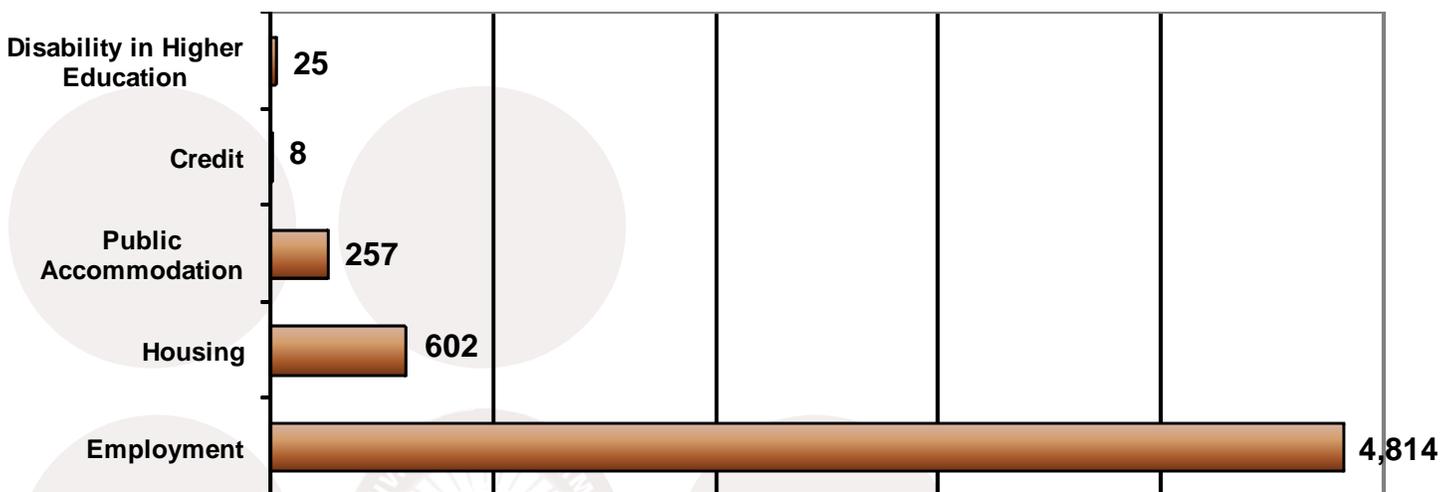
Alleged Issues for Filing a Charge

Advertising	12
Benefits	16
Benefits - Retirement	1
Constructive Discharge	251
Demotion	252
Discharge	2,221
Discipline	734
Exclusion	71
Harassment	1,194
Hiring	233
Housing Specific Issues	531
Intimidation	54
Job Classification	3
Lay Off	198
Maternity	40
Other	248
Paternity	2
Promotion	239
Reasonable Accommodation	384
Recall	5
References Unfavorable	4
Reinstatement	3
Retire Involuntarily	9
Seniority	1
Sexual Harassment	239
Suspension	68
Terms & Conditions	607
Tenure	4
Testing	3
Training	5
Union Representation	30
Wages	66

STATISTICAL DATA & INFORMATION

CASE CLOSURES JULY 1, 2007 THROUGH JUNE 30, 2008	
Settlements	456
Withdrawal With Benefits	669
Successful Conciliation	49
Probable Cause	257
Withdrawal Without Benefits	318
No Probable Cause	3533
No Jurisdiction	81
Administrative Closure	320
Failure to Accept Full Remedy	7
Hearings Closure	3
Closure After Court Decision	13
(*Of these closures, 740 participated in the Mediation program)	
Total Closures	5706

TOTAL NUMBER OF CHARGES CLOSED BY AREA OF JURISDICTION



INVESTIGATION & ENFORCEMENT

The Process

Who can file a charge?

Any person 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. Such complaints must be filed within 180 days (or one year for housing complaints) of the alleged act of discrimination. The OCRC may also self-initiate an investigation based on preliminary information indicating that the Civil Rights Act may have been violated. OCRC must make issue a finding within one (1) year after a charge is filed.

Mediation Services

At the time a charge of discrimination is filed, all parties to the charge are provided with the option to participate in the OCRC's mediation program. OCRC employs one mediator in each of our six (6) regional offices throughout the state. The case will be assigned to a mediator will work with both parties in an attempt to reach a mutually satisfactory agreement. In the event that an agreement is reached, the terms of the agreement are binding upon the parties and the case is closed. If a settlement is not reached, the case will be referred to an Investigator for full investigation. In 2008, the mediation staff conducted a total of 740 mediations and successfully mediated 82% of those cases.

Investigative Process

Each case filed with the OCRC is assigned to a lead Investigator who works with an investigative team consisting of Investigators, the Regional Director, and a team supervisor in order to collect position papers, obtain witness statements, review relevant records and conduct interviews. The team will review all evidence collected in the case and submit a written recommendation to the Commissioners who are responsible for issuing the final ruling.

If the facts obtained during the course of the investigation are insufficient to substantiate the charge of discrimination, the Commission will issue a finding that there is **NO PROBABLE CAUSE** to believe that a violation of law has occurred. However, if the facts are sufficient to substantiate that discrimination has occurred, the Commission will issue a finding that there is **PROBABLE CAUSE** to believe that a violation of the law has occurred. Upon issuance of a probable cause finding, OCRC staff makes every effort to conciliate the case. **Successful Conciliations** are settlements reached after a preliminary finding of probable cause.

If conciliation efforts fail, a formal complaint is issued and the case is scheduled for a public hearing before an Administrative Law Judge. The Civil Rights Section of the Ohio Attorney General's Office represents the Commission in all matters of litigation.

EDUCATION & OUTREACH HIGHLIGHTS

The Ohio Civil Rights Commission (OCRC) has worked diligently to inspire cultural awareness and promote positive human relationships in the communities throughout our state in our involvement with various education and outreach activities. The following events and activities demonstrate OCRC's commitment to education and reaching out to the community for FY 2008 (July 1, 2007 – June 30, 2008):

July

- ◆ Executive Director, G. Michael Payton, met with NAACP Freemont Chapter President, Dallas Leake to discuss concerns related to police misconduct, employment discrimination and the distribution of racist leaflets in the Lima community.
- ◆ Executive Director, G. Michael Payton, and staff met with African-American leaders in the Lima community to discuss concerns of employment discrimination. An OCRC staff member was assigned to a Lima based satellite office.
- ◆ Cleveland Regional Office served as a presenter at the Northern Ohio Hate Crimes Task Force Conference.
- ◆ Cleveland Regional Office Director served as a presenter at the OCRC/NAACP Latino Public Forum.
- ◆ Regional Operations Director, Keith McNeil, provided sexual harassment training to employees at the Ohio Department of Mental Health.

August

- ◆ OCRC's Cleveland Regional Office hosted an international visitor's forum with guests from Serbia, Russia, Poland and Montenegro.
- ◆ Regional Operations Director, Keith McNeil, provided a legal update on civil rights cases for the Columbus Community Relations Commission Board of Commissioners.
- ◆ Chief Legal Counsel, Matt Miko, and staff provided sexual and racial harassment training to the Ohio Department of Insurance.
- ◆ Director of Public Affairs, Toni Delgado, provided diversity training to employees of the Olentangy School District.
- ◆ Director of Public Affairs, Toni Delgado, provided remarks at the 3rd Annual GenerAsian Next Conference to more than 150 high school students at Capital University.

EDUCATION & OUTREACH HIGHLIGHTS

September

- ◆ The OCRC partnered with the City of Columbus, Community Relations Commission and the Columbus Crew to recognize Latino youth from across the state of Ohio for their excellence in education and community service. (See photo right.)



- ◆ The OCRC signed a Memorandum of Understanding (MOU) at the NAACP's Statewide Convention in Columbus on September 15th. The MOU is designed to forge a formal working relationship and understanding between the two entities, with the purpose of developing expanded methods of interaction on discrimination enforcement and education issues. (See photo left.)

- ◆ Cleveland Regional Office participated in the Lorain Anti-Hate

Annual Conference.

- ◆ Central Office Staff attended a Ramadan celebration held by the Council on American Islamic Relations.
- ◆ Chief Legal Counsel, Matt Miko, provided sexual harassment training to Twin Valley Hospital's community service network.
- ◆ Chief Legal Counsel, Matt Miko, made a presentation to the Ohio State Bar Association Board of Governors, Labor & Employment Law Section to discuss issues related to discrimination in employment.

EDUCATION & OUTREACH HIGHLIGHTS

October

- ◆ Executive Director, G. Michael Payton, provided a presentation titled, “OCRC: What’s New? What’s Different?” to the Ohio State Bar Association.
- ◆ Executive Director, G. Michael Payton, provided a training presentation on the History of Civil Rights and Affirmative Action for the DAS EEO Academy Presentation.
- ◆ Executive Director, G. Michael Payton, provided a keynote address at a luncheon for the domestic violence shelter, Transition Incorporated located in Zanesville, Ohio.
- ◆ OCRC’s Cleveland Regional Office hosted an open house informational session for the public.
- ◆ Central Office Staff provided a presentation titled, “Obstacles to Fair Housing for People with Disabilities” at the Akron Fair Housing Contact Service annual luncheon.
- ◆ Dayton Regional Director, Marguerite Walker, co-sponsored and provided technical assistance to the Dayton Urban League and Wright State University for the state Conference of Young Black Professionals.
- ◆ Cleveland Regional Office sponsored a booth at the Cleveland Hispanic Convention.
- ◆ OCRC partnered with the Organization of Chinese Americans to conduct a Hate Crimes Prevention Conference for Youth.

November

- ◆ Cleveland Regional Director made a presentation at the Economic Recovery Workshop at the United Auto Workers in Brook Park, Ohio. Sponsored by University of Michigan and Ford Motor Company.
- ◆ Executive Director, G. Michael Payton, and staff met with Lima law enforcement officials and community leaders to discuss allegations of racial profiling and concerns of racial tension within the community.
- ◆ Director of Public Affairs, Toni Delgado, appeared on local television show, “Community Tapestry” to discuss hate crimes and their impact on the community.
- ◆ Cleveland Regional Staff attended a hate crimes conference hosted by the FBI and U.S. Attorney Gregory White.

December

- ◆ Executive Director, G. Michael Payton, provided a civil rights education workshop for the Columbus Community Relations Commission staff and Commissioners.
- ◆ Chief Legal Counsel, Matt Miko, conducted a continuing legal education seminar titled, “Babies, Boomers and Beyond: Family Care and Employment Law,” for the Columbus Bar Association.
- ◆ Executive Director, G. Michael Payton, provided the keynote address to the State highway Patrol’s graduation ceremony.
- ◆ Executive Director, G. Michael Payton, provided an educational presentation to Gahanna-Lincoln High School’s sociology class.

EDUCATION & OUTREACH HIGHLIGHTS

January

- ◆ OCRC hosted its annual celebration in honor of Dr. Martin Luther King, Jr. More than 2000 students from across the State of Ohio participated in the annual Art, Essay & Multimedia Contest. The contest theme was “Learning is the most indispensable and vital element of freedom.”

(Photo from L-R: Senator Ray Miller, Columbus School Board Member-W. Carlton Weddington, G. Michael Payton, Leonard Hubert, Pastor Aaron Wheeler, Sr., Charles Wiederhold & Chase Yeakley-Wilmington High School)



- ◆ Commissioner Leonard Hubert provided the keynote address at the Granville Kiwanis Club’s annual Martin Luther King Holiday Celebration.
- ◆ Executive Director, G. Michael Payton met with the Ohio Commission on Hispanic & Latino Affairs, the Council on World Affairs and the Ambassador to Honduras, Charles A. Ford to discuss issues affecting the Latino community.
- ◆ Executive Director, G. Michael Payton and Regional Operations Director, Keith McNeil met with the U.S. Equal Employment Opportunity Commission to review initiatives and legal updates.
- ◆ Commissioner Leonard Hubert, Executive Director, G. Michael Payton and staff attended the annual Dr. Martin Luther King, Jr. Holiday program sponsored by the MLK Commission and the State of Ohio.
- ◆ Cleveland Regional Office participated in the North East Ohio Fair Housing Consortium.
- ◆ Bi-lingual Staff sponsored an information booth for “A Cultural Affair—Celebration of Dayton Public Schools ESL Student Achievements”
- ◆ Bi-lingual Staff conducted presentation on community building models for the Cincinnati Latino Coalition.
- ◆ Bi-lingual Staff provided informational speech at naturalization ceremony at the federal courthouse about services available at OCRC.

February

- ◆ Bi-lingual Staff facilitated Education Committee meeting for monthly Latino Connection Networking Meeting with Dayton Public School representative.
- ◆ Bi-lingual Staff facilitated discussion of discrimination and immigration issues within Latino community in Greater Cincinnati. Sponsored by Greater Cincinnati Latino Coalition.

EDUCATION & OUTREACH HIGHLIGHTS

February

- ◆ Executive Director, G. Michael Payton, Chief Legal Counsel, Matt Miko, and staff attended West Virginia's Sixth Annual Civil Rights Day Celebration.
- ◆ Chief Legal Counsel, Matt Miko, provided a presentation on military status protections under the Civil Rights Act to the Columbus Bar Association.
- ◆ Dayton Regional Office Director, Marguerite Walker, provided keynote remarks at the Black History Celebration at the Central Chapel AME Church in Troy, Ohio.
- ◆ Toledo Regional Director, Darlene Newbern, and staff conducted sexual harassment training to the employees of the Days Inn.

March

- ◆ Cleveland Regional Office provided an information session for the Office of State Representative Betty Sutton.
- ◆ Bi-lingual Staff served as planning committee member for Greater Cincinnati Latino Coalition's Cesar Chavez Celebration and made presentation of resolution on behalf of OCRC. Co-sponsored by National Underground Railroad Freedom Center.
- ◆ Regional Operations Director, Keith McNeil, provided information session to Ohio Department of Public Safety on sexual orientation and gender identity harassment & discrimination.
- ◆ Executive Director, G. Michael Payton, provided a presentation at the Ohio Contractor's Association's annual EEO/DBE forum on the importance of DBE/MBE programs and common complaints relating to the construction industry.
- ◆ OCRC hosted a Fair Housing training seminar titled, "Legal Updates, Testing As Evidence, and Damages."

April

- ◆ Cleveland Regional Office participated in a television interview aired on local stations with the Cleveland NAACP Chapter about the services offered by the Commission.
- ◆ Cleveland Regional Office participated in City of Cleveland Information Resource Fair.
- ◆ Cleveland Regional Office Director, Iris Choi, made a presentation at the FBI Hate Crime Working Group.
- ◆ Cleveland Regional Office participated in the Vietnamese Community Center's Observance of the 33rd Anniversary of the end of the Vietnam War.
- ◆ Executive Director, G. Michael Payton, provided welcoming remarks to the Fair Housing Celebration hosted by the Ohio Department of Commerce.
- ◆ Bi-lingual Staff provided interpretation services for new immigrants at mobile Mexican Consulate visit.
- ◆ Bi-lingual Staff served as a guest speaker for University of Dayton on topic of Immigration.
- ◆ Dayton Regional Staff made presentation at C.A.R.E. Meeting for African refugees.
- ◆ Chief Legal Counsel, Matt Miko, and staff provided a presentation on legal updates related to disability discrimination at the ADA Ohio's annual Multiple Perspectives Conference.

EDUCATION & OUTREACH HIGHLIGHTS

April

- ◆ Columbus Regional Staff conducted sexual harassment training for employees of Spencer House Drug Rehabilitation Program.
- ◆ Director of Public Affairs, Toni Delgado, provided a workshop presentation on the occurrence of hate Crimes to students at The Ohio State University.
- ◆ Regional Operations Director, Keith McNeil, provided a presentation on sexual orientation, transgender and gender identity issues as they relate to the law to members of the Dayton Intergovernmental Equal Employment Opportunity Council.
- ◆ Chief Legal Counsel, Matt Miko, and staff provided a presentation on EEO law to ex-offenders at the Cleveland Adult Parole Authority's Re-Entry Information Forum.
- ◆ Toledo Regional Director, Darlene Newbern, served as a presenter at the HUD National Fair Housing Conference.

May

- ◆ Executive Director, G. Michael Payton, and Chief Legal Counsel, Matt Miko, provided a presentation on civil rights laws and history to high school students at Gahanna Lincoln High School.
- ◆ Commissioner Rashmi Yajnik attended The Ohio State University's 14th Annual National Conference on Diversity, Race & Learning, "Excellence to Eminence": Establishing an Academic & Community Diversity Legacy.
- ◆ Cleveland Regional Office participated in the 7th Annual Northern Ohio Hate Crimes Conference.
- ◆ Cleveland Regional Office participated in the 27th Annual Asian Pacific Federation Month at City Hall.
- ◆ Regional Operations Director provided information session to Ohio Department of Job & Family Services on sexual orientation and gender identity harassment & discrimination.
- ◆ Chief Legal Counsel, Matt Miko, provided a presentation on military status protections to the EEO Officers for the State of Ohio.
- ◆ Chief Legal Counsel, Matt Miko, provided a presentation on military status protections to members of the Ohio Conference of Community Development, Inc.
- ◆ Dayton Regional Director, Marguerite Walker, participated in a panel presentation sponsored by the Dayton Human Relations Council to evaluate barriers to housing.
- ◆ Dayton Regional Director, Marguerite Walker, attended the Dayton Urban League annual Legacy event where Honorable Representative Joyce Beatty provided the keynote address.

June

- ◆ Cleveland Regional Office participated in the Employment Discrimination Symposium for the Cleveland NAACP Chapter.
- ◆ Bi-lingual Staff facilitated monthly meeting of Latino Connection Networking Group.
- ◆ Staff provided anti-discrimination training to the Department of Agriculture.
- ◆ Toledo Regional Director, Darlene Newbern, conducted an information session to Owens Community College about the duties of the OCRC.
- ◆ Akron Regional Director, Courtney Calhoun, provided EEO training to business administration students at the National Institute of Technology.
- ◆ Akron Regional Director, Courtney Calhoun, provided EEO training to employees of Summit Retirement Benefit Services.

AKRON REGIONAL OFFICE

Akron Regional Office Charges by County

Carroll	3
Columbiana	12
Coshocton	4
Harrison	2
Holmes	3
Jefferson	13
Knox	15
Mahoning	68
Portage	59
Stark	232
Summit	505
Trumbull	63
Tuscarawas	15
Wayne	18
TOTAL	1,012

Courtney Calhoun is a veteran of the Commission who has successfully risen through the ranks at the OCRC. He started as an Investigator, was promoted to a Manager and now leads the region as the Akron Regional Director. Mr. Calhoun has dedicated his professional career to the enforcement of civil rights laws. He has worked in the Akron, Ohio community with the NAACP as well as several other community organizations including the Akron AIDS Collaborative.

Mr. Calhoun has worked on several important cases in his career. Most notably, he led the investigation of a housing discrimination case that resulted in a private settlement of over \$70,000 dollars to a person who had been sexually harassed by her landlord and employer.

Mr. Calhoun enjoys public speaking and has represented the OCRC as a keynote speaker for the agency and for several community events. He participated in an interview as a spokesperson for the OCRC when the Warren Chapter of Nine to



Akron.

Five marked their establishment as an Ohio Chapter. He is a certified as paralegal, has mediation training, and graduated from the University of Akron with a B.A. in Political Science. Mr. Calhoun is a recognizable voice for the enforcement of civil rights laws in

Regional Director, Courtney Calhoun
Akron Government Center
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Akron Ohio 44308
(330) 643-3100
(330) 643-1488 (TTY)

CINCINNATI REGIONAL OFFICE

H. Jean Marshall-McEntire, is the Cincinnati Regional Director for the Ohio Civil Rights Commission. She has distinguished herself both in her profession and as a community leader. As

Regional Director of the Ohio Civil Rights Commission, she leads and directs a staff that investigates approximately 500 discrimination cases in sixteen Ohio counties each year.

Ms. Marshall-McEntire is a graduate of the University of Cincinnati, with a Bachelor's of Science degree in Psychology. Jean has led a long and diverse career as she served both public and parochial schools as a teacher and educator, served as a sales manager and deputy director for the State of Ohio, represented foreign companies as an account executive, led a worldwide company in the capacity of vice-president, and served as Project Director for the Coalition of Neighborhoods. Ms. Marshall-McEntire has also worked in the Cincinnati urban community to develop an anti-drug program for schools that teaches young people how to make wise choices about drug use.

Ms. Marshall-McEntire is well-recognized in her community and has received numerous awards and commendations for her dedication to public service.



Regional Director, H. Jean McEntire
Corporate Tower
7162 Reading Road, Suite 1001
Cincinnati, Ohio 45237
(513) 852-3344 (Voice/TTY)
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Cincinnati Regional Office Charges by County

Adams	2
Brown	7
Butler	80
Clermont	31
Clinton	11
Fayette	14
Gallia	3
Hamilton	414
Highland	3
Jackson	2
Lawrence	5
Meigs	0
Pike	6
Scioto	8
Vinton	1
Warren	34
TOTAL	621



CLEVELAND REGIONAL OFFICE

Ms. Iris Choi joined the Commission's Toledo Regional Office in 1989 in the role of an Investigator. She was promoted through the ranks in several capacities before becoming the Regional Director of the Cleveland Regional Office in 1994.

Ms. Choi has an accomplished educational background that includes a Bachelor's degree in Business Administration and Sociology, an MBA in Personnel Management, and a Juris Doctorate from the University of Toledo.

As Regional Director, Ms. Choi oversees the day-to-day operations of the Commission's Cleveland Regional Office. Here, she is responsible for receiving, investigating and resolving over 1,000 discrimination complaints a year from 10 counties throughout Northeastern Ohio, including Lorain, Cuyahoga, Lake, Geauga, Ashtabula, Erie, Huron, Richland, Ashland, and Medina counties.

Ms. Choi is an established advocate for equality and leader of civil rights among the diverse communities within the Cleveland area.



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

Cleveland Regional Office Charges by County

Ashland	8
Ashtabula	9
Cuyahoga	566
Erie	29
Geauga	14
Huron	12
Lake	46
Lorain	52
Medina	25
Richland	49
TOTAL	810

COLUMBUS REGIONAL OFFICE

Beleta Ebron has served as a member of the OCRC for nearly 30 years. Ms. Ebron's career began as a lead Investigator before she was promoted to a first line Supervisor and then to Chief Supervisor and ultimately to the position Regional Director. She has led the Columbus Regional Office as Director for the for more than ten years.

Ms. Ebron manages one of the largest offices in the state and oversees the investigative process for twenty (20) counties.

In an effort to remain current in the civil rights arena, Beleta continuously receives training in EEO practices, Fair Housing, and Diversity and participates in community forums on race relations dialogues.

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



Regional Director, Beleta Ebron
1111 E. Broad Street,
Suite 301
Columbus, OH 43205
(614) 466-5928
(614) 752-2391 (TTY)

Columbus Regional Office Charges by County

Athens	10
Belmont	8
Delaware	55
Fairfield	2
Franklin	1004
Guernsey	5
Hocking	10
Licking	28
Madison	16
Marion	21
Monroe	1
Morgan	0
Morrow	1
Muskingum	14
Noble	2
Perry	3
Pickaway	9
Ross	11
Union	14
Washington	8
TOTAL	1240



DAYTON REGIONAL OFFICE

Marguerite Tyler Walker is the Dayton Regional Director for The Ohio Civil Rights Commission. Ms. Walker has a successful education record that includes earning Master's Degrees from the University of Dayton (MA Ed.), and Columbia University (MSW). Ms. Walker is also a graduate of North Carolina Central University (BA), and has completed requirements in Advanced Mediation Techniques at Capitol University.

Mrs. Walker has spearheaded several innovative, educational outreach programs. Under her leadership, the Dayton Regional staff members regularly serve as volunteer tutors at a local middle school and together they have collected and donated over 600 books to the school's library. Mrs. Walker serves as a Board Member and Officer of the Miami Valley Literacy Council. She and her staff provide the educational component of the Naturalization Final Hearing activities of the U.S. Federal District Court. Mrs. Walker actively participates in the Dayton Dialogue on Race, a local effort to improve race relations.



Ms. Walker is known throughout Dayton as an activist, an educator and an advocate for civil rights.

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

Dayton Regional Office Charges by County

Allen	58
Auglaize	6
Champaign	5
Clark	64
Darke	13
Greene	72
Hardin	8
Logan	4
Mercer	7
Miami	22
Montgomery	338
Preble	7
Shelby	19
Van Wert	3
Dayton Total	626

TOLEDO REGIONAL OFFICE

Darlene Sweeney-Newbern is the Toledo Regional Director of the Ohio Civil Rights Commission. She has over 14 years experience as an Investigator and Supervisor with the OCRC. Ms. Sweeney-Newbern's expertise is in the area of fair housing issues. She has investigated and/or supervised investigations of fair housing matters including insurance redlining charges filed against major national insurance companies.

Ms. Sweeney-Newbern has worked closely with local law enforcement organizations, advocacy groups and civil rights enforcement agencies throughout the Midwest to educate, train and provide her expert knowledge in the investigation of various housing discrimination problems. Ms. Sweeney-Newbern has served as a lead presenter and facilitator at the Housing and Urban Development (HUD) National Fair Housing Conferences as well as various conferences around the country for many years.

Ms. Sweeney-Newbern received a bachelor degree of business from the University of Toledo.

Ms. Sweeney-Newbern has established herself as a well-recognized advocate for fair housing rights in Ohio.



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

Toledo Regional Office Charges by County

Crawford	8
Defiance	12
Fulton	23
Hancock	32
Henry	10
Lucas	633
Ottawa	6
Paulding	1
Putnam	9
Sandusky	23
Seneca	25
Williams	9
Wood	109
Wyandot	3
TOTAL	903

BUDGET DATA FOR STATE FISCAL YEAR 2008

FUND 3340 APPROPRIATIONS

This fund represents spending authority as a result of work sharing agreements with the U.S. Equal Employment Opportunity Commission (EEOC), the U.S. Department of Housing and Urban Development (HUD) and the Ohio Civil Rights Commission (OCRC). These agencies defer charges of discrimination filed with them to the OCRC for processing and investigation.

Budget Appropriation *	4,025,506
Expenditures	
Salaries and Wages	2,455,036
Purchased Personal Services	241,076
Supplies and Materials	29,508
Motor Vehicle	11,997
Travel	36,951
Communications	99,521
Equipment Maintenance	17,251
Rentals	152,385
Printing	7,447
General Expenses	686,796
Equipment	33,142
Encumbrances	161,126
Unused Budget Appropriations	93,270
TOTAL EEOC/HUD EXPENDITURES	4,025,506

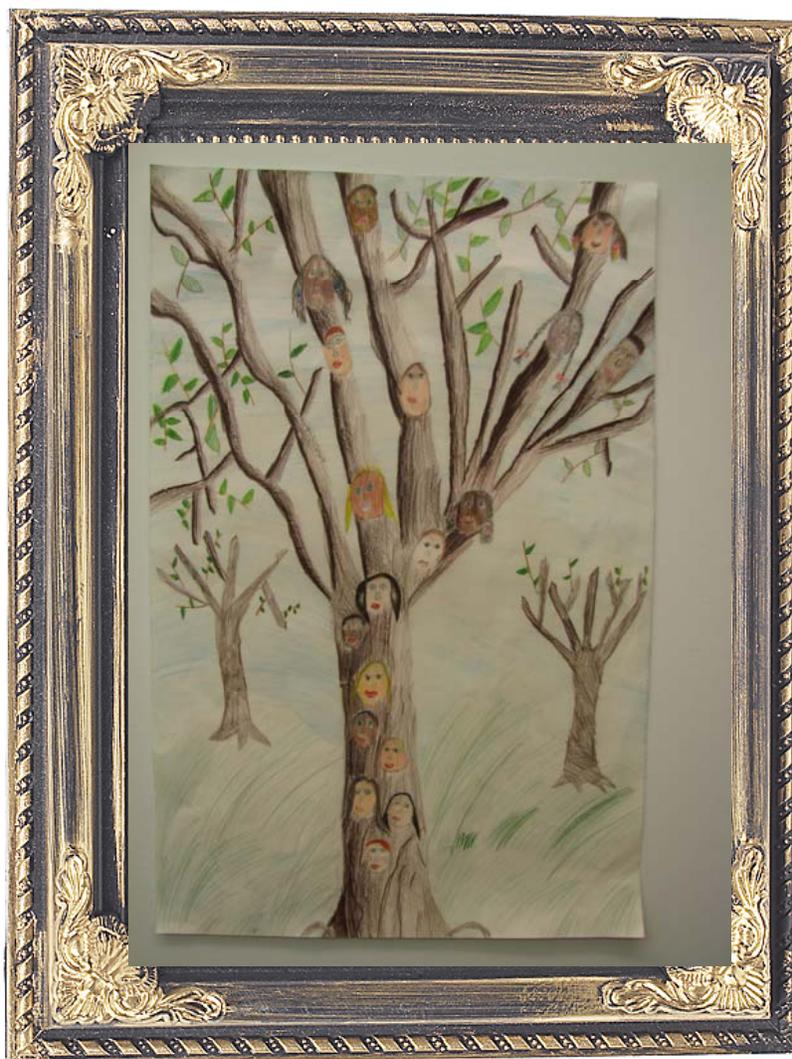
*Also includes \$60,000 of SSR Fund 2170 appropriations.

GENERAL REVENUE FUND (GRF)

The General Revenue Fund is monies appropriated to the Ohio Civil Rights Commission by the General Assembly

Budget Appropriation	7,015,134
Expenditures	
Salaries and Wages	6,707,882
Equipment	304,512
Unused Appropriation	2,740
TOTAL GRF EXPENDITURES	7,015,134
TOTAL EXPENDITURES	11,040,640





Kiran Desai (Cincinnati), was the 3rd Grade Contest Winner for the 2008 Dr. Martin Luther King, Jr. Art, Essay & Multimedia Contest.

Contest Theme: "Learning is the most indispensable and vital element to freedom."

"Dr. Martin Luther King, Jr. thought the world should know that everyone is equal. He had a dream that blacks, whites and the whole world would play together. This tree is a family tree. It has people of all skin colors. I drew a tree to show that we are all one big family. If people learn and play together they will learn that they are all the same and different at the same time!"

VISIT OUR WEBSITE AT
WWW.CRC.OHIO.GOV
OR FOR MORE INFORMATION CALL 1-888-278-7101



THE OHIO CIVIL RIGHTS COMMISSION

