

Annual Report

FY2007

(July 1, 2006-June 30, 2007)

THE OHIO CIVIL RIGHTS COMMISSION

The Honorable Ted Strickland, Governor

Jeanine P. Donaldson, Chairperson
Altagracia "Grace" Ramos, Commissioner
Rashmi Yajnik, Commissioner
Leonard Hubert, Commissioner
Pastor Aaron Wheeler, Sr., Commissioner

G. Michael Payton, Executive Director

Table of Contents

Forward	3
Our Legislative Mandate	4
Financial Data	5
Commissioners	6
Mission, Vision & Values	8
Executive Staff	9
Historical Timeline	10
Investigation and Enforcement	12
New Charge Intake	13
Charges Filed by Region	13
Basis of Charges Filed	14
Types of Charges Filed	14
Alleged Issues of Charges Filed	15
Glossary of Terms	16
Closure by Resolution	17
Education & Outreach Activities	18
Akron Regional Office	22
Cincinnati Regional Office	23
Cleveland Regional Office	24
Columbus Regional Office	25
Dayton Regional Office	26
Toledo Regional Office	27



June 30, 2007

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 to you our 2007 Annual Report. We feel that this report reflects not only our accomplishments but the commitment of our entire staff to fulfill our mission to be a strong force in promoting positive human relations among our diverse population.

To help us deliver exceptional service to all constituents, the Ohio Civil Rights Commission began two programs in 2007 that resulted in an immediate increase in the number of client inquiries. The formation of our Bilingual Task Force improves our visibility within the Hispanic/Latino communities and provides both investigative and outreach services throughout the state to persons with limited English proficiency. Our newly updated website now provides all visitors with access to the Commission's charge filing process, informational brochures, community events and general agency information.

We are privileged to have strong alliances with partners who share our vision for enforcement, education and outreach. These include federal, state and local governments, advocacy agencies and academic institutions. As part of our civic engagement initiative, we held commission meetings in the Sandusky, Lima, Cleveland and Ripley communities as well as on the campus of Wright State University. These meetings also provided an opportunity for people to ask questions and get to know us as an agency.

As a result of these and other initiatives, in 2007 the citizens of Ohio filed 6,144 charges of discrimination with our agency – the highest intake in a decade.

While we are proud of our accomplishments, we are very aware that unfortunately discrimination still exists in our state. It is our responsibility to remain diligent in our endeavors. Our business is one of great challenges, but it also provides the potential of great rewards for our citizens. We are very appreciative of your continuing trust and support and I invite you to contact us with your questions and concerns.

Respectfully,



G. Michael Payton
Executive Director
Ohio Civil Rights Commission



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 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 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 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.



EEOC/HUD APPROPRIATIONS	06/07 EXPENSES	05/06 EXPENSES
Salaries and Wages	2,234,206	2,217,849
Purchased Personal Services	230,938	178,092
Supplies and Materials	41,828	59,366
Motor Vehicle	33,328	36,636
Travel	40,081	40,253
Communications	84,240	57,284
Equipment Maintenance	41,753	39,197
Office Space	243,414	241,778
Printing	12,739	25,387
General Expenses	489,196	534,993
Equipment	51,031	61,757
Encumbrances	56,941	101,573
Federal Appropriations	51,256	216,786
TOTAL EEOC/HUD APPROPRIATIONS	3,610,951	3,810,951

GENERAL REVENUE FUND (GRF)	06/07 EXPENSES	05/06 EXPENSES
Salaries and Wages	7,173,736	6,953,791
Purchased Personal Services		9,454
Supplies and Materials		
Motor Vehicle		
Travel		
Communications		
Equipment Maintenance		
Office Space	289,704	289,704
Printing		
General Expenses	7,227	
Equipment		
Encumbrances		126
Federal Appropriation		
TOTAL GRF	7,470,667	7,253,075
TOTAL EXPENDITURES	11,081,618	11,064,026



Commissioners



Jeanine P. Donaldson—Chairperson (Lorain)

Appointed Commissioner October 2002. Appointed as Chairperson in February 2007. Her current term expires July 2007.



Leonard J. Hubert (Granville)

Appointed Commissioner July 2006. His current term expires July 2011.



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 re-appointed in 2005. Served as Commission Chairman from February 2001 to February 2007. His current term expires July 2010.



Rashmi Yajnik (Columbus)

Appointed Commissioner August 2006. His current term expires July 2008.

A FAMOUS FIRST IN OHIO: OCRC CELEBRATES FIRST FEMALE CHAIRPERSON

February 2007. Governor Ted Strickland made history when he appointed Commissioner Jeanine P. Donaldson as the agency's first female Chairperson of the Ohio Civil Rights Commission in its 48-year history.

Under her leadership, the agency made strides in adopting policy guidance, proposing administrative rule changes, strengthening relationships with core constituent groups and community leaders, and the development of the Civil Rights Hall of Fame.

In honor of this occasion, Ohio Attorney General Marc Dann co-hosted a reception in April 2007. At the event, OCRC Executive Director G. Michael Payton stated, "We respect and admire Chair Donaldson's leadership and vision and her well-known life-long devotion to public service and equal justice for all."

Alex Shumate, Ohio State University Board of Trustees member and managing partner of Squire, Sanders & Dempsey L.L.P., longtime friend of Donaldson and committed community leader, spoke of her past and how even as a young woman, she began making history, becoming the first black cheerleader at Sandusky High School. He said that he regarded Chair Donaldson as "not just leader in Ohio, but a leader of America."

In a motivating speech, Ohio Attorney General Marc Dann spoke of partnership. He spoke to working with the OCRC to "increase consequences for those who trample on the rights of people," and to "expand the list of people who are protected by our laws to be more reflective of our community." On the appointment of Chair Donaldson as the first female Chairperson of the OCRC, Mr. Dann said, "This is just the beginning. We are going to make history in Ohio."

Also in attendance were Malik Hubbard of Governor Strickland's Office, legislative leaders Senators Capri Cafaro, Sue Morano, Tom Roberts, and Tom Sawyer. Also community leaders Ben Espy, Special Counsel to Marc Dann, Otto Beatty, Columbus Community Relations Director Jim Stowe, Cheryl Boyce of the Commission on Minority Health, Jerry Saunders and President of Central State University Dr. John Garland, Esq., among others.



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.

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.

Executive Staff

G. MICHAEL PAYTON has been Executive Director of the Ohio Civil Rights Commission since July 2001. Mr. Payton oversees and directs 140 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 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. He earned his Juris Doctorate from the University of Akron.



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 was named Super Lawyer by his peers with the Ohio State Bar Association. He is also an adjunct faculty member at Wright State University's Raj Sooin College of Business. Mr. Miko received his Bachelor of Arts and his Juris Doctorate from The Ohio State University.



TONI ANN DELGADO joined the Commission in early 2006 as the Director of Public Affairs and Civic Engagement as well as the Director of Information Technology Services. Ms. Delgado previously served as Secretary to the San Francisco Human Rights Commission from 1999 to 2005, and was a graphic design and marketing manager in the private sector since 1989. Ms. Delgado is a graduate of the University of San Francisco and holds a Bachelors of Science in Organizational Behavior.



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.

1958. Governor's Advisory Commission on Civil Rights recommends 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 enabling legislation into law creating the Fair Employment Practices Commission for Ohio.

1959. 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.

1961. Name Changed to the Ohio Civil Rights Commission

1961. Enactment of law prohibiting discrimination in public accommodations.

1965. Enactment of law prohibiting discrimination in housing

1969. Housing discrimination law amended and broadened

1969. 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

1976. Enactment of law prohibiting discrimination by reason of disability

1976. Enactment of law prohibiting discrimination by reason of age

1978. 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 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.



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

1992. 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 Laws and certain other related laws

1999. July 29th marked the 40th Anniversary of the Ohio Civil Rights Commission

1999. The dedicated work of OCRC employees at the first "All Hands Meeting" was recognized.

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. 1 Rosa Parks Day. House Minority Leader Joyce Beatty sponsored the bill.

2007. Governor Strickland appoints first female Chairperson of the Ohio Civil Rights Commission, Jeanine P. Donaldson.

2007. Governor Strickland signs executive order establishing a policy that bans discrimination of current or prospective state employees on the basis of sexual orientation or gender identity.

2007. Governor Strickland signs the "Ohio's Veteran Package" (otherwise HB 372), which amends Ohio's Civil Rights Act at Ohio Revised Code § 4112.02 *et seq.* to include "military status" as a protected category along with race, sex, age, disability, etc.



Investigation & Enforcement

All persons who live or work in Ohio and believe 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 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 the act may have been violated. 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 an investigation is conducted, 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.

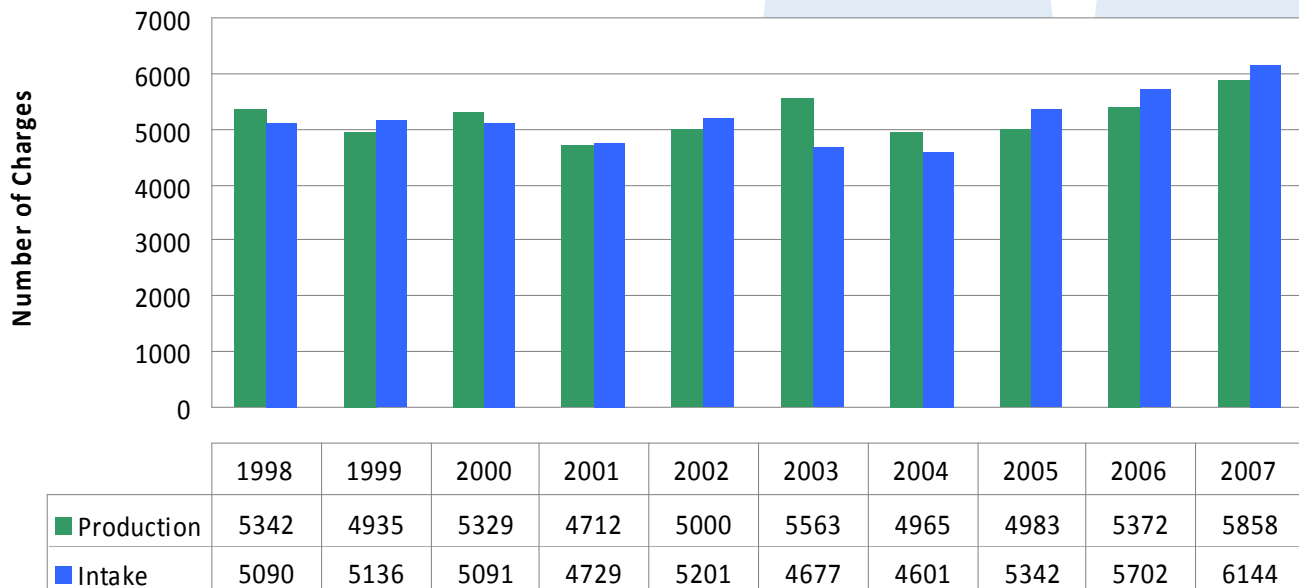
The lead Investigator works with a team consisting of a manager, a coordinator, legal counsel and other Investigators to guide the investigation and submit a written recommendation to the Commissioners who have the final authority on case decisions. If the facts obtained during the course of the investigation are 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 facts are 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 before a neutral and detached Administrative Law Judge.

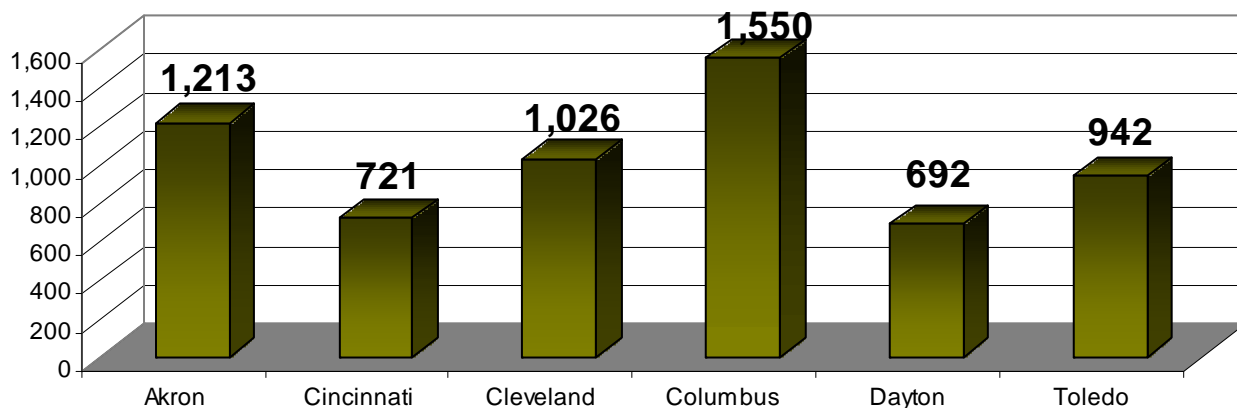
The Civil Rights Section of the Ohio Attorney General's Office represents the Commission in all matters of litigation.

New Charge Intake and Case Production (Last 10 Years)

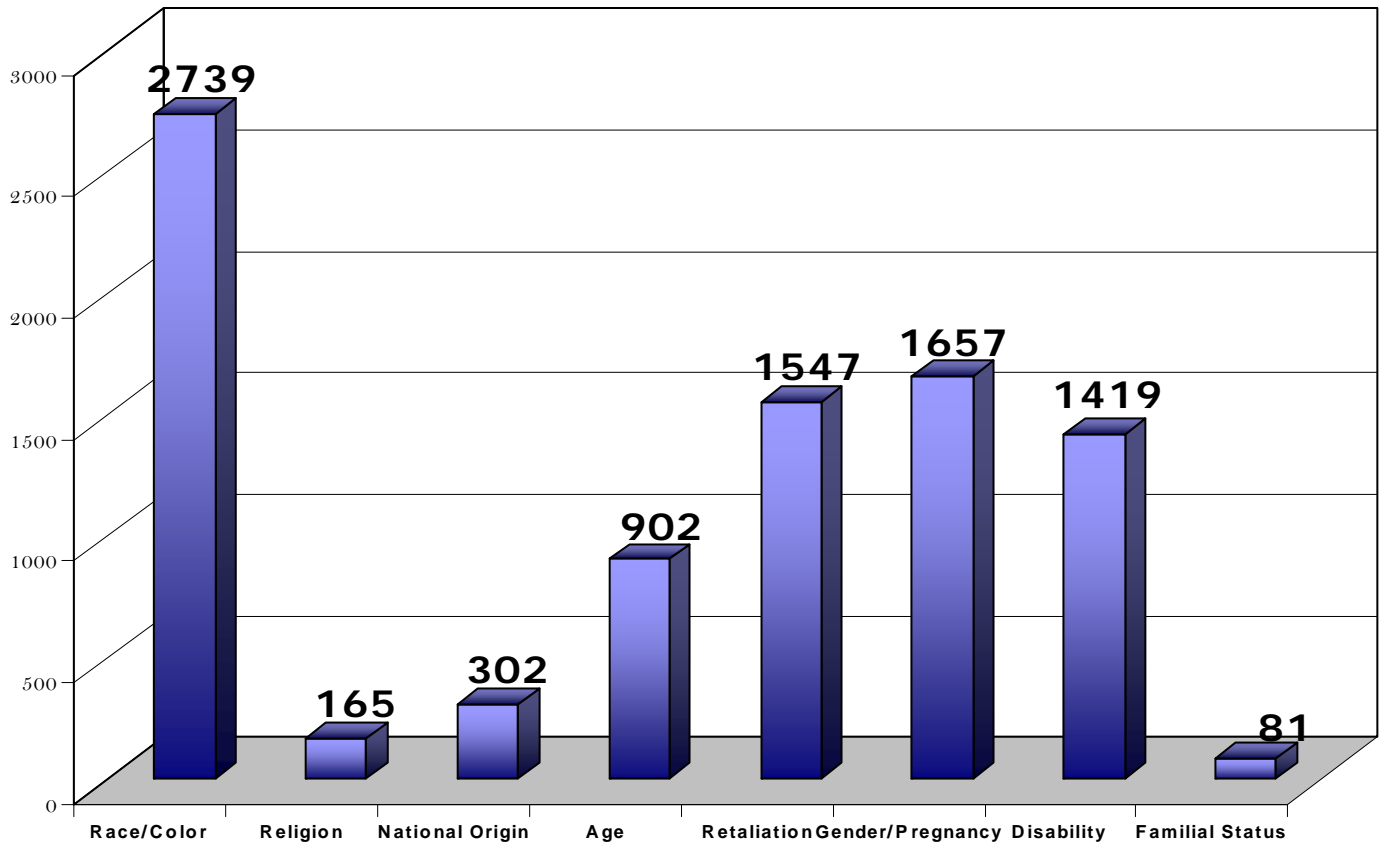
**Charge Intake and Case Production
10 Year Comparative**



Charges Filed By Region

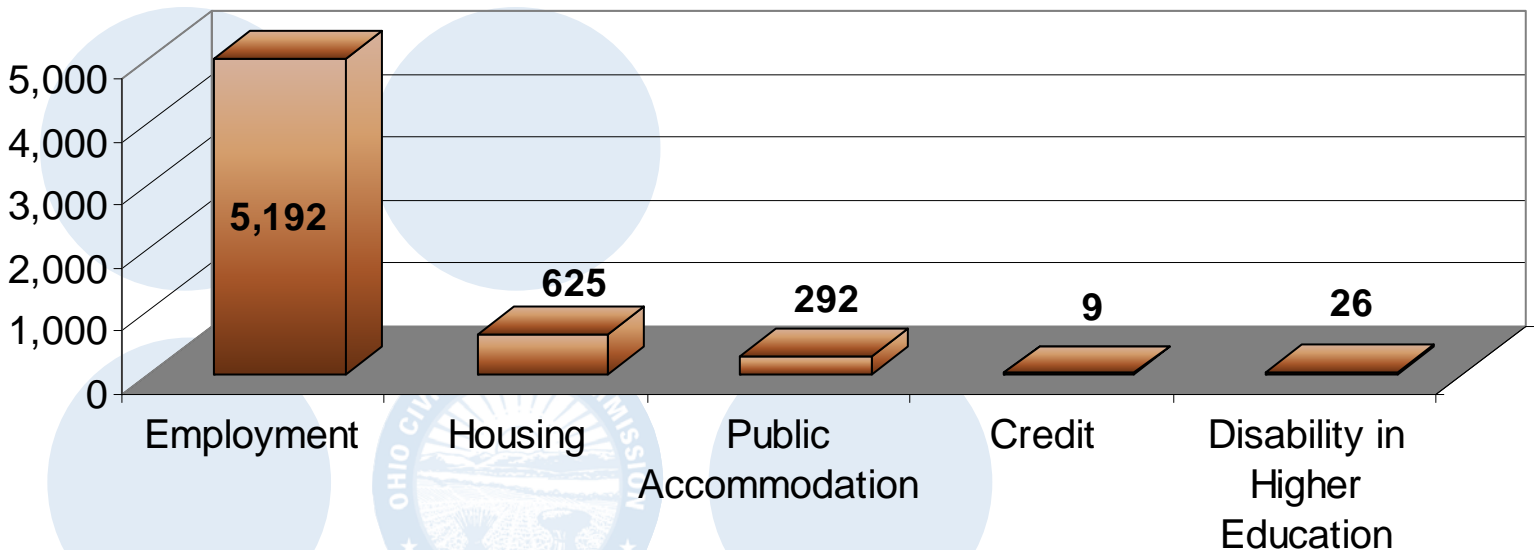


Basis of Charges Filed



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

Types of Charges Filed (Closed Cases Only)



Alleged Issues of Charges Filed

Advertising	6
Benefits	10
Benefits - Retirement	1
Constructive Discharge	298
Demotion	282
Discharge	2,502
Discipline	904
Exclusion	57
Harassment	1374
Hiring	317
Housing Specific Issues	625
Intimidation	82
Job Classification	4
Lay Off	213
Maternity	31
Other	149
Paternity	1
Promotion	247
Qualification	1
Reasonable Accommodation	468
Recall	11
References Unfavorable	2
Referral	3
Reinstatement	5
Retire Involuntarily	3
Seniority	3
Sexual Harassment	333
Suspension	84
Terms & Conditions	804
Tenure	4
Testing	2
Training	7
Union Representation	24
Wages	91



OCRC Glossary of Terms

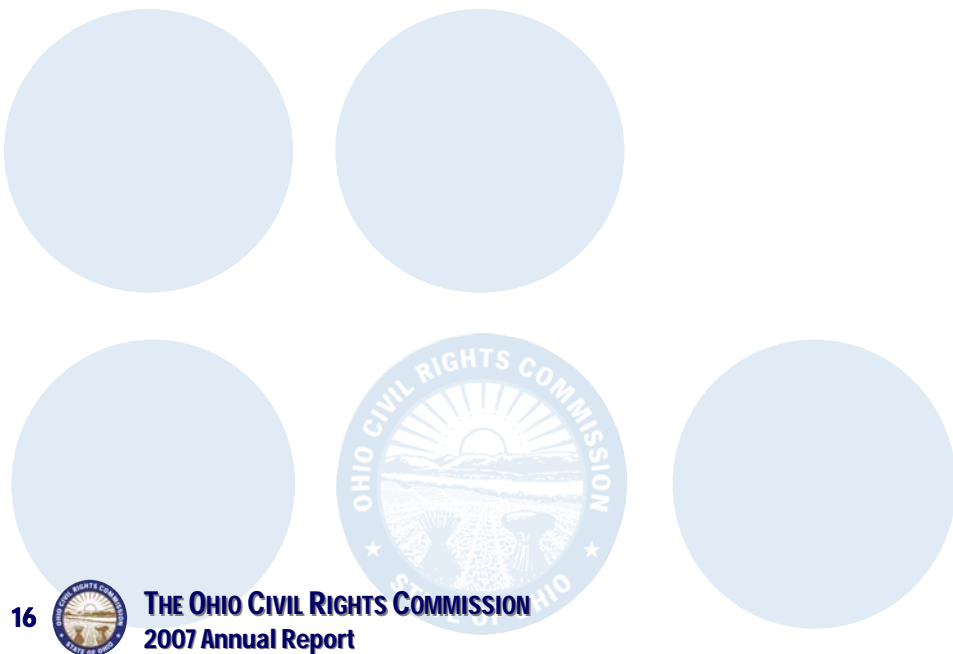
Settlements and Withdrawal of Charges with Settlement can be reached at any time after a charge of discrimination has been filed. Parties are offered the opportunity to resolve their dispute through OCRC's mediation services. Both the charging party and respondent must agree to the settlement. Approximately **87%** of all charges electing mediation are successfully resolved.

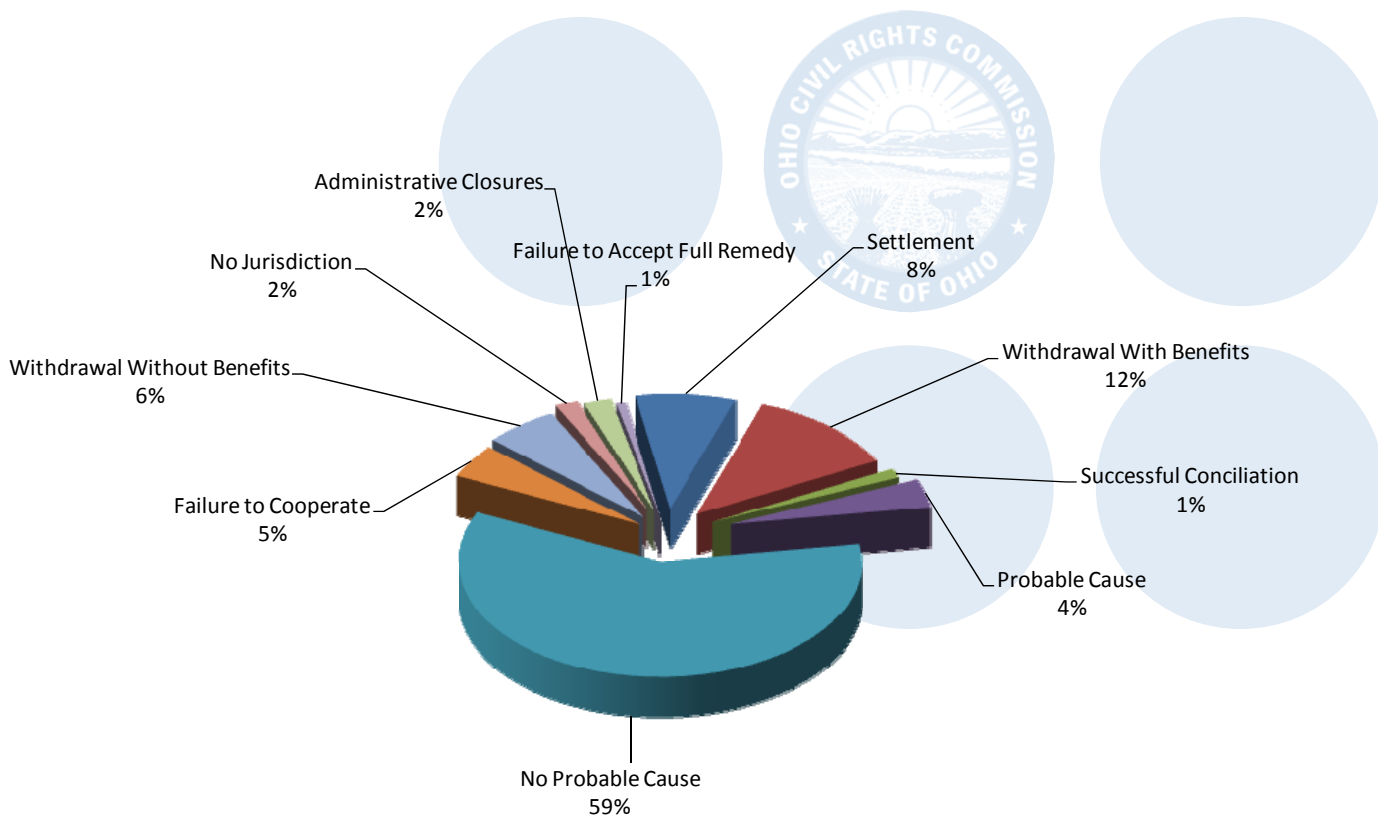
Administrative Resolutions include cases where the charging party elects to withdraw the charge and/or pursue the claim through the court system; cases where the Commission is unable to locate the respondent or charging party; or if the agency determines the charge to be non-jurisdictional.

Successful Conciliations are settlements reached after a preliminary finding of probable cause.

No Probable Cause findings are issued after a full investigation concludes that evidence failed to show a discriminatory act took place.

Probable Cause findings are issued after a full investigation reveals that there is sufficient evidence to conclude it is probable that a discriminatory act took place. OCRC attempts to conciliate these charges and reach a settlement. When conciliation attempts fail, the charge is referred to the office of the Attorney General and, if necessary, a public hearing (administrative adjudication) is held.





Case Closures July 1, 2006 through June 30, 2007

Settlement	469
Withdrawal With Benefits	708
Successful Conciliation	76
Probable Cause	231
<i>Charges Resolved after the Probable Cause Finding</i>	<i>70</i>
<i>Still pending final resolution as of June 30, 2005</i>	<i>161</i>
No Probable Cause	3454
Failure to Cooperate	274
Withdrawal Without Benefits	346
No Jurisdiction	103
Administrative Closures	129
Failure to Accept Full Remedy	43
Hearings Closures	14
Unable to Locate	8
Total Closures	5855

Education & Outreach

The Ohio Civil Rights Commission (OCRC) has worked 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 2006 (July 1, 2006 – June 30, 2007):

July

- ◆ Executive Director G. Michael Payton, Matt Miko, Ronnell Tomlinson and Chairman Wheeler attended HUD’s annual conference, “Fair Housing: It’s Not an Option, It’s the Law—The Power of Collaboration.”
- ◆ Keith McNeil provided EEO training to the Lorain County Board of Education & Administrators
- ◆ OCRC Executive Staff and Chairman Wheeler met with both the Kentucky and Indiana Human Rights Commissions to share best practices for administering investigations and education and outreach initiatives.
- ◆ Ronnell Tomlinson provided a presentation on housing laws to members of the Real Estate Reinvestment Association (RERA).
- ◆ Sacara Martin attended the Asian Pacific American Federation’s Heritage Day Celebration at Cleveland City Hall.
- ◆ Executive Director G. Michael Payton provided a presentation on “English Only” laws, policies, and practices to the Lorain Community Anti-Hate Taskforce at Lorain Community College.

August

- ◆ OCRC Executive Staff held partnership meeting with Director Carolyn Knight and the Executive Staff of the Ohio Legal Rights Service (“OLRS”) to discuss ways of enhancing our partnership and budget issues for FY 2008 – 2009 biennium. OLRS made 80 referral cases to the OCRC during the past year as follows: 54 employment cases, 13 housing cases, 5 accessibility cases, 4 program access cases, 3 transportation-related matters, and 1 health care issue.
- ◆ Vicki Burns, Husani Kitwana and Nia Davis participated in Dayton’s Asian Festival. Marguerite Walker and Charles Scandrick participated in a forum that addressed economic development and discrimination in the marketplace.
- ◆ Marguerite Walker was selected Chairperson of the Honors Committee for the Dayton Equal Employment Opportunity Council.

September

- ◆ Executive Director G. Michael Payton provided a keynote address to participants at the 143rd annual celebration of the signing of the Emancipation Proclamation in Gallipolis. The event is billed as the longest running celebration of the Emancipation Proclamation in the country.
- ◆ Keith McNeil, Toni Delgado, Ronnell Tomlinson and our Regional Directors met with representatives from Ohio’s Fair Housing Improvement Programs (e.g., H.O.M.E.) in Columbus to address ways of strengthening our partnership.



October

- ◆ Chief Administrative Law Judge Denise Johnson provided the keynote address at the YWCA's Annual Conference in Columbus.
- ◆ Keith McNeil and Director Payton provided presentations to state EEO Officers in Columbus at the DAS Equal Employment Opportunity Division's EEO Training Academy.
- ◆ Keith McNeil Provided EEO Training In Wisconsin. Keith is the only local or state civil rights official to be invited to assist the EEOC in providing national EEO investigator training.
- ◆ Toni Delgado and Director Payton attended a Limited English Proficiency (LEP roundtable sponsored by the Bureau of Civil Rights for the Ohio Department of Jobs and Family Services to discuss state and local government agencies' policies and procedures for addressing the needs of our Limited English Population and complying with Title VI of the 64' Civil Rights Act.
- ◆ Ronnell Tomlinson attended a joint outreach program with Housing Opportunities Made Equal (Elizabeth Brown) in Cincinnati and participated in a panel discussion on housing laws with H.O.M.E. and local real estate investors association.

November

- ◆ Matt Miko provided a presentation on reasonably accommodating employees with psychiatric disabilities at a seminar hosted by the OSU College of Medicine and Public Health.
- ◆ Keith McNeil provided a three-hour seminar on sexual harassment and retaliation to fifty-five Directors of county mental health boards in Columbus.
- ◆ Brandi Klein and Toni Delgado assisted Marguerite Walker in taping a Public Broadcasting Show "O Presents" in Dayton.
- ◆ Keith McNeil attended a dissertation defense meeting for Wright State University student Megan Leasher, a doctoral student in the Department of Psychology who researched OCRC case materials dating back twenty years to write a thesis titled, "Discrimination Across The Sectors" A Comparison of Discrimination Trends in Private and Public Organizations."
- ◆ Darlene Newbern provided the keynote address at the Freedom Fund Diner hosted by the NAACP Defiance County Branch in Defiance.

December

- ◆ Commissioner Hubert, Executive Director G. Michael Payton, Toni Delgado, Brandi Klein, Keith McNeil and Beleta Ebron attended a Rosa Parks Day Tribute at Linden Elementary School on December 1st to commemorate the legacy of Rosa Parks. Governor Taft, State Representative Joyce Beatty and Superintendent Gene Harris provided keynote comments to the entire student body.

January

- ◆ Commissioner Leonard Hubert was the keynote speaker at a civil rights march commemorating Martin Luther King Jr. Day in downtown Newark.



Education & Outreach

- ◆ Matt Miko and Karundi Williams provided a presentation titled “New Developments at the Ohio Civil Rights Commission” to the Labor & Employment Committee of the Dayton Bar Association.
- ◆ Executive Director G. Michael Payton and Toni Delgado attended the first annual Martin Luther King Day celebration hosted by the Coshocton Business and Professional Women’s Club in Coshocton. Director Payton provided the keynote address.

February

- ◆ Executive Director G. Michael Payton, Keith McNeil and Toni Delgado attended the annual West Virginia Civil Rights Day celebration in Charleston, West Virginia.
- ◆ Executive staff met with EEOC District Directors Danny Harter (Indianapolis), Marie Tomasco (Philadelphia), and Ohio Field Office Director Dan Cabot (Cleveland) to discuss joint education and outreach opportunities in Ohio and the EEOC’s education and enforcement initiatives.
- ◆ Executive Director G. Michael Payton and Toni Delgado provided a presentation on “Civil Rights History from 1945 to Present” to Phoenix University students in Columbus.
- ◆ Executive Staff, Stephanie Demers and Ronnell Tomlinson met with Fair Housing groups (“FHIPs”) to discuss better ways of working together in generating and investigating housing charges.
- ◆ Toni Delgado attended the Organization of Chinese Americans’ New Year’s celebration in Columbus and presented a resolution on behalf of the Ohio Civil Rights Commission.

March

- ◆ Executive Director G. Michael Payton, Matt Miko and Keith McNeil met with representatives from the Ohio Chamber of Commerce to discuss trends, OCRC initiatives and employment law-related issues.
- ◆ Executive Director G. Michael Payton and Toni Delgado met with representatives from CAIR (Council on Arab-Islamic Relations) to discuss civil rights issues affecting the Arab-American community and joint outreach opportunities.
- ◆ Executive Director G. Michael Payton met with Cleveland NAACP Chapter President Stan Miller to discuss education and outreach opportunities in the Cleveland area.
- ◆ Executive Director G. Michael Payton, Ronnell Tomlinson, Keith McNeil and Toni Delgado met with Columbus HUD representatives Carolyn Murphy, Elva Lewis and Francis Smith to discuss HUD’s initiatives and a collaborative statewide effort by our organizations to celebrate the 40th anniversary of the passage of the federal Fair Housing Act during 2008.
- ◆ Matt Miko and Ronnell Tomlinson met representatives of the Ohio Building Industry Association during its Columbus conference.
- ◆ Executive Director G. Michael Payton participated in a panel presentation on “Best Practices for Enforcement & Compliance” at a State of the State Conference in Cleveland.

April

- ◆ Chair Donaldson attended a Key Leaders meeting hosted by the Call & Post newspaper in Cleveland. The meeting provided an opportunity for Chair Donaldson to learn of key

issues affecting the Cleveland and Lorain County community and to meet key community and political leaders.

- ◆ Matt Miko participated in a panel discussion on foreclosure issues affecting the Columbus community, hosted by the Columbus Community Relations Commission.
- ◆ Keith McNeil provided 6 hours of EEO training to Zanesville (H2O case) firefighter, police officers and city council members.
- ◆ Karundi Williams attended a meeting of the Ohioans for a Better Future (“OBF”) to discuss the OCRC services and mission.
- ◆ Matt Miko provided a luncheon presentation titled “Employment Law Issues & Trends – from an Ohio Enforcement Agency’s Perspective” to HR professionals and employment lawyers at the 2007 Ohio Employment Law Summit in Columbus.

May

- ◆ Columbus Investigator Anita Jackson spoke to Yale University law school students in New Haven, Connecticut on civil rights issues
- ◆ The OCRC hosted an Asian-Pacific Islander Heritage Month celebration and kick-off event for the Columbus Asian Festival. Toni Delgado served as Master of Ceremonies. Commissioner Wheeler and Yajnik provided opening remarks and Executive Director G. Michael Payton provided closing remarks.
- ◆ Executive Director G. Michael Payton attended an invitation-only meeting with African-American community representatives hosted by the OSU Kirwan Institute and Columbus Foundation in Columbus.
- ◆ Dayton television station (WHIO-TV) host Jim Otte interviewed Matt Miko, Toni Delgado and Miami Valley Fair Housing Association Director Jim McCarthy.

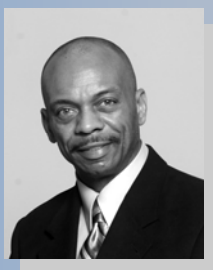
June

- ◆ Executive Director G. Michael Payton and Toni Delgado met with National Underground Railroad Museum Executive Director Ernest Britton Columbus to discuss a partnership for conducting an Ohio Civil Rights Hall of Fame.
- ◆ Executive Director G. Michael Payton and Ronnell Tomlinson met with NAACP Columbus Chapter President Noel Williams to discuss education and enforcement opportunities.
- ◆ They also met with NAACP Ohio state officers to discuss and present an MOU initiative.
- ◆ The OCRC partnered with the EEOC in hosting a Technical Assistance Program for HR professionals and lawyers in Columbus. We role played different scenarios for the audience on Harassment, Disability and age discrimination. Director Payton served as a facilitator for a distinguished panel of 3 attorneys who responded to the scenarios with legal advice and answered questions from the audience. Matt Miko provided a presentation on EEO law. Darlene Newbern, Toni Delgado, Desmon Martin, Keith McNeil, Iris Choi, Courtney Calhoun, Beleta Ebron, Sandy Aukemen and Ronnell Tomlinson presented the scenarios.

Akron Regional Office

With twenty-two years of service to the OCRC, Mr. Calhoun is a veteran of the Commission who has risen up through the ranks at the OCRC starting as an Investigator, then as a Manager and now as Akron Regional Director. Mr. Calhoun has dedicated his professional career to ensure enforce civil rights laws for citizens. He has worked in the Akron, Ohio community with the NAACP and is a Health Educator for Akron AIDS Collaborative.

His most noteworthy case 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 been a keynote speaker for the agency and for several community events. He was interviewed when the Warren Chapter of Nine to Five marked their establishment as an Ohio Chapter. He is certified as a paralegal, has mediation training, and graduated from the University of Akron with a B.A. in Political Science. Mr. Calhoun looks forward to serving the fourteen county region.



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

Akron Regional Office Charges by County

Carroll	5
Columbiana	20
Coshocton	9
Harrison	2
Holmes	9
Jefferson	24
Knox	16
Mahoning	123
Portage	93
Stark	222
Summit	580
Trumbull	53
Tuscarawas	22
Wayne	35
TOTAL	1213

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.

She is a graduate of the University of Cincinnati, with a Bachelor's of Science degree in Psychology. Some of her previous positions include teacher of public and parochial schools, former sales manager and deputy director for the State of Ohio, account executive for a foreign company, vice-president of a worldwide company, and former Project Director for the Coalition of Neighborhoods. She has developed an anti-drug program for schools that teaches young people how to make wise choices.

She has received numerous awards and commendations for her public service.



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

Cincinnati Regional Office Charges by County

Adams	0
Brown	4
Butler	104
Clermont	26
Clinton	12
Fayette	9
Gallia	11
Hamilton	451
Highland	1
Jackson	12
Lawrence	9
Meigs	2
Pike	11
Scioto	17
Vinton	0
Warren	52
TOTAL	721

Cleveland Regional Office

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 '92, to Chief Supervisor in '93, and Regional Director in '94. Ms. Choi's educational background 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 operation of the Commission's Cleveland Regional Office. She has a staff of 15 persons responsible for receiving, investigating/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.

Cleveland Regional Office Charges by County

Ashland	3
Ashtabula	30
Cuyahoga	715
Erie	39
Geauga	18
Huron	23
Lake	58
Lorain	53
Medina	47
Richland	40
TOTAL	1026



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

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)

Columbus Regional Office Charges by County

Athens	18
Belmont	22
Delaware	55
Fairfield	16
Franklin	1224
Guernsey	13
Hocking	4
Licking	36
Madison	23
Marion	32
Monroe	6
Morgan	1
Morrow	1
Muskingum	25
Noble	4
Perry	3
Pickaway	19
Ross	17
Union	26
Washington	5
TOTAL	1550



Dayton Regional Office

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.

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 serves 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.



**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	57
Auglaize	12
Champaign	8
Clark	83
Darke	9
Greene	54
Hardin	4
Logan	15
Mercer	5
Miami	28
Montgomery	386
Preble	10
Shelby	20
Van Wert	1
Dayton Total	692

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. She has investigated and/or supervised insurance redlining charges filed against Farmers Insurance, Nationwide Insurance, Allstate Insurance, State Farm Insurance and Prudential Insurance.

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)

Toledo Regional Office Charges by County

Crawford	10
Defiance	17
Fulton	21
Hancock	43
Henry	21
Lucas	641
Ottawa	21
Paulding	2
Putnam	7
Sandusky	19
Seneca	12
Williams	15
Wood	101
Wyandot	12
TOTAL	942



VISIT OUR WEBSITE
CRC.OHIO.GOV
FOR MORE INFORMATION, PLEASE CALL 1-888-278-7101



THE OHIO CIVIL RIGHTS COMMISSION

