



# **Annual Report 2001**

## **Massachusetts Commission Against Discrimination**

### **In Memoriam**

### **September 11, 2001**

As the soot and dirt and ash rained down,  
We became one color.  
As we carried each other down the stairs of the burning building,  
We became one class.  
As we lit candles of waiting and hope  
We became one generation.  
As the firefighters and police officers fought their way into the inferno,  
We became one gender.  
As we whispered or shouted words of encouragement,  
We spoke one language.  
As we gave blood in line a mile long,  
We became one body.  
As we cried tears of grief and loss,  
We became one soul.  
As we re-told with pride of the sacrifice of heroes,  
We became one people.

We are the Power of One  
We are United.  
We are America.

(excerpts from a poem by Cheryl Sawyer)

**Jane Swift, Governor**  
**Kevin Sullivan, Secretary**  
**Administration and Finance**

**Dorca I. Gomez, Chairwoman**  
**Walter J. Sullivan Jr., Commissioner**  
**Cynthia A. Tucker, Commissioner**



## ***A Word from the Governor***

The Massachusetts Commission Against Discrimination (MCAD) stands ready to enforce the anti-discrimination laws of the Commonwealth. The MCAD operates under the charge of Chapter 151B of the Massachusetts General Laws, which prohibits discrimination in employment, housing, public accommodations and credit. And, although significant strides have been made to eradicate discrimination in all forms, the Commission continues to receive a large number of complaints based on race, gender, disability, age and ethnicity.

The goal of eliminating discrimination is a daunting challenge. The responsibility belongs to all of us. We must start in our homes, neighborhoods, schools and workplaces to educate and stand up in courage against intolerance, injustice, and ignorance. We can make a difference, one person at a time.

A handwritten signature in black ink, which appears to read "Jane Swift". The signature is fluid and cursive, with a long horizontal stroke extending to the right.

Jane Swift  
Governor



## **Transforming the MCAD: “Leadership for Change”**

### **2001 Leadership Highlights**

- \* The Supreme Judicial Court permits, through the Dahill decision, the MCAD to continue to employ a broad definition of “disability” consistent with its mission to ensure that disabled individuals are given every opportunity to participate fully in the workforce.
- \* The appointment of Eric Mehnert as Chief of Enforcement
- \* Sunila Thomas George, Esq., MCAD’s Supervisor of the Attorney Assisted Unit, received the Manual Caraballo Award for performance excellence.
- \* The appointment of Steven Locke as General Counsel for the MCAD.
- \* The MCAD’s Mediation/Conciliation Team was awarded the 2001 John Dunlop Alternative Dispute Resolution Award.
- \* The appointment of Peter J. Connelly as Director of Administration and Finance.
- \* MCAD/MCLE (Massachusetts Continuing Legal Education) received the American Continuing Legal Education Association Award for Outstanding Achievement in the “*Best Program*” category, for the MCAD/MCLE Certification Discrimination Prevention Training Program
- \* The Client Management System brought on line.

## ***A Word From the Commissioners...***

### **Dorca I. de Gómez, Chairwoman**

Governor Jane Swift, Administration and Finance Secretary Kevin Sullivan, members of the Executive and Legislative branches, and the people of the Commonwealth, I am proud to submit the Massachusetts Commission Against Discrimination (MCAD's) annual report for the year 2001.

This year's annual report is dedicated to the people who perished as a result of the tragedies of September 11, 2001 (9-11), to all the people who stayed behind to help others and perished, to our heroes, the firefighters, police officers, and emergency personnel who helped make life easier for the survivors and who, even today, continue to give us hope for a better future.

The fall of 2001 presented the Commission with unexpected and difficult challenges in response to the attacks of 9-11. We witnessed in horror the worst tragedy our nation has ever experienced unfolding on national television. Many of our team members were directly and indirectly impacted by this tragedy. My Executive assistant's son was one of the first soldiers on the front line. Some of our team members were called to active duty. Some of our employees knew personally individuals who perished in the hi-jacked planes. The New York offices of our federal counterpart, the Equal Employment Opportunity Commission (EEOC), were located in the World Trade Center. EEOC's offices were in the third building to collapse. Fortunately, none of our friends were lost, but the emotional scars from that day will last a lifetime.

Closer to home, Governor Jane Swift asked all state employees to look into their hearts and make donations to the victims of 9-11. In addition, then Administration and Finance Secretary Steven Crosby sent a letter about the need to respect diversity and condemned acts of violence, hatred or discrimination. The Greater Boston civil rights community comprised of a number of private and governmental institutions, including the MCAD, immediately responded by creating a *Patriotic Pledge*. A special "thank you" to all of the organizations who participated and to the Commissions' General Counsel, Steven Locke, who spear-headed this effort on behalf of the MCAD.

The MCAD immediately instituted internal procedures allowing us to track and monitor incidents that may have resulted from 9-11. The EEOC also asked us to assist in tracking such incidents of employment discrimination. I would like to thank the Enforcement Division, under Eric Mehnert's direction, and the added technological knowledge and assistance of Peter Connelly for expeditiously implementing these proactive preventive measures.

Our Training Director, Rebecca Shuster, was instrumental in facilitating training of our team members by the Islamic Society of Boston. Ms. Shuster and others have been educating many organizations throughout the Commonwealth on issues relating to religious and national origin discrimination. I salute their efforts at education and outreach. The Commission's training agenda has never been more ambitious or comprehensive as it is with Ms. Shuster's conducting internal and external training programs and lending complete support and expertise to the Governor's Diversity Initiative.

The year 2001 was one of record accomplishment for the MCAD. I began my tenure as Chairwoman of the Agency, choosing the theme "Leadership For Change." I am happy to report that through committed leadership and the efforts of our team, significant changes have been



affected within the Commission with more to follow, all with the goal of bringing quality service to the citizens of the Commonwealth.

The first accomplishment under my tenure as Chairwoman has been to put a new senior management team in place. Three key positions that had been vacant for some time were filled and these individuals have forged a co-operative and productive relationship with the three Commissioners and the MCAD team. Special recognition is given to Steven Locke, General Counsel, Eric Mehnert, Chief of Enforcement, and Peter Connelly, Director of Administration & Finance. All three new team members have contributed significantly by continuously reviewing our procedures in an effort to streamline efforts and provide justice in a timely manner.

The Commission also owes a debt of gratitude to our internal information systems personnel Franklin Young, Donald Ng and Shawn Reid and the implementers of the new computerized Client Management System. "Special thanks" to Abigail Soto-Colon, Jeffery Turner, Francisco Villalobos, and Ethel Stoute.

In addition to, and in part as a result of, the challenges of 9-11, in 2001 the Commission, along with all other governmental organizations, was faced with fiscal challenges requiring state government to proactively implement reductions in some programs. As a result, the MCAD was not able to continue the support of local Human Rights Commissions. We, sadly, said "goodbye" to a friend, Richard McGhee, coordinator of this program and liaison to the Human Rights Commissions. I thank all the Human Rights Commissions for their unwavering support of civil rights in our local communities and extend a special heartfelt "thank you" to Richard McGhee for his work in supporting the Human Rights Commissions and for his friendship.

2001 was also a year of significant legal decisions. The Commission's mandate as the Commonwealth's premier civil rights law enforcement agency was reaffirmed by the Supreme Judicial Court in the landmark case of *Dahill v. Police Department of Boston*. The court followed the Commission's interpretation of "disability" and ruled that the determination of whether an individual is disabled under M.G.L. c 151B does not require consideration of mitigating or corrective devices. The *Dahill* decision permits the Commission to continue to employ a broad definition of "disability" consistent with its mission to ensure that disabled individuals are given every opportunity to participate fully in the workforce.

In 2001, the Commission issued two groundbreaking decisions determining that transsexual individuals are afforded protection against discrimination under M.G.L. c151B. In the cases of *Millet v. Lutco* and *Jette v. Honey Farms Mini Market*, the Commission ruled that individuals discriminated against because of their transsexual status may file a claim of sex discrimination. Furthermore, the Commission determined that an individual undergoing treatment to change genders might be considered disabled under the statute. These decisions confirmed the Commission's status as one of the nation's leading agencies in the protection of civil rights.

The Commission approved a Genetic Discrimination fact-sheet, and is about to approve a new fact-sheet for distribution to the public, which discusses the elements of discrimination, based on race, national origin, and ancestry, and an informational fact-sheet, which describes our appeals process to our clients. I'd like to take this opportunity to thank Marlania Bugg for her part in this effort.

This year a number of our team members were recognized statewide for their accomplishments. Sunila Thomas George was awarded the highest state award for performance excellence in honor of Manuel Caraballo. The Commission's team of Conciliators and Mediators, coordinated by Shirley Lee, was chosen as the 2001 recipients of the John Dunlop Alternative Dispute Resolution Award. Two members of our investigative team were admitted to the bar. Congratulations to Kimberly Boyd and Marley Jayne.

This year, in conjunction with the Massachusetts Continuing Legal Education, Inc., our jointly sponsored MCLE/MCAD Certified Discrimination Prevention Training Program received the American Continuing Legal Education Association's Award for Outstanding Achievement in the "Best Program" category. Kudos to former MCAD Chairman Charles E. Walker, Jr. for having the vision to recognize that a private/public sector initiative could be an instrumental force in providing a forum to train employers about the state's anti-discrimination laws. Thanks to the MCLE staff, the faculty of this program, to Becky Shuster who spearheads the program and, most important, to Steven Locke (formerly on the faculty of MCLE) who brought the program to the attention of the Association for consideration of an award.

Our hearings unit, which is spearheaded by Eugenia Guastaferrri and administratively supported by Nancy Barnes & Yudelka Pena, held a significant number of hearings and issued many comprehensive and well-reasoned decisions. I thank all of our hearing officers for a job well done.

The Commission's Director of Communications, Je' Lesia M. Jones, has been instrumental in creating an internal electronic communications tool which keeps the MCAD team apprised of internal progress and developments. This is in addition to her many responsibilities of dealing with the executive branch, the legislative branch, the press, and the public at large.

Also, I would like to thank our many support persons, but especially Melanie Louie, our fiscal management *guru*, Nancy To, who keeps our appeals process moving, Myrna Solod, our enforcement clerk, who keeps track of more cases than anyone, and Vanessa Davila, who manages the conciliation docket. And, last but not least, our front-line team members who greet our clients each day, Betty Addivinola and Ying Mo.

In the area of fair housing enforcement the MCAD is privileged to have a co-operative and productive relationship with the Department of Housing and Urban Development, our federal counterpart. Through our combined efforts we provide redress to many who have experience the pain of discrimination in housing. The expertise of our housing unit team members is unsurpassed and we continue to provide quality service to constituents while reducing the time for processing cases. A "special thanks" to Victor Posada, Caroline Packard, Kimberly Boyd, Diane Chang and Deborah A'Vant.

The MCAD continues to excel in its mission. This year our team closed approximately five-thousand complaints in a year when we received four-thousand new complaints. This means that for the past several years we continue in diminishing our inventory. I am privileged to work with a dedicated team of employees. Without our team, none of these accomplishments would have been possible.

The accomplishments of this year are only the beginning of many great things to come! The "Leadership For Change" theme continues and is showing great success, thanks to Commissioner Sullivan, Commissioner Tucker, the newly installed senior managers, and all members of the MCAD team. And, I will not forget the people who keep me sane: my Executive Assistant, Elizabeth Forman and Associate Director, John Ahearn.

A special "thank you" to our MCAD/West team members for supporting the agency on behalf of our Worcester County west clients.

The year 2001 has been a very emotional year filled with challenges and opportunities, therefore my number one focus this year is to be sure to celebrate and send a thanks to all the people who continue to support the MCAD in its legislative mandate of protecting the civil rights of all of the citizens of the Commonwealth. Although my message is long, this year I attempted not to forget anyone. If I did, know that you are in my heart and I wish you God speed.

**Mil Gracias**  
***Dorca I. de Gomez***

# MCAD West

## ***Cynthia A. Tucker, Commissioner***

There can be no denying -- The year 2001 was truly an extraordinary one.

Politics were very much at the forefront as we officially ushered in the new Millennium and a new President. Just as we were all settling in, the tragic events of September 11th occurred which created greater challenges in already tenuous financial markets.

The Commonwealth, like the rest of the nation, was forced to cope with a new reality. While Governor Swift provided reassurance to the citizenry, we, at the Commission, pledged to protect our constituents from unlawful discrimination and to educate them about unfounded prejudices and stereotypes.



We are working hard to ensure that the civil rights of the citizens of the Commonwealth of Massachusetts are protected through our increased administrative, outreach and enforcement initiatives. We have restructured and established a Senior Management team, who are assisting the Commission in evaluating the efficiency of what we do and the effectiveness of our resource utilization. We are fortunate to report that our new computer system is up and running, which results in better case tracking and processing at all levels. These transitions have been accomplished with relatively few bumps in the road.

The smooth transition is due, in large part, to our fully committed Staff, who has risen to the occasion by providing suggestions and support all along the way. MCAD is indeed fortunate to have Staff who were singled out for recognition: Sunila Thomas George, recipient of the Statewide Manuel Carballo Award for her work with our Attorney Assisted Unit; Shirley Lee and the entire Conciliation and Mediation Unit, recipients of the John Dunlop Dispute Resolution Award for Innovative Systems Design; and Jerrold Levinsky, selected as a recipient of the University of Massachusetts Distinguished Outreach Partnership Award for his work in the development of the UMASS Civil Rights Clinic. Jerry was also selected to participate in the Oxford Round Table, a select group of international civil rights scholars who convened at Oxford University in England.

As we all know, with challenge also comes opportunity. While the barometer of despair could have been off the charts this year, the barometer instead is moving toward a heightened sense of coalition building. The Commission is more committed than ever in forging new relationships with all segments of the community through various educational vehicles including, mentorship programs, trainings and outreach initiatives.

One of the lessons of September 11 is that each of us has a role to play in fostering a society that values differences. We, at the MCAD, must continue to strive to do justice to this role. As the Rev. Dr. Martin Luther King Jr., so eloquently stated:

*"Everyone can be great, because everyone can serve.  
You don't have to have a college degree to serve.  
You don't have to have to make your subject and your verb agree to serve.  
You don't have to know Plato and Aristotle to serve.  
You don't have to know Einstein's Theory of Relativity to serve.  
You don't have to know the Second Theory of Thermal Dynamics in physics to serve.  
You only need a heart full of grace and a soul generated by love,  
and you can be that servant."*

## **General Counsel Report**

### **Steven S. Locke, General Counsel**

As an attorney committed to civil rights, I was honored to receive the appointment of General Counsel to the Commission in July of 2001. While in practice, I was always impressed by the professionalism and dedication of Commission employees and my view from the inside has only served to reaffirm my belief. In the past year, the General Counsel's office took on a number of important initiatives affecting both anti-discrimination practice and the rights of the Commonwealth's citizens. A few of these accomplishments are catalogued below.

The General Counsel's office had a significant role in advising the Commissioners and drafting the landmark decisions issued by the Full Commission affording protection to transgendered individuals under chapter 151B. The decisions recognized that transgendered individuals are protected against discrimination on the basis of sex, disability and perceived sexual orientation. These decisions confirmed that the Commission is, as it often has been, at the national forefront in protecting individual civil rights.

The General Counsel's office also represented the Commission on the statewide September 11 Action Committee organized by the Anti-Defamation League, which brought civil rights and community relations organizations together to address civil rights and civil liberties issues the Commonwealth and nation faced as a result of the events of that tragic day. I was honored to participate in the drafting of the Committee's "Patriotic Pledge" that was signed by approximately 40 organizations and distributed to citizens, communities, businesses and agencies to adopt. Commission employees held a signing ceremony and the Pledge stands in our lobby today. The Committee also developed models for educational training, which the Commission used in providing civil rights awareness trainings to local community groups. I was proud to be part of an agency that took positive action to foster understanding and helped to create goodwill out of such a horrific tragedy.

Throughout the year, a committee of experienced Commission employees worked to further revise the procedural regulations. The regulations were last revised in 1999, and since that time we have received extensive feedback regarding their implementation. This newest proposed modifications are in response to that feedback and incorporate the Commission's own experience over the last three years. The Commission plans to present the revised regulations for public comment in early 2002.

Finally, since joining the Commission, I have worked on improving internal efficiency and formulating operational policies in an effort to resolve cases more expeditiously and, thus, better serve our constituents. I look forward to working with and for you in 2002.

## **The MCAD Advisory Board**

MCAD Advisory Board Members, appointed by the Governor, advise the MCAD Commissioners on pertinent opinions or concerns on behalf of the citizens of the Commonwealth. Board members represent a broad section on the community, including community groups, civil rights organizations, business leaders and owners and members of the academic community. A major, yearly project of the Board is the Edward W. Brooke Scholarship Contest.

At the end of the year, for an award presentation in early 2002, Marjorie M. Perry, Tom Saltonstall, and Jeffrey Hirsch were awarded the Leadership Award for dedicated years of service to the MCAD Board. Current Members of the MCAD Advisory Board are:

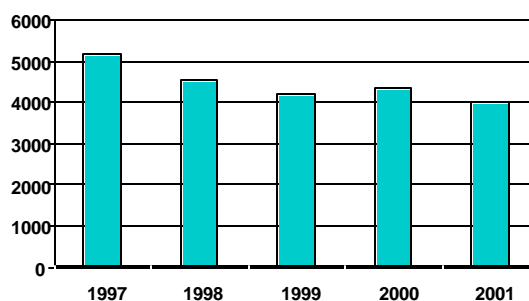
Edward Burke	Laurence Hogan	Christopher Perry
Russell Chin	Alexander Macmillan	Marjorie Perry
Frederick Golder	Terrence McCourt	Thomas Saltonstall
Jeffrey Hirsch	Anne-Marie Ofori-Acquaah	Richard Williams
Jacqueline Hogan		



## 2001 Facts and Figures

The number of complaints filed in the year 2001 at the MCAD fell slightly from the number filed in 2000. There were 4000 cases filed in 2001.

### Cases Filed

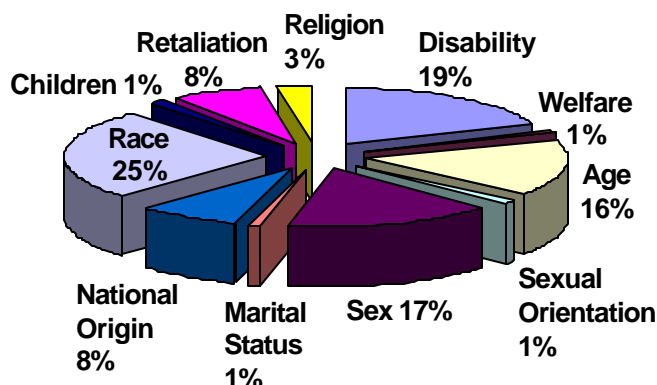


### Complaints by Protected Class

The top six categories of complaints filed by protected class were:

Race	25%
Disability	19%
Sex	17%
Age	16%
National Origin	8%
Retaliation	8%

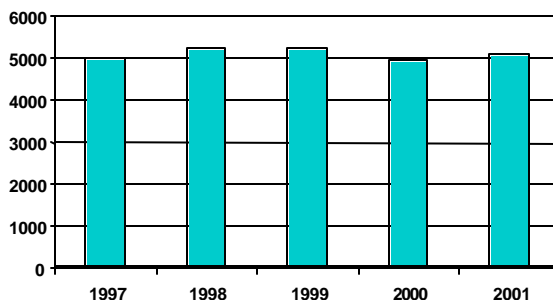
### Bases of Complaints Filed



### Cases Resolved

The number of MCAD complaints resolved in the year 2001 continued to be high. There were 5000 cases resolved.

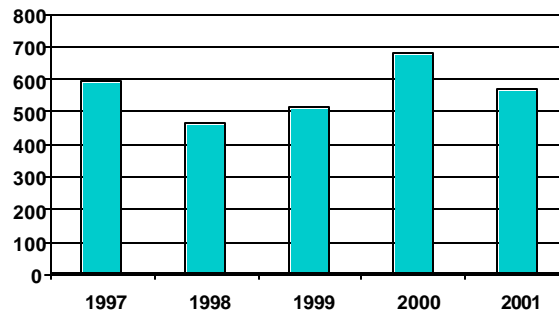
### Cases Resolved



## ***Probable Cause Findings***

580 cases were investigated that resulted in a probable cause finding during the year 2001. This decrease from last year is in part due to the new early resolution program of complaints before the investigation has begun.

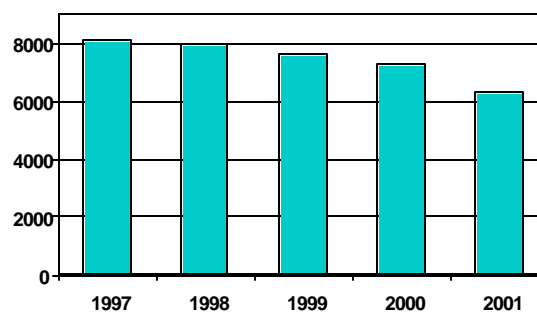
## **Probable Cause Found**



## ***Case Inventory***

Added resources during 2001, the early dispute resolution program, and the continued good work of the staff contributed to the reduction of the case inventory. More cases were closed than were filed. These efforts have brought the inventory to the lowest it has been in 8 years.

## **Inventory of Cases**

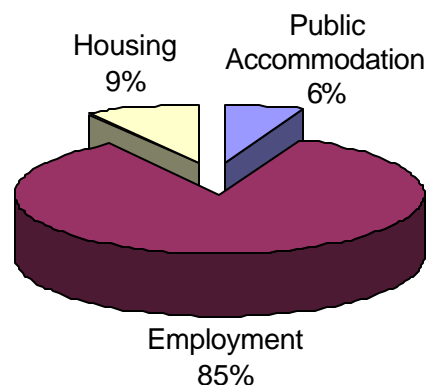


## ***Complaints by Type***

In a breakdown of complaints filed by type, employment related claims remained the highest filings at 85%.

**Housing** claims filed were 9% and public accommodations claims 6%.

## **Complaints by Type**



## **Administration and Finance**

***Peter J. Connelly, Director***

In September of 2001, I was appointed to the new management position of Director of Administration and Finance. This position is tasked with the responsibility for managing key functions at the Commission including Human Resources, Budgeting, Training, Communications and Computer Systems. Specific responsibilities include payroll, annual report, monthly statistical reports and a 100-node computer network.

The September to December timeframe was spent managing many challenges, some brought on as a result of September 11. Important milestones during this time period include:

- \* October implementation of the new case Management System (CMS) which tracks cases from the time they are filed through their closing
- \* Outreach to the Muslim community to extend a helping hand and to inform them of their rights under Massachusetts's discrimination laws
- \* Restructuring functions because of revised spending plans
- \* Preparing copy for the Annual Report, State of the State, and Brooke Scholars.

The CMS system is the culmination of a concerted 2-year development effort between MCAD and a private contractor. Its implementation is most significant because of the information about individual cases or groups of cases it is able to produce. Investigators, supervisors and managers now can use its many capabilities to see where a case is in the system, generate letters to respondents, read documents etc. without leaving their desks. The staff has been busy scanning and indexing new documents into the system, working on inventory and closing cases. As the staff becomes more skilled in its use, the CMS will become a vital tool in the overall management of cases.

Because of the Administration and Finance units' hard work over the entire year, a large computer system, a major move to create conference areas and a computer room, a new e-mail system, and new training programs were implemented. With these basics in place, I look forward to the many innovations and efficiencies that will be realized in the upcoming years.



### **Equal Employment Opportunity Commission**

The MCAD is the State agency charged with enforcing the anti-discrimination laws within the Commonwealth. The EEOC is the federal counterpart to the MCAD. The two agencies have been working together in a harmonious relationship for many years. Eighty percent of the employment discrimination cases at the MCAD are dual-filed with the EEOC, which provides approximately twenty-three percent of MCAD's funding. The purpose of dual filing is to protect the state and federal rights of both the "Complainant" (the person filing the claim) and the "Respondent," (the person/organization charged).

Spencer Lewis, Jr., is the District Director of the New York District Office and the New England Area. Joseph Alvarado is the State and Local Coordinator in the Regional Office. In Boston, Robert L. Sanders is the Boston Area Director and Anne Giantonio is the EEOC Liaison to the MCAD. Barbara B. Walsh is the EEOC Project Coordinator for the Commonwealth working with EEOC and MCAD to ensure that the goals and principles of the two agencies are achieved.

On September 11, 2001, the EEOC New York District Office lost their headquarters at the World Trade Center. No staff was lost or injured. Since that time the office has been housed in temporary quarters in New Jersey.

## U.S. Department of Housing and Urban Development



MCAD investigates cases, provides research and educational outreach and, in return, the United States Department of Housing and Urban Development (HUD) contributes to the Agency's budget. Through agreement, HUD and MCAD work in partnership to combat discrimination in housing. In accordance with federal statutes and procedures, the MCAD staff conducts investigations into complaints that are dual filed with HUD. Housing discrimination complaints declined from 357 in the year 2000, to 340 in 2001.

Members of the MCAD/HUD partnership are HUD Secretary Mel Martinez; Marcella Brown, Regional Director; Bob Buzza, Program Center Director; Merryl Gibbs, Branch Chief; Tim Robison, Branch Chief; Craig Amziah, Branch Chief, and Mary Sales in the Boston Office.

In addition, during the year 2001, HUD approved a joint grant with MCAD and the Housing Discrimination Project in Worcester (HDP). The MCAD and HDP have been working with the John F. Kennedy School of Government at Harvard University to increase capacity for housing discrimination enforcement.

## The Edward W. Brooke Scholarship Program



The Edward W. Brooke Scholarship is a scholarship program administered by the MCAD and open to public high school juniors in the Commonwealth of Massachusetts. It is named after former United States senator and MA Attorney General Edward W. Brooke and was established through an act of the Massachusetts Legislature. 2001 was the sixth year of the Scholarship program.

Five high school juniors from across the state were awarded scholarships based on successful completion in the essay contest. The essay contest question for 2001 was: *What is one of the most significant aspects of Senator Brooke's legacy in public service as it relates to civil rights? Why is it significant? What relevance, if any, does his legacy have in your life, those around you, and the world at large?*

The 2001 Edward W. Brooke Scholars were:

**Scott Baptista**, Fairhaven High School; **Taylor Buckley**, North Andover, High School; **Lakia Crawford**, High School of Commerce, Springfield; **Timothy C. Newman**, Newton North High School; and **Chris Weller**, North Andover High School.

Each Brooke Scholar is awarded a \$2,000 scholarship toward their college tuition and a paid summer internship at the MCAD. The Brooke Scholars program is an activity of the MCAD Advisory Board.

## Training

Director of Training Rebecca Shuster conducted twelve internal training programs for Commission staff during 2001, including sessions on intake skills, discriminatory harassment, and disability accommodation.

Through an internal train-the-trainer program, the Commission increased the number of staff available to facilitate external training. The training unit, Commissioners, and other staff conducted a total of 78 anti-discrimination presentations and training sessions across the Commonwealth this year.

The MCAD/Massachusetts Continuing Legal Education (MCLE) Discrimination Prevention Training Program completed its second year in May, and began its third year in December. This summer, the program received an award for outstanding achievement from the international Association for Continuing Legal Education.

Rebecca Shuster assisted the Governor's Diversity Initiative to develop a new diversity-training program for all state workers, including offering train-the-trainer programs to prepare internal trainers and vendors to deliver a specially designed curriculum.

The training unit spearheaded the development of the Commission's new web site, expected to go on line early in 2002. In addition, the training unit monitored compliance with affirmative relief requirements in 56 hearing decisions and settlements this year, and finalized guidelines for internal use in drafting such requirements.



## Communications

Je'Lesia M. Jones, Director of Communications, is responsible for representing the MCAD with the press, legislature, Governor's Office, and public at large. Communications receives press inquiries daily from print and electronic media in Massachusetts and nationwide. These inquiries usually relate to the status of cases, regulations, or Commission decisions.

The Communications office works closely with the Governor's press office, the Executive Office of Administration and Finance' Office of Communication, and the Governor's office of External Affairs. In addition, Ms. Jones serves as the Legislative liaison and answers inquiries from the State House and district offices of the Commonwealth's senators and representatives.

In 2001, the national press contacted the Commission regarding the Full Commission decision in the Millette/Jette cases, two cases involving upholding the civil rights of transsexuals. The Bureau of National Affairs wrote an article on the Millette/Jette cases for their daily publication and web site. Non-profits and other organizations requested copies of this groundbreaking decision.

Increasingly law offices and universities are interacting with the Communications for copies of the MCAD Rules and Regulations, Maternity Leave Guidelines, sexual harassment posters, and other informative materials. Several groups and organizations have requested to be added to the MCAD mailing list, including New Choices for Better Living, the National Association of Working Women and the Cambridge Disability Commission.

Je'Lesia also serves as the in-house coordinator to the MCAD Advisory Board for the Edward W. Brooke Scholars program. Superintendents, principals, boys & girls clubs and other community centers received posters and entry forms for the Scholarship essay contest. The deadline for the essay contest is March 15, 2002.

# MCAD Budget

## Budget Fiscal Year 2001

### FUNDING

State Administration	\$ 2,974,961
Discrimination Prevention Program	\$ 20,436
Subtotal State	\$ 3,193,052
Federal HUD Title VII	\$ 463,398
Federal Equal Employment Opportunity Contract	\$ 1,350,400
Subtotal Federal	<u>\$ 1,813,798</u>
MassMail *	\$ 161,655
Case Management System *	\$ 36,000
Subtotal ISA **	

**Total Commission Funding \$ 5,006,850**

### EXPENSES

Personnel	\$ 2,066,376
Contract Personnel	\$ 2,084,736
Other Personnel Costs	\$ 382,592
Local Human Rights Commission	\$ 15,620
Office Rent	\$ 44,712
Telephone	\$ 57,223
Equipment Cost	\$ 89,881
Equipment Maintenance Leases	\$ 41,099
Office Supplies	\$ 159,220
Travel	\$ 18,698
Postage	\$ 46,693
<b>Total Commission Expenses</b>	<b>\$ 5,006,850</b>

\* **Interagency Service Agreements**

\*\* **One-time expenditure for 1) Technology to promote Egovernment and 2) Technology to enhance Agency's Client Management System.**

## Staff - 2001

A'VANT, Deborah  
 ADDIVINOLA, Elizabeth  
 AHEARN, John  
 ALLEN, Luther  
 AROCHO, Melvin  
 BARNES, Nancy L.  
 BERRY, Julie T.  
 BOSTICK, June Y.  
 BOYD, Kimberly  
 BRUNTON, Maryann K.  
 BUGG, Marlania  
 BYRNE, Lindsay  
*CALIXTE, Katy*  
 CAPLAN, Emily C.  
*CARNEVALE, Michelle*  
 CASSELLA, Alan  
*CASSELLA, Edward*  
 CASSIDY, Wendy  
 CHANG, Diane  
 CHEUNG, George  
*CIFIZZARI, Ivy*  
 CLANTON, Jean A.  
 CONNELLY, Peter  
 COBB, Ellen  
 CRAIG, Melissa  
*CREIGHTON SMITH, Patricia*  
 DAVILA, Vanessa  
 DRUCKMAN, Eleanor  
*EDWARDS, Joseph L., Jr.*  
 FASNACHT, Geraldine  
*FEALING, Glorious*  
 FIGMAN, Helene  
 FORMAN, Elizabeth  
 GAGNE, Erica  
 GARCIA, Anadel  
*GEOSITS, Jennifer*  
 GOLDSMITH, Lynn D.

GOMEZ, Dorca  
 GROOMS, Ken B.  
 GUASTAFERRI, Eugenia  
 GUZMAN, Glinda  
*HADLEY, Dawn*  
 HANLIN, Charles  
 HIGHTOWER, Marzella  
*HOBBS, Keyette*  
 HOPE, Allison  
 JAYNE, Marley  
 JEAN-FRANCOIS, Neldy  
*JEREMIAH, Kelvin*  
 JONES, Je'Lesia M.  
 JOSEPH, Maria  
 KAPLAN, Judith  
*KARAMSADKAR, Kamine*  
*KOLWAITE, Sally*  
 KOSMAS, Julayne L.  
 LEE, Shirley  
 LEVINSKY, Jerrold  
 LEWIS, Stephen  
 LIEBMAN, Simone  
 LOCKE, Steven  
 LOPIPARO BARRETT, Susan  
 LOUIE, Melanie  
 LUTZ, Ellen L.  
 MACK, Jerome  
 MARTIN, Katherine  
 MAY, Gilbert  
*MAZIQUE, Earnest*  
*McDONALD, John*  
 McGHEE, Richard, Jr.  
 MEHNERT, Eric  
*MEJIA, Yolanda*  
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We are grateful to the following **64** people, who have generously given of their time and talents by volunteering at the MCAD from January 1, 2001 to December 31, 2001

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