

**WOMEN'S  
COMMISSION**  
OF BALTIMORE CITY



**OFFICE OF  
EQUITY AND  
CIVIL RIGHTS**

**2025**

**ANNUAL REPORT**



# LETTER FROM DIRECTOR GREENE

Dear Baltimore,

Over the past year, the Baltimore City Women's Commission has demonstrated what it looks like when dedication, expertise, and community-centered leadership come together with purpose. Through sustained advocacy, thoughtful programming, and meaningful collaboration, the Commission has continued to elevate the voices of women across Baltimore City and to advance equity in ways that are both tangible and transformative.

This report reflects not only a deep understanding of the challenges women face, but also a clear commitment to action. From strengthening partnerships with community organizations to address the Black maternal health crisis, to creating spaces for dialogue and empowerment that support trans women, to advising on policies and practices that impact women's economic security, health, and safety, the Women's Commission has been both responsive and forward thinking with every step. Their efforts have reached across neighborhoods, generations, and lived experiences, ensuring that the work remains rooted in the realities of the communities they serve.

What stands out most is the Commission's energy and consistency. Under the leadership of Commission Chair Kionne Abdul-Malik, the members have shown up time and again with intention, creativity, and resolve. They have navigated complex issues with care, brought urgency where it was needed, and never lost sight of the people behind the policies. This level of commitment is no coincidence, it is the result of compassionate leadership and a shared belief that equity requires sustained effort.

As Director of the Office of Equity and Civil Rights and Baltimore's Chief Equity Officer, I am deeply grateful for the Women's Commission's partnership and proud of the work reflected in this report. Their contributions continue to strengthen our collective efforts to build a city where women are supported, valued, and empowered to thrive.

I invite you all to engage with the work of the Women's Commission. I invite you to support and amplify the initiatives of the Commission, and to consider how each of us can contribute to advancing equity for women across Baltimore City. Meaningful change requires collective commitment, and the Women's Commission has laid a strong foundation for continued progress.

I look forward to the year ahead and to the continued impact of the Women's Commission as they build on this momentum, deepen community trust, and help shape a more equitable future for Baltimore.

In partnership,  
**Amber Greene**  
Baltimore City's Chief Equity Officer  
Director, Office of Equity and Civil Rights



# LETTER FROM CHIEF MUTH



Dear Baltimore Family,

There is a resilience that comes from love. We carry love for our families, love for our neighbors, and love for this city we call home, and it drives us forward. This is the resilience we see in every corner of Baltimore, and it's what has carried our Commission and our community through this past year.

This December, at our strategic planning retreat, something powerful happened. Our commissioners sat together and shared their stories of heartbreak, of struggle, of loss. The kind of stories that many of you know all too well. But even as we shared the hard parts, we saw something beautiful: despite everything, we all still showed up. We showed up for each other, for this work, and for you. We know we're not alone in this. We see you doing the same thing every single day across Baltimore. This year has been tough. So many of us have faced layoffs and watched benefits disappear. We've grieved together as systemic and individual violence touched too many lives. But through it all, you kept showing up, whether it was for your kids' school meetings, taking a meal to an elderly neighbor, or sharing your voice at a City Council meeting. You showed up for each other when nobody else did. That's who we are as Baltimoreans. We take care of each other.

Much of our focus has been on those who take care of others. Through the Inform Women, Transform Lives campaign and our partnership with the Baltimore City Health Department's Family Caregivers program, we've worked to support family caregivers caring for aging and disabled loved ones—people who often carry this weight without recognition or support. We see you, and we know what you're carrying. Through our State of the Womb event, we reached out to Black mothers who need care while giving care, who take on the sacred role of motherhood while too often being abused and neglected by the very systems that should support them. You deserve better. Baltimore, you deserve care, respect, and resources as you nurture the next generation, and the one that came before.

With so much uncertainty around us, we want you to take one message with you as we move into 2026: **We care about you.**

We love this community, and that love means something. It means action. We love our immigrant neighbors who make our city richer with their cultures, their food, their stories, and their hard work. We love our LGBTQ family members who show us what courage looks like every day. We love our families working multiple jobs to make ends meet, building futures one day at a time, and keeping families housed and fed. We love every single person who has ever felt left out or left behind, and we love them fiercely.

We will protect our community with everything we have. We will be loud when others try to silence voices. We will stand together, because that's what family does.

As we move into this new year, we're not going to pretend everything is easy. We see the challenges ahead. But we also see each other, and that gives us hope. We are honored to be in this with you, to work alongside you, and to fight for the City we love and share.

With love and solidarity,

**Jill Muth**

Chief, Baltimore City Women's Commission

# LETTER FROM CHAIR ABDUL-MALIK



Dear Baltimore Community,

It is my honor to welcome you to the Baltimore City Commission for Women's Annual Report. Each year, we reaffirm our commitment to uplifting, protecting, and empowering the women and girls of Baltimore. As Chair, I am deeply proud of the work we have accomplished over the past year, work rooted in advocacy, collaboration, and an unwavering belief in the brilliance and resilience of our city's women.

This year was defined by meaningful partnerships, intentional storytelling, and a strengthened focus on equity. One of our most impactful collaborations was with The Carter Center, where we participated in the Inform Women, Transform Lives with our Caregivers Campaign. Through this initiative, we helped ensure that women serving in caregiving roles, often the backbone of their families and communities, have improved access to vital government information, services, and support systems. Our work made Baltimore a national model for how cities can center caregivers in policy and communication efforts.

We also advanced our signature initiative, The State of the Womb, a citywide effort to confront the crisis of Black maternal and reproductive health. In partnership with Empart Art, we built a powerful, community-informed art installation that reflects the joy, pain, truth, and hope of Black motherhood in Baltimore. We are proud that this artwork will soon be permanently displayed at Morgan State University's Health and Human Services Building, standing as both a testament to community voice and a call to action for future health leaders.

This year, we also celebrated those who educate, inspire, and lay the foundation for the next generation. At our annual Women's History Month event, we honored outstanding Baltimore educators and proudly presented an award to the family of Dr. Enolia McMillan, a trailblazer whose legacy continues to influence civic leadership, education, and justice. Uplifting her contributions reminded us that our work stands on the shoulders of women who dared to pave a path forward long before us.

Everything we accomplish, every policy advanced, every mother supported, every girl encouraged, is the result of collective effort and shared purpose.

Looking ahead to 2026, we are energized by the possibilities before us. We will continue to expand our partnerships, elevate women's voices, strengthen our advocacy, and champion initiatives that address the real, lived experiences of Baltimore's women. Our commitment is simple: to continue building a city where every woman feels seen, safe, supported, and empowered to thrive.

With appreciation and tenacity,

Kionne T. Abdul-Malik

Chair, Baltimore City Commission for Women

# MISSION AND VISION



## VISION

The Baltimore Commission for Women believes in a high quality of life and in equal rights, opportunities, and access to services for all women, women-identifying, non-binary, and/or assigned-female-at-birth individuals. The Commission develops information systems, provides advice and counsel, conducts research, hosts educational programming, analyzes policy, and advocates for women's issues to improve the lives of and opportunities for all women, women-identifying, non-binary, and/or assigned-female-at-birth individuals in Baltimore.

## MISSION

The Baltimore Commission for Women will be established in the community as a resource for those that they serve to assist them in accessing information and services intended to improve their lives and the lives of their families. The Commission will empower women, women-identifying, non-binary, and/or assigned-female-at-birth individuals through education and coordination of opportunities. The Commission will ensure that barriers to equal rights and opportunities for those that they serve will be reduced, with the eventual goal of eliminating such barriers throughout Baltimore City.

## THE COMMISSION

- develops information systems
- provides advice and counsel
- conducts research
- hosts educational programming
- analyzes policy
- advocates for women's issues

# COMMISSION MEMBERS

The Commission is made up of 19 members appointed by the Mayor. There are seven vacancies on the Commission as of March 2026.

## Commission Leadership



**Kionne Abdul Malik**  
Chair



**Miriam Carrion de Moore**  
Vice Chair



**Gab Sussman**  
Secretary

[Interested in joining the Commission?](https://bit.ly/applybaltbc)  
[Apply at https://bit.ly/applybaltbc](https://bit.ly/applybaltbc)



# COMMISSION MEMBERS



**Ana Rodney**



**Casey Brent**



**Ciarra Miles**



**Robin Neverdon**



**Tevis Simon**



**Lillian Sparks Robinson**



**Sarasi Desikan**



**Rachel Marquez**



**Candace Dickens**



**Stephany Sulbaran**

## EX OFFICIO MEMBERS

**Phylcia Porter**  
District 10 Councilwoman

**Vice-President**  
**Sharon Green Middleton**  
District 6 Councilwoman

**Odetta Ramos**  
District 14 Councilwoman

**Danielle McCray**  
District 2 Councilwoman

# WE LOVE GETTING OUT IN BALTIMORE COMMUNITIES!

## Here are some of the events we led in 2025:

Inform Women, Transform Lives  
Kick-off Luncheon  
February 21

Strategic Planning Retreat  
March 2

Women's History Month  
Luncheon  
March 29

Virtual Town Hall for the  
Transgender Community  
June 7

[Check out our virtual transgender community resource guide here!](#)

State of the Womb  
October 21



# WE LOVE GETTING OUT IN BALTIMORE COMMUNITIES!

And here are some of the events we attended:

3/10 – MD Women’s Hall of Fame Induction

3/21 – Know Your Rights for Seniors at Hatton Senior Center

5/1 – Access and Function Needs Emergency Planning Workshop

5/15 – City Council Taxpayer Night

5/30 – Baltimore Immigration Summit

6/2 – City Council Budget Presentation

6/30 – Caregivers Conference

8/5 – National Night Out

8/12-8/16 – Maryland Association of Counties Conference

9/4 – YOFest

9/13 – Somos Baltimore Latino Gala

9/17 – Civil Rights Breakfast

9/27 – New American Leadership Institute

10/17 – Conoce tus Derechos at the Hatton Senior Center

10/18 – Community Day at Bernard Harris Elementary

10/22 – Beyond the Classroom – Pathways to Success

10/24 – Senior Veterans Listening Session

10/24 – Civil Rights Week Finale Reception

10/25 – Mayor’s Commission on Disabilities Fall Festival and Resource Fair

11/1 – Maryland Legislative Agenda Women Conference

11/14 – Caregivers Recognition Brunch



# EVENT HIGHLIGHT: STATE OF THE WOMB

**October 21, 2025**

As a part of Civil Rights Week 2025, the Women's Commission held the State of the Womb at Morgan State University's Health and Human Services department. Participants convened to have honest and challenging conversations about Black maternal health while creating a community mosaic art piece in partnership with Empact Art.

## Topics Discussed

- Material Needs
- Housing Security
- Policy & Access to Birth Options
- Policy & Birth Outcomes
- Doula Care & Community Care
- Policy Representation & Parenting
- Philanthropic Support
- Hospital Systems
- Education & Young Mothers
- Childcare Access & Tuition Strain
- Substance Use Disorder & Recovery
- Poverty
- Intimate Partner Violence

## Participating Organizations

- Baltimore City Department of Public Works
- Baltimore City Health Department
- Family Recovery Program
- Johns Hopkins University Nursing
- March of Dimes
- Mayor's Office of Neighborhood Safety and Engagement
- MD Families for Safe Birth
- Melanated Moms
- Morgan State University Student Government Association
- ShareBaby
- Smalltimore Homes
- Strauss Foundation
- The Caroline Center
- United Way of Central MD



Special thanks to **First Lady Hana Scott** for sharing her passion and connection to Black Maternal Health.



The piece pictured here was unveiled at its permanent home on the Morgan State University campus in January 2026.



# PROJECT HIGHLIGHT: IWTL & FAMILY CAREGIVERS

## The Issue

Family caregivers, often women in the "sandwich generation," provide unpaid care to loved ones with health conditions while juggling other responsibilities. This work is valued at over \$600 billion annually in the U.S. However, many caregivers are unaware of available support services. Baltimore's Family Caregiver Program offers grants, workshops, and support, but many caregivers don't seek help.

## Inform Women, Transform Lives

The Carter Center's IWTL program empowers women by improving access to health, education, and resources. Through a \$50,000 grant awarded to the Office of Equity and Civil Rights through the Women's Commission and the Family Caregiver Program, the campaign helped to increase awareness of caregiving resources across communities in the city.

## The Project Goal

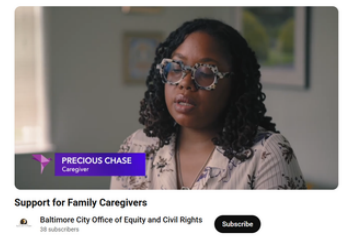
Increase participation in Baltimore's caregiving programs through targeted education in order to support the more than 7,000 people serving as caregivers.

## Key Elements

- Informational video featuring Baltimore caregivers sharing their stories
- Comprehensive online resource site
- Ads on radio, digital kiosks, and targeted social media ads
- Partnerships with community organizations

## Impact

- Community events with over 500 participants
- 1.7 million advertising impressions
- 5200 print materials distributed
- [Read the full impact report here.](#)



City Council unanimously passed Resolution 25-0038R to recognize November as Family Caregiver's Month in Baltimore.

## You Might be a Caregiver— And You Deserve Support

- Get Connected to Caregiver Services
- Discover your value
- Join our supportive community



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Call 410-396-CARE (2273) or visit: [bit.ly/baltcares](http://bit.ly/baltcares)



# THE EMERGING LEADERS FELLOWSHIP

In partnership with Baltimore City, Baltimore Corps recruits emerging professionals to help close the municipal workforce vacancy gap and steward new talent into long-term careers within city government through the Emerging Leaders Fellowship program. This one-year fellowship offers graduates the chance to gain hands-on experience in Baltimore City government, develop professional skills, and contribute to impactful projects.

## MEET TAMERA TRIMUEL



### Education

- BA - Strategic Communications, Morgan State University
- MBA - Business Administration, Morgan State University



### Skills

- Social Media
- Organizational Leadership
- Strategic Partnerships
- Project Management
- Multiplatform Production
- Media Management



### Interests and Passion Projects

- Delta Sigma Theta Sorority
- Student Government
- Mentorship
- Youth Entrepreneurship
- Black Media & Storytelling
- HBCU Legacies



### What's your favorite thing about OECR and working with the Women's Commission?

My favorite part of working with the Women's Commission is the opportunity to intentionally connect, create, and curate spaces where women feel genuinely seen, heard, and valued. It is incredibly meaningful to help shape environments that honor women's lived experiences, elevate their voices, and affirm their worth. Whether we're developing programming, advocating for policy change, or bringing women together across different communities, I'm inspired by the collective power we generate when women are supported and empowered to show up as their full selves.

### Why do you think HBCUs are important for women in Baltimore, for both students and communities?

HBCUs play a vital role in the lives of women in Baltimore because they provide a space where students can be unapologetically Black, nurtured, and celebrated for who they are. These institutions cultivate a sense of belonging while equipping women with the tools, knowledge, and confidence to pursue excellence. Beyond academics, HBCUs foster lifelong networks of like-minded individuals who share similar values, ambitions, and cultural experiences. Those connections extend beyond campus and uplift entire communities—strengthening leadership pipelines, encouraging civic engagement, and inspiring future generations to dream boldly and pursue their highest potential.

# RECOGNIZING INCREDIBLE BALTIMORE WOMEN

OECR and the Women's Commission presented two awards recognizing the work of impactful women in Baltimore: The Enolia P. McMillan Award, and the Gender Justice and Equity Impact Award.

## ENOLIA P. MCMILLAN AWARD

The **Enolia P. McMillan Award** was presented to outstanding women educators at the Women's History Month Luncheon on March 29th.

### Awardees

Traci Mathena, Creative City Public Charter School  
Lori Rawlins, Westside Youth Opportunity Center  
Janice Fox Carney, Baltimore City Schools  
Kayla Evans, Baltimore City Schools  
Britni Bolden, Baltimore City Schools  
Brandy Murphy, Baltimore City Rec and Parks



## THE BALTIMORE CITY ANNUAL COMMUNITY IMPACT AWARDS:

### GENDER JUSTICE AND EQUITY IMPACT AWARD

The Gender and Equity Impact Award was presented at the Civil Rights Breakfast on October 17th to Professor Maureen Sweeney, Esq. of the University of Maryland Law School for her work with the Chacon Center for Immigrant Justice assisting victims of gender violence with pathways to citizenship.



# 2026 ADVOCACY PRIORITIES

## Core Philosophy

If women are not safe, they cannot be healthy. If women are not healthy, they cannot fully engage in their communities. And when women cannot engage, Baltimore loses the full strength of its leadership, creativity, and collective power.

## Priority 1: Health of Residents

- Strengthen Postpartum Support & Protections
- Expand Caregiver Supports
- Expand Doula Access & Fair Coverage
- Strengthen Perinatal Workforce
- Reduce Maternal Mortality
- Expand Birth Options & Address Birth Deserts

## Priority 2: Safety of Residents

- Support Survivors
- Support Protection from Sexual Exploitation
- Address Intimate Partner Violence (IPV) During Pregnancy
- Support Birth Certificate Modernization Act
- Advance Trauma-Informed SUD Recovery Supports
- Protect Immigrant Women, Children, and Elders
- Expand Elder Abuse Protection

## Priority 3: Engagement of Residents

- Expand Community Listening Structures
- Increase Civic Education and Government Literacy
- Strengthen Agency Communication and Transparency
- Promote Participatory Policy Processes

## Priority 4: Hospital Accountability & Birth Equity

- Combat Racism in Healthcare Settings
- Create community-led accountability structures
- Increase transparency on maternal and infant health outcomes
- Ensure Clear Patient Rights

## Priority 5: Support for NICU & Special-Needs Families

- Implement NICU Parent Bill of Rights
- Provide Proper Caregiver Training
- Expand Home Visit Support
- Build comprehensive support systems for affected families



The Women's Commission is a proud member of the Maryland Legislative Agenda for Women (MLAW) network. Through this partnership, the Commission collaborates with allied organizations across Maryland to better understand proposed legislation, share policy expertise, and advance a shared legislative agenda that promotes equity, health justice, and economic security for women throughout the state.

# 2026 TOP PRIORITIES



## Health of Residents

Ensuring that women—especially Black women, pregnant and birthing people, caregivers across the lifespan, and families impacted by Substance Use Disorder—receive comprehensive support, protection, and access to high-quality care.



## Protecting Vulnerable Communities

Centering safety, dignity, and stabilization for women and families impacted by substance use disorders (SUDs), immigration precarity, sexual exploitation, **aging-related vulnerabilities**, and other intersecting risks.



## Civic Engagement

Creating meaningful pathways for women, caregivers, and marginalized families to understand, participate in, and shape the government systems that affect their lives.

# PARTNERS

A special thank you to our partners, advocates, and champions throughout 2025.



# 4 WAYS TO GET INVOLVED

1

## **Attend a meeting**

Women's Commission meetings take place on the last Wednesday of each month at 6 p.m. and are open to the public. For information on how to join, visit <https://civilrights.baltimorecity.gov/womens-commission>

2

## **Partner on a Project**

If you have an idea for a project or event, let us know! We value partnerships with our community organizations and local leaders. We can't do this work alone! Reach out using the contact info on the last page.

3

## **Consider giving**

Please consider supporting us in any way you can. Your time, talent, or financial contributions all make a difference. Monetary donations are tax deductible and are administered by the Baltimore Civic Fund. In kind contributions and volunteers are essential to advancing our work. Need community service hours, we'd love to connect with you!

4

## **Share your thoughts**

Problems, solutions, project ideas, questions, requests for support: we want to hear them all! Reach out to us and let us know the issues most important to your community.

**410-396-3141**

**[civilrights@baltimorecity.gov](mailto:civilrights@baltimorecity.gov)**

# CONTACT US

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