DJ 170-MD-1

February 4, 2026

Via Email
Mayor Brandon M. Scott
City Hall, Room 250
100 N. Holliday St.
Baltimore, MD 21202

c/o

Ebony M. Thompson, Esq.
City Solicitor
ebony.thompson@baltimorecity.gov

Re: Investigation of the Employment Practices of the Baltimore City Health Department, Pursuant to Section 707 of Title VII of the Civil Rights Act of 1964, as Amended

Dear Mayor Scott:

The Department of Justice (Department) is opening an investigation to determine whether the Baltimore City Health Department (BCHD) is engaged in a pattern or practice of discrimination based on race, color, or national origin in violation of Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. § 2000e *et seq.* (Title VII). It is the responsibility of the Attorney General of the United States to enforce the provisions of Title VII with respect to state and local government employers. The Attorney General has delegated the authority to investigate compliance with these provisions to the Assistant Attorney General of the Civil Rights Division.

Title VII prohibits an employer from discriminating against, or limiting, segregating, or classifying, employees and applicants for employment because of their race, color, religion, sex, or national origin. *See* 42 U.S.C. § 2000e-2. When the Attorney General has reasonable cause to believe that a state or local government employer is engaged in a pattern or practice of discrimination in violation of Title VII, it is the Attorney General's responsibility to take appropriate action to eliminate that violation, including presenting the matter to the appropriate court for civil proceedings. *See* 42 U.S.C. § 2000e-6(a).
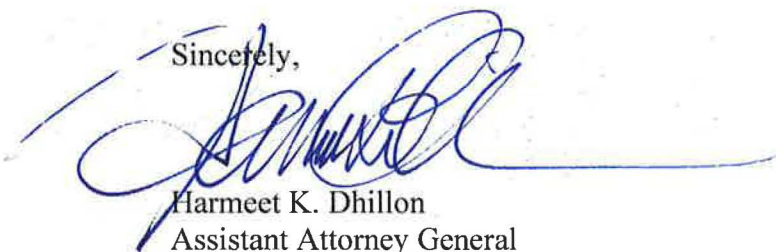
Our investigation is based on publicly available information suggesting that BCHD may be engaged in certain employment practices with respect to employee training and terms and conditions of employment which discriminate against, and limit, segregate, and classify, employees because of their race, color, and national origin. Public reporting indicates that BCHD "separated employees by race" to hold "racial equity training," which was divided into "white

caucus" and "people of color caucus" meetings.[1] As reported, BCHD paid outside consultants $50,000 between 2022 and 2024 for an "Undoing Racism Workshop."[2] BCHD also paid consultants to attend and provide feedback on the "White Caucus Group," which BCHD defined as a "group of white people who meet for the purpose of building analysis, awareness, stamina, and strategy to challenge systemic racism and internalized white supremacy."[3] According to reports, BCHD's justification for the "White Caucus Group" was that "[w]hite affinity groups allow us to examine our racial conditioning without relying on people of color for answers or subjecting themselves to our process."

Accordingly, I have authorized a full investigation to determine whether BCHD is engaged in a pattern or practice of discrimination in violation of Title VII as set forth above. We have not reached any conclusions about the subject matter of the investigation. We intend to consider all relevant information, and we welcome your assistance in helping to identify what that might be.

I have assigned Acting Deputy Assistant Attorney General Eric Sell to this investigation. Mr. Sell will be in contact with you shortly to set up a mutually agreeable date and time to discuss the parameters of this investigation, including the scope of information that we will be seeking from you. He may be reached by email at Eric.Sell@usdoj.gov. Thank you for your cooperation.

Sincerely,

Harmeet K. Dhillon
Assistant Attorney General
Civil Rights Division

cc: Thomas Corcoran, Civil Chief
        Office of the United States Attorney
        District of Maryland

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[1] Patrick Hauf, *Baltimore City Health Department held racially segregated equity meetings, records show*, THE BALTIMORE SUN (Feb. 4, 2026, at 05:03 EST).
[2] *Id.*
[3] *See id.*

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