

**State of Maryland Commission on Civil Rights**  
**Commission Meeting**  
**January 10, 2017 – 10am**  
**MINUTES**

**Commissioners Present:** Shawn M. Wright, Esq., Chairperson; Dominique S. Moore, Esq.

**Present via Conference Call:** Laura Esquivel; Roberto N. Allen, Esq.; Gina McKnight-Smith, PharmD, MBA; Naima Said; Gary C. Norman, Vice Chairperson; Rabbi Binyamin Marwick

**Management Present:** Alvin O. Gillard, Executive Director; Cleveland L. Horton, II, Deputy Director; Nicolette Young, Associate Director; Glendora C. Hughes, General Counsel

**Staff Present:** S. Spencer Dove, Executive Associate; Tara Taylor, Director of Education & Outreach

ITEM	SUMMARY	ACTION
<b>Call to Order</b>	1. Meeting called to order at 10:02 am	Meeting opened.
<b>Approval of Minutes</b>	1. November 2016 Minutes approval moved by Commissioner Esquivel; Seconded by Commissioner McKnight-Smith; approved without opposition; Commissioner Moore abstained. 2. December 2016 Minutes approval moved by Commissioner Esquivel; Seconded by Commissioner Said; approved without opposition.	Minutes approved.
<b>Chairperson's Report</b>	1. Chairperson recognizes newly appointed Dominique S. Moore to fill out the full complement of 9 Commissioners. Floor given to Commissioner Moore for introductory remarks. 2. Chair gave floor to all Commissioners and Staff to provide a more formal and personal introduction.	None.
<b>Executive Director's Report</b>	1. A few months ago, MCCR met with HUD as a part of an audit on agency practices and our contractual relationship. Voiced concerns with HUD about how new MCCR staff can better understand the history and the purpose behind HUD's establishment as an agency, as well as the importance of the laws our respective agencies enforce. Staff will be undergoing a training later this month on that information. 2. March 2, 2017 is MAHRA's Human Rights Day in Annapolis. Annual event sponsored by MAHRA to bring interest around civil and human rights legislation before the General Assembly. Invitations to members of the General Assembly to discuss legislation they are supporting of interest to attending advocates. One of the topics of recent importance is hate crimes – the focus of Human Rights Day, as a result, will be how to chart the path forward to address matters of hate and discrimination. Other topics will be police/community relations, police reform, and immigration. Formal invitations will be circulated in the near future. 3. In communication with the Attorney General's Office in response to the increase in hate crimes in Maryland and nationwide. Yesterday the Attorney General convened a stakeholder meeting to understand how communities are responding to the rise in hate crimes, and discuss the hotline at the	None.

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	<p>Attorney General's Office. MCCR will continue to connect with partners on hate crimes.</p> <p>4. Hope to present to Commissioners at February's meeting a proposal for statewide outreach. Actively recruiting an individual for the Education &amp; Outreach Unit to hire a new individual for that position. Staff also meeting internally and talking about methods to establish and maintain connections with communities across the state, including where Field Offices were previously operational.</p>	
<b>Deputy Director's Report</b>	1. Reviewed submitted written report.	None.
<b>Assistant Director's Report</b>	<p>1. Reviewed submitted written report.</p> <p>2. Scheduled to have two hearings before the Maryland General Assembly, with the House Appropriations Committee's and the Senate Budget &amp; Taxation Committee's respective subcommittees of jurisdiction.</p> <p>3. In recruitment phase for several positions with the Commission.</p>	None.
<b>General Counsel's Report</b>	<p>1. Equal Pay Commission met December 16. First meeting since Commission reestablished during the legislative session. Chaired by Secretary of Department of Labor, Licensing, and Regulation. 21 or so members on the Commission. Overall purpose will be to collect and analyze data with respect to pay disparity between the sexes. Meeting focused on structure of the Commission and next steps.</p> <p>2. Legislative Session begins tomorrow.</p> <p>3. Attended Maryland NonProfits Legislative Preview yesterday.</p> <p>4. Reviewed submitted written report.</p>	None.
<b>Education &amp; Outreach Director's Report</b>	<p>1. Maryland Equity &amp; Inclusion Leadership Program – response was overwhelming. Many more applicants than anticipated/slots available. Starts in March. Applicants are being selected. Incredible amount of diversity amongst the applicants. The inaugural class will be a nice mix of individuals (35 slots total) but the selection will most likely be a challenge.</p> <p>2. Free "Safe Spaces" workshop in Howard County coming up. Notice sent to all Commissioners. Please distribute to your respective networks/friends/family as you wish.</p> <p>3. Facilitated discussions with Maryland NonProfits and Maryland Municipal League prior to the new year. Topic was diversity and inclusion in their work during 2017.</p>	None.
<b>Old Business</b>	1. None.	None.
<b>Executive Session</b>	1. Motion by Commissioner Moore, seconded by Commissioner Allen to enter Executive Session. No opposition. Entered Executive Session at 11:49 am.	None.
<b>New Business</b>	1. None.	None.

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<b>Good &amp; Welfare</b>	1. None.	None.
<b>Adjournment</b>	1. Meeting adjourned at 12:10pm	None.