

State of Maryland Commission on Civil Rights
Commission Meeting
April 12, 2016 – 10am
MINUTES

Commissioners Present: Shawn M. Wright, Esq., Chairperson; Laura Esquivel; Rabbi Binyamin Marwick; Gina McKnight-Smith; DeWayne Wickham

Present via Conference Call: Gary Norman

Management Present: Alvin O. Gillard, Executive Director; Nicolette Young, Assistant Director

Staff Present: Atto Commey; Maria Slowe; Eric Abraham; Terrence Artis; Keith Merkey; Awilda Pena; Melissia Dorsey; Alesha Bell; Tara Taylor

Visitors Present: Commissioner Kevin Davis, Chief of Police, Baltimore City; Lieutenant Jackson, Baltimore City Police

ITEM	SUMMARY	ACTION
Call to Order	1. Meeting called to order at 10:00am.	None.
Approval of Minutes	1. Motion to accept March, 2016, minutes without revisions made by Commissioner Wickham, seconded by Commissioner Gina McKnight-Smith; motion carries without opposition.	Accepted.
Chairperson's Report	1. Deferred to Executive Director	None.
Executive Director's Report	1. Introduced Commissioner Kevin Davis, Chief of Police, Baltimore City Commissioner Davis's Comments- <ul style="list-style-type: none"> • Comments regarding one year anniversary of Freddie Gray's arrest and riots. • Baltimore City Police will implement community policing such as foot patrols and discontinue obsolete models (stop and frisk, police raids, etc.) • Police department will require 40 hour continuing education curriculum for officers. Only police department in the nation with this requirement. • Initiated Community Stat meetings every Thursday with community members, faith leaders, activists and politicians. Foster more dialogue between the police department & the community members; opportunity to express experiences and frustrations; doesn't rely on statistics. • All new cadets will be required to attend cultural sensitivity speaker series. Optional for tenured police personnel. Series will include History of Baltimore; topics covered include Port, African American communities, LGBTQ, Faith, sports, etc. • Challenge hiring Baltimore City residents for the police department due to marijuana usage. Applicants required to take polygraph test. Using marijuana 3 or more times is an automatic permanent disqualification for any law enforcement agency in the State and surrounding states. Would like to change the policy; archaic, written in 1975. Foster more diversity and local 	None.

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	<p>hiring. Pushback coming from more conservative jurisdiction law enforcement agencies.</p> <ul style="list-style-type: none"> • 21 – 23% of cops live in Baltimore City. Would like to develop tax break incentives for law enforcement so they can move into the City. • Receiving 500 body cameras; training assessment based on footage (practice & policy). • Rewriting force of use policy. No update since 2003. • 26 most important policies based on 26 pay periods in the year. Topics include the cop manual, prisoner handling, transportation, arrests, etc. The entire agency receives mandatory training on these policies. • New police cadets will be on foot patrol for 90 days before they receive squad car assignments. • Would like to see law enforcement focused charter school (police, EMS, Homeland Security). Last graduate of Explorers program was in 1997; not doing a good job recruiting and advertising. 	
Assistant Director's Report	1. Report deferred to Executive session.	None.
General Counsel's Report	1. Absent; submitted report for review; report deferred to May meeting.	None.
Education & Outreach Director's Report	1. Report submitted to Commission Board for review.	None.
Old Business	1. Commissioner Esquivel would like to start receiving minutes for the legislative calls.	None.
New Business	1. Entered Executive Session at 11:24am. 2. Concluded Executive Session at 11:45am. 3. Commissioner Baum term has expired. The Governor has appointed a replacement.	None.
Good & Welfare	1. None.	None.
Adjournment	1. Meeting adjourned at 12:05pm.	Adjourned.