

**State of Maryland Commission on Civil Rights
Commission Meeting
April 22, 2014 – 10am
MINUTES**

Commissioners Present: Shawn M. Wright, Chair; Robert L. Baum, Esq., Vice Chair; Norman Gelman, DeWayne Wickham; Laura M. Esquivel

Present via Conference Call: Gary Norman, Esq.; Naima Said, Esq.

Management Present: Cleveland Horton, Acting Executive Director; Nicolette Young, Assistant Director; Glendora C. Hughes, General Counsel

Staff Present: S. Spencer Dove, Executive Associate

| ITEM | SUMMARY | ACTION |
|---|--|----------|
| Call to Order | 1. Meeting called to order 10:06am | None |
| Approval of Minutes | 1. Approval of February minutes after minor technical corrections. | Passed |
| Chairperson's Report | 1. Introduction of Commissioner DeWayne Wickham. 2. Reviewed MCCR meeting with Executive Director of Maryland Commission for Effective Community Inclusion of Individuals with I/DD. Electronic materials provided to the Commission shared with MCCR. Discussed idea of MCCR and the Commission to partner in addressing these public policy challenges. Possible that the Commission Executive Director will come and speak with MCCR Commissioners. Chair Wright, Commissioner Norman, Acting Executive Director, General Counsel in attendance at this meeting. 3. Commissioners Robert L. Baum (Chairing), Rabbi Binyamin Marwick, Gina McKnight-Smith appointed to Appeal Panel regarding pending case with Baltimore City. 4. State Ethics Disclosure Form due by April 30, 2014. 5. Executive Director Search: interviews will be scheduled now that Legislative Session responsibilities are concluded. | Complete |
| Acting Executive Director's Report | 1. Actively seeking out additional strategic partnerships for Commission. There has been a marked increase in contacts requesting Commission involvement with or representation at public events. 2. Met with Major Herman at Maryland State Police. There have been ongoing issues involving the diversity in the ranks of MSP. Conversation went very well. MCCR and MSP are going to partner where possible to help attract and recruit the best talent with diversity in mind. 3. Attended StateStat meeting with Education & Outreach Director on the subject of prisoner reentry into society and the barriers they face. Asked to attend meeting by Deputy Director of StateStat. MCCR will get more involved in reentry on fair housing matters (as a role on a sub-committee). | Complete |

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| | 4. Reviewed Case Processing Report for the month of March, 2014. Discussed staff development opportunities that are being taken advantage of to improve performance of the Investigate staff, which is relatively new (many less than a year at the Commission). Goal is to emphasize quality of service. | |
| Assistant Director's Report | <ol style="list-style-type: none"> 1. Reviewed Financial Report. 2. At this point, we have expended less than 75% of our budget, which is a cost-savings compared to original projections. This is due to retirements in the previous months. MCCR planning to expend this money on infrastructure and resources to support the Staff and finish much-needed upgrades/updates. 3. Interviewing for Civil Rights Office I. 4. New Investigative Supervisor is on board. 5. Staff received STEP increases of 1.9%, on top of 3% COLA increase and (for some) reclassification increases. This is creating a scenario where compensation is appropriate for the level of work performed at MCCR. | Complete |
| General Counsel's Report | <ol style="list-style-type: none"> 1. Reviewed legislation that passed and failed in 2014 Legislative Session. 2. MCCR was requested to be in the Committee room connected with the floor leader on Senate Bill 212 - <i>Fairness for All Marylanders Act of 2012</i>. MCCR took an active lead in getting this bill passed into law, especially in the House of Delegates. 3. Reviewed remainder of General Counsel's report. | Complete |
| Old Business | <ol style="list-style-type: none"> 1. Legislative Committee Status: memo included regarding revisions and updates on the role of Commissioners in the Commission's daily and legislative work (possible edits in Strategic Plan?). Recommended by both Commissioners Esquivel and Norman. Will have discussion next meeting. 2. Strategic Plan (Proposed Changes): please review and make comments so Plan can be discussed and moved upon next meeting. | Complete |
| New Business | <ol style="list-style-type: none"> 1. Robert Strupp (Executive Director, BNI) wants to speak with MCCR Commission. 2. Another group from Columbia Law School would like to come speak with the Commissioners next month. | Complete |
| Good & Welfare | <ol style="list-style-type: none"> 3. Congratulations to Commissioner Gary Norman for his Distinguished Service Award from the Animal Law Section of the Maryland State Bar Association on April 10! 4. Possible visit from official with State Ethics Commission to give advice and guidance to Commissioners on their role in the public. 5. Please send agenda item requests to Chair. | Complete |
| Adjournment | 1. Commission adjourned at 12:17pm. | Adjourned |

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