

**State of Maryland Commission on Civil Rights
Commission Meeting
June 12, 2018 – 10am
MINUTES**

Commissioners Present: Roberto N. Allen, Esq.; Hayden B. Duke; Rabbi Binyamin Marwick

Commissioners Present by Phone: Shawn M. Wright, Esq.

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

Staff Present: S. Spencer Dove, Executive Associate; Tara Taylor, Education & Outreach Director; Tarik Donaldson, Civil Rights Officer

ITEM	SUMMARY	ACTION
Call to Order	1. Meeting called to order at 10:05a.m.	None
Approval of Minutes	1. May, 2018 Minutes held until July, 2018 meeting.	None
Chairperson's Report	1. Chairperson welcomes Tarik Donaldson, a new Civil Rights Officer with MCCR. Chairperson recognizes Mr. Donaldson to introduce himself. 2. Reviewed agenda.	None
Executive Director's Report	1. Executive Director, General Counsel, and Director of Education & Outreach have met to discuss the 2018 legislation mandating sexual harassment training for all units of state government. Currently working with necessary contacts to figure out how to carry out MCCR's provisions of the legislation. 2. House Bill 1596/Senate Bill 1010 (Chapters 738 & 739 of 2018) – new law that nullifies non-disclosure clauses for employees who report discrimination, harassment, and retaliation. Law also mandates that MCCR conduct a survey in 2020 and 2022 to collect data from employers with 50 or more employees on how they have handled and settled any claims of sexual harassment. Report will be generated to the Governor and General Assembly for each of the survey years; the surveying provision sunsets after 2022. Leadership will be discussing how to carry out MCCR's provisions of this law. 3. Staff will share with Commissioners any confirmed outreach activities around the State. If Commissioners plan to join the events please let staff know so we can coordinate and take full advantage of our collaboration in enhancing our footprint throughout Maryland. If Commissioners see anything in their communities, please let Staff know, too.	None
Deputy Director's Report	1. Reviewed submitted written report. 2. Recruitment for Civil Rights Officer II position (contractual) closes today.	None
Assistant	1. Reviewed submitted written report.	None

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Director's Report	<ol style="list-style-type: none"> 2. Currently recruiting for a Civil Rights Officer I position for the Education & Outreach Unit. Recruitment closes June 25, 2018. 3. Authorized to recruit for a paralegal for the General Counsel's Office. Recruitment is pending approval and posting. 4. All expenses incurred for the 50th Anniversary Gala Celebration have been resolved and all financial obligations are satisfied. 	
General Counsel's Report	<ol style="list-style-type: none"> 1. Reviewed submitted written report. 2. Been working with Maryland State Bar Association Equity & Diversion Committee to brainstorm ideas to enhance diversity within the legal community. 3. Met with the Equal Pay Commission in April, and another meeting coming up in July. 	None
Education & Outreach Unit Director's Report	<ol style="list-style-type: none"> 1. Continuing to build the new sexual harassment training process for sustainability. 2. Recruitment for the second Maryland Equity & Inclusion Leadership Program (MEILP) class will be up soon on the new website. Information currently being finalized. 3. MCCR is joining Pride Celebration for Pride month in Hagerstown and Frederick. 	None
Old/New Business	<ol style="list-style-type: none"> 1. Education & Outreach Unit Intern Alexis Pettiford introduced. 2. Delegate Joseline Peña-Melnyk will visit the Commission at next month's meeting. 3. There will be no Commission meeting in August. 	None
Good & Welfare	<ol style="list-style-type: none"> 1. None. 	None
Adjournment	<ol style="list-style-type: none"> 1. Meeting adjourned at 11:36am. 	None