

**State of Maryland Commission on Civil Rights
Commission Meeting
October 9, 2018 – 10am
MINUTES**

Commissioners Present: Gary C. Norman, Esq., Vice Chairperson; Roberto N. Allen, Esq.; Hayden B. Duke

Commissioners Present by Phone: Rabbi Binyamin Marwick

Management Present: Alvin O. Gillard, Executive Director; Cleveland L. Horton II, Deputy Director; Nicolette Young, Assistant Director

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

ITEM	SUMMARY	ACTION
Call to Order	1. Meeting called to order at 10:04 a.m.	None.
Approval of Minutes	1. Deferred until next meeting.	None.
Chairperson's Report	1. Vice Chairperson Norman met with the Executive Director and General Counsel to discuss what the agency expects with the 2019 Legislative Session, and how the Commissioners can support the agency in Annapolis.	None.
Executive Director's Report	<ol style="list-style-type: none"> 1. On October 25, 2018, the Maryland Association of Human Relations Agencies will hold its annual Commissioner Training at the Howard County Office of Human Rights office. The training will focus on the state's Hate/Bias Report. This topic will come after the Department of State Police has ramped up its efforts to report out more thorough information on incidents of hate and bias in Maryland, as well as discussions about how local law enforcement can better identify, report, and address hate/bias incidents. Commissioners encouraged to attend – registration is open. 2. On November 7, 2018, MCCR will be holding an outreach conference to labor/union organizations throughout Maryland. Focus will be on introducing MCCR to the organizations, and letting them know what services we offer. 3. Commissioner Duke and Staff continue to talk and develop the pilot Advisory Council program. 4. Staff have had internal discussions about what the agency's current capabilities are, and where the agency can develop itself in order to better and more proactively address issues of racism and race relations. 5. Staff teambuilding activity on September 18, 2018, at Genessee Valley in Parkton, Maryland. It proved to be a very beneficial day to interact and build relationships with each other, while taking advantage of in-service training on fair housing. 	None.
Deputy Director's	<ol style="list-style-type: none"> 1. Reviewed submitted written report. 2. Congratulations to the Case Processing Unit and all of MCCR for their part in meeting the annual 	None.

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Report	contract with the U.S. Equal Employment Opportunity Commission, which was fulfilled a month ahead of schedule. 3. There is currently one active internal recruitment for an investigative position.	
Assistant Director's Report	1. Reviewed submitted written report.	None.
Education & Outreach Unit Director's Report	1. Very excited for the new Civil Rights Officer to be joining the Education & Outreach Unit tomorrow. 2. Had a very successful event on Saturday co-hosted with the Reginald F. Lewis Museum and Towson University screening "Voices of Baltimore: Life Under Segregation". 3. MCCR and Maryland Non-Profits kicking off a year-long equity speaker series program on October 30 – more information to be announced soon. 4. Just completed selection for the 2019 cohort of the Maryland Equity & Inclusion Leadership Program.	None.
Old/New Business	1. Commissioner Duke reviewed the current progress on the development of an Advisory Council in Western Maryland.	None.
Good & Welfare	1. None.	None.
Adjournment	1. Motion to adjourn at 10:54a.m. by Commissioner Allen, seconded by Commissioner Duke, motion passes.	Adjourned.