

State of Maryland Commission on Civil Rights
Commission Meeting
April 9, 2019 – 10am
MINUTES

Commissioners Present: Gary C. Norman, Esq., Chairperson; Roberto N. Allen, Esq., Vice Chairperson; Allison U. Dichoso, Esq.
Commissioners Present by Phone: Eileen M. Levitt, SPHR, SHRM-SCP; Shawn M. Wright, Esq.
Management Present: Alvin O. Gillard, Executive Director; Cleveland L. Horton II, Deputy 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 at 10:05 a.m.	None.
Approval of Minutes	1. Motion to approve January, 2019, and March, 2019, minutes made by Vice Chairperson Allen, seconded by Commissioner Wright; minutes approved without opposition or revision.	Minutes approved.
Chairperson's Report	<p>1. The Chair introduced that April is Fair Housing Month, and also has a special emphasis day to commemorate guide dogs. The Chair is the Board's first with a guide dog. The Chair indicated that service animals were first substantively included in the law of the Fair Housing Amendments Act of 1988, which preceded the ADA. In lieu of a more extensive set of remarks by the Chair, the Board, with executive staff present, received a briefing by Angela Fox, Esq. a lawyer with a disability and subject matter expert on fair housing and disability. She educated the Board and the staff on the importance of fair housing for persons with disabilities, and how a lot of the financing of modifications for homes and household related costs tends to be focused on non-working persons with disabilities, as opposed to working professionals with disabilities. She emphasized the importance of the Able Act and its implementation in Maryland as one remedy or tool. Ostensibly, she discussed the need to continue to combat discrimination against people with disabilities in fair housing. As she and the Chair have discussed, in some ways, there is a kind of "red lining" that happens with people with disabilities either because of poverty or the nature of communities to meet the needs of working professionals with disabilities who will have a variety of accessibility demands to be active members. She stressed the need to work with the real estate industry and with home contractors in modifying homes, and in financing such modifications, actively. She discussed actionable deliverables for the Board. She requests that the Chair work with stakeholders, such as with Maryland Department of Disabilities.</p> <p>2. The Chair introduced the new Board members who were confirmed with him during this past session.</p> <p>3. The Chair noted that certain documents, including, a proposed issue calendar and protocols, were</p>	None.

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	<p>par to the materials.</p> <p>4. The Chair indicated that we will have a retreat for twofold purposes: to discuss the Board and its role as well as short-term and long-term goals; and to review the strategic plan for the Agency</p> <p>5. The Chair indicated that it has been expressed the Board meetings need to be outside of the walls of 6 St. Paul. The September Board meeting will be at the Library for the Blind in Baltimore, Md.</p>	
Executive Director's Report	<p>1. Chairperson and Staff met with leaders from Western Maryland in Hagerstown on April 1 to discuss the launching of the Western Maryland Advisory Council program. Heard suggestions on how to move forward as some of the issues that are facing the region. Upcoming public information session on the Western Maryland Advisory Council at Frostburg State University on April 17.</p> <p>2. Symposium on Medical Cannabis is scheduled for May 21. This is a partnership between MCCR, the University of Maryland Francis King Carey School of Law, the Network for Public Health Law, and the Roberto Johnson Wood Foundation.</p> <p>3. The public accommodations bill introduced by Delegate Cullison and Senator Lee died in the Senate Judicial Proceedings Committee.</p>	None.
Deputy Director's Report	<p>1. Reviewed submitted written report.</p> <p>2. On target to meet EEOC federal contract. MCCR also on target to meet internal goals with respect to the agency's HUD contract. Many thanks to all of the hard work being done by the investigative staff at the agency who are responsible for these accomplishments.</p> <p>3. Public information session on the Western Maryland Advisory Council at Frostburg State University scheduled for April 17 from 6 to 7:30pm. This will be an opportunity for MCCR to connect with citizens directly and educate them on the roles and responsibility of the Advisory Council.</p>	None.
Assistant Director's Report	<p>1. Reviewed submitted written report.</p> <p>2. As of March 31, 2019, MCCR has only expended 65% of budget. The agency has not yet been assessed certain statewide charges. However, agency is on track to end the fiscal year in the black.</p> <p>3. MCCR undergoing an audit from the Office of Legislative Audits on personnel and finances.</p>	None.
General Counsel's Report	<p>1. Reviewed submitted written report.</p> <p>2. Discussed legislation that MCCR took positions on, with special attention to those that amend State Government Article Title 20.</p>	None.
Old/New Business	<p>1. The Advisory Council model is an opportunity for the agency to expand its footprint around Maryland in order to address pressing needs in each community while actively carrying out the mission and vision of MCCR. Commissioners and Staff engaged in a discussion on the objectives of the Advisory Council</p>	

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	moving forward. After discussion, Chairperson Norman approved staff continuing to move forward with the Advisory Council project. If Commissioner Duke has any further suggestions, he can share those with staff directly.	
Good & Welfare	<ol style="list-style-type: none">1. Commissioners Dichoso and Levitt introduced themselves to the Commission, as well as their interest in civil and human rights.2. Discussion about potential to have a Commission Retreat to develop a new Strategic Plan.	None.
Adjournment	<ol style="list-style-type: none">1. Motion to adjourn made by Vice Chairperson Allen, Seconded by Chairperson Norman at 11:43 a.m.; motion carries unanimously.	Adjourned.