

**State of Maryland Commission on Civil Rights
Commission Meeting
January 8, 2019 – 10am
MINUTES**

Commissioners Present: Gary C. Norman, Esq., Chairperson; Roberto N. Allen, Vice Chairperson; Rabbi Binyamin Marwick

Commissioners Present by Phone: Gina McKnight-Smith, PharmD, MBA; Shawn M. Wright

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; Tara Taylor, Education & Outreach Director; Rosina Garrett, Administrative Specialist; Sade Sanders, Education & Outreach Intern

ITEM	SUMMARY	ACTION
Call to Order	1. Meeting called to order at 10:08am.	None.
Approval of Minutes	1. Motion to approve December, 2018, Minutes with a friendly amendment by Commissioner Allen, seconded by Commissioner Marwick, approved unanimously. 2. Motion to approve November, 2018, Minutes by Commissioner Allen, seconded by Commissioner Marwick, approved unanimously.	Minutes approved.
Executive Director's Report	1. Staff has continued to meet and discuss internally the structural items with getting the advisory councils started. Tentatively scheduled for January 29, 2019, is a conference call with identified leadership in Western Maryland for an introduction conversation. 2. Human Rights Day in Annapolis is scheduled for February 8, 2019, from 8:30am to 1:00pm. This is an annual event hosted by the Maryland Association of Human Relations Agencies. 3. Budget hearings before the House and Senate budget committees scheduled. Commissioners will receive notice on those hearing dates with Staff. 4. Staff still working to secure a date for the MCCR Commissioner Reception in Annapolis in late January.	None.
Deputy Director's Report	1. Reviewed submitted written report. 2. Due to the ongoing federal government shutdown, MCCR is unable to communicate with federal partners.	None.
Assistant Director's Report	1. Reviewed submitted written report. 2. Introduced Rosina Garrett, new Administrative Specialist with the agency.	None.
General Counsel's Report	1. Reviewed submitted written report.	None.

**State of Maryland Commission on Civil Rights
Commission Meeting
January 8, 2019 – 10am
MINUTES**

Education & Outreach Unit Director's Report	<ol style="list-style-type: none"> 1. Maryland Equity & Inclusion Leadership Program 2019 launches at the end of the month. 2. Reviewed submitted written report. 3. Introduced new intern Sade Sanders, enrolled at the University of Baltimore Conflict Management Program. 	None.
Old/New Business	<ol style="list-style-type: none"> 1. Meeting recessed at 10:32am. Meeting called to order at 10:47am. 2. Gary C. Norman, Esq., installed as Chairperson. 3. Roberto N. Allen, installed as Vice Chairperson. 4. Chairperson Norman provided remarks, beginning with a quote from St. Augustine: "Sovereignty without justice is nothing more than organized robbery". Sees the value in the Commission to have the tough conversations and work proactively to address the needs and concerns of the constituents. Encourages the Commissioners to join him in taking a more proactive role, in addition to identifying personal goals and how the body can work together to achieve them. Works by consensus. 5. Outgoing Chairperson Wright provided reflective remarks on the progress of the agency over the years, and thanked the Commission for the opportunity to serve. 6. Commissioners expressed gratitude for the goals of the agency, including the Chairperson's vision for the ensuing term. 7. Chairperson and Vice Chairperson expressed deep appreciation for outgoing Chairperson Wright's leadership, and they both hope she continues to be a leader on the Board. 8. Executive Director thanked the leadership and members of the Commission for their service to the agency, recognizing their love and passion for civil and human rights. Staff will continue to offer support to the Commissioners wherever possible to carry out the mission of the agency. 9. Commissioner Marwick offered thanks and reflection on the current state of civil and human rights in America. Now is the time to step-up and be proactive, especially in an effort to educate. 10. Commissioner McKnight-Smith expressed similar support and optimism for the agency, and looks forward to what is coming. 	None.
Good & Welfare	<ol style="list-style-type: none"> 1. None. 	None.
Adjournment	<ol style="list-style-type: none"> 1. Motion to adjourn made at 11:05am by Vice Chairperson Allen, seconded by Commissioner Marwick, motion passed unanimously. 	Adjourned.