

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

Commissioners Present: Gary C. Norman, Esq., Chairperson; Allison U. Dichoso, Esq.
Commissioners Present by Phone: Roberto N. Allen, Esq., Vice Chairperson; Rabbi Binyamin Marwick; Hayden B. Duke
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, Director of Education & Outreach

Meeting called to order at 10:12 a.m.

Call to Order/Chairperson's Report

Chairperson reviewed the agenda. Chairperson welcomes everyone to the meeting and conducts roll call. Commissioner Rabbi Marwick shared thoughts on the importance of his work reflecting on his recent Peace Mission to Israel and Palestine.

Board of Commissioners Retreat is September 13 at the Office of the Secretary of State in Annapolis.

Chairperson and Commissioner Duke are working to identify a time, date, and location for the Commission to meet in Frederick County.

Chairperson working to coordinate with the Library for the Blind to identify a date that the Commission can meet there.

Commissioners confirmed that there will be no meeting in August. The September 10 Commission meeting is cancelled because the Commissioners are holding a retreat that month. The retreat is open to the public.

Chairperson plans to attend at the Equity Speakers Series and EEOC training in the future.

Approval of Minutes

June 2019 minutes approved by order of the Chairperson.

Commission Presentation

- Commissioner Dichoso led a presentation on matters of disability awareness training in law enforcement.

Executive Director's Report

- The Case Processing Unit continues to do incredible work. Intakes, closures, and monetary relief are up over the previous year.
- Executive Director recognized Education & Outreach Director Tara Taylor for her workshop on LGBTQ+ inclusivity training at the conference for Human Resources Professionals in Las Vegas. More than 400 professionals engaged in her workshop.
- On August 26, 2019, General Counsel Glendora Hughes will be presenting at the Baltimore EEOC Field Office Seminar on updates from the Maryland Commission on Civil Rights.

Deputy Director's Report

- Reviewed submitted written report.
- The Fiscal Year with the U.S. Department of Housing & Urban Development has ended. MCCR submitted closures of 109 cases of housing discrimination to HUD, up from 102 in the previous Fiscal Year.
- The Fiscal Year contract with the U.S. EEOC has not concluded. MCCR discussing with the EEOC about pursuing an upward modification in the contract.
- Deputy Director echoed Executive Director's congratulations for the hard work of the Case Processing Unit.

Assistant Director's Report

- Reviewed submitted written report.
- Actively finishing the recruitment for the contractual position.
- The recent Office of Legislative Audits report has been released to the public, and the report found no findings or issues of concern.

Education & Outreach Report

- Thanked Commissioner Levitt for attending many MCCR trainings and being a valuable resource in making connections.
- Reviewed submitted written report. Of particular note are the two remaining Equity Speaker Series events, which MCCR is conducting in partnership with Maryland Nonprofits.

General Counsel's Report

- Reviewed submitted written report.

Old Business

- None.

New Business

- Western Maryland Advisory Council Discussion
 - Commissioner Duke appreciates all of the hard work that the staff have put into this project so far.
 - Executive Director relayed excitement on behalf of the staff or all of the progress that has been made over the recent months. Because of the relationship building and outreach efforts, MCCR has received in excess of 30 applications.

- According to the Director Taylor, staff will prepare and distribute all of the applications for preliminary review by the nominating committee (including Chairperson Norman, and Commissioners Duke and Levitt). On July 15, applications are closed and any additional applicants are forwarded to nominating committee for review. Nominating committee will meet the end of July to review and officially select applicants to forward to the full Commissioners at the September Retreat for final approval and appointment. Orientation for Advisory Council members will be in October, and an organizational meeting will be held in November.
- Nominating committee should discuss if they want to conduct in-person or telephone interviews with applicants.

Adjournment at 11:07 a.m.

Meeting adjourned by unanimous consent.