

# State of Maryland

## Commission on Civil Rights

*“Our vision is to have a State that is free from any trace of unlawful discrimination.”*



### *Officers*

**Alvin O. Gillard, Executive Director**  
**Nicolette Young, Assistant Director**  
**Glendora C. Hughes, General Counsel**

**Governor**  
**Larry Hogan**  
**Lt. Governor**  
**Boyd K. Rutherford**  
**Commission Chairperson**  
**Gary C. Norman, Esq.**  
**Commission Vice Chairperson**  
**Roberto N. Allen, Esq.**  
**Commissioners**  
**Allison U. Dichoso, Esq.**  
**Hayden B. Duke**  
**Janssen E. Evelyn, Esq.**  
**Eileen M. Levitt, SPHR, SHRM-SCP**  
**Rabbi Binyamin Marwick**  
**Jeff Rosen**  
**Gina McKnight-Smith, PharmD, MBA**

## AGENDA

**December 8, 2020**

**10:00 a.m. – 12:00 p.m.**

**Dial in – 405-357-8797**

**Access code – 214 876 731#**

- 10:05 a.m. Roll Call & Introductions
- 10:10 a.m. Opening Remarks
- Remarks of the Chair Recapping the Last Year
  - Our sincere and positive thoughts are with the Executive Director and his family
  - Remarks from the Vice Chair
- 10:20 a.m. De-brief on the 2020 Strategic Planning Process and Proposed Three-Year Plan, and Board Process
- My sincere thanks to our expert consultant, who has helped the Executive Director and I bring the executive staff and the Board together for a valued-added product: a three-year strategic plan.
  - Our consultant will lead us through a de-brief of the process and the plan that has resulted.
  - As part of our long-term goals to amplify the Agency and the Board, we will approve certain Board protocols.
- 11:20 a.m. Staff Reports
- 11:45 a.m. Board Input
- 12:00 p.m. Old & New Business
- Chair co-speaks at Baltimore County Coalition related to the Md. L.T.R.C. on December 12, 2020, at 10 A.M. Staff/Board Holiday Appreciation December 15, 2020 at 4 P.M.
  - December 9, 2020, to December 16, 2020 Provide your input for Board work plan to complement the Strategic Plan: Championing Racial Equity (With intersectionality of our other covered groups)

- Start of implementation of new 2021-24 Strategic Plan in January, 2021 Chair's Award for Performance; Presentations on history of the Board and its Role in January, 2021 Past Chair Norman I. Gelman; and Sheila Durant, Esq. (Special Assistant to the Chair)
- January 2021, Start of Weekly Board/Staff Video Meeting: Review of Legislative and Public Policy
- In January 2021, Chair co-speaks on a panel held by Maryland Non-profits.
- April Board Meeting: Election for Vice Chair
- September 2021: Annual Board Retreat
- Happy Holidays to all!

12:30 a.m. Adjourn

The Maryland Commission on Civil Rights will hold its next Commission meeting on Tuesday, January 12, 2021, at 10:00 a.m.

Location: To Be Determined

*Please check <https://mccr.maryland.gov/Pages/Commissioners.aspx> for updates*

**THE PUBLIC IS INVITED TO ATTEND AND PARTICIPATE**