

**State of Maryland Commission on Civil Rights**  
**Commission Meeting**  
**November 9, 2021 – 10am**  
**Meeting Held by Google Hangouts Meet**  
**MINUTES**

**Commissioners Present:** Gary C. Norman, Esq., Chairperson; Janssen E. Evelyn, Esq., Vice Chairperson; Eileen M. Levitt, SPHR, SHRM-SCP; Jeff Rosen; Diane E. Bernier; Rabbi Binyamin Marwick; Stephanie Suerth, MPA, CCEP, Chairperson-Elect; Gina McKnight-Smith, PharmD, MBA

**Management Present:** Alvin O. Gillard, Executive Director; Cleveland L. Horton II, Deputy Director; Nicolette Young, Assistant Director; Glendora C. Hughes, General Counsel; Kara N. Hunt, PhD, Director of Education & Outreach

**Staff Present:** S. Spencer Dove, Executive Associate; Alesha Bell, Investigative Unit Supervisor

**Meeting called to order at 10:04am**

- Motion to approve October, 2021, minutes made by Vice Chairperson Evelyn, seconded by Commissioner Rosen; minutes approved unanimously.

**Chairperson's Report**

- Chairperson Norman provided remarks thanking the Commissioners and Staff for the opportunity to work with them during his tenure as both Chair and Commissioner for 15 years. It has been an incredible honor. Chairperson announced the results of the elections.
- Commissioner Stephanie N. Suerth installed as Chairperson. Provided remarks, looks forward to working with everyone to carry out the work of the agency.
- Commissioner Janssen E. Evelyn installed as Vice Chairperson. Provided remarks, looks forward to working with everyone.

**Executive Director's Report**

- Executive Director congratulated the Chairperson and Vice Chairperson. He and Staff look forward to working with them. Executive Director welcomes the opportunity to meet – will schedule something soon. The lines of communication remain open.
- Staff will circulate to the Commissioners the legislative process that has been utilized in the past few years. If any adjustments need to be made, we can work those out ahead of the beginning of the Legislative Session in January, 2022.
- Executive Staff met and discussed the ongoing staffing challenges being faced by the agency. Commissioners and Staff engaged in conversation about the challenges and key points. Conversation tabled until after January 1, 2022.

**Deputy Director's Report**

- Reviewed submitted written report.
- MCCR actively working to fill the 3 staff vacancies as quickly as possible.

**General Counsel's Report**

- Reviewed submitted written report.

- Shared some of the expectations for the 2022 Legislative Session, and will provide more information as it becomes available and is finalized. Also had a conversation about strategic efforts to further the work of the agency while promoting identified legislative priorities.

#### **Assistant Director's Report**

- Reviewed submitted written report.
- Provided an update on efforts to fill staff vacancies.

#### **Director of Education & Outreach's Report**

- Reviewed submitted written report.
- Last month's Enablism event was a huge success. Looking forward to tomorrow's Reasonable Accommodations event.

#### **Old/New Business**

- The Commission will not meet in December. Chairperson and Vice Chairperson will take the time to meet and develop strategies for the coming term.
- Commissioners will spend time to network with one another.

**Meeting adjourned at 11:23 am.**