

**State of Maryland Commission on Civil Rights
Commission Meeting
December 13, 2022 – 10am
Meeting Held by Google Hangouts Meet
MINUTES**

Commissioners Present: Stephanie Suerth, MPA, CCEP, Chairperson; Janssen E. Evelyn, Esq. Vice Chair; Eileen M. Levitt, SPHR, SHRM-SCP; Magdalena S. Navarro, MSc, Diane E. Bernier; Jeff Rosen; Isabella Firth Shycoff; Rabbi Binyamin Marwick

Management Present: Alvin O. Gillard, Executive Director; Cleveland L. Horton II, Deputy Director; Glendora Hughes, General Counsel; Kara N. Hunt, PhD, Director of Education & Outreach; Martine Chery, Assistant Director for Administration.

Staff Present: Gerald T. Ford, Executive Associate.

Meeting called to order at 10:03 am

Motion to approve the October and November minutes are approved.

Chairperson's Report

In the New Year, MCCR should seek to find ways to solicit more public participation in the Commission meetings.

The Chair and the Executive Director are still hoping to explore organizing a meeting with the Governor-Elect and the new Attorney General by early next year.

The Chairperson also urged MCCR to take the time during the holiday season to relax and spend time with loved ones.

Executive Director's Report

MCCR staff completed a process to identify the 3 core values for the agency. MCCR will unveil those core values sometime next month.

MCCR was invited by the Executive Director of the Montgomery County Office of Human Rights to join him in meeting with the Attorney General Elect's transition team to talk about Civil Rights. MCCR Executive Director and General Counsel will be meeting with the transition team this month.

Finally, the Executive Director thanked the Board of Commissioners and the entire MCCR staff for its hard and diligent work during the year, and the support that they offer the Executive Director and Staff.

Deputy Director's Report

- For the month of November, MCCR brought in 32 complaints
 - 16 employment
 - 14 housing
 - 2 public accommodations
- A total of 25 abortions for the month of November
 - 18 for employment
 - 4 housing
 - 2 public accommodations
 - 1 commercial inquiry
- Housing and PA units,
 - 144 open housing cases.
 - Average number of days open is 309 days.
 - 22 open Title XX only cases with an average of 214 days
 - 35 open PA cases with the average number of days over 596 days
 - During the month of November, the Office of General Counsel closed: • 1 Housing case (Dual Filed with HUD) with a total monetary settlement of \$40,000.
- Employment
 - As of December 1st, 282 assigned employment cases
 - Approximately 243 employment cases in backlog status
 - Average number of days open for employment cases is 468 days
 - During the month of October, closed 34 employment cases with a total monetary benefit of \$28,756

Commissioner Shycoff indicated that while she appreciated the data shared by staff it was difficult for her to understand how best to use the data without some frame of reference or comparative background information on what the data really meant. After some discussion it was determined that the monthly reports would include some comparative data, and additional information that would make the report more informative and user friendly.

The Chairperson suggested a meeting to discuss the data collection process and database management needs with staff.

General Counsel's Report

- Highlighted the General Counsel's written report.

Administration Report

- As of November 1st, MCCR s has spent 43% of its budget
- MCCR currently has one vacancy.
 - Office Secretary III –
- Waiting to hear when the agency budget hearings will be scheduled and the Governor's appropriation.

Director of Education & Outreach Report

- Civil Rights Leadership Program – E&O has begun recruiting for this year’s cohort and the deadline for applying is February 1st.
- Young Scholars Program (in partnership with Prince Georges County Schools) will begin the fair housing segment in January.
- Maryland Equity and Inclusion Leadership Program Fall cohort graduated December 19, 2022.

- Western Maryland Advisory Council has a vacancy and E&O is looking to fill that vacancy by January.

- MCCR is organizing a law enforcement forum focused on hate bias reporting to be held in May at Frostburg State University.

- Events attended
 - 11/11 Irish Festival
 - 11/18 Maryland Women of Color Network Conference
 - 11/18 Anne Arundel County NAACP- 47th Annual Freedom Fund Awards Banquet

Old/New Business

- The first in person Commission meeting for the year is scheduled for March 14, 2023, the option to join virtually will also be available.

Meeting adjourned at 11:45 pm.