

**State of Maryland Commission on Civil Rights  
Commission Meeting  
June 11, 2024 – 10 am  
Meeting held virtually via Google Meet  
MINUTES**

**Commissioners Present:** Janssen E. Evelyn, Esq, Vice Chair; Angela Scott, Esq; Eileen Levitt, Gina McKnight-Smith, Jeff Rosen, Magdalena S. Navarro,

**Management Present:** Cleveland L. Horton II, Acting Executive Director; Nicolette Young, Assistant Director; Glendora Hughes, General Counsel

**Staff Present:** Gerald T. Ford, Executive Associate; Candice Gray, Education & Outreach Associate;

**Members of the Public:** None

**Meeting called to order at 10:04 a.m.**

**Acting Executive Director's Report**

The Acting Executive Director began by thanking staff for their diligent work amid MCCR's state of transition.

MCCR held its Hate Bias reporting forum in Hartford, Carroll, and Cecil County. Major feedback from the forum was for us to consider shifting the date for our public session. Traditionally, the forum was held on the weekday from 9am-3pm MCCR is in conversation with the Attorney General's office to give serious consideration to holding the public session of the hate bias forum on a weekend.

MCCR staff attended the Department of Justice, Civil Rights Division's quarterly meeting (held virtually). The meeting revolved around the use of Artificial intelligence, (AI), and the impact on civil rights.

The Acting Executive Director and the General Counsel attended the Attorney General's Civil Rights Advisory Council meeting. The Attorney General's Office discussed several different topics from a civil rights perspective that they will be working on in collaboration with several organizations that are also a part of that Civil Rights Advisory Council.

The Acting Executive Director had the pleasure of presenting at the National Association of Real Estate Broker's regional meeting about navigating the fair housing landscape and the implications for all minorities facing fair housing barriers. As a result of this presentation, the Acting Executive Director has been invited to their national conference in New Orleans.

The Acting Executive Director reviewed the Case Processing report.

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

FY 2024 ends on June 30, 2024. The Assistant Director is working with DBM to ensure the agency closes in the black. MCCR was able to get \$52,351.79 in HUD federal drawdowns credited back to the agency. The drawdowns occurred during 2022 and 2023 but the funds were not credited to the agency's account. Action items over the next 60 days include realigning expenditures such as personnel costs and discretionary operating expenditures and transferring the expenses from general funds to federal funds.

MCCR currently has four vacancies:

- Executive Director – Vacant effective May 1, 2024.
- Education and Outreach Director – Vacant effective May 23, 2024.
- Assistant General Counsel I – Interviews underway and may extend recruitment to get an additional pool of applicants.
- Administrative Specialist II – Recruitment ended June 5, 2024. Anticipate filling the position by August 2024.

Three contractual employees will be transitioning to permanent Civil Rights Officer positions effective June 26, 2024.

As of May 31, 2024, MCCR has collected \$14,100 in ticket revenue for the gala and received a \$5,000 sponsorship from the Department of Housing and Community Development's Office of Community Engagement. On June 5, 2024, MCCR received a \$5,000 Advocate Sponsorship from Maryland Realtors.

The 60<sup>th</sup> Anniversary of the Civil Rights Act Luncheon will be held on July 2, 2024, at the DoubleTree by Hilton Baltimore BWI Airport. This date may be changed.

### **General Counsel's Report**

The General Counsel highlighted a few points from the Unit's written report.

The General Counsel presented a MCCR 101 and Legislative Update Training for administrative law judges at the Office of Administrative Hearings.

The General Counsel presented at the Maryland State Bar Association's Legal Summit. General Counsel participated on panel entitled "Cannabis in the Workplace".

### **Education and Outreach**

E&O participated in the following events:

- 5/4- Freetown Community Festival (Anne Arundel County housing commission)
- 5/5- Maryland Fiesta Festival (Anne Arundel County fairgrounds, ABC events)
- 5/6 – Social Justice Conference: Humanity Matters
- 5/8 – Lawyers in the Library (Woodlawn library)
- 5/20 – AAPI month celebration at the Gaithersburg Library

E&O completed the following trainings:

- 5/1- Sexual orientation and gender identity (Office of human resources)
- 5/21 – Conflict Resolution in the workplace

Upcoming trainings for E&O are as follows:

- 6/11 – Sexual Harassment (10:12 sports)
- 6/20 – Sexual Harassment (College Park)
- 6/21 – SOGI (MD Military department)
- 6/26 – Sexual Harassment Train the Trainer
- 6/27 – Sexual Harassment Train the Trainer

### **New Business**

The Commissioners will schedule a planning summit over the summer to discuss the development of Commissioner priorities and MCCR's legislative priorities. MCCR will poll the Commissioners to establish a date and time.

**The meeting adjourned at 10:56 a.m.**