

**State of Maryland Commission on Civil Rights**  
**Commission Meeting**  
**March 12, 2024 – 10am**  
**Meeting held virtually via Google Meet**  
**MINUTES**

**Commissioners Present:** Stephanie Suerth, MPA, CCEP, Chair; Janssen E. Evelyn, Esq, Vice Chair; Isabella Shycoff; Magdalena S. Navarro, Eileen Levett, Angela Scott, Esq.

**Management Present:** Cleveland L. Horton II, Deputy Director; Glendora Hughes, General Counsel; Dia Drake- Sprague, Director of Education and Outreach, Nicolette Young, Assistant Director

**Staff Present:** Gerald T. Ford, Executive Associate; Alesha Bell, Unit Supervisor (Employment)

**Members of the Public:** None

**Meeting called to order at 10:05 a.m.**

**Guest Speaker:** Kurosh Jahromi and David Curry of the Maryland Coordination and Analysis Center attended the meeting to present on the 2022 Hate Bias Report.

**Chairperson’s Report**

The Chair reminded the Commissioners about the Gala on August 24<sup>th</sup>.

**Deputy Director’s Report**

- The Deputy Director welcomed Nicolette Young back to the MCCR team.
- The Deputy Director highlighted a few points from the Case Processing Unit’s written report.
- MCCR held its first fair housing organization meeting. The meeting brought fair housing enforcement agencies together to discuss collaboration and consistency among the organizations. Topics discussed were discrimination based on source of income, housing appraisals, and rental gauging. MCCR will soon develop training on these topics.
- MCCR brought in over \$225,000 of monetary relief for complainants of employment discrimination.
- In March, MCCR Leadership will meet to discuss the priorities of the organization for FY2024 and beyond.
- The Deputy Director announced the 2024 Gala ticket portal is now live on the MCCR website.

## **General Counsel's Report**

- The General Counsel highlighted a few points from the Unit's written report.
- The General Counsel announced that the public accommodations bill (HB0368) was released from the House and is now moving toward the Senate.

## **Education and Outreach Report**

- MCCR will start its first listening sessions in Western Maryland at the end of April. These sessions will allow communities the opportunity to communicate their civil and human rights issues.
- For Women's History Month, MCCR and the National Council of Negro Women, Inc hosted a book signing with Elizabeth Leiba and led a discussion about her book, "I'm not Yelling: A Black Woman's Guide to Navigating the Workplace."
- On April 17<sup>th</sup>, MCCR is holding a virtual event with guest speaker, Stacey Herman to discuss neurodiversity at work. The forum will discuss understanding neurodiversity, talking about stereotypes regarding neurodiversity, and management strategies on how to build and support neurodiversity in the workplace.
- The E&O continues its marketing campaign by purchasing radio commercial airtime on both 95.9 FM and 92.3 FM. Next month, MCCR will run ads on Bright FM and the Baltimore Sun e-newspaper,

## **New Business**

The Commission unanimously approved Ms. Tifani Fisher to the Western Maryland Advisory Council.

**The meeting went into executive session at 11:35 a.m.**