

WEBVTT

1

00:00:00.000 --> 00:00:01.250

Education Outreach: Forward to call.

2

00:00:03.280 --> 00:00:05.149

Education Outreach: You should be good to go.

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00:00:05.320 --> 00:00:06.580

Stephanie Suerth: Excellent. Thank you.

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00:00:06.890 --> 00:00:09.430

Stephanie Suerth: So welcome, everybody. Happy New Year

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00:00:10.023 --> 00:00:14.680

Stephanie Suerth: get started with our meeting with Roll call. Commissioner Seward. Present.

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00:00:18.125 --> 00:00:19.030

Angela J. Scott: Present.

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00:00:21.040 --> 00:00:22.820

Eileen Levitt: Commissioner Levitt, Present.

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00:00:23.470 --> 00:00:25.299

noah metheny: Commissioner Matheny, present.

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00:00:27.410 --> 00:00:29.759

Cleveland L. Horton II: Cleveland Horton, Executive Director. Present.

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00:00:32.490 --> 00:00:34.550

Nicolette.Young: Nicolette, young assistant director, present.

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00:00:36.460 --> 00:00:39.710

Candice Gray-MCCR: Candace Gray, Director of Education and outreach, present.

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00:00:43.300 --> 00:00:46.280

Education Outreach: Spencer Dove, assistant to the executive director, President.

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00:00:49.840 --> 00:00:51.819

Alesha.Bell: Now Investigator, Supervisor.

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00:00:55.860 --> 00:01:05.019

Stephanie Suerth: Right, and it looks like we have. Brenda, is it Kashuva joining us.

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00:01:05.580 --> 00:01:06.540

Brenda Kasuva | TrainingwithBrenda.com: Kasuva.

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00:01:06.540 --> 00:01:07.110

Cleveland L. Horton II: The Sue was.

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00:01:07.726 --> 00:01:08.959

Stephanie Suerth: My apologies.

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00:01:09.060 --> 00:01:10.930

Brenda Kasuva | TrainingwithBrenda.com: Would you like to introduce yourself?

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00:01:11.830 --> 00:01:24.129

Brenda Kasuva | TrainingwithBrenda.com: Sure, just Brenda Kosuva. I'm a real estate educator. I love the topic of fair housing, and selfishly. I'm looking forward to the Mediation training that you have coming up.

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00:01:26.410 --> 00:01:30.840

Stephanie Suerth: Wonderful. We very much appreciate you joining us today. Thank you.

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00:01:33.010 --> 00:01:34.700

Stephanie Suerth: So the next thing on the agenda

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00:01:34.700 --> 00:01:38.090

Stephanie Suerth: we have another visitor, Tyus Hall, or.

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00:01:38.090 --> 00:01:40.690

Cleveland L. Horton II: She has. She's not a visitor, she's staff, so that's.

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00:01:40.690 --> 00:01:41.800

Eileen Levitt: Oh, okay.

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00:01:42.060 --> 00:01:42.390

Cleveland L. Horton II: Bye.

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00:01:42.390 --> 00:01:43.340

Eileen Levitt: Sorry.

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00:01:43.340 --> 00:01:48.070

Cleveland L. Horton II: No problem, no problem at all, Thais, can you introduce yourself? So everyone knows who you are?

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00:01:49.040 --> 00:01:51.810

tyest.hall5: So I'm the admin assistant here.

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00:01:54.180 --> 00:01:57.289

Stephanie Suerth: Great. Thank you for joining us. It's wonderful to have you

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00:01:58.780 --> 00:02:09.619

Stephanie Suerth: So for the chairperson's report, I just wanted to let everybody know. Obviously, we're in a New Year. We're entering into a new legislative cycle. So we have a lot of work coming up.

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00:02:09.740 --> 00:02:25.699

Stephanie Suerth: I'm sure that I am very much, looking forward to everybody, participating in our legislative meetings, making sure that we're fulfilling our roles there and then. I'd also like to sort of make sure that as we move into this process and move through this process this year and and

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00:02:25.980 --> 00:02:30.610

Stephanie Suerth: coming out of it that we are thinking about our priorities, that we identified

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00:02:30.770 --> 00:02:34.760

Stephanie Suerth: and that we are also thinking about those gap identification

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00:02:35.070 --> 00:02:37.709

Stephanie Suerth: for those priorities and those things that are important.

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00:02:37.940 --> 00:02:47.570

Stephanie Suerth: So I just wanna make sure that we're framing ourselves in a way that's thoughtful as we move through this process, and we see what comes up before the legislation and

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00:02:48.230 --> 00:02:49.330

Stephanie Suerth: before our governor

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00:02:49.970 --> 00:02:58.759

Stephanie Suerth: does anybody have any questions? I normally do a check in? I'm hoping that we're so early in the New Year that everybody is still riding holiday bliss.

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00:02:58.980 --> 00:03:06.289

Stephanie Suerth: So unless everybody or somebody needs a check in, we can just move forward with the meeting. If that's okay.

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00:03:10.460 --> 00:03:11.560

Cleveland L. Horton II: Sounds good to me.

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00:03:12.460 --> 00:03:17.249

Stephanie Suerth: Excellent. Then I will turn it over, Cleveland to you for, and staff reports.

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00:03:17.600 --> 00:03:27.850

Cleveland L. Horton II: No problem. Good morning, everybody. As Madam Chair indicated. I'm also hopeful that everyone is off to a a New year. I started my New Year kind of under the weather.

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00:03:28.131 --> 00:03:33.668

Cleveland L. Horton II: I'm trying to figure out where I got it from. I think I got it from somebody in here. I won't say any names, though.

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00:03:33.920 --> 00:03:53.789

Cleveland L. Horton II: but it it. I am happy to be with you all today. My report's kind of going to be brief, really, I just want to. Thank the staff. I know this has been. We've kind of been going through this this transitional period for quite some time now we are excited that we have Yolanda coming on board next week.

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00:03:53.790 --> 00:04:17.679

Cleveland L. Horton II: There's probably nobody more excited than myself, but I really just wanted to highlight and lift up the great work that Staff has done during this transitional time. So there have been multiple people who have had to wear multiple hats, and everyone has done so graciously, and I do appreciate it. I want to give a special shout out to Spencer.

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00:04:18.212 --> 00:04:26.419

Cleveland L. Horton II: and I am truly excited and grateful for the opportunity to partner up with him again.

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00:04:26.840 --> 00:04:37.009

Cleveland L. Horton II: He has been a godsend since his return. In terms of helping me navigate through. The significant workload that we have currently. So I just wanted to

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00:04:37.110 --> 00:04:50.269

Cleveland L. Horton II: to show my gratitude towards Spencer and the work that he's done thus far, and returning to the Commission also want to just highlight the great work that our education and outreach team has done.

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00:04:50.270 --> 00:05:13.100

Cleveland L. Horton II: You know we we kind of internally always joke that I have these 3 o'clock Am. Ideas. And they are kind of forced to turn those ideas into reality. And each and every time I have these conversations with Candace. She comes in with her little notepad right? Her team hits the ground running, so I really do appreciate all the work that our team has done

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00:05:13.140 --> 00:05:34.924

Cleveland L. Horton II: to really increase our awareness. Within the community within our partners. So I I do appreciate the the great work that they've done Nicola and her team with making sure that we have the the human resources that we need to to do the work that we need to do ties. And Brittany really coming on board, and kind of

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00:05:35.510 --> 00:06:02.510

Cleveland L. Horton II: really making sure that they get the work done so that we can, so that the entire agency can continue to move forward. I do appreciate that so, and of course, all of our investigative intake staff that continue to really shine at all times. Right? So they kind of set the bar, I believe, for all the other units, because they're always doing more with less, but they continue to hit the bar each and every time. So I appreciate really, from a top down from a staffing standpoint.

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00:06:02.510 --> 00:06:27.950

Cleveland L. Horton II: everything that we've done as an agency over the last 6 to 12 months to really put us in a different light, and we'll continue to do great things as we continue to move forward. But I really just wanted to highlight that, and as well. I don't want to leave out the Commissioners. I know that you all have reached out at different times, really, to ensure that you all are doing everything that you all can do to move us forward as an agency as well, and I truly do appreciate it. So

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00:06:27.950 --> 00:06:46.209

Cleveland L. Horton II: I just wanted to really start the year off with a little bit of gratitude. Right? I think that gratitude goes a long way. A lot of the work that we do is thankless. And I think it's important just to be able to say Thank you. So again, thank you. To everybody on the call, all the staff, the commissioners that allow us to do the work that we do day in and day out.

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00:06:46.240 --> 00:07:13.630

Cleveland L. Horton II: Now, with that from a legislative standpoint, as we all know, the State is dealing with. And again I do apologize. I'm still kind of getting over the bug, but we you know, the State is dealing with, probably about a 3 billion dollars deficit. Right? So to that end, there's not going to be a lot of new programs new initiatives. Right now. Our agency is focusing on defending the resources that we have.

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00:07:13.680 --> 00:07:17.119

Cleveland L. Horton II: We know there's a there's an opportunity for us to

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00:07:17.480 --> 00:07:20.310

Cleveland L. Horton II: continue to move forward and working with the Administration

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00:07:20.440 --> 00:07:49.929

Cleveland L. Horton II: to see if there is room for us to get some additional resources to continue to move forward, to do the great work that we do as an agency, our primary goal, this particular legislative session will be to defend any increases in allocated funds that may come from the administration. So we've already had a number of different meetings with legislators to do that. All of our meetings thus far have been extremely positive.

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00:07:49.930 --> 00:08:18.980

Cleveland L. Horton II: We've got nothing but support for our agency. So you know, as we think about our priorities, really for us, as we think about what we're going to focus on this session. The number one priority, above all, is defending our agency resources so that we can continue to do the great work that we do, because we know there will be significant cuts to a number of different agencies and programs. And we do want to make sure that we are not on that list. And we are doing that work as we speak.

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00:08:21.570 --> 00:08:27.359

Cleveland L. Horton II: Alright. With that, if there are any questions that you all may have for me, I will take them at this time.

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00:08:27.540 --> 00:08:33.750

Stephanie Suerth: Actually, very quickly before questions. I just want to know for the record that Commissioners Navarro, and have to.

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00:08:38.270 --> 00:08:41.330

Cleveland L. Horton II: Commissioner Navarro Commissioner Evelyn nice to see you all.

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00:08:41.330 --> 00:08:53.960

Janssen Evelyn: Yes, how you doing? Good morning, everyone happy New Year! I apologize for my delay. I also apologize for my hoarse voice. I just came back from Tampa watching the commanders when but

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00:08:54.920 --> 00:09:01.130

Janssen Evelyn: again I'm here. I had to work up. I have a work. Obligation, but that's included. Now.

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00:09:01.860 --> 00:09:02.900

Stephanie Suerth: Go, ravens.

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00:09:06.400 --> 00:09:18.789

Cleveland L. Horton II: You got to remember you got to remember. See here from, you know, in Ravens country we're used to winning right? So when we win. It's not, you know, those commanders when they win, you know, once every 20 years it's a big deal. So we get it.

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00:09:19.300 --> 00:09:21.320

Cleveland L. Horton II: Get it. We want to support you. We want to support.

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00:09:21.320 --> 00:09:21.780

Janssen Evelyn: What you can.

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00:09:21.780 --> 00:09:22.230

Cleveland L. Horton II: Is it.

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00:09:22.230 --> 00:09:30.570

Janssen Evelyn: So I'm to be clear. I don't wanna distract, detract, and go off. But we before Mr. Jackson.

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00:09:33.580 --> 00:09:37.760

Janssen Evelyn: you are under a generational curse with so.

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00:09:37.880 --> 00:09:38.800

Cleveland L. Horton II: Okay.

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00:09:38.800 --> 00:09:42.079

Janssen Evelyn: You'll be Lamar versus suburban version of Lamar.

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00:09:44.230 --> 00:09:45.336

Cleveland L. Horton II: No problem.

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00:09:45.890 --> 00:09:46.429

Stephanie Suerth: So I like.

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00:09:46.430 --> 00:09:46.980

Magdalena Navarro: Commissioner.

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00:09:46.980 --> 00:09:54.309

Stephanie Suerth: Super bowl win was in New Orleans, so I'm expecting our next Super bowl win to be in New Orleans.

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00:09:55.790 --> 00:10:13.509

Magdalena Navarro: I I just wanna add that I'm so happy that Commissioner Evelyn has the horse course voice because of going to that game. Mine is not such a nice one. It's just coming out of a cold but that's the best way to have a bad voice, for sure.

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00:10:13.510 --> 00:10:15.350

Cleveland L. Horton II: That is true, I will agree with that.

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00:10:16.700 --> 00:10:22.259

Cleveland L. Horton II: Were there any questions regarding my report that you all may have for me.

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00:10:23.763 --> 00:10:26.130

Magdalena Navarro: One question that I have.

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00:10:26.910 --> 00:10:30.920

Magdalena Navarro: You always have to have a plan, a plan. B, if you get cuts.

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00:10:31.240 --> 00:10:40.579

Magdalena Navarro: what would be what would be areas that you would need to amend or be flexible. With respect to your activities.

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00:10:41.400 --> 00:10:45.506

Cleveland L. Horton II: Well, that's a great question, Commissioner Navarro, and I will say

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00:10:46.420 --> 00:11:11.209

Cleveland L. Horton II: that I am 100% certain that our agency will not be cut from our current level of funding right and speaking to the Administration, I know that there is a sincere efforts in increasing the resource that we have as an agency. The only thing that I will expect is that there may be a cut to any proposed increases to our agency.

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00:11:11.280 --> 00:11:37.120

Cleveland L. Horton II: That will be the only cut that I see I am 100% certain that, as where we are right now, from a level funding standpoint, I have no concern at all that we will be reduced in resource from where we are right now. But if that should happen for any far chance that should happen right, because crazier things have happened. The major impact would simply be typically what typically happens to our agency.

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00:11:37.120 --> 00:11:59.050

Cleveland L. Horton II: It just increases our time of process. We know that right. Now, as you all take a look at the data in the report that I submitted, we have about 490 cases in backlog status, so that that number would continue to balloon just based off of our resources if if we have a further reduction in workforce. So but again, I am

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00:11:59.050 --> 00:12:28.940

Cleveland L. Horton II: 100% certain that that will not happen. Moving forward, I do expect that there will be some increase in our resources. To what level? Obviously, that will yet to be seen. But in all the conversations that I've had with the Administration, it does seem extremely positive that there will be an attempt to increase our resources, especially with the impending Federal administration change that's coming in January 20.th I definitely expect that there will be some

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00:12:30.880 --> 00:12:37.679

Cleveland L. Horton II: increase in resources to us on the State level to ensure that we're able to continue to protect the citizens of our great State.

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00:12:38.460 --> 00:12:46.860

Magdalena Navarro: Thank you for that positive outlook, and and to have in your mind what to do in in the event of any any changes, thanks.

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00:12:46.860 --> 00:12:48.632

Cleveland L. Horton II: We got we got you covered. We got it covered.

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00:12:48.810 --> 00:12:56.420

Janssen Evelyn: Mr. Horton quick question earlier. But you you talked to obviously with the the deficit.

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00:12:56.780 --> 00:13:05.860

Janssen Evelyn: There probably won't be any new efforts. Were there any particular new efforts that you guys had highlighted, that we have to somehow table.

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00:13:07.540 --> 00:13:18.329

Cleveland L. Horton II: I think so. That's another great question, Commissioner, I think. Remember the conversation that we had as a group talk about our priorities. I think quite naturally, all of those priorities right now are going to get tabled.

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00:13:18.330 --> 00:13:37.729

Cleveland L. Horton II: and I say that only because with all of those priorities comes with a fiscal tag to those priorities. And because of the deficit, anything with the fiscal tag is basically getting thrown out right? So our goal, really, this, this legislative session is to support the need for additional resources.

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00:13:37.730 --> 00:14:02.880

Cleveland L. Horton II: And then, once we get those resources, you know, I'd like to be able to kind of sit down with the Commissioners and then identify our priorities, moving forward for next session. Right? And what we'll be able to do with those additional resources, but just based off of what we kind of, I think we identify. I think it was like 3 or 4 priorities when we had our conversation. Those resource, those priorities. Right now, we're kind of taking a back seat to the impending

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00:14:02.880 --> 00:14:25.470

Cleveland L. Horton II: priority, which I'm saying is probably priority number one, which is defending our agency to make sure that we're able to defend the need for additional resources and kind of defend the governor's allowance for those additional resources is going to be our priority, and then from there we can work on those other priorities for next session that we've already identified.

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00:14:28.160 --> 00:14:29.080

Janssen Evelyn: But thank you.

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00:14:29.540 --> 00:14:30.480

Cleveland L. Horton II: No problem.

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00:14:33.950 --> 00:14:35.720

Cleveland L. Horton II: any other questions.

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00:14:37.700 --> 00:15:02.059

Cleveland L. Horton II: One of the things that I did fellow mention I do apologize. We are part of the Administration's working group we are leading well in part assisting, leading this work group amongst all State agencies dealing with what is going to be potential outcomes of the Federal administration change. Right? So we have been one of the lead agencies tasked with identifying

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00:15:02.060 --> 00:15:19.610

Cleveland L. Horton II: activities, policy changes, and things of that nature which I think again, has placed our agency on the forefront to get some additional resources. So it's a great thing. So

we actually have another meeting scheduled today. I know the administration is working kind of aggressively

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00:15:19.610 --> 00:15:38.919

Cleveland L. Horton II: to put things in place to make sure that the civil rights of Marylanders continues to be protected. Which is why I'm saying I'm almost 100% positive that there'll be no reduction in our current resources. And I do expect some increase in our resources. So again, we do appreciate the the ability to have a seat at this table.

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00:15:38.920 --> 00:15:50.620

Cleveland L. Horton II: to engage other State agencies in these conversations and to build more partnerships with other State agencies. But I'll update you all as those conversations continue to materialize.

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00:15:50.970 --> 00:15:54.420

Stephanie Suerth: And I just like to caution, especially now that the courts have vacated with me.

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00:15:55.020 --> 00:16:00.099

Stephanie Suerth: Right? Yeah, we should be keeping an eye on whether or not the stock has been stained.

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00:16:00.210 --> 00:16:04.940

Stephanie Suerth: because at the core of it it was the defense, the definition of sex-based.

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00:16:05.250 --> 00:16:13.410

Stephanie Suerth: Okay, discrimination. So this court obviously does not concur with the previously established

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00:16:14.580 --> 00:16:17.590

Stephanie Suerth: standard, if you will, in both stock. So

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00:16:17.880 --> 00:16:24.790

Stephanie Suerth: I would just make sure that stays on the radar simply because we've already seen a rejection of that definition.

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00:16:29.680 --> 00:16:37.350

Cleveland L. Horton II: If there are no more questions for me. I will pass the baton to Nicola

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00:16:39.640 --> 00:16:40.879

Cleveland L. Horton II: Nicola, you're on mute.

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00:16:43.220 --> 00:16:45.820

Cleveland L. Horton II: At least I can't hear. You might. Maybe it's just me.

112

00:16:46.890 --> 00:16:48.340

Cleveland L. Horton II: I can't Nope.

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00:16:56.220 --> 00:16:57.620

Nicolette.Young: Okay, okay, can you guys.

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00:16:57.620 --> 00:16:59.339

Cleveland L. Horton II: There you go. Yeah, there you go.

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00:16:59.340 --> 00:17:04.240

Nicolette.Young: Apologies for that. Thank you, Cleveland. Good morning, and Happy New Year to everyone.

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00:17:04.741 --> 00:17:11.008

Nicolette.Young: Just kind of want to reiterate what Cleveland just shared. The Governor's allowance will be

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00:17:11.977 --> 00:17:32.162

Nicolette.Young: admitted publicly tomorrow with the Budget Bill, and so we do anticipate that whatever enhancements, as well as any information that needs that need that you guys need to be made aware of. We will share that with you before the end of the week. So we'll be sending that out to you.

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00:17:32.630 --> 00:17:38.210

Nicolette.Young: Our budget hearings are scheduled for Friday, January 24, th

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00:17:38.420 --> 00:18:03.210

Nicolette.Young: and that will be the Senate hearing. And then on Wednesday, January 29, th for the house, hearing those will be in person. If there are any changes to the times and locations,

we'll let you know. Also, they do have the hearings televised on Youtube. So we can also share the links with you. So you can be able to actually view the meetings yourself.

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00:18:05.210 --> 00:18:32.730

Nicolette.Young: we currently have 2 vacancies. The office secretary position has been accepted by Vanessa Vega, and she starts next Wednesday, and then we have the contractual Civil Rights Officer recruitment that's currently underway. And that deadline to apply is January 20, second. And I did send a link to all of you last week with the information for that recruitment, and please feel free to forward that over to your contacts

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00:18:32.940 --> 00:18:54.009

Nicolette.Young: as far as our year to date expenses through December 31, st we've extended 50.7% of the agency's budget. We are on tap to do our projections, and we'll be working with the Department of Budget and management to cover any deficiencies that we may anticipate going to the fiscal year.

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00:18:54.160 --> 00:18:57.720

Nicolette.Young: and I'm happy to answer any questions that you may have at this time.

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00:19:02.850 --> 00:19:06.219

Janssen Evelyn: My only question is when you're looking at me.

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00:19:06.330 --> 00:19:14.140

Janssen Evelyn: I know you said it's going to get released today. I mean tomorrow. But when you're looking at the proposed budget.

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00:19:14.670 --> 00:19:23.430

Janssen Evelyn: Are they still looking to make sure that employee that staff are receiving like merit? And Cola? Or is it going to be flagged.

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00:19:23.630 --> 00:19:36.029

Nicolette.Young: So merit, so staff don't receive merit. Unfortunately, we don't have enough money in the State to do merit. But, Colas, they do. Their staff do receive cola adjustments as well as any step increases

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00:19:36.170 --> 00:19:48.640

Nicolette.Young: that have been built into the budget. So if it's not built into the budget, unfortunately, we don't get it. But there were cola adjustments and step increases for fiscal 25 already, that were that were given out.

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00:19:50.250 --> 00:19:51.030

Janssen Evelyn: Excellent.

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00:19:51.030 --> 00:19:53.940

Nicolette.Young: Okay, are there any other questions?

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00:19:57.210 --> 00:20:02.730

Nicolette.Young: Okay, you guys are really easy. Okay, thank you. I hope you guys enjoy the rest of your day.

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00:20:04.380 --> 00:20:05.410

Cleveland L. Horton II: Candace.

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00:20:06.210 --> 00:20:11.309

Candice Gray-MCCR: Hello, everyone! Good morning. It's so great to see you all today.

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00:20:11.420 --> 00:20:29.540

Candice Gray-MCCR: I know you all received our report, so I won't read everything verbatim. I did want to highlight that. You know our civil rights symposium was rescheduled from January 11th to February first.st Our space holds 400. We have 434

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00:20:29.540 --> 00:20:54.769

Candice Gray-MCCR: registrants for that event. So we are capping to ensure that we don't go over anymore. Our education outreach unit has ensured that we've emailed registrants through our eventbrite as well as through our email. And we're excited because most of our panelists are available for our change of date. So we're excited about that.

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00:20:56.140 --> 00:21:25.510

Candice Gray-MCCR: That is, oh, the Maryland equity and Inclusion leadership program does begin September 2025. So I've been meeting with you, Ball, and I'm going to submit the curriculum that our unit created today. So we are finalizing everything with milk so that we can get that started, get a new cohort. So we are confident that we will have a plethora of individuals that will apply so that we can select our 40 individuals that are allotted for the course.

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00:21:25.510 --> 00:21:26.860

Candice Gray-MCCR: and

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00:21:26.990 --> 00:21:55.170

Candice Gray-MCCR: I don't think we have any other updates at this moment. Again, as you know, in our report, we are continuously providing trainings for organizations. Our team is facilitating a sexual orientation and gender identity training. Right now, as we speak. So we're continuously ensuring that everyone is being helped with receiving trainings. And those are our updates. Let me know if you have any questions at this time, please.

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00:21:59.070 --> 00:22:13.299

Cleveland L. Horton II: Just wanted to. Just wanted to highlight again. And thanks for that report, Candace, for everybody, you know. If you all can attend the protecting civil rights during challenging times. Symposium that we have for February the first, st

139

00:22:13.300 --> 00:22:33.410

Cleveland L. Horton II: I think it really will be a very informative and thought provoking conversation. We do have a number of esteemed panelists. That will be a part of this event. We are having it at Howard Community College again on February first.st So if you all can attend, please reach out to Candace, because, as of right now, our registration.

140

00:22:33.410 --> 00:22:56.039

Cleveland L. Horton II: as she indicated it, is closed. But if you all would like to attend. Please let Candace know that she can put you on the list to attend, and again, I think, as Candace indicated, we already have a little over 400 people registered for this event. So we are going to pack out Howard Community College on February the first, st and we love to see you all there on February the first.st

141

00:22:58.180 --> 00:22:59.539

Stephanie Suerth: Will do and thank you.

142

00:22:59.980 --> 00:23:04.209

Stephanie Suerth: And that's the reschedule because of the snow event.

143

00:23:04.570 --> 00:23:05.050

Cleveland L. Horton II: Correct.

144



00:23:05.050 --> 00:23:05.740

Stephanie Suerth: Correct.

145

00:23:05.740 --> 00:23:10.512

Cleveland L. Horton II: Well expected snow event, right? You know how the weather goes here right.

146

00:23:11.430 --> 00:23:14.920

Stephanie Suerth: Fair, absolutely fair, so appreciate it.

147

00:23:18.986 --> 00:23:37.530

Cleveland L. Horton II: And that's it, because Glendara is away on vacation right now. So make sure you all give our hard time next month doing the on the Commission meeting. But she's she's taking a well deserved vacation right now. So that's that is, that will conclude the staff reports.

148

00:23:39.235 --> 00:23:43.170

Stephanie Suerth: I just wanted to very quickly. I do have to jump off in just a minute.

149

00:23:43.490 --> 00:23:46.130

Stephanie Suerth: Remind everybody about the legislative calls.

150

00:23:46.540 --> 00:23:52.190

Stephanie Suerth: Oh, and I know it's on our notes

151

00:23:52.710 --> 00:23:55.701

Stephanie Suerth: for the Mccr. Legislative process. But

152

00:23:57.120 --> 00:23:59.230

Stephanie Suerth: are we having a call this Thursday.

153

00:24:01.180 --> 00:24:01.610

Education Outreach: That

154

00:24:02.080 --> 00:24:29.650

Education Outreach: it is entirely up to the Commissioners and something I was gonna kind of ask in the next section. I don't think there's a pressing need to have it this Thursday there are only

3 bills that I flagged in. The earliest hearing is January 28.th So if we want to schedule our 1st meeting for next week. That should leave us plenty of time to do the reporting testimony. Prep. What have you? But if the Commissioners want to meet this Thursday. I can make it happen.

155

00:24:30.560 --> 00:24:34.224

Stephanie Suerth: I was also thinking of Glendor being on vacation. So that's why I was just inquiring, too.

156

00:24:34.680 --> 00:24:35.580

Education Outreach: Oh!

157

00:24:35.680 --> 00:24:39.109

Stephanie Suerth: I am comfortable with that. Is everybody else comfortable with that.

158

00:24:40.650 --> 00:24:41.410

Janssen Evelyn: I am.

159

00:24:45.440 --> 00:24:46.849

noah metheny: That works for me, as well.

160

00:24:50.656 --> 00:24:53.220

Stephanie Suerth: Like that should work out very well. Thank you, guys

161

00:24:57.990 --> 00:25:03.039

Stephanie Suerth: with apologies. As I said, I do have to step out. I have a conflict, and I apologize for that profusely.

162

00:25:03.150 --> 00:25:06.849

Stephanie Suerth: Thank you, everybody for your hard work and commitment.

163

00:25:07.090 --> 00:25:12.240

Stephanie Suerth: and I appreciate you all, and I will see you next week on the legislative call.

164

00:25:13.530 --> 00:25:14.390

Janssen Evelyn: Alright, Stephanie.

165

00:25:14.390 --> 00:25:15.519

Education Outreach: Take a good one, take care.

166

00:25:15.520 --> 00:25:16.300

Stephanie Suerth: View.

167

00:25:18.220 --> 00:25:24.010

Janssen Evelyn: Our executive director. I think we're at we're at own business.

168

00:25:24.180 --> 00:25:25.180

Cleveland L. Horton II: Yo.

169

00:25:25.590 --> 00:25:31.710

Janssen Evelyn: So I guess the floor is with you, or is it someone else that's going to be doing a presentation around the legislative session?

170

00:25:31.980 --> 00:25:39.379

Cleveland L. Horton II: Yeah, Spencer is going to take us through. This part of the agenda. So, Spencer, the the floor is yours.

171

00:25:40.300 --> 00:25:44.772

Education Outreach: All right. Thank you. So the legislative process package

172

00:25:45.270 --> 00:26:10.969

Education Outreach: is then kind of combined into one to include your contact list for your county delegations. Let me know if you have any issues navigating the document, but you'll see the legislative process. Document itself is the same as last year, more or less so kind of working backwards. Starting on page 4 of the Pdf. That I sent over going into page 3,

173

00:26:10.970 --> 00:26:31.839

Education Outreach: I will send a calendar recurrence for our 1st call next Thursday, not this Thursday, at 8 30 Am. We'll meet virtually by zoom, and the day prior staff will by 3 Pm. Submit a list of bills to the chair to confirm what we will be discussing

174

00:26:31.840 --> 00:26:43.220

Education Outreach: on Thursday morning's call. And staff will, of course, have all the summaries and recommended positions available. By then we will prioritize those bills that have

175

00:26:43.240 --> 00:26:57.749

Education Outreach: hearings coming up where there is a timeliness aspect to it. But if we have room in our schedule, we can always add onto the agenda other bills just to more or less get them out of the way. Now, Staff.

176

00:26:57.750 --> 00:27:14.799

Education Outreach: I do a review every Monday of all of the bills, and then another one on Tuesday to identify those bills that directly impact title 20. And then our other areas of enforcement and title, 19, finance and procurement, as well as the health general article.

177

00:27:14.800 --> 00:27:31.170

Education Outreach: just to make sure that we are weighing in, or at very least monitoring those bills that will have a direct impact on what Mccr. Does on a daily basis. But then, also we are mindful and looking at all of the bills anything that may indirectly impact title 20, or may

178

00:27:31.170 --> 00:27:51.450

Education Outreach: have a clear nexus with the work of our agency. The priorities that are identified by the Commission, including the Commissioners, themselves, and also kind of the 3rd layer of Bill Review, will be a broader look at all bills to see what's impacting civil and human rights that we may want to

179

00:27:52.290 --> 00:28:22.069

Education Outreach: have a say in the position one way or the other. Of course, if any commissioners see any bills come across their screens or their phones that they want to add to the agenda. Please do send that over to Glendora and copy me so that way we can pull it and add it to the agenda. Make sure that there's a summary in that way, too, from a staff perspective. If there are any potential concerns or things that we may want to flag for a walk through.

180

00:28:22.406 --> 00:28:25.094

Education Outreach: Then we can do that during the call.

181

00:28:27.900 --> 00:28:48.030

Education Outreach: So yeah. The Thursday morning call will be 8 30 at zoom we'll formalize our positions then, and then we internally have to get the Commission's position reported to the Governor's office by the end of the day. Friday. There's still currently a 48 h testimony sign up period so like

182

00:28:48.060 --> 00:29:10.560

Education Outreach: for Senate Bill 107 that we shared the testimony yesterday. The hearings tomorrow. The sign up was yesterday, so we have to submit our testimony, and if there's going to be any oral testimony that MCCR provides. We have to be sure to get it in during that window, to due to the demands. Down in Annapolis we are very limited on our ability to

183

00:29:11.180 --> 00:29:23.430

Education Outreach: add. Somebody in after that window closes, the committees generally frown on it, and will decline those requests unless something were to come in from the sponsor. There was a pressing need.

184

00:29:23.460 --> 00:29:43.550

Education Outreach: so by and large. I believe everybody. All of the Commissioners were on these calls last year. So it's just gonna kind of be the same thing again this year. Copy and paste it. It seems to work, but certainly we're open to any suggestions, if you have any. I will also be finalizing the

185

00:29:43.760 --> 00:29:51.669

Education Outreach: bill table for tracking purposes and circulating that after I get the calendar recurrence out so that way, everybody.

186

00:29:51.800 --> 00:29:58.370

Education Outreach: and see at a glance where things are. So is there any question on the weekly call

187

00:29:59.650 --> 00:30:02.529

Education Outreach: and kind of the methodology for flagging the bills.

188

00:30:04.400 --> 00:30:18.309

Janssen Evelyn: I think my only question about the methodology about flagging the bills is like it says legislation that has a broader impact on civil rights specifically, and I think that's the one where it's a bit more ambiguous and great.

189

00:30:18.780 --> 00:30:19.455

Janssen Evelyn: Oh,

190

00:30:20.330 --> 00:30:30.119

Janssen Evelyn: In the in those situations to say, I say, hey, there's some rent control legislation. What's the process? Internally? This, with Staff to review

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00:30:30.560 --> 00:30:37.530

Janssen Evelyn: the legislation the Commissioner has sent over to see whether it's something that Mccr. We get behind.

192

00:30:38.950 --> 00:31:00.280

Education Outreach: So, Cleveland, you feel free to back me up on this, since I'm still kind of getting back in the saddle. But at least reflecting on the way that things ran the last time I was here. If the Commissioner recommends a bill to be put on the agenda for discussion, we're going to go ahead and do that. We're going to go ahead and prepare the summary, and we're going to let the Commissioners have that conversation really from a staff perspective.

193

00:31:00.280 --> 00:31:24.100

Education Outreach: I don't know if we would necessarily weigh in, because, of course, Commissioner courtesy, we want to give you the floor to discuss taking a position on this bill that you flag as priorities for the agency. But if there is like, by way of statutory construction, a real pressing concern, or say, a bill that is flagged for discussion runs counter to another bill that the Commission has supported.

194

00:31:24.100 --> 00:31:33.339

Education Outreach: We want to make sure that the Commissioners are aware of that because he was a body of always aim to be consistent and be really

195

00:31:33.870 --> 00:31:40.150

Education Outreach: about those those things that you support. We want to make sure that all of those things are on the floor for consideration.

196

00:31:40.530 --> 00:31:57.760

Cleveland L. Horton II: Yeah, so. And I'll add, you know, once you once you learn how to ride a bike, Spencer, you always know how to ride the bike. Right? So you did a great job explaining that. So I'll just add to that. You know. Part of what we do internally is we do go through every recommendation that comes through from the Commissioners, and we do provide a staff recommendation.

197

00:31:57.760 --> 00:32:19.840

Cleveland L. Horton II: And we do that because we look at it from a standpoint of a resource standpoint. We also take a look at it from a partnership standpoint. Right? So we do want to make sure that we're taking a look at the recommendations coming in from Commissioners, because we may have some more inside information that you all as commissioners may not have, and we provide those recommendations during the call. So if a commissioner recommends

198

00:32:19.840 --> 00:32:41.550

Cleveland L. Horton II: us to support a bill, and then, for various reasons, if we believe from a staffing standpoint, we recommend us standing down on a particular bill. We'll provide you all that information and the justifications as to why, but we do internally take a look at everything that's submitted to us from you all to make sure that we're all moving forward. Really, in the same way.

199

00:32:51.830 --> 00:32:53.309

Cleveland L. Horton II: Spencer, did you have.

200

00:32:53.310 --> 00:32:53.950

Education Outreach: He's on

201

00:32:54.700 --> 00:33:01.409

Education Outreach: on the process or anything before moving on to the next component. We're pretty much at the end of

202

00:33:02.080 --> 00:33:05.149

Education Outreach: what I wanted to make sure I shared with you. But

203

00:33:06.350 --> 00:33:09.529

Education Outreach: okay, seeing none. So you'll see.

204

00:33:09.530 --> 00:33:31.109

Cleveland L. Horton II: I just real quick. Spencer, too. I just wanted to add to to Jen's Commissioner Evelyn's question, too, when we think about like moving forward with legislation. I know a lot of times. We've been kind of focused a lot around legislation that's impacting our agency directly, while we definitely want to to keep

205

00:33:31.433 --> 00:33:47.270

Cleveland L. Horton II: our finger on the pulse as it pertains to that. We also want to make sure. As an agency, we're having a larger impact from a much more broader civil rights landscape. To Commissioner Evelyn's question. We know that there is a lot of work for us to do

206

00:33:47.320 --> 00:34:11.330

Cleveland L. Horton II: outside of those bills that will directly influence or impact our statute. And we do want to make sure, as we continue to move forward, that we are using our voice in those other areas as well. While we know that our enforcement authority is limited to certain areas, our voice is not. And we want to make sure that we're lending our voice to other issues to support our partners.

207

00:34:11.330 --> 00:34:20.900

Cleveland L. Horton II: Again, as we continue to build with these very strategic and targeted partnerships, it is going to be important for us to utilize the voice that we have at the Maryland Commission on Civil Rights.

208

00:34:20.900 --> 00:34:45.080

Cleveland L. Horton II: to speak out either against or for those bills that may not have any direct impact to our agency, but we know we'll have a direct or indirect impact to civil rights as a whole here in the State, and we want to make sure that we're using that voice. So we are asking you all, as you all think about moving forward with this session. As you all see bills coming through that you all kind of keep that thought top of mind

209

00:34:45.080 --> 00:35:00.129

Cleveland L. Horton II: as you're taking a look at bills that are being introduced to make sure that if there's a way for us to utilize our voice, whether that's written or whether that's oral, we want to make sure that we're utilizing our opportunity to be able to do that. I think that sends a strong message

210

00:35:00.130 --> 00:35:11.789

Cleveland L. Horton II: that we are doing the work we are here from a civil rights landscape. We are here to be a major force, as it pertains to civil rights, and one of the ways that we can do that

211

00:35:11.790 --> 00:35:31.350

Cleveland L. Horton II: is by utilizing the legislative process and keeping those bills top of mind, and again influencing them any way that we can in doing so. So I just wanted to make sure that everybody you know again to. I know. Commissioner Evelyn raised the broad topic conversation. So I just wanted to make sure that we all keep that top of mind.

212



00:35:32.950 --> 00:35:38.800

Janssen Evelyn: And and I guess I would, only before I I won't answer any more questions. But the one thing I'll ask that

213

00:35:39.610 --> 00:35:53.870

Janssen Evelyn: I guess staff do, for the Commission is especially as you're continuing to amplify your profile. We have the Delegate list. If there is a particular piece of legislation that you want us to reach out to some of our delegates

214

00:35:54.670 --> 00:36:02.849

Janssen Evelyn: like definitely stress that that way, me, or whoever else that have relationships with some of these delegates can definitely like

215

00:36:03.260 --> 00:36:20.570

Janssen Evelyn: one. It helps. It helps us with our legislation, but it also helps when the budget is before the General Assembly to see that that the Commissioners and the staff are actively hitting up the delegation, I mean hitting up the various members of the General Assembly.

216

00:36:22.340 --> 00:36:47.260

Education Outreach: And there was one thing I heard for many years when I did work down in Annapolis that always rang true. It's a lot harder to say no, and cut a budget when you can see the other person when you know who they are, when they're standing in front of you, it's harder to say no face to face. So building, those relationships are going to be incredibly important, not just from a preservation perspective, but from a progress perspective.

217

00:36:53.100 --> 00:37:17.739

Education Outreach: So that's a really good segue. Into the next bit of the document, which are your county delegations. I have hyperlinked the Senate and the House delegation back to the General Assembly Page. I do encourage you to go and play around with the website. It is pretty easy to use once you figure out how it works, but you'll see, like in Baltimore County and Baltimore City, there are currently vacancy

218

00:37:17.740 --> 00:37:41.380

Education Outreach: for Senate seats for the district, so like Kathy Klaus Meyer has just been appointed Baltimore County Executive. So since we're at the beginning of the session, we're still playing the member shuffle, as I call it. We're going to see some folks to get appointed. Some delegates may become senators, so we'll have new delegates being plugged into various delegations. Just try to keep your finger on the pulse. I've given the

219

00:37:41.380 --> 00:37:55.769

Education Outreach: the phone number and the email for each of the members. But for the committee rosters which follow the delegation list I'll tell you right now, the Senate Judicial Proceedings Committee, which is our Primary Policy Committee that we report to in the Senate.

220

00:37:56.176 --> 00:38:07.970

Education Outreach: That roster became obsolete right after I sent this document because they changed the appointments that were on there, for example, Senator Shanika Henson, was

221

00:38:08.070 --> 00:38:12.839

Education Outreach: placed on the committee. So. There, there are a little

222

00:38:13.020 --> 00:38:25.489

Education Outreach: updates here and there that, we'll need to do to keep you apprised. But everything is hyperlinked, and it again, if you go around you play with the site you should be able to pick on how it works pretty well. And

223

00:38:26.400 --> 00:38:33.080

Education Outreach: going back to what Commissioner Evelyn said. I think it's

224

00:38:33.230 --> 00:38:47.160

Education Outreach: it's a 2 way street. If there's any legislation, we, as the Commission staff, think that the Commissioner should be out there kind of getting the pavement on, we'll let you know, but also let us know if there's a piece of legislation that you're

225

00:38:47.160 --> 00:39:09.280

Education Outreach: passionate about, so that way we can help to prepare the talking points. We can assemble the data like we would do. Make sure that we're sharing the testimony with you, and we can help to identify strategic targeting to really make sure that we're getting the most that we can for our advocacy on trying to move bills forward because a lot of the work really does happen at the committee level.

226

00:39:09.300 --> 00:39:34.390

Education Outreach: and a lot of the benefit that we have as a smaller agency is very strong connections with many committee members, including leadership and so we want to definitely plug you in and make those inroads. And and then, if you know somebody that we don't necessarily know as well. We welcome that opportunity for you to establish those relationships with us. So that way we can make sure that we're just doing the good work mentioned

227

00:39:34.420 --> 00:39:38.629

Education Outreach: at the end of the day. So I think that's really it, for for this

228

00:39:39.190 --> 00:39:42.390

Education Outreach: presentation does anybody have any questions.

229

00:39:45.930 --> 00:39:50.149

Janssen Evelyn: I've definitely asked all my questions, so I'll yield the floor to anyone else.

230

00:39:55.170 --> 00:40:05.910

Education Outreach: All right. Well, you know how to reach me by email or by phone. If any do come up, so please let us know. Otherwise I will get to work on getting everything ready for next Thursday's call.

231

00:40:05.910 --> 00:40:30.710

Education Outreach: And also I did want to flag. In the meantime, I believe I forgot to share with you. Our annual report has been published and was sent to the Governor and General Assembly. I'm going to send you a copy of that electronically, if I have not done so already. And I just really encourage you to take a moment to read through it, because a lot of those data points are what Cleveland has relied on, and leadership is relying on

232

00:40:30.780 --> 00:40:48.130

Education Outreach: when making the case for hold. The line on our budget definitely give us more resources if the opportunity presents itself. But we need help. We have a lot of work that we're trying to do here at the Commission. We're not going to be able to clear this backlog unless we get the resources to support this work.

233

00:40:51.750 --> 00:40:53.640

Janssen Evelyn: Thank you so much for that.

234

00:40:54.054 --> 00:41:02.290

Janssen Evelyn: I don't know if there's any old business that's done on my part. Is there any old business on the part of the staff or the commission.

235

00:41:02.670 --> 00:41:04.470

Janssen Evelyn: Nicholas, like no.

236

00:41:04.470 --> 00:41:07.628

Cleveland L. Horton II: None of the none of the staffing.

237

00:41:08.080 --> 00:41:13.772

Janssen Evelyn: Maybe I was like I need to get to lunch. With that being said

238

00:41:14.330 --> 00:41:31.490

Cleveland L. Horton II: Before before you do the motion to adjourn real quick, because I don't think in the beginning and I see Miss Kasuva just raised the hand, so I wanted to make sure we give her the opportunity. If there was any questions that she had for us while she was here. We gave her the opportunity.

239

00:41:31.490 --> 00:41:33.359

Janssen Evelyn: I'm sorry because I came up.

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00:41:33.360 --> 00:41:35.839

Cleveland L. Horton II: No problem. I got you. I got you.

241

00:41:35.840 --> 00:41:38.349

Janssen Evelyn: Thank you. Executive director, Miss Brenda.

242

00:41:40.010 --> 00:41:54.969

Brenda Kasuva | TrainingwithBrenda.com: Good morning. So I had 2 questions from earlier for consideration. I teach real estate education to real estate agents. Yes, we talk about fair housing.

243

00:41:54.970 --> 00:42:19.940

Brenda Kasuva | TrainingwithBrenda.com: The topic of source of income is still a big one, and I have been trying, for example, to connect with local associations or not associations. I don't know what the word is that offer their own local source of income housing vouchers, and it's been difficult. So I'm requesting if Mccr. Can consider another education

244

00:42:19.940 --> 00:42:31.070

Brenda Kasuva | TrainingwithBrenda.com: outreach on the topic of source of income and then the other one is consideration on the Me.

245

00:42:31.100 --> 00:42:41.469

Brenda Kasuva | TrainingwithBrenda.com: Maryland Equity leadership program. I did attend that I believe 2 years ago, and I might be one of the few that might be

246

00:42:41.520 --> 00:42:55.279

Brenda Kasuva | TrainingwithBrenda.com: challenging you to consider if someone who's taken it before could have the opportunity to either pop in, have a refresher on some of the topics that are constantly changing. Thank you.

247

00:42:57.230 --> 00:43:03.323

Cleveland L. Horton II: Oh, thank you. Ms Kosuva. For one attending the meeting in full transparency.

248

00:43:03.800 --> 00:43:28.880

Cleveland L. Horton II: me and Miss Consumer go way back, so it's always a pleasure to see you in the meeting, so I won't pretend like. I don't know you right, because it is what it is. So we will absolutely make sure there is some source of income training that you all would like to see reach. You can reach out to me directly, or Candace, and we'll make sure that we can set that training up we are more than happy to provide whatever training you all need from a source of income standpoint.

249

00:43:29.173 --> 00:43:54.160

Cleveland L. Horton II: And the same thing with the milk program. Obviously, Candace will be the direct contact. For that. So I would urge you to to reach out to Candace. If you don't have her email, it's Candace CAND, ICE dot gray, GRA. It's in the chat right? So you can feel free to reach out to Candace, and she can make sure she sets both of those things up for you as as soon as possible.

250

00:43:55.070 --> 00:43:57.380

Candice Gray-MCCR: Yes, please. I look forward to hearing from you.

251

00:43:58.550 --> 00:43:59.560

Brenda Kasuva | TrainingwithBrenda.com: Thank you.

252

00:44:04.663 --> 00:44:08.700

Cleveland L. Horton II: I'll I'll yield the floor back to you. Vice chair.

253

00:44:09.070 --> 00:44:16.920

Janssen Evelyn: Well, before I do a motion to adjourn, I want to ensure that there's no there are no other members of the public that are present. I want to make public comment.

254

00:44:18.860 --> 00:44:20.440

Cleveland L. Horton II: I think that was all we had.

255

00:44:20.680 --> 00:44:27.129

Janssen Evelyn: Okay? Well, here, none. At this time I would consider a motion to adjourn.

256

00:44:29.060 --> 00:44:33.070

Janssen Evelyn: This is where commissioners. Someone makes a motion.

257

00:44:36.295 --> 00:44:36.660

Cleveland L. Horton II: Okay.

258

00:44:36.660 --> 00:44:37.770

noah metheny: Motion seconded.

259

00:44:38.750 --> 00:44:39.320

Magdalena Navarro: Oh!

260

00:44:40.220 --> 00:44:53.300

Janssen Evelyn: Excellent. Well, we are going. We are adjourned. Staff. Thank you for this presentation. I definitely want to say again, I know. Welcome back to Mr. Dove. Just

261

00:44:53.860 --> 00:44:57.669

Janssen Evelyn: getting the information. And the communication has already been

262

00:44:59.910 --> 00:45:10.189

Janssen Evelyn: increasingly crisp. So I'm grateful for that. I'm grateful for the professionalism that's coming, and I look forward to working with you all closely during this legislative session.

263

00:45:11.350 --> 00:45:11.870

Cleveland L. Horton II: Thank you.

264

00:45:11.870 --> 00:45:13.579

Education Outreach: Likewise, and thank you.

265

00:45:13.580 --> 00:45:14.630

Janssen Evelyn: Great Day.

266

00:45:15.500 --> 00:45:16.730

Cleveland L. Horton II: Everybody have a good day.

267

00:45:17.210 --> 00:45:17.940

Janssen Evelyn: Bye-bye.