

WEBVTT

1
00:00:03.590 --> 00:00:06.539
CAMERA: Good morning, everybody, and...

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00:00:06.650 --> 00:00:15.760
CAMERA: Thank you for hosting us here and having a hybrid meeting. I just want to start off by saying that, and then we will proceed with roll calls, because you're still present.

3
00:00:16.800 --> 00:00:18.330
Janssen Evelyn: Evelyn present.

4
00:00:19.270 --> 00:00:21.019
CAMERA: Commissioner Levitt, present.

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00:00:23.250 --> 00:00:23.730
CAMERA: Commission?

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00:00:23.730 --> 00:00:25.380
Kimberly Prescott: Senator Prescott present.

7
00:00:26.620 --> 00:00:28.530
Noah Metheny: Commissioner Matheny present.

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00:00:29.270 --> 00:00:31.200
Magdalena Navarro: Commissioner Navarro present?

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00:00:36.300 --> 00:00:40.440
Janssen Evelyn: I think Jeff is present, but he just stepped away.

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00:00:44.510 --> 00:00:46.640
CAMERA: Caitlin Horton, Executive Director, President.

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00:00:47.200 --> 00:00:49.810
CAMERA: Yolanda Sonier, Deputy Director.

12
00:00:51.150 --> 00:00:53.710
CAMERA: Nicolette Young, Assistant Director.

13
00:00:57.910 --> 00:00:59.810
CAMERA: So, no, he's devil's counsel.

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00:01:01.220 --> 00:01:03.989

CAMERA: Candace Crenshaw, Education and Outreach Director for this.

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00:01:05.830 --> 00:01:09.029

CAMERA: Alicia Bell, civil rights officer supervisor Classic?

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00:01:09.800 --> 00:01:13.600

CAMERA: Tari Donaldson, Civil Rights Officer, Supervisor Present.

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00:01:17.130 --> 00:01:19.059

CAMERA: Reclaiming my contact.

18

00:01:22.090 --> 00:01:24.090

CAMERA: Okay, is that everybody?

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00:01:28.270 --> 00:01:30.429

CAMERA: There we go.

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00:01:31.750 --> 00:01:32.820

CAMERA: So...

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00:01:32.920 --> 00:01:38.720

CAMERA: I originally was going to do a very formal report, and I decided with the holiday season to actually

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00:01:39.000 --> 00:01:56.520

CAMERA: First off, just get some business out of the way. The, Maryland Truth and Lynching Commission has finished its report. The link to it should be live soon. I will share it as soon as it's shared with me. Fortunately, I was unable to make the meeting yesterday where they were going to tell us when we would get the link.

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00:01:56.610 --> 00:02:02.890

CAMERA: I apologize, as many of you may know, or may not know, my mother took a fall, and she fractured her hip.

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00:02:03.250 --> 00:02:13.399

CAMERA: And we had the ortho appointment at the same time, so as soon as I get that, I will make sure that I share it with everyone in our group as well.

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00:02:14.930 --> 00:02:20.620

CAMERA: I really wanted to take this moment, and to take this time, and in the spirit of...

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00:02:20.920 --> 00:02:34.830

CAMERA: the holidays, and coming together, and friendship, and in community, to just, first off, say how much I appreciate every single one of you. All of our commissioners, all of our staff.

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00:02:35.010 --> 00:02:39.000
CAMERA: All the work that you do, it has not been an easy year.

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00:02:39.760 --> 00:02:44.630
CAMERA: And it's probably not going to be an easy year for a little while.

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00:02:45.120 --> 00:02:50.859
CAMERA: There are so many pressures that it puts on us, both professionally and personally.

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00:02:51.160 --> 00:02:54.920
CAMERA: And this is that moment to remind myself that

31
00:02:55.110 --> 00:02:59.830
CAMERA: We are surrounded by individuals who are there to support us.

32
00:03:00.440 --> 00:03:05.390
CAMERA: who... Know the work that we do, and the importance of it.

33
00:03:05.560 --> 00:03:08.120
CAMERA: And also by family and friends.

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00:03:08.300 --> 00:03:10.900
CAMERA: That truly enrich our lives and give us that...

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00:03:11.370 --> 00:03:15.960
CAMERA: So it's mental and emotional forces to be able to continue the important work that we do.

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00:03:16.290 --> 00:03:19.440
CAMERA: And make sure that we are...

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00:03:20.300 --> 00:03:27.399
CAMERA: Enabled, in some ways, to be able to continue down our path, and to inspire others.

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00:03:28.000 --> 00:03:29.880
CAMERA: Continue down that path with us.

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00:03:30.390 --> 00:03:31.410
CAMERA: So...

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00:03:31.590 --> 00:03:37.219
CAMERA: I would just like to say that everyone happy holidays. Thank you so much for spending time with us.

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00:03:37.500 --> 00:03:39.210
CAMERA: Thank you so much for hosting us.

42
00:03:39.560 --> 00:03:42.769
CAMERA: And again, I appreciate every single one of you.

43
00:03:42.950 --> 00:03:43.849
CAMERA: Thank you.

44
00:03:50.710 --> 00:03:55.149
CAMERA: Yeah, she'll be on the road, but she'll be alright.

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00:03:56.620 --> 00:03:57.580
CAMERA: Thank you.

46
00:04:00.800 --> 00:04:02.910
CAMERA: Okay, with that, I turn it over.

47
00:04:03.850 --> 00:04:07.730
CAMERA: Well... Good morning, everybody.

48
00:04:08.160 --> 00:04:13.060
CAMERA: Thanks to those commissioners who were able to, show up in person, Commissioner Levitt and

49
00:04:13.300 --> 00:04:21.090
CAMERA: Chairwoman Stewart, we appreciate having you all, as usual. It's a pleasure to see everybody.

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00:04:21.589 --> 00:04:24.160
CAMERA: My report will be somewhat brief.

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00:04:24.500 --> 00:04:29.450
CAMERA: My first wanted to highlight, many of you all may have seen

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00:04:30.010 --> 00:04:33.069
CAMERA: The press release that we sent out yesterday.

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00:04:33.180 --> 00:04:36.730
CAMERA: Referencing the settlement of Cracker Barrel, so...

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00:04:37.180 --> 00:04:42.640
CAMERA: I do want to highlight, Raphael Bowen, who was one of our lead investigators here.

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00:04:43.010 --> 00:04:54.069

CAMERA: And, Ms. Bell's unit, who spearheaded alongside with the Office of the Attorney General, the investigative and resolution portion of that complaint. So.

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00:04:54.740 --> 00:04:58.320

CAMERA: just really do want to highlight the work that Raphael put in.

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00:04:58.620 --> 00:05:02.979

CAMERA: to getting us to this point, where we were able to settle with Cracker Barrel.

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00:05:03.240 --> 00:05:10.720

CAMERA: The incident happened, almost a year ago, Involving, some disabled students.

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00:05:10.990 --> 00:05:14.749

CAMERA: And Raphael, what truly did jump in just to make sure that

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00:05:15.080 --> 00:05:23.019

CAMERA: our voice was heard, and that we held Cracker Barrel accountable, for the actions that happened during that incident. So I do want to just

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00:05:23.230 --> 00:05:26.959

CAMERA: For the record, highlight the work of Raphael Bowen.

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00:05:27.190 --> 00:05:39.870

CAMERA: And bringing this case to release. So, if you all haven't received the press release, let me know, and I'll be sure to make sure that you all receive a copy of the press release. And if you all have any questions.

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00:05:40.030 --> 00:05:49.120

CAMERA: about that particular case, you can please feel free to reach out to Yolanda or Alicia in regards to the application case.

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00:05:49.510 --> 00:05:58.149

CAMERA: We are almost at the finish line, with signing the MOU with the Maryland Real Estate Commission.

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00:05:58.250 --> 00:06:13.829

CAMERA: As you all know, one of our priorities has been, better connecting, with folks within the real estate industry, to ensure that we are effectively and affirmatively driving fair housing.

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00:06:13.990 --> 00:06:18.770

CAMERA: So we have, you know, kind of been going around, been meeting with all of the local

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00:06:18.890 --> 00:06:20.610

CAMERA: Realtor Association.

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00:06:20.790 --> 00:06:29.670

CAMERA: to develop individual MOUs, that will indicate any fair housing violations that they come across, that they will forward those over to us.

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00:06:29.820 --> 00:06:38.690

CAMERA: For investigation. As you all know, about 2 years ago now, we did, sign the MOU with the Maryland Real Estate

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00:06:38.820 --> 00:06:51.599

CAMERA: the Maryland Real Estate Appraisal Commission. I have signed the MOU for the Maryland Real Estate Commission. I should have it back momentarily. I just spoke to the Commissioner, earlier this morning.

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00:06:51.600 --> 00:07:01.579

CAMERA: And he is signing the MOU, so I should have it back in my inbox between today and tomorrow. And then we will have an official MOU with the Mellon Real Estate Commission as well.

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00:07:01.640 --> 00:07:07.959

CAMERA: From there, we will be going forward and signing MOUs with the local realtor associations and met with

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00:07:08.080 --> 00:07:20.160

CAMERA: All of them collectively and individually. So we do anticipate early in 2026 that we will have the majority of the local real estate, realtor associations

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00:07:20.290 --> 00:07:25.389

CAMERA: signing the MOUs, partnering with us as well, as we think about fair housing.

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00:07:28.070 --> 00:07:38.259

CAMERA: Tomorrow, I will be heading down to Cambridge, to speak at the MACO Winter Conference. We did speak at the, summer session. They asked us to come again.

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00:07:38.280 --> 00:07:53.800

CAMERA: For the fall symposium that they had, and then they had access again to speak, at this upcoming winter, session as well, to really talk about, the impact on civil rights in this current administration. So I will be heading down to Cambridge

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00:07:53.870 --> 00:08:06.559

CAMERA: To present to those folks in MACO around the impact of civil rights and kind of where we are right now, based off our current administration. So, with that... MACO is Maryland Association.

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00:08:06.990 --> 00:08:07.660

CAMERA: Yep.

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00:08:08.550 --> 00:08:12.080

CAMERA: With that, again, I also want to share the sentiments of our chair.

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00:08:12.220 --> 00:08:32.080

CAMERA: Just thanking everybody for the work that we all do. I tell folks all the time, I feel like I have the easiest job, because I simply get to talk about the great work that the staff is doing day in and day out, but I couldn't be more honored to work with such a diligent and committed group of folks, so...

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00:08:32.480 --> 00:08:45.390

CAMERA: Just wanted to, again, thank everybody, the commissioners, for you all showing up each and every month. You all extending your time, anytime we need you all, questions or whatever it may be, you all also holding us accountable.

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00:08:45.410 --> 00:08:59.669

CAMERA: for issues that we need to be on top of, and different perspectives that we need to be aware of as well. So, again, just want to thank you all for the work that you all do, and here to another brief year that I'm sure we'll have... that we will have in 2026.

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00:09:04.560 --> 00:09:05.880

CAMERA: Mr. Vice Chair.

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00:09:07.030 --> 00:09:10.570

Janssen Evelyn: Quick question. You... about the.

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00:09:10.570 --> 00:09:13.300

CAMERA: Can't hear you. Can't hear you, Dad.

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00:09:13.300 --> 00:09:20.690

Janssen Evelyn: Yeah, I was doing the little, you know, the bedroom voice, my bad. Quick question around the MOU.

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00:09:20.690 --> 00:09:29.070

CAMERA: Wait a minute, Jansen, wait a minute. I know we... you're saying a lot, but hold on, we can't hear you for some reason. We missed all of them.

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00:09:57.060 --> 00:09:58.380

CAMERA: Right now, Devin.

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00:09:58.920 --> 00:10:00.610

Janssen Evelyn: My mics sound nice, my mics sound nice.

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00:10:02.930 --> 00:10:15.279

Janssen Evelyn: 1, 2, 1, 2. No, my question, Cleveland, was, you mentioned the Association of Realtors, and I know you obviously had prior relationships with them. I'm curious, did any...

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00:10:15.710 --> 00:10:23.129

Janssen Evelyn: jurisdiction or county have any question or concern about this MOU? And if so, what were their concerns?

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00:10:24.200 --> 00:10:30.750

CAMERA: That's a great question. So, when I met with them, none of them really had any questions or concerns.

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00:10:30.960 --> 00:10:34.590

CAMERA: They were all eager to...

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00:10:34.930 --> 00:10:44.319

CAMERA: sign an MOU. The only request that they made is that they sign individual MOUs, because the option was whether we do it collectively or individually.

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00:10:44.450 --> 00:10:49.619

CAMERA: They just requested to do it, individually, but all of them.

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00:10:54.510 --> 00:10:57.540

Janssen Evelyn: Man, you froze, I don't know if you're still there, if you can hear me.

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00:10:58.490 --> 00:11:01.859

Janssen Evelyn: Did they freeze to you, not blending? Yeah, they did.

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00:11:01.860 --> 00:11:04.209

Magdalena Navarro: Yeah, they froze. They came back.

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00:11:04.210 --> 00:11:04.760

Janssen Evelyn: Then back.

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00:11:04.760 --> 00:11:06.100

CAMERA: I'm sorry, can you hear me?

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00:11:06.100 --> 00:11:06.850

Janssen Evelyn: Yeah, you froze.

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00:11:06.850 --> 00:11:07.729

Magdalena Navarro: Now you're back.

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00:11:07.730 --> 00:11:08.450

Janssen Evelyn: seconds.

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00:11:08.450 --> 00:11:24.269

CAMERA: No problem. So, we haven't... we haven't gotten any resistance or pushback, from any of the jurisdictions, any of the local realtor associations about not signing the MOU-only, request. And again, we

offer it up as an option.

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00:11:24.320 --> 00:11:35.419

CAMERA: In terms of whether they wanted to do it individually or collectively, they prefer to do it individually, but nobody has pushed back and said they're not willing to or concerned about signing an MOG.

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00:11:35.990 --> 00:11:48.520

Janssen Evelyn: Okay, copy that, and last question is, you, obviously I'm gonna see you at Mako tomorrow. Which session are you doing? What day, and what's the topic? So I can make sure I pop up and embarrass you.

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00:11:49.270 --> 00:11:57.149

CAMERA: I like the way you think. It is, I am on Thursday, at 1.30.

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00:11:57.370 --> 00:12:08.789

CAMERA: Last time it was the... last time it was Civil Rights Impact, and I forget the exact title for it during the winter session, but I'll... I'll get it to you before the meeting is over.

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00:12:08.790 --> 00:12:09.440

Janssen Evelyn: Yes.

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00:12:09.440 --> 00:12:11.280

CAMERA: From 1.30 to 2.30.

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00:12:11.280 --> 00:12:13.099

Janssen Evelyn: Is Asha on that panel with you?

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00:12:13.300 --> 00:12:13.920

CAMERA: No.

113

00:12:14.040 --> 00:12:16.850

Janssen Evelyn: Okay, she's doing another one, I believe, then.

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00:12:16.850 --> 00:12:17.490

CAMERA: No, no.

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00:12:17.490 --> 00:12:19.709

Janssen Evelyn: The two civil rights panels. Alright, excellent.

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00:12:21.820 --> 00:12:24.510

CAMERA: Hi, everybody!

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00:12:24.720 --> 00:12:26.370

CAMERA: the MOU...

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00:12:26.550 --> 00:12:42.840

CAMERA: are somewhat different, because the MOU with the Commission, and with the appraisal Commission, we really focus on the... our relationship when it comes to complaints and sharing information about

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00:12:43.050 --> 00:12:46.690

CAMERA: If they get complaints, if we get complaints.

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00:12:46.880 --> 00:12:52.349

CAMERA: And all of these have been reviewed by their counsel, and myself.

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00:12:52.530 --> 00:12:56.770

CAMERA: To ensure that the terms are

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00:12:57.330 --> 00:13:12.270

CAMERA: something that both parties agree to, so it's like a contractual agreement that this is how we're going to decide to function together in the future, and, similar to some of the other MAs that we've had, like.

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00:13:12.980 --> 00:13:14.970

CAMERA: There's Attorney General of Civil Rights.

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00:13:15.880 --> 00:13:19.970

CAMERA: in it, as well. So, this is...

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00:13:20.840 --> 00:13:25.540

CAMERA: MOUs are sort of like, in some instances, are

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00:13:25.720 --> 00:13:34.909

CAMERA: Rule of procedure, how we're going to interact, and then other ones are, like... Further... Fair Housing.

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00:13:35.010 --> 00:13:41.539

CAMERA: And that they're going to, proceed and be alert about their house survivors.

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00:13:42.230 --> 00:13:47.200

CAMERA: when I've done training, it's always been... Basically, it's before we do.

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00:13:47.770 --> 00:13:52.140

CAMERA: The realtors, get the communists, they get the existence.

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00:13:52.390 --> 00:13:56.809

CAMERA: And if they don't tell us, we don't know about it, because a lot of people just

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00:13:57.420 --> 00:14:06.619

CAMERA: go along or just give up. So, it's really important to have those kinds of relationships so that they can alert us

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00:14:06.780 --> 00:14:08.929

CAMERA: What's going on out there in the community?

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00:14:14.310 --> 00:14:17.849

CAMERA: Any other questions regarding, my report?

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00:14:22.590 --> 00:14:27.389

CAMERA: Alright, hearing that, I will pass it off to... All right, Deputy Derrick?

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00:14:28.010 --> 00:14:28.850

CAMERA: Thank you.

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00:14:30.130 --> 00:14:31.460

CAMERA: How's everyone?

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00:14:32.130 --> 00:14:40.330

CAMERA: You look very festive, I'm so excited. Thank you. And I guess it's... it is... 1?

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00:14:51.920 --> 00:15:05.490

CAMERA: Holiday gatherings, so... Our one-year semi-anniversary, and we are delighted, delighted. Thank you, Stephanie, I appreciate that.

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00:15:05.870 --> 00:15:22.749

CAMERA: And... Oh, I'm sorry, I have one more thing. It has been one year since Yolanda came here last year, and introduced her at the holiday party, so we're going to take time to shout her a happy one-year anniversary.

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00:15:22.750 --> 00:15:28.189

Janssen Evelyn: Cleveland, thank you so much for mentioning that, and bringing attention to that. Thank you so much for...

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00:15:34.610 --> 00:15:40.139

CAMERA: But, better make a fuss in January. I think that's our official meeting. It is.

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00:15:40.620 --> 00:15:46.140

CAMERA: My first week was actually February, but it started,

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00:15:46.310 --> 00:16:01.619

CAMERA: January 27. That's great. Definitely put you on move. For those of you who may be wondering about, this gentleman sitting to my right here.

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00:16:01.680 --> 00:16:07.050

CAMERA: And, you know, who he is with the commission, what he does, and all of that.

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00:16:07.470 --> 00:16:18.129

CAMERA: I have the pleasure of being able to introduce Tariq to those who may not know Tariq. Tariq has been with the Commission for 8 years.

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00:16:18.240 --> 00:16:25.039

CAMERA: As a lead investigator, in the housing unit, was a lead.

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00:16:25.290 --> 00:16:37.840

CAMERA: investigator in the housing unit, and we did a search for our new supervisor position, and I'm pleased to announce that Tariq is our new supervisor.

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00:16:38.020 --> 00:16:40.520

CAMERA: So we can give him a half as well.

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00:16:41.990 --> 00:16:50.029

CAMERA: Congratulations. Tariq's official, start in this position is tomorrow.

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00:16:50.340 --> 00:16:59.270

CAMERA: But Tariq will be leading... his unit will be a dual unit. It will be part ADR and part employment.

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00:16:59.560 --> 00:17:14.669

CAMERA: So, he will be spearheading, you know, where we are with ADR and taking it further, and then he will have a couple of investigators that will report to him that, will be investigating employment cases.

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00:17:14.810 --> 00:17:17.770

CAMERA: And so, you know, he...

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00:17:18.349 --> 00:17:26.649

CAMERA: You know, I'm excited to have him on board, I think everyone's excited. Tariq, I don't know if you want to say anything to the Commission and the Commissioners?

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00:17:27.069 --> 00:17:37.150

CAMERA: just, it's a pleasure, and I'm honored, to be a part of this meeting, and to, introduce you all to myself and my new role.

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00:17:38.520 --> 00:17:46.179

CAMERA: Thank you, Tariq. I didn't warn him that he was gonna step up on someone's spot and have a talk, so thank you, that was a quick session on you.

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00:17:46.420 --> 00:17:47.470

Janssen Evelyn: Well, congratulations.

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00:17:48.720 --> 00:17:58.790

CAMERA: Just a couple of other updates. I think we've mentioned the past couple months that we were seeking... we had some vacancies, we were seeking new staff.

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00:17:58.980 --> 00:18:06.060

CAMERA: We have... Three, new staff members as far as case processing.

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00:18:06.300 --> 00:18:20.280

CAMERA: That is starting tomorrow. We had one investigator, civil rights officer start, maybe 4 weeks ago. About a month ago.

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00:18:20.450 --> 00:18:30.559

CAMERA: And then we have 3 that are starting tomorrow. We have another investigator, our civil rights officer, that starts January, 7th.

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00:18:30.830 --> 00:18:32.320

CAMERA: And we have...

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00:18:32.880 --> 00:18:49.170

CAMERA: We're slowly chipping away at our vacancies and trying to get a full house, and we have one more civil rights officer position that we are trying to fulfill, and then we also have a contractual

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00:18:49.280 --> 00:19:01.550

CAMERA: civil rights officer chief position that we are in the process of trying to fill as well. So, I look forward to once the case processing unit is fully

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00:19:01.910 --> 00:19:06.839

CAMERA: Fully... And ready, and...

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00:19:07.560 --> 00:19:19.079

CAMERA: we can stop all the interviews, and everyone can continue to, you know, investigate. We'll be going through a period of time of training and onboarding for the new staff members.

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00:19:19.560 --> 00:19:38.120

CAMERA: And I know Tariq, he will be onboarding as a supervisor at the same time of having to onboard new staff members, so Tariq and I will be, maneuvering that together as he... as we get him all, trained up and ready to go.

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00:19:38.770 --> 00:19:41.450

CAMERA: So, I don't... Wow.

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00:19:42.120 --> 00:19:50.660

CAMERA: Anything further to share? Does anyone have any questions for me about case processing?

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00:19:53.900 --> 00:19:55.679

Janssen Evelyn: I'm not sure if you guys can hear me.

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00:19:56.120 --> 00:20:03.579

Janssen Evelyn: Yeah, we can hear you. Okay, well, I just wanted to say, congrats, Tyreek, hope... am I saying it right, Tyreek?

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00:20:04.820 --> 00:20:06.590

CAMERA: It's pronounced Tariq, but I...

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00:20:06.590 --> 00:20:08.340

Janssen Evelyn: Tariq. Okay, excellent. Tariq.

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00:20:08.340 --> 00:20:11.650

CAMERA: I'm late for dinner.

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00:20:11.650 --> 00:20:23.240

Janssen Evelyn: Well, definitely congratulations, and I just want to give you a word of, warning. As someone who used to, have Yolanda as my boss, I just want to say, may the force be with you.

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00:20:23.330 --> 00:20:26.140

CAMERA: Thank you, sir.

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00:20:27.050 --> 00:20:33.839

CAMERA: All of a sudden, we're having sound issues. We can't hear you. We can't hear you. We can't hear you. Okay, thank you.

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00:20:37.040 --> 00:20:45.110

CAMERA: I... I have nothing further, so at this point, I am going to throw the microphone, I think, to Nicolette. Yes?

178

00:20:45.690 --> 00:20:58.430

CAMERA: Okay, good morning, everyone. I hope that you all are having a nice, festive, happy holiday season thus far. You have my report. Yolanda has pretty much stolen, my thunder.

179

00:20:58.430 --> 00:21:10.100

CAMERA: But I just want to, reiterate that we do have some new staff members that will be starting tomorrow, 5 approximately, 3 in case processing and 2 over in education and outreach.

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00:21:10.250 --> 00:21:13.479

CAMERA: We currently do have 6 vacancies.

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00:21:13.520 --> 00:21:31.710

CAMERA: And those vacancies would include one administrative specialist that we're keeping vacant for Section 38, one assistant general counsel vacancy that we're keeping, vacant for Section 38, cost containment. We are in the process of interviewing.

182

00:21:31.710 --> 00:21:46.120

CAMERA: For, another Assistant General Counsel, and then we have, several, case processing vacancies, but we are actively, in the interview and or, pending,

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00:21:46.160 --> 00:21:52.760

CAMERA: offer stage with those positions. Section 38 personnel.

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00:21:52.960 --> 00:21:56.259

CAMERA: I'm sorry, was there a question about Section 38 cuts?

185

00:21:57.110 --> 00:22:12.830

CAMERA: Okay, thank you. Okay. I assume it's what the state is mandated. Yes, yes, you have to keep some positions vacant. That was a last-minute cut that they did during legislative session. Okay.

186

00:22:12.830 --> 00:22:23.390

CAMERA: Yeah. That was my assumption. Yes, yes, yes. I, you know, I appreciate that, because... I don't... you know...

187

00:22:24.100 --> 00:22:32.339

CAMERA: I don't know much about the state, the workings of the state, other than... We don't need much. Other than, other than,

188

00:22:32.860 --> 00:22:34.550

CAMERA: I will say there were courts.

189

00:22:34.700 --> 00:22:58.009

CAMERA: Sorry, I was gonna say, your report was great because it gave contextual clues. Personnel cost containment requirements, right there in the report, so... Exactly, exactly. So just moving on, we have received... we do anticipate receiving our governor's allowance, within the next couple of weeks. We have been actively engaged with our Department of Budget and Analysts,

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00:22:58.080 --> 00:23:16.970

CAMERA: analysts, to address any of the issues that were, brought up in her analysis of our submission. Office relocation, proposals have been submitted, and we will hopefully, start working with Department of General Services on, doing site visits.

191

00:23:16.970 --> 00:23:35.280

CAMERA: Joint Chairman's Report is due on Monday, December 15th, and the committees are requesting that we do a report assessing the impact of the new positions within the agency. And included in my report is a breakdown of all of the areas that they would like for us to address.

192

00:23:35.280 --> 00:23:39.240

CAMERA: And I'm happy to answer any questions that you may have at this time.

193

00:23:40.130 --> 00:23:50.739

Janssen Evelyn: Yeah, my only question is, paragraph 4, when you talked about the fiscal year 27 Governor's Allowance Review, and that you anticipate receiving it. Just...

194

00:23:51.030 --> 00:24:04.920

Janssen Evelyn: for my edification, I... maybe I'm just having a senior moment, but what is the governor's allowance review? Is it just to... is it essentially a fancy term to say, if you have additional mid-year budget requests?

195

00:24:06.010 --> 00:24:20.859

CAMERA: So, okay, so thank you for that question. So, when we... so we submit, during the... during this budget cycle, we submitted our, 2027 budget request to, the Department of Budget and Management for review back in September.

196

00:24:20.860 --> 00:24:38.119

CAMERA: During the period between, like, September and December, they're, doing a review of the, proposal that we submitted to them, and then they'll submit questions to us that we need to answer, and we kind of have a general idea of where they're going, with the allowance.

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00:24:38.490 --> 00:24:46.660

CAMERA: When we do the review, it's pretty much a technical review. There's nothing...

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00:24:47.180 --> 00:24:59.960

CAMERA: they usually don't allow agencies to weigh in any further, unless it's something that's just so absolutely egregious that we need to have a conversation. But it's a technical review, it's not really a review of.

199

00:24:59.960 --> 00:25:12.160

CAMERA: Yes, you could, you know, we... we are proposing this cut, and now you can go ahead and fight us on it. You know, once they... once they send it to us, that... you just look... you're just making sure that the numbers make sense.

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00:25:12.160 --> 00:25:23.259

CAMERA: And that if there's something that they're proposing as a reduction, you need to make sure that that number that they are putting in the allowance makes sense to you.

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00:25:23.260 --> 00:25:35.140

CAMERA: So this really isn't an opportunity for us to fight them on any potential reductions. It's just a technical review to see if the information is factual.

202

00:25:35.760 --> 00:25:38.419

CAMERA: Okay, thank you for that, and I assume...

203

00:25:38.420 --> 00:25:44.859

Janssen Evelyn: I assume your proposed budget was, or per their instructions, was it just a continuation budget? A maintenance budget?

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00:25:44.860 --> 00:25:50.379

CAMERA: Yes, yes, it was a continuation in any, anticipated,

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00:25:50.380 --> 00:26:10.940

CAMERA: you know, new policies or, you know, anything that's associated with any new policies that we were implementing or proposing to implement in 27 that may have had a budgetary impact, we would include that information in there as well. But pretty much this, this new submission was baseline just

206

00:26:10.940 --> 00:26:15.319

CAMERA: Covering what we already have in 27.

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00:26:15.680 --> 00:26:17.659

CAMERA: I mean, the 26, excuse me.

208

00:26:17.660 --> 00:26:18.490

Janssen Evelyn: Perfect, thank you.

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00:26:18.490 --> 00:26:23.460

CAMERA: Sure, you're welcome. Just to, just to, just to, just to add to that briefly,

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00:26:24.400 --> 00:26:26.619

CAMERA: And, and transparent view.

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00:26:26.960 --> 00:26:32.880

CAMERA: Initially, our analysts, did. Quest.

212

00:26:33.360 --> 00:26:38.450

CAMERA: the... Our budget is reduced in fiscal year 27.

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00:26:38.830 --> 00:26:45.859

CAMERA: We have been working with the Department of Budgeting Management and the Governor's Office in reference to that.

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00:26:45.980 --> 00:26:55.709

CAMERA: So, a lot of it has to deal with the new pins that we were given. So, if you all remember, when we were given the 15 additional pins.

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00:26:55.940 --> 00:27:03.930

CAMERA: As part of that, we could not officially bring the pins on board based off the turnover rate until October the 1st.

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00:27:04.410 --> 00:27:09.060

CAMERA: than what Department of Budget Management has done. On the flip side.

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00:27:09.410 --> 00:27:13.709

CAMERA: They looked at those pins and said, because those pins have remained vacant.

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00:27:13.890 --> 00:27:19.920

CAMERA: Then we should abolish those pins, without the consideration of why we had to fill those pins.

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00:27:20.180 --> 00:27:26.329

CAMERA: Until that point. So, we have had that conversation with them, we've had that conversation with the governor's office.

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00:27:26.450 --> 00:27:39.819

CAMERA: And we are confident that they will adjust that... this initial recommendation. So, it is not final yet, but I just want you all to know that it is a conversation that we are having with them right now.

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00:27:40.780 --> 00:27:45.129

CAMERA: Alright, so my only question is, the federal funding preparation, is that

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00:27:45.200 --> 00:28:03.099

CAMERA: actually appropriated, or are you still waiting? So, the 2025, so we have not received our 2025 reimbursement yet. We're still waiting for... I think we received notice that EEOC had finalized

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00:28:14.790 --> 00:28:16.930

CAMERA: Going forward, you...

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00:28:19.800 --> 00:28:34.150

CAMERA: increase to our contracts based on the fact that we do have these new positions, and they will be able to contribute. So, you know, we're ramping that up very quickly to get more federal funding in the agency.

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00:28:34.510 --> 00:28:35.620

CAMERA: Okay.

226

00:28:35.960 --> 00:28:36.970

CAMERA: I'm just...

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00:28:37.190 --> 00:28:56.679

CAMERA: I know. I totally understand the environment we're in right now, and the questions and concerns. We're all concerned. You know, I know. Yeah, that's all I'm gonna say. We'll have a clearer picture on, in part, some of it next month, because there are a number of facts

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00:28:56.770 --> 00:29:00.090

CAMERA: who are due for renewal with HUD next month.

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00:29:00.190 --> 00:29:07.379

CAMERA: So we'll have the opportunity to see, how HUD handles those renewals.

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00:29:07.380 --> 00:29:25.490

CAMERA: And if, in fact, HUD is going to move forward with this substantial equivalency piece, we'll have a better... somewhat of a clearer picture, hopefully, sometime next month, as these facts go through. I think the closest one to us is New Jersey, so we'll see what that looks like. We are in constant communication with them.

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00:29:25.490 --> 00:29:28.989

CAMERA: to see what that renewal process looks like, and if HUD

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00:29:29.190 --> 00:29:39.589

CAMERA: changes, their status or reduces their contract. We'll have an idea to know whether we should expect to see the same sort of similar cut to ours at some point.

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00:29:45.760 --> 00:29:46.720

CAMERA: Oh.

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00:29:47.130 --> 00:29:52.359

CAMERA: Also, EEOC has changed the way that they're handling their contracts right now.

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00:29:52.530 --> 00:30:00.289

CAMERA: So, right now, they have awarded everyone 20% of what their previous contract was.

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00:30:00.650 --> 00:30:12.190

CAMERA: And so, right now, what we are guaranteed is 20% of our 547 number, and then once we reach that 20%, then we have to request

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00:30:12.240 --> 00:30:25.889

CAMERA: an additional percentage, and so they're doing it in increments, as opposed to us having at the beginning, where, we know we have 547 cases. That is our contract.

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00:30:26.410 --> 00:30:28.839

CAMERA: Okay. So, we are maneuvering.

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00:30:29.380 --> 00:30:32.970

CAMERA: That new information and this new way.

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00:30:37.030 --> 00:30:38.519

CAMERA: Do not envy that.

241

00:30:40.990 --> 00:30:45.470

CAMERA: Were there any other questions about, nicholas Report?

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00:30:46.150 --> 00:30:51.599

CAMERA: Just the Joint Chairman's report that you're going to be submitting, is it possible for that to be circulating?

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00:30:51.750 --> 00:30:53.640

CAMERA: Yep, we can make sure you all get that.

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00:30:54.810 --> 00:30:55.920

CAMERA: to join him.

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00:30:58.280 --> 00:31:12.249

CAMERA: It won't really be much, because we get out of the position. Understood. So, the responses in that JCR report will be very short, but we will comply and submit our responses to that.

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00:31:13.670 --> 00:31:21.290

CAMERA: It also gives us a nice baseline for going forward with it, especially, I think, the budgeting issues are going to be continued for a couple years, so...

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00:31:21.750 --> 00:31:23.180

CAMERA: Thank you. No problem.

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00:31:23.560 --> 00:31:26.449

CAMERA: Any other questions for, Nicholas Report?

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00:31:30.640 --> 00:31:43.830

CAMERA: Thank you. Okay, thank you. I'm gonna pass it on to Ms. G. Good morning, everyone. Good morning.

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00:31:43.930 --> 00:31:48.270

CAMERA: You have my report, so I'm not gonna go through the cases.

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00:31:48.390 --> 00:31:51.860

CAMERA: But I do want to point out where

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00:31:52.140 --> 00:31:55.920

CAMERA: To raise the issue about our legislative

253

00:31:56.150 --> 00:32:03.169

CAMERA: initiative, the departmental bill that we have for adding education to Title 20.

254

00:32:03.670 --> 00:32:05.639

CAMERA: And where we are at this point.

255

00:32:05.930 --> 00:32:11.720

CAMERA: They, we finally, yesterday, Eaton.

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00:32:11.880 --> 00:32:25.619

CAMERA: on the way out the door, got a draft of the bill that was submitted to legislative reference. I haven't had a chance to go through it, but it's just a draft, which is why I haven't shared it, because it could change. It will change.

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00:32:25.980 --> 00:32:35.920

CAMERA: We have been, meeting with the, the Maryland Department of Education, the...

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00:32:36.040 --> 00:32:44.750

CAMERA: Higher Ed Commission, the, Maryland Department of Disabilities, we also had met with,

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00:32:44.880 --> 00:32:51.210

CAMERA: The, the, Department of Education has an Inspector General, and we met with

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00:32:51.350 --> 00:33:09.940

CAMERA: That office, and they were very welcoming to have some assistance, because they said, you know, we really don't know anything about discrimination law, and, they, are getting those inquiries, and they're going to work.

261

00:33:10.150 --> 00:33:21.839

CAMERA: The department... the Department of Education meeting, they pretty much have been on board. We asked each of them to look at the

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00:33:21.840 --> 00:33:32.760

CAMERA: Package that was sent to the governor's office and give us some feedback, as to, any areas that they had concerned about or wanted to have input with.

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00:33:33.030 --> 00:33:41.199

CAMERA: And, meet with the, you know, their, their constituents and, and, and their boards.

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00:33:41.390 --> 00:33:44.990

CAMERA: And they,

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00:33:45.300 --> 00:33:51.009

CAMERA: Didn't... they... so far, they haven't sent us anything, but we're supposed to meet with them again.

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00:33:51.150 --> 00:33:56.580

CAMERA: Because I think they had some turnover in terms of the person that we were communicating with.

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00:33:56.740 --> 00:34:10.219

CAMERA: the Commission on Higher Education, they did submit a four-page, document that raised some of the questions that they had, or some of the concerns that they had.

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00:34:10.469 --> 00:34:19.470

CAMERA: And, we are going through those, and I'm going to meet with them again. And when I say we,

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00:34:19.850 --> 00:34:25.219

CAMERA: It's, the, University of Maryland, Law School.

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00:34:25.409 --> 00:34:30.400

CAMERA: Senior Director of the... Kids and Banks, law set up.

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00:34:30.590 --> 00:34:35.950

CAMERA: Nick Dixon, who had previously worked with OCR, the Department of Education.

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00:34:36.690 --> 00:34:39.370

CAMERA: and, Spencer and myself.

273

00:34:39.610 --> 00:34:43.339

CAMERA: Been meeting with all these folks and trying to,

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00:34:43.719 --> 00:34:58.809

CAMERA: We want to get the feedback or any, have any kind of discussions or, challenges before the bill drops. We have not... we're not going to file the bill until session starts.

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00:34:58.910 --> 00:35:06.959

CAMERA: One, strategically, because we don't want to show our hand and have people be able to give up to,

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00:35:07.150 --> 00:35:21.259

CAMERA: attack, but, Monique has been talking to the, advocacy groups and getting their feedback as well as what they want to see and what they're concerned. Our message has been we're not trying to

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00:35:21.710 --> 00:35:25.369

CAMERA: Usurp the authority of the various organizations.

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00:35:25.610 --> 00:35:28.279

CAMERA: that we're trying to fill the gap of OCR.

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00:35:28.530 --> 00:35:33.610

CAMERA: In terms of... One, they are...

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00:35:33.720 --> 00:35:39.090

CAMERA: They want to eliminate OCR from the department, in order to hold the Department of Education.

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00:35:39.370 --> 00:35:42.660

CAMERA: But, that...

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00:35:42.890 --> 00:35:48.830

CAMERA: there's been a slowdown in terms of their... the complaints that they've had from Maryland. We looked at the data.

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00:35:49.210 --> 00:35:50.100

CAMERA: for...

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00:35:50.220 --> 00:35:59.839

CAMERA: complaints coming out of Maryland, specifically, to determine whether... and when we were putting the fiscal note, to determine whether we could handle them or not.

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00:35:59.990 --> 00:36:18.500

CAMERA: But they are reporting that there's slowdown in the cases that we still have at OCR. But what we put in the bill is that we're going to have concurrent jurisdiction with the various departments that we don't want to take over, because just like with the Department of Health, they're the experts.

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00:36:18.610 --> 00:36:21.960

CAMERA: And, we need their expertise.

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00:36:22.060 --> 00:36:40.329

CAMERA: to provide us with information, and so that this is a shared venture. It's not MCCR coming in to pull in the field and take it over. It is MCCR providing an option for,

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00:36:40.450 --> 00:36:41.960

CAMERA: of citizens.

289

00:36:42.170 --> 00:37:01.709

CAMERA: that may disappear if OCR doesn't continue to function the way it's supposed to, and also to provide, an option, because basically you have the... the institution policing itself, so there's an independent option available

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00:37:01.840 --> 00:37:10.360

CAMERA: The devil's in the detail. The more... the more that I, dig into this and... and... and talk and learn.

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00:37:10.510 --> 00:37:23.009

CAMERA: the deeper it gets, the more it gets. A lot of it is in the regulations. When we look at Title IX, you just see certain language, which is basically with Title VII.

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00:37:23.140 --> 00:37:28.540

CAMERA: You've got minimal, but the real... Meat is in the... regulations.

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00:37:28.810 --> 00:37:37.720

CAMERA: That determine how the process... and one of the things, in terms of talking with the parties, is that,

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00:37:38.040 --> 00:37:45.100

CAMERA: There will be regulations that have to be promulgated, but in the interim, just like we've done with

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00:37:46.530 --> 00:38:05.809

CAMERA: the, Department of Health, this is what we've done with the Real Estate Commission, is to do MOUs to at least set the groundwork while we flush out how we're going to work together with this concurrent jurisdiction. So, there's still a lot more work. We have several meetings still lined up next week.

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00:38:05.980 --> 00:38:22.100

CAMERA: to, one, to go over some of the Higher Ed Commission's concerns, and, and with the Department of Education to, deal with any of their concerns, and then go back to the bill

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00:38:22.190 --> 00:38:42.030

CAMERA: the bill, drafter to, make adjustments and changes per those concerns. But we will... once we got something that is... that... that... that is nearly where it should be, we will... we'll share that, with you.

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00:38:42.130 --> 00:38:44.909

CAMERA: For, you know, additional input.

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00:38:45.180 --> 00:38:47.769

CAMERA: Before we had the belt shop.

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00:38:48.300 --> 00:38:50.570

CAMERA: So,

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00:38:51.270 --> 00:39:01.770

CAMERA: That is where we are with that particular piece of legislation. It's just one piece, but it's a lot of work, because you've really got to

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00:39:01.940 --> 00:39:07.730

CAMERA: the more I read, the more complex this, education piece is.

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00:39:08.380 --> 00:39:16.259

CAMERA: any questions. So I'm a formal Title IX coordinator. Title IX in it, I don't even know how... I mean, we'll have no access to educational record.

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00:39:18.280 --> 00:39:30.230

CAMERA: the jurisdiction is different from the federal level. If it's alright, I'd like to see, like, some language on that, just because that's... that's a kettle of fish that is completely separate and apart from, like, Title VII, and...

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00:39:30.470 --> 00:39:38.990

CAMERA: you know, it has been raised by the Higher Ed Commission, which is why we're doing concurrent, because there's things that we're not going to just take over.

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00:39:41.090 --> 00:39:52.650

CAMERA: And they've raised some of those things about Title IX and access, and and the thing is, is that, no, right now we don't, but we can't.

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00:39:52.850 --> 00:39:54.879

CAMERA: If it's put in the statute.

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00:39:55.290 --> 00:40:04.240

CAMERA: Also, how do we, coexist with what is left of the federal oversight.

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00:40:04.450 --> 00:40:08.280

CAMERA: And whatever that is.

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00:40:08.630 --> 00:40:09.570

CAMERA: And...

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00:40:09.730 --> 00:40:17.859

CAMERA: So there are things that may be in the bill that input would be sort of, like I call the Christmas tree bill.

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00:40:18.200 --> 00:40:29.610

CAMERA: And that by the time you get to the bottom... to the end, you know, you've given away some of the balls, but you gotta have something to give away in negotiating. And also.

313

00:40:30.240 --> 00:40:32.800

CAMERA: Feedback from,

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00:40:32.900 --> 00:40:40.950

CAMERA: The committees in terms of what is, what they're interested in, what they think

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00:40:41.040 --> 00:41:00.620

CAMERA: will work, it won't work. And it may be this year, you know, you put the idea out there, you put the concept out there, and that this is, my experience with putting out new areas of jurisdiction, is that the first year is not going to be near that it's going to apply.

316

00:41:00.650 --> 00:41:03.819

CAMERA: It's gonna be, you know, fine-tuned.

317

00:41:04.170 --> 00:41:16.859

CAMERA: As you go along. Now, miracles do happen, but the normal course of things is that you introduce the idea, and then you start educating, and you start working.

318

00:41:17.240 --> 00:41:18.320

CAMERA: fine-tuning.

319

00:41:18.470 --> 00:41:20.560

CAMERA: Where we have the kind of drill.

320

00:41:20.830 --> 00:41:30.569

CAMERA: that will work, and provide the, the option to the citizens of Maryland, regardless of what they're doing on the federal level.

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00:41:36.920 --> 00:41:38.540

CAMERA: Any questions?

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00:41:40.700 --> 00:41:44.230

CAMERA: And, I would like to talk...

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00:41:44.620 --> 00:41:48.980

CAMERA: to use Stephanie, about, you know, what we have.

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00:41:49.450 --> 00:41:51.309

CAMERA: And your perspective.

325

00:41:51.490 --> 00:42:05.169

CAMERA: from either position that having been highly coordinated. We're looking for all input, before we finalize a bill. Yeah, I'm still certified at level 1, 2, and 32, and very tech-site.

326

00:42:07.870 --> 00:42:11.529

CAMERA: I kept up my shirts.

327

00:42:13.220 --> 00:42:22.320

CAMERA: Well, federal law requires that anybody that participates in the processes, including the jurisdiction, or adjudication.

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00:42:22.600 --> 00:42:25.849

CAMERA: Has to have certifications, and you have to post it annually.

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00:42:28.280 --> 00:42:30.339

CAMERA: I just keep on incense.

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00:42:31.840 --> 00:42:33.640

CAMERA: Any other questions?

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00:42:37.190 --> 00:42:38.870

CAMERA: Yeah.

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00:42:39.920 --> 00:42:48.449

CAMERA: with something I saw. Okay. It's not related, because I didn't notice it took that. Okay, thank you.

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00:42:53.960 --> 00:42:57.220

CAMERA: Okay. Yeah. Yeah, hilarious. Yeah.

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00:42:57.660 --> 00:43:05.050

CAMERA: Yeah.

335

00:43:06.940 --> 00:43:16.690

CAMERA: Sometimes I'm not spook. Oh, yeah, that too.

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00:43:17.770 --> 00:43:20.780

CAMERA: I will, toss this to our parents back.

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00:43:21.000 --> 00:43:24.549

CAMERA: Alright, happy Tuesday, everyone!

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00:43:24.830 --> 00:43:34.340

CAMERA: It's so great to see you virtually and in person. I just want to highlight a few things, regarding education and outreach, so we are really grateful,

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00:43:34.340 --> 00:43:53.910

CAMERA: also, just in alignment with everyone stating, our new hires. We have two new hires that begin tomorrow, and one will be visiting us today during our Winterfest, so we're excited to see our team grow and expand so that we can continue to expand our outreach to make our MCC our household name, and for, you know, different agencies to continue to

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00:43:53.910 --> 00:44:17.479

CAMERA: train with us, so we're really excited. Also, I wanted to highlight, we had our community days of service. It was Yolanda's idea, but education and outreach made sure everything was organized and planned out, so we had our two community days of service on November 17th and 18th, which was really, really exciting. We were able to help impact the community, and also it impacted our staff, so...

341

00:44:17.480 --> 00:44:41.299

CAMERA: It was a very, very special moment for us to participate in our community days of service, at different organizations around our state. Also, I wanted to highlight Education Outreach, they have been working... we have been working really diligently, and I want to give you an example. We had an agency that requested conflict resolution training and sexual orientation and gender identity training.

342

00:44:41.300 --> 00:44:55.939

CAMERA: So, our staff, our team went to facilitate these trainings. We had a training 9 a.m. to 11 a.m. We had an hour break, and then we stayed from 12 p.m. to 2 p.m. So, you know, we didn't want to say, hey,

we'll come back another day. We wanted to,

343

00:44:55.940 --> 00:45:04.869

CAMERA: accommodate their requests. So I'm just really grateful for our team being flexible and accommodating those requests to ensure that we are, disseminating the information out.

344

00:45:05.460 --> 00:45:12.780

CAMERA: Also, we were having a Fair Housing Symposium December 12th and 13th that has been rescheduled to April.

345

00:45:12.910 --> 00:45:37.729

CAMERA: one challenge that we have been experiencing is just ensuring that we have our game use selected, solidified, at least 60 to 90 days in advance to ensure that we get great participation as a state agency, the state agency that we are, we don't want to have events and 12 people are showing up. The information that we're sharing a lot of times is free, and it is so vital, so our Fair Housing Symposium has been

346

00:45:37.730 --> 00:45:57.120

CAMERA: scheduled. And again, even with that challenge of solidifying venues in advance, it is still... venues are still being solidified, but that's just a challenge that E&O has been realizing that we're experiencing. So we're just taking different ways to navigate through that to ensure that we book our venues as far in advance as possible.

347

00:45:57.120 --> 00:46:21.760

CAMERA: I know that this is... we're in December now, but I do want to highlight that we did book our venue for our 2026 Protecting Civil Rights During Challenging Times Symposium. It will be at Bowie State University, so I'm excited to share more details with that. We have requested the governor's appearance, who also, presented last year. So, that was an idea that Cleveland shared with E&O last year. I'm sorry, this year, 2025.

348

00:46:21.760 --> 00:46:34.869

CAMERA: So we're excited to implement it for 2026 again. The purpose is to let everyone in our state know how different agencies, grassroots organizations, human rights agencies are protecting civil rights, and any questions that the community members may have.

349

00:46:34.870 --> 00:46:50.540

CAMERA: And as you see, we continue to expand our outreach on social media as well. There was a time we had 340 followers, now we have over thousands, and we know that everyone isn't on social media, but it is helpful for our agency to be recognized on social media as well.

350

00:46:50.540 --> 00:46:54.000

CAMERA: Those are all the updates for P&L. Does anyone have any questions?

351

00:46:54.050 --> 00:46:55.830

CAMERA: Are you working with Asha Buick?

352

00:46:56.800 --> 00:46:59.999

CAMERA: We've been working with Dr. Peters at Boom.

353

00:47:00.400 --> 00:47:03.469

CAMERA: But if you have any suggestions, please share.

354

00:47:03.780 --> 00:47:18.230

CAMERA: Believe it or not, Asha, who is their events coordinator over there, used to work for the Engineers Club. She was my coordinator for my wedding. I ran into her at an event over there that was, done... it was done by the state for, and to Sarah.

355

00:47:18.360 --> 00:47:42.740

CAMERA: So, yeah, she's amazing. If you can work with her, I would 100% recommend it. That woman is a miracle. Okay, thank you so much. And then, so to that point, Dr. Stewart, we've been working with Dr. Peters at Moon State, and then he also sent out, different activities, so Education and Outreach will be participating in other activities leading up to February to build the momentum for protecting civil rights during challenging times.

356

00:47:42.780 --> 00:47:53.090

CAMERA: symposium. So, we're grateful to build that partnership. That's wonderful. That's exciting. Thank you. Thank you. Any other questions or comments? Suggestions?

357

00:47:53.440 --> 00:48:07.400

CAMERA: Say that again? I guess other than my observations, you have a lot going on. Yes, we do, and I just... I really want to highlight, you know, the work that the team is doing. We have been working really, really diligently, so we're, you know, doing our best, but if anybody has any suggestions, just let us know.

358

00:48:07.810 --> 00:48:13.580

CAMERA: I got nothing other than... Great, but it's... It's challenging time, so...

359

00:48:14.950 --> 00:48:18.590

CAMERA: Thank you, and shout out to our executive team for always supporting us.

360

00:48:18.830 --> 00:48:22.079

CAMERA: And you guys know I love preventative work, so... Yes.

361

00:48:22.410 --> 00:48:23.100

CAMERA: Thanks.

362

00:48:23.260 --> 00:48:24.270

CAMERA: Thank you.

363

00:48:24.720 --> 00:48:26.410

CAMERA: Bounce of prevention, right?

364

00:48:26.570 --> 00:48:29.430

CAMERA: I'm a carrier.

365

00:48:29.640 --> 00:48:30.789

CAMERA: Thank you all.

366

00:48:31.510 --> 00:48:36.290

CAMERA: That is, that is all of the staff reports out here.

367

00:48:36.620 --> 00:48:40.800

CAMERA: I believe for new business, we have a potential permission.

368

00:48:41.150 --> 00:48:47.180

CAMERA: Sorry about that. New business. So, as I said, I'll share that.

369

00:48:47.450 --> 00:48:53.110

CAMERA: I'm sorry, go ahead. I have nothing. I'm just cold, so my tea hits back.

370

00:48:53.340 --> 00:49:03.020

CAMERA: Also, for new business, I would like to let everybody know for the April meeting.

371

00:49:03.150 --> 00:49:07.810

CAMERA: I've just checked with Cleveland, and I'd like to have that as an in-person meeting.

372

00:49:07.860 --> 00:49:19.600

CAMERA: It will, of course, be hybrid, so that if any members of the community wish to join us, that there's that opportunity. But I do want to get back into where we're doing this a little bit more regularly. It's not just a once-a-year occasion.

373

00:49:19.620 --> 00:49:32.929

CAMERA: April, hopefully, the weather will be a little better. We won't be teeth-chattering and freezing as a general rule, and then we'll look for some time, I think, in the fall, maybe early, because we do the gala annually now.

374

00:49:33.040 --> 00:49:41.329

CAMERA: to balance that, and then also be able to participate in December, simply because we get the rollover for the celebration, and I'm not going to lie, I love it.

375

00:49:43.780 --> 00:49:54.380

CAMERA: So I think that's where we are with that. I know we're coming into a new year, there's a lot of new things going on, so I just... everybody, you know, if you can remain

376

00:49:54.560 --> 00:50:03.880

CAMERA: attentive, so that we see what's coming out, the things that we can support, the things that we can attend, the ways that we can be helpful to the Commission.

377

00:50:03.970 --> 00:50:21.140

CAMERA: And its work. It would be very, very appreciated. And then also think about different ways that we can support each other in, you know, sort of knowing what's going on, both at the federal and state level, so that we remain a resource

378

00:50:21.470 --> 00:50:37.150

CAMERA: As well as, you know, fulfilling our other obligations under the regulations. And I'm a compliance person, so yes, I say that under the regs. But I just want to make sure that we're all being hyper-vigilant, because things are changing so quickly on every level.

379

00:50:37.250 --> 00:50:49.309

CAMERA: For example, I'm attempting to create a bot, God help us all, I'm not a programmer, that just monitors changes at the federal level of legislation, and it's coming back with hundreds, just hundreds a week, so...

380

00:50:49.450 --> 00:50:52.210

CAMERA: It is a very busy time.

381

00:50:52.360 --> 00:50:55.270

CAMERA: And I just want to make sure that we're all engaged.

382

00:50:55.630 --> 00:51:00.080

CAMERA: Any questions, concerns, comments, anything else for new business that I forgot?

383

00:51:01.660 --> 00:51:12.799

CAMERA: I would say, if I may add, Madam Chair, I have been selected to receive the Martin Luther King Jr. Greenkeeper Award. Yay!

384

00:51:15.840 --> 00:51:21.569

CAMERA: And the, ceremony will be January the 16th. It will be myself and, Governor West Warren.

385

00:51:21.780 --> 00:51:24.409

CAMERA: January 16th, huh?

386

00:51:25.470 --> 00:51:27.780

CAMERA: the Council of African American Leaders.

387

00:51:27.950 --> 00:51:38.580

CAMERA: We will update you all, with the information, if you all are able to attend. I'm watching my calendar right now. It is a Friday night.

388

00:51:39.010 --> 00:51:46.739

CAMERA: Yeah. It is a Friday night, so I know, folks may have other plans, or other, but...

389

00:51:47.840 --> 00:51:57.509

CAMERA: You'll be there with me in spirit. You'll be there with me in spirit. You'll be there with me in spirit, so... No, we will be, we will be purchasing a table.

390

00:51:57.520 --> 00:52:09.370

CAMERA: And we'll send out the information, for the event, shortly. Candace has all the details, so she'll make sure that, she gets you all the information, and if you all would like to attend.

391

00:52:09.370 --> 00:52:24.819

CAMERA: We can ensure that we save you a seat at, our commission date. Well, but we need to know if you plan to come, so we can make sure to have enough space for the commissioners and staff that wants to go. I've already put it on my calendar.

392

00:52:26.020 --> 00:52:33.509

CAMERA: Thank you, and congratulations! That is... Well deserved. Well deserved.

393

00:52:33.840 --> 00:52:34.450

CAMERA: I just...

394

00:52:34.450 --> 00:52:35.459

Magdalena Navarro: I just want to say, this is.

395

00:52:35.460 --> 00:52:36.939

CAMERA: doing one burn. Oh.

396

00:52:37.390 --> 00:52:44.239

Magdalena Navarro: I just want to say congratulations, it's, sometimes, people notice the work.

397

00:52:44.350 --> 00:52:52.359

Magdalena Navarro: And, and delighted that, you have received this recognition of your efforts.

398

00:52:52.740 --> 00:53:01.079

Magdalena Navarro: So, yeah, if you could, if someone is there, put it in the chat, the date and the time, that would be great as well. Thank you.

399

00:53:01.510 --> 00:53:02.130

CAMERA: No problem.

400

00:53:02.130 --> 00:53:04.420

Kimberly Prescott: Yeah, cause I didn't hear that either.

401

00:53:04.570 --> 00:53:09.980

Kimberly Prescott: I'll be honest, I've been having a hard time hearing the whole time, but I've been catching bits and pieces.

402

00:53:10.370 --> 00:53:16.949

CAMERA: Oh, we're sorry, it is Friday, January the 16th, but Candace will... Candace is putting it in the chat as we speak.

403

00:53:21.730 --> 00:53:26.369

CAMERA: you know, we talk about, and I'm just gonna interrupt for one quick second, apologies.

404

00:53:26.590 --> 00:53:30.260

CAMERA: We talk about all the challenges and the triumphs.

405

00:53:30.420 --> 00:53:34.660

CAMERA: This is one of those great moments where we get to celebrate a triumph.

406

00:53:35.880 --> 00:53:37.680

CAMERA: Of someone in our team.

407

00:53:38.400 --> 00:53:40.220

CAMERA: And someone's so committed.

408

00:53:40.510 --> 00:53:44.399

CAMERA: to the work of MCCR, And what it does, so...

409

00:53:44.790 --> 00:53:50.599

CAMERA: All I can say is congratulations, it is very well deserved, and it is reflective

410

00:53:50.920 --> 00:53:53.280

CAMERA: Of your commitment and passion.

411

00:53:54.000 --> 00:53:56.669

CAMERA: And we appreciate that very, very much.

412

00:53:56.910 --> 00:54:02.800

CAMERA: I say we, because I know you guys agree. You like that assumption? Yes.

413

00:54:04.550 --> 00:54:06.599

CAMERA: No, that's all I think, that's all I have.

414

00:54:07.260 --> 00:54:14.230

CAMERA: Okay, old business, I do not think we have any old business. I think we were pretty cleaned up the last meeting, am I correct?

415

00:54:17.870 --> 00:54:21.200

CAMERA: We got everything out that we needed, including our other

416

00:54:21.670 --> 00:54:24.780

CAMERA: Commission-led. Yep. So we're good on that. Yep.

417

00:54:26.670 --> 00:54:32.740

CAMERA: I think we're good. I believe we need an executive session, if everybody can hang out for a few moments.

418

00:54:36.180 --> 00:54:46.280

CAMERA: Thank you all. Thank you. And for everybody leaving the room that isn't coming back and everything else, happy holidays, and for everybody coming back, we can't wait to celebrate with you.

419

00:54:47.950 --> 00:54:55.179

CAMERA: Glendora wins the sweater every year, I swear. The best holiday sweaters. He hasn't seen this year.

420

00:54:55.300 --> 00:55:04.550

CAMERA: -Oh! I saw it was happening. -Oh. It's hilarious. -Oh.

421

00:55:12.350 --> 00:55:13.629

CAMERA: Excuse me, but he reacted.

422

00:55:14.260 --> 00:55:15.330

CAMERA: Anytime that I will.

423

00:55:15.830 --> 00:55:19.490

CAMERA: I'll keep saying, I need to make sure I have everything.

424

00:55:21.650 --> 00:55:35.390

CAMERA: I wasn't invited. Oh, you weren't? Okay. Some things I'm invited to. Some things, if I don't get an invitation, I won't...

425

00:55:37.080 --> 00:55:40.700

CAMERA: I'm just showing you, we have executive sessions as well in Dora's face.

426

00:55:41.290 --> 00:55:44.019

CAMERA: He's like, I'm not sitting here. Yeah.

427

00:55:45.760 --> 00:55:51.419

CAMERA: Thank you. Thank you. Love it. See you soon, Matt.

428

00:55:52.310 --> 00:55:55.750

CAMERA: That's not working? Candace.

429

00:55:58.600 --> 00:56:01.879

CAMERA: Did you one thing? I don't know if I'm gonna get the cool one, but that's fine.

430

00:56:02.060 --> 00:56:06.869

CAMERA: I can jump on and, turn the volume on if I can.

431

00:56:10.460 --> 00:56:12.370

CAMERA: Just permission.

432

00:56:13.240 --> 00:56:15.170

CAMERA: Okay, and then 4 of us.

433

00:56:16.380 --> 00:56:17.710

CAMERA: Can you hear us?

434

00:56:19.140 --> 00:56:19.910

Janssen Evelyn: Yes.

435

00:56:20.690 --> 00:56:22.000

CAMERA: Okay, great.

436

00:56:22.240 --> 00:56:26.109

CAMERA: Thank you. Can you... can you hear us better?

437

00:56:26.250 --> 00:56:27.459

CAMERA: Than you were before?

438

00:56:27.460 --> 00:56:28.260

Janssen Evelyn: Yes.

439

00:56:28.850 --> 00:56:29.980

CAMERA: Okay. Well, there we go.

440

00:56:29.980 --> 00:56:31.549

Magdalena Navarro: For me, the same.

441

00:56:32.400 --> 00:56:51.589

CAMERA: Prescott's like, we do apologize, but, I want to apologize because we didn't get this information out, sooner, especially to, Madam Chair, and Mr. Vice Chair, in reference to a potential, commission initiated complaint.

442

00:56:51.990 --> 00:57:02.079

CAMERA: We did receive, and Yolanda's going to provide you all with a little more detail, but we did receive,

a complaint of potential housing discrimination.

443

00:57:02.100 --> 00:57:20.699

CAMERA: And anytime we receive... 8 complaints or 8? 8. The number 8. Yup, number 8, right? So anytime we receive a number of complaints, involving the same respondent, the same issues, we always seek to file a commission-initiated complaint, and how we move forward. So,

444

00:57:20.720 --> 00:57:32.229

CAMERA: Yolanda will kind of give you all some of the details, and reference to the issues, but we are requesting, that we accept the information and move forward with

445

00:57:32.230 --> 00:57:40.810

CAMERA: a commission-initiated complaint, and with that, I'll turn it over to Ilana to talk about some of the issues involved in

446

00:57:40.820 --> 00:57:43.110

CAMERA: the potential commission-initiated complaint.

447

00:57:43.190 --> 00:57:46.059

CAMERA: Thank you. So, it's a housing case.

448

00:57:46.390 --> 00:57:58.510

CAMERA: That, would be... it's a systemic discrimination against mentally and physically disabled individual residents that is at a property.

449

00:57:58.720 --> 00:58:09.770

CAMERA: So, the Department of Health through one of their providers, Primus Health, has individuals that Somerset Bay property.

450

00:58:10.260 --> 00:58:15.250

CAMERA: And they started issuing them

451

00:58:16.000 --> 00:58:28.810

CAMERA: notices that they have to vacate the premises. They have not given any reason, except for they've cited the reason, wrote, that it is improper use of the premises.

452

00:58:29.080 --> 00:58:33.489

CAMERA: They've been at the property, there's been no issues with payment.

453

00:58:33.640 --> 00:58:42.419

CAMERA: And they've also started issuing these notices to the tenants as well, for them to vacate the premises.

454

00:58:42.960 --> 00:58:53.030

CAMERA: And they're only doing this to the individuals who are disabled and, in their apartments through

Primus Health.

455

00:58:53.450 --> 00:58:56.959

CAMERA: And so, as Cleveland mentioned, it's about 8 different

456

00:58:57.170 --> 00:59:14.860

CAMERA: residents that we know of that are... have been issued the notices to vacate. The respondents would be A&G Management Company, which is the property manager of Somerset Bay Property.

457

00:59:15.530 --> 00:59:20.919

CAMERA: So, we are seeking to investigate that further.

458

00:59:21.330 --> 00:59:36.259

CAMERA: There... both the Department of Health and Primus Health has attempted to get more... to get clarification as to why they've issued the notices to vacate, and...

459

00:59:36.740 --> 00:59:41.010

CAMERA: They have not given any other reasons except for

460

00:59:41.150 --> 00:59:46.690

CAMERA: That the property is being used for purposes other than a private dwelling.

461

00:59:47.320 --> 00:59:48.240

CAMERA: Excuse me?

462

00:59:49.070 --> 00:59:52.670

CAMERA: Being used for anything other than the private club?

463

00:59:52.810 --> 01:00:06.879

CAMERA: Right, but as far as the information we have, is that it is a private dwelling, because... but they place people, so the leases, I believe, are in the name of, Primus Health.

464

01:00:07.020 --> 01:00:21.930

CAMERA: With the actual tenant's name as well, and they're saying it's not for the purposes of a private dwelling, which, in fact, they are for a private dwelling, for the individual that is living in those particular, you know, units.

465

01:00:22.050 --> 01:00:34.679

CAMERA: That's the needs to investigate. Correct, correct. So, we are asking the Commission for, authority to move forward in a commission-initiated complaint.

466

01:00:34.940 --> 01:00:38.169

CAMERA: It could be more than these 8 that we know of.

467

01:00:38.490 --> 01:00:51.999

CAMERA: But I think the 8 is... so there's 8 that are leasing through Prime itself, yes. And all 8, or have been... yes, they all have been issued at the same time, yes.

468

01:00:52.130 --> 01:01:06.399

CAMERA: Yeah, and they've also, issued the notices to the tenants that are in there, meaning the residents. Yeah. They've issued it to Primus Health, the Department of Health, and the tenants that they must be.

469

01:01:07.250 --> 01:01:11.259

CAMERA: Oh, so I... I concur with the commission. Yeah.

470

01:01:11.260 --> 01:01:12.130

Angela Scott: Me too.

471

01:01:12.130 --> 01:01:18.609

CAMERA: The property itself, I'm assuming, is bigger than just that 8? Yes. Okay.

472

01:01:18.680 --> 01:01:33.680

CAMERA: So there's, for lack of a better term, a control group. That's why we're saying we know about the 8, because the 8 has come forward, but we don't know if there are additional residents who may be out there who just haven't reached out to us as of yet.

473

01:01:33.870 --> 01:01:37.960

CAMERA: Hold on. Yeah. I don't know if that...

474

01:01:39.530 --> 01:01:58.860

CAMERA: And you said Department of Health has reached out and been unable to get information on the Prime Minist Health as well? Yep. They said they made multiple good faith efforts to resolve the issue. They are cooperating and, are the reason why we know about it. And Prime Minist Health is what?

475

01:01:59.280 --> 01:02:05.029

CAMERA: It is their, their care provider. Okay. Is...

476

01:02:05.230 --> 01:02:11.540

CAMERA: Is my understanding, and their role is to get them placed. Got it.

477

01:02:11.660 --> 01:02:13.050

CAMERA: unit, so...

478

01:02:13.870 --> 01:02:28.860

CAMERA: There's been no other defaults or things that we're aware of. Okay. Like I said, I started discussions, I agree with you, I think. So what they told us, they said that they've had a clean record with no late rent payments, no lease violations, no disturbances.

479

01:02:29.010 --> 01:02:37.939

CAMERA: And that they've just done a systemic campaign of trying to get these tenants out of the property, despite the fact

480

01:02:37.950 --> 01:02:49.039

CAMERA: There's been no complaints about them, no late rent payments, no nothing. That we know of. That we know of, yeah, that we know of right now, because we have to be fair.

481

01:02:50.380 --> 01:02:55.549

CAMERA: I'm sorry, I can't... I can barely see that. My eyes are terrible. Magdalena?

482

01:02:56.360 --> 01:03:05.010

Magdalena Navarro: Yes, I... it's very interesting, and I concur that this needs to be investigated. A few things that I wasn't sure.

483

01:03:05.190 --> 01:03:14.620

Magdalena Navarro: every single person also is, has some condition, they... some limitations, every single one of them? Okay.

484

01:03:14.660 --> 01:03:15.880

CAMERA: That's why they are.

485

01:03:17.060 --> 01:03:27.859

Magdalena Navarro: And then the other... the other question is, they said that they... that they're not complying with private dwelling, that there's a... that's... that was the recent chair?

486

01:03:28.390 --> 01:03:33.610

CAMERA: They said the property was being used for purposes other than a private dwelling.

487

01:03:35.330 --> 01:03:36.600

Magdalena Navarro: Very interesting.

488

01:03:38.760 --> 01:03:52.689

Magdalena Navarro: This is a very interesting case, and it could be a case of discrimination against these individuals. So, but we don't know if maybe it could be that they want to raise the prices, and they have a lower, rent.

489

01:03:53.070 --> 01:04:00.210

Magdalena Navarro: Because of their conditions. So there's a lot of things that we will find out with this investigation. Thank you for bringing this to our attention.

490

01:04:00.510 --> 01:04:07.680

CAMERA: It's very interesting and unfortunate, and hopefully we don't...

491

01:04:07.730 --> 01:04:21.710

CAMERA: The investigation doesn't reveal additional people that have been impacted, but it's very well

possible that there are additional individuals who identify as disabled that this tapped into as well.

492

01:04:22.210 --> 01:04:25.349

CAMERA: One more quick question, you said that private...

493

01:04:25.560 --> 01:04:28.870

CAMERA: China's time. Do they have any other...

494

01:04:28.990 --> 01:04:43.610

CAMERA: spaces that have not received a notice, or have all of their spaces. So, like, I don't know the answer to that question. I was just curious if you were talking about scope, so... Yeah, but they would know. They would know, yeah, they'd have to know how many instances they have. Yeah.

495

01:04:43.790 --> 01:04:44.470

CAMERA: Oh.

496

01:04:44.790 --> 01:04:48.089

CAMERA: The only thing that we'll need, I know,

497

01:04:48.360 --> 01:05:00.900

CAMERA: Madam Chair, in our initial comment has approved the initial investigation piece of it. We would need, obviously, 3 additional commissioners

498

01:05:00.900 --> 01:05:10.660

CAMERA: To sign off, on the Commission-initiated complaint, so if we have 3 of you all that would be willing to... I know we have Commissioner Levitt.

499

01:05:10.880 --> 01:05:16.469

CAMERA: Got Commissioner Navarro, and then is that Commissioner Scott? Did you have your hand at Commissioner Scott?

500

01:05:16.470 --> 01:05:18.470

Angela Scott: I did. I can sign also.

501

01:05:18.470 --> 01:05:19.840

CAMERA: And yeah, and if you want

502

01:05:19.950 --> 01:05:22.229

CAMERA: It, like, it's a bid, I can do it.

503

01:05:22.460 --> 01:05:23.410

CAMERA: for me.

504

01:05:23.640 --> 01:05:26.830

Angela Scott: But yeah, if there are 3 people there, then just do that.

505

01:05:27.150 --> 01:05:28.590

CAMERA: Oh, that's renewed.

506

01:05:28.780 --> 01:05:32.990

CAMERA: We were begging on you being here, Commissioner Scott, you know, we were begging on you being here.

507

01:05:32.990 --> 01:05:43.929

Angela Scott: I was, too. I, I, I, listen, I just... my meeting in the morning ran late, and I couldn't get there, and I would have to leave by 1, so I don't think I'll be able to make it.

508

01:05:43.930 --> 01:05:44.840

CAMERA: No problem.

509

01:05:44.840 --> 01:05:45.840

Angela Scott: So...

510

01:05:45.840 --> 01:05:56.790

CAMERA: Yeah, I know how cold it is outside, so I know these are all excuses that nobody else had to go to the car. I hear you. And Commissioner Eden's on his way here anyway, so...

511

01:05:57.050 --> 01:05:57.900

Magdalena Navarro: Okay.

512

01:05:57.900 --> 01:05:58.540

CAMERA: Oh, yeah.

513

01:05:58.860 --> 01:05:59.830

Angela Scott: That's 3.

514

01:06:00.210 --> 01:06:01.470

CAMERA: Okay, I can't.

515

01:06:01.470 --> 01:06:11.800

Janssen Evelyn: Starting tomorrow at Mako. Look, I wanted to be there. I... I had an interview at 9 o'clock, and then it wouldn't have... I would have gotten there too late, and then I... it's just a lot going on.

516

01:06:11.800 --> 01:06:12.700

Angela Scott: Yeah.

517

01:06:12.700 --> 01:06:16.200

Magdalena Navarro: Wow. And, Ann, I just want to share...

518

01:06:16.200 --> 01:06:20.310

CAMERA: I would like to share my... I can't hear you.

519

01:06:20.820 --> 01:06:21.850

Magdalena Navarro: Can you hear me now?

520

01:06:22.060 --> 01:06:28.440

CAMERA: She's muted somehow, I don't know how. You mute yourself, but we can't hear you on our side. But she doesn't... it doesn't say mute.

521

01:06:28.440 --> 01:06:29.949

Magdalena Navarro: No, I'm not... I'm not muted.

522

01:06:29.950 --> 01:06:36.200

CAMERA: We had a problem. I think it's okay. Hold on a second.

523

01:06:36.300 --> 01:06:37.250

CAMERA: Hold on, hold on.

524

01:06:38.660 --> 01:06:39.480

CAMERA: No, I don't...

525

01:06:44.490 --> 01:06:45.630

Magdalena Navarro: Can you hear me now?

526

01:06:48.210 --> 01:06:50.589

Magdalena Navarro: Can you hear me now? Can you hear me now?

527

01:06:51.370 --> 01:06:52.730

CAMERA: Sort of.

528

01:06:52.730 --> 01:06:55.120

Magdalena Navarro: Sort of. Okay, now? No?

529

01:06:56.340 --> 01:07:13.179

Magdalena Navarro: Okay, well, my apologies as well. I would have loved to be there as well, but I just came from a long trip from Asia, and there's a lot of things with the, as you may imagine, with the government and the agencies and so on.

530

01:07:13.180 --> 01:07:18.629

Magdalena Navarro: To take care of, and, it's, it's very disappointing. So...

531

01:07:18.700 --> 01:07:26.080

Magdalena Navarro: Again, enjoy, have a great time. Aileen, thank you for your, kind text, I saw it too late to respond.

532

01:07:26.280 --> 01:07:30.069

Magdalena Navarro: So... I can't hear you now.

533

01:07:30.200 --> 01:07:34.909

Magdalena Navarro: I don't know if, if, Evelyn, if Jensen can hear.

534

01:07:36.790 --> 01:07:40.079

Magdalena Navarro: Okay, so, so, so sorry, but enjoy.

535

01:07:44.770 --> 01:07:56.100

Yolanda F. Sonnier: That's all I got, for the commission piece. Okay. Can they hear us? Yeah, they can hear us. We can hear you. Okay. So, Eileen was saying to you, Magdalene, she was gonna pick you up. That was why she texted you. Okay.

536

01:07:56.100 --> 01:07:56.620

Magdalena Navarro: Yeah.

537

01:07:56.620 --> 01:08:02.220

Yolanda F. Sonnier: If there are no other questions, no other business, then I will ask to adjourn.

538

01:08:02.760 --> 01:08:04.100

Yolanda F. Sonnier: Any nays?

539

01:08:05.920 --> 01:08:15.850

Yolanda F. Sonnier: Excellent. Everyone, please, please have a wonderful, safe, Joy... Restful holiday season.

540

01:08:15.850 --> 01:08:16.550

Angela Scott: Yes.

541

01:08:16.810 --> 01:08:18.859

Yolanda F. Sonnier: Peaceful, absolutely.

542

01:08:19.529 --> 01:08:20.479

Yolanda F. Sonnier: So...

543

01:08:20.890 --> 01:08:21.710

Magdalena Navarro: Same tool.

544

01:08:21.710 --> 01:08:23.309

Janssen Evelyn: See you all later.

545

01:08:23.319 --> 01:08:23.959

Yolanda F. Sonnier: Thank you.

546

01:08:24.310 --> 01:08:24.810

Magdalena Navarro: Hi.

547

01:08:25.790 --> 01:08:28.259

Yolanda F. Sonnier: So... I have...