

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

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

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

Staff Present: Gerald T. Ford, Executive Associate; Alesha Bell, Investigative Unit Supervisor

Members of the Public Present: Edward Prince

Meeting called to order at 10:03 am

Motion to approve the July minutes was approved with no discussion. There was no meeting in August

Chairperson's Report

Newly appointed Commissioner Isabella Firth Shycoff was introduced. Isabella Firth Shycoff was recommended by the newly formed Maryland Commission on LBGTQI Affairs.

.Acknowledged the well-deserved Special Service Award in honor of General Counsel Glendora Hughes.

Executive Director's Report

The Gala was a huge success. Over 340 attended the Gala. Thanked staff for its phenomenal support. Also gave praise to Glendora Hughes, General Counsel.

Also recognized State Senator Antonio Hayes, Democratic nominee for Comptroller, Brooke Lierman, and Senator Charles Sydnor for attending the Gala.

Introduced the new Assistant Director of Administration, Martine Chery.

Deputy Director's Report

- For the month of August, we brought in 51 complaints
 - 41 employment
 - 9 housing
 - 1 public accommodations

- A total of 19 abortions for the month of August
 - 12 for employment
 - 4 housing
 - 3 public accommodations
- Housing and PA units,
 - 144 open housing cases.
 - Average number of days open is 279 days.
 - 17 open Title XX only cases with an average of 178 days
 - 33 open PA cases with the average number of days over 581 days
 - In August, Housing unit closed 10 cases with a total monetary settlement of approximately \$5,481.
 - Closed 1 housing Title XX only case
 - Legal Dept closed 1 housing dual filed HUD for a monetary settlement of \$5,000
 - Closed 1 PA case with a monetary value of \$750.
- Employment
 - As of September 1st, 263 open employment cases
 - Approximately 317 employment cases in backlog status
 - Average number of days open for employment cases is 389 days
 - During the month of August, closed 45 employment cases with a total monetary benefit of \$2,361.
- Special Kudos were given to MCCR's Housing and Employment units for producing the number of cases with limited staff.
- Currently in conversations regarding the database issues with EEOC. The EEOC system of processing reports is a lot different than in months past and the system no longer can provide detailed reports. The Deputy Director is discussing ways create our own internal database to solve that issue.
- Vacancies in MCCR
 - Still have 4 Contractual PINS vacant

General Counsel's Report

- Presentation on "Obesity/weight as a Protective Class". Presentation covered
 - Challenges of being overweight/obese
 - Various municipal laws regarding weight discrimination
 - Various state laws regarding weight discrimination
 - Existing federal protections regarding obesity.

Director of Education & Outreach's Report

- Annual Initiatives
 - Civil Rights Leadership Program – Starting recruitment. Will market at college fairs and other college events
 - Young Scholars Program- Starts in October
 - Maryland Equity and Inclusion Leadership Program (MEILP) - starting September 30th
- Western Maryland Advisory Council

- Mayor of the city of Frederick, Michael O'Connor was in attendance. Provided information on efforts and commitment to civil rights.
- Still working on two major efforts
 - Contact Law enforcement agencies at the local and county levels to inquire as to their hate bias reporting process and how they classify certain crimes as hate bias incidents.
 - Creating a resource list for individuals who may be experiencing housing insecurity, public accommodations discrimination or employment discrimination.

Old/New Business

- The Chairperson recommends that an appeal process tutorial be given to the Commission. Also asked that a "one pager" be prepared for the Commission. Wants to put this together by the end of the year.
- Chairperson will send a poll to the Commission as to whether they prefer an in-person meeting in November or December.

Meeting adjourned at 12:15 pm.