

WEBVTT

1

00:00:02.570 --> 00:00:03.980

Spencer Dove: You should be all good to go.

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00:00:04.340 --> 00:00:19.909

Janssen Evelyn: Yes, sir. So, good morning, everyone. Good morning, Commissioners, good morning, staff, good morning, whatever members of the public may view this in the future. My name is Jansen Evelyn, I'm the Vice Chair. Our noble chair, Stephanie Swerve, is,

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00:00:20.210 --> 00:00:29.259

Janssen Evelyn: out of commission for the commission today. She has a prior commitment. Can we do a quick roll call prior to convening?

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00:00:31.390 --> 00:00:33.430

Eileen Levitt: Eileen Levitt, Commissioner.

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00:00:36.360 --> 00:00:37.350

Kimberly Prescott: Who's price.

6

00:00:37.900 --> 00:00:39.480

Kimberly Prescott: Commissioner present.

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00:00:40.740 --> 00:00:43.350

Gina McKnight-Smith: Gina McKnight-Smith, Commissioner, present.

8

00:00:44.760 --> 00:00:47.130

Noah Metheny: Noah Matheny, Commissioner, present.

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00:00:49.160 --> 00:00:50.809

Janssen Evelyn: And I think that's it.

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00:00:51.050 --> 00:00:56.160

Janssen Evelyn: And what about staff? I mean, do we typically do roll calls for staff? I'm trying.

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00:00:56.160 --> 00:00:56.620

Eileen Levitt: Really cool.

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00:00:56.620 --> 00:00:59.490

Janssen Evelyn: Yes. As long as a few minutes late.

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00:00:59.760 --> 00:01:02.600

Nicolette Young: No problem. Nicolette Young, Assistant Director.

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00:01:03.380 --> 00:01:06.909

Spencer Dove: And Spencer Doe, Special Assistant to the Executive Director.

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00:01:07.610 --> 00:01:20.410

Janssen Evelyn: Okay. Well, being that we are light on staff today, I imagine this is going to be a relatively, truncated meeting. However, I want to, before we go to the reports.

16

00:01:20.440 --> 00:01:31.480

Janssen Evelyn: whether it be the chairperson's report, whoever is presenting it, along with the staff reports, I want to make sure there's no one here from the public, and we want to give space for public commentary.

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00:01:36.040 --> 00:01:44.529

Janssen Evelyn: Heron... None, we will proceed to the chairperson's report. We know that our,

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00:01:45.100 --> 00:02:02.539

Janssen Evelyn: our chairperson is not here. Rather than me come and freestyle a report, I would rather proceed over to the staff reports. So, Spencer, I will lean on your guidance in terms of how we're going to present it in the event, since

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00:02:02.540 --> 00:02:15.350

Janssen Evelyn: the Executive Director Horton is not here. Do we just... will someone else present his report, or do we, as the commissioners, having received them in due course, we just review them, and if there are any questions, we present them?

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00:02:17.630 --> 00:02:31.410

Spencer Dove: I believe that the Commissioner should review, and if there are any questions, please let him or I know, and we'd be happy to follow up. He did not leave me with a written report to share.

21

00:02:32.160 --> 00:02:42.110

Spencer Dove: we can move to Nicolette's report, and then I will go and try to get our esteemed General Counsel, since she did prepare the legislative briefing.

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00:02:43.050 --> 00:02:45.460

Janssen Evelyn: Okay, very good. Nicolette?

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00:02:45.460 --> 00:03:01.269

Nicolette Young: Okay, good morning, everyone. You have my report that has been submitted, and I am happy to answer any questions that you may have at this time regarding our budget or any personnel matters that have been cited in the report.

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00:03:02.850 --> 00:03:18.630

Janssen Evelyn: So, I guess my only question is the Deputy Director, being that Yolanda Sonia went to the bench, or the magistrate Court. What is your... you said, anticipate filling in the near future, but what is that in terms of specificity, in terms of timeline?

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00:03:18.630 --> 00:03:34.209

Nicolette Young: So, I don't want to speak, on behalf of the Executive Director. He will make a determination on when that position will be filled. We have had some internal discussions that, you know, of course, we want to try to, you know.

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00:03:34.790 --> 00:03:52.819

Nicolette Young: have cost containment, as far as salaries are concerned, so, there may be a slight delay in filling the position, to ensure that we are, you know, abiding by the state guidelines as far as personnel is concerned, and contributing towards cost containment for the agency, so...

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00:03:52.820 --> 00:04:08.869

Nicolette Young: The position may be filled, in the next few months, or it could be filled sometime next year, but that will be the discretion of the executive director on when he would like to fill that position. So, I didn't want to commit, and say the position would be filled,

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00:04:08.990 --> 00:04:10.840

Nicolette Young: Within, you know, the next...

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00:04:11.500 --> 00:04:25.340

Nicolette Young: year, I mean, not year, but, you know, within the next, you know, within the next couple of months. But I wanted to kind of give us a little, leeway with saying that it will be filled in the near future, so that, yeah, that, that, that statement may change soon.

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00:04:25.500 --> 00:04:30.180

Janssen Evelyn: So I guess my question is, just more technically, has the position been advertised yet?

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00:04:30.180 --> 00:04:33.699

Nicolette Young: No, no, the position has not been advertised at this time.

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00:04:33.910 --> 00:04:39.490

Janssen Evelyn: Okay, and do you anticipate that it will be advertised in the very near future?

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00:04:39.820 --> 00:04:44.780

Nicolette Young: That will be the discretion of the Executive Director on if that position will be advertised.

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00:04:44.780 --> 00:04:45.629

Janssen Evelyn: Okay, because I imagine...

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00:04:45.630 --> 00:04:48.770

Nicolette Young: I don't wanna, I don't wanna, I don't wanna misspeak, that's the only thing.

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00:04:49.000 --> 00:04:57.449

Janssen Evelyn: Okay. Well, I imagine you may wait till the new fiscal year to advertise, but you could advertise now, and still it wouldn't be filled until July 1st, but okay.

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00:04:57.450 --> 00:05:11.539

Nicolette Young: Correct, that's correct. We do have the flexibility to... if we do plan on filling a position within the next 3 months or so, we do have the flexibility to be able to go ahead and do the recruitment, with an anticipation that the position will be filled

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00:05:11.540 --> 00:05:19.420

Nicolette Young: Within the 3 months of the first of the fiscal year, but that has not been something that, we've engaged in conversation with at this time.

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00:05:19.620 --> 00:05:29.700

Janssen Evelyn: Okay, my last question is, Assistant General Counsel. How many Assistant General Counsel positions are there? There's obviously Glendora, and then how many Assistant GCs?

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00:05:31.390 --> 00:05:33.010

Janssen Evelyn: Including the vacancy.

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00:05:33.520 --> 00:05:38.930

Nicolette Young: That would be 4. Okay. But I don't... I'm sorry, Glendor, do you want to speak on behalf of your unit?

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00:05:38.930 --> 00:05:45.950

Glendora Hughes: Yeah, no, there's 3 now, and I was just... while I'm late, I was just finished interviewing the fourth one.

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00:05:46.030 --> 00:05:46.839

Janssen Evelyn: Excellent.

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00:05:47.900 --> 00:05:57.430

Janssen Evelyn: Okay, alright, you answered it in one fell stroke, so... Okay, so that tells me you've advertised, you're interviewing, and you'll be making a decision in the very near future. All right.

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00:05:57.430 --> 00:05:59.310

Glendora Hughes: Very, very quickly.

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00:05:59.600 --> 00:06:04.510

Janssen Evelyn: Any other commissioners with any questions with regards to, Nicolette's report?

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00:06:06.790 --> 00:06:16.279

Janssen Evelyn: hearing none, we can proceed on to... since the most honorable and noble Glendora Hughes arrived, she can present her reports.

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00:06:16.280 --> 00:06:24.679

Glendora Hughes: For my report, you have it. I don't think there's really a lot.

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00:06:24.990 --> 00:06:34.200

Glendora Hughes: We're... to... to report in terms of... we're, we're still,

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00:06:38.480 --> 00:06:44.319

Glendora Hughes: We're still waiting on the Fourth Circuit to give us a decision on our case that's pending.

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00:06:44.850 --> 00:06:55.849

Glendora Hughes: We still have this really weird case of, trying to get this ramp, and they keep writing us checks, in the Cromwell case, where they,

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00:06:55.960 --> 00:07:10.500

Glendora Hughes: the respondent's supposed to be putting in a ramp, and they keep getting rejected by the permits office in Anne Arundel County. Whatever drawings that they're submitting, they keep getting rejected, but

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00:07:11.090 --> 00:07:16.220

Glendora Hughes: It's making money for us, because as long as it keeps being rejected, they have to

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00:07:16.460 --> 00:07:26.479

Glendora Hughes: Part of the consent decree with the court is that they have to send us, money for each day that that ramp is not being put in.

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00:07:26.820 --> 00:07:27.790

Janssen Evelyn: Interesting.

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00:07:27.790 --> 00:07:31.120

Glendora Hughes: Yeah, so we, we got,

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00:07:31.280 --> 00:07:35.079

Glendora Hughes: Catch-up check of around \$7,000.

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00:07:36.390 --> 00:07:38.260

Glendora Hughes: Dollars in May...

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00:07:39.910 --> 00:07:43.509

Glendora Hughes: Well, close to \$8,000.

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00:07:43.930 --> 00:07:47.170

Glendora Hughes: In May, and so the clock is still ticking.

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00:07:48.550 --> 00:07:52.309

Janssen Evelyn: That's interesting, they haven't moved with any more deliberate speed.

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00:07:52.310 --> 00:07:58.650

Glendora Hughes: Well, I think they've moved, but I don't know who they have drawing... creating the ramp,

I don't know.

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00:07:58.870 --> 00:08:10.179

Glendora Hughes: But, or whether the permit office really... sometimes permit offices really don't know what they're doing when it comes to, you know, the ADA and the

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00:08:11.140 --> 00:08:17.100

Glendora Hughes: rent, The perspectives for the ramp and what have you, so you get this conflict.

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00:08:17.700 --> 00:08:26.750

Glendora Hughes: So we really don't know where the discourse is, but this is the third rejection. They've submitted drawings, so they have been,

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00:08:27.050 --> 00:08:34.970

Glendora Hughes: actively trying to get it done, but they can't get past the, get the approval from the permit office, so...

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00:08:35.970 --> 00:08:41.459

Janssen Evelyn: Yeah, and because... and so this is where I can't get involved, because I oversee the...

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00:08:41.460 --> 00:08:43.119

Glendora Hughes: Yeah, right, exactly, exactly.

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00:08:43.120 --> 00:09:01.470

Janssen Evelyn: But it's... it's one of those things where typically in my work, I would just, in situations like this, where you're having difficulty navigating the development review process, I would just convene a meeting with staff and the... the applicant so that we can get to the bottom of it, and... but this is when I'll just stay out of.

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00:09:01.470 --> 00:09:05.209

Glendora Hughes: Yeah, so we'll just happily take their money till they get it straight.

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00:09:05.360 --> 00:09:11.289

Glendora Hughes: And the reject of the third time was May 15th.

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00:09:11.470 --> 00:09:17.390

Glendora Hughes: 2026. That's when they submitted their third drawing, and it was rejected.

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00:09:17.720 --> 00:09:20.490

Janssen Evelyn: And this is with IMP inspections and permits, right?

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00:09:20.800 --> 00:09:23.289

Glendora Hughes: I assumed, I don't know.

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00:09:23.770 --> 00:09:30.779

Janssen Evelyn: Okay. All right, well, are there any additional questions from any other members, from any of the commissioners?

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00:09:35.310 --> 00:09:40.630

Janssen Evelyn: Hearing none, I want to thank you so much, Honorable Glendora Hughes.

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00:09:41.150 --> 00:09:44.809

Glendora Hughes: Thank you so much as well, sir.

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00:09:45.510 --> 00:09:50.969

Glendora Hughes: And whenever, whatever's next, I'll be doing the legislative update.

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00:09:51.670 --> 00:09:54.199

Janssen Evelyn: Well, you might as well transition to that.

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00:09:54.610 --> 00:10:04.439

Janssen Evelyn: I don't believe that any other staff reports. Okay. And so, Spencer, if I'm inaccurate, let me know, because I... my...

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00:10:04.750 --> 00:10:18.179

Janssen Evelyn: My video is only pinned, and I can't unpin it from... and normally I have no difficulty navigating Zoom, but if there are additional staffers that need to present reports, please speak now, if I ever hold your peace, otherwise...

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00:10:19.470 --> 00:10:23.550

Janssen Evelyn: Otherwise, you can transition to the 2026 legislative session wrap-up.

83

00:10:23.980 --> 00:10:27.519

Glendora Hughes: Okay, let me get my cheat sheet.

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00:10:28.030 --> 00:10:36.660

Spencer Dove: And I just, emailed... The written version of what Glendor is about to present over to everyone.

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00:10:36.660 --> 00:10:37.730

Janssen Evelyn: Excellent, thank you.

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00:10:37.730 --> 00:10:40.920

Glendora Hughes: Yeah. So, there were,

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00:10:42.850 --> 00:10:52.480

Glendora Hughes: The report will... is much more detailed. I'm not gonna go verbatim, word for word. You can read it at your leisure at night to put yourself asleep.

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00:10:54.460 --> 00:11:01.490

Glendora Hughes: But there were some key, pieces that, did pass into law.

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00:11:03.330 --> 00:11:07.080

Glendora Hughes: there... I'm kind of gonna skip around,

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00:11:07.970 --> 00:11:18.190

Glendora Hughes: One very important piece that passed into law was the, House Bill 772, That,

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00:11:22.150 --> 00:11:23.650

Glendora Hughes: you know, House Bill...

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00:11:24.190 --> 00:11:30.989

Glendora Hughes: 315, and it's Chapter 772 in the Senate bill. And what it... what it... it deals with,

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00:11:31.980 --> 00:11:37.510

Glendora Hughes: Prohibiting a landlord from doing a couple of things, from,

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00:11:38.070 --> 00:11:42.009

Glendora Hughes: Utilizing a person's credit score.

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00:11:42.410 --> 00:11:49.539

Glendora Hughes: who receives, subsidized housing vouchers, whether it be a Section 8, whether it be.

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00:11:49.670 --> 00:11:51.959

Glendora Hughes: Funding from a non-profit.

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00:11:52.580 --> 00:12:07.269

Glendora Hughes: Because that has been a barrier for people to having access to housing, is that, you know, people who are, struggling to pay bills before they were able to get, subsidized housing.

98

00:12:07.460 --> 00:12:11.740

Glendora Hughes: They, ended up with,

99

00:12:13.140 --> 00:12:22.070

Glendora Hughes: you know, bad credit scores. So this bill will prohibit landlords from utilizing credit scores as a screening mechanism

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00:12:22.630 --> 00:12:31.470

Glendora Hughes: To screen people out from, having, particularly when it doesn't make sense when the... you're guaranteed the rent.

101

00:12:32.760 --> 00:12:41.589

Glendora Hughes: in some cases, the entire rent with some of the non-profits, or in Section 8 housing.

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00:12:41.760 --> 00:12:46.350

Glendora Hughes: The majority of the rent is paid, and with the responsibility of the

103

00:12:46.590 --> 00:12:49.230

Glendora Hughes: Tenant paying a small portion.

104

00:12:50.190 --> 00:13:00.070

Glendora Hughes: And also, it prohibits the landlord from using income of the, tenant.

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00:13:00.610 --> 00:13:07.129

Glendora Hughes: To determine whether they can pay the entire rent, from their income.

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00:13:07.410 --> 00:13:10.749

Glendora Hughes: When in fact, you're already guaranteed the money.

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00:13:10.920 --> 00:13:18.599

Glendora Hughes: And so it got... it sort of addressed that issue that was... that came up after the source of income bill was passed.

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00:13:18.730 --> 00:13:29.410

Glendora Hughes: That, when landlords start switching to finding a loophole to, to be able to, deny, persons who had,

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00:13:29.780 --> 00:13:38.600

Glendora Hughes: Vouchers or, subsidies, that, system, and that, this was... this bill was directed to.

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00:13:39.900 --> 00:13:49.360

Glendora Hughes: Eliminate those challenges for the, for the, tenant in attempting to.

111

00:13:49.560 --> 00:13:55.819

Glendora Hughes: get housing. So, they can't, use their income, they can't,

112

00:13:55.940 --> 00:14:03.910

Glendora Hughes: Use their credit score, or lack of a credit score, or even if they had an adverse credit record.

113

00:14:04.050 --> 00:14:09.360

Glendora Hughes: At the time they did not have a voucher, they can't use that score.

114

00:14:09.980 --> 00:14:19.609

Glendora Hughes: In terms of using it to screen persons out of, their, from getting housing.

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00:14:20.080 --> 00:14:35.839

Glendora Hughes: It also, it's a bifurcated bill that, addresses, something that the Department of Health and, HCD, Health and Community Development, they, it, it, it created this.

116

00:14:35.890 --> 00:14:51.210

Glendora Hughes: positive, rental payment history that HCD, is overseeing, that they oversee. We deal... we will be overseeing the, the, credit score portion, but there's this other portion

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00:14:51.250 --> 00:15:01.680

Glendora Hughes: That, it's something unique that I hadn't seen before, or heard before, but is attempting to build a positive bank.

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00:15:02.040 --> 00:15:14.449

Glendora Hughes: of referrals for persons who, are positively paying their rent on time with, and that the Department of, that the landlord.

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00:15:15.650 --> 00:15:26.529

Glendora Hughes: must notify the tenant upon them accepting them, that they have the option of allowing the landlord to report to a consumer credit

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00:15:27.230 --> 00:15:36.379

Glendora Hughes: Bureau information that the tenant is in good standing and positively paying their rent, and this is an annual re-up.

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00:15:36.560 --> 00:15:39.499

Glendora Hughes: And that, the,

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00:15:39.680 --> 00:15:55.619

Glendora Hughes: the tenant must pay a minimal fee to cover the cost of the landlord making that reporting. And then there's certain criteria of if it isn't done, or if the tenant fails to do it.

123

00:15:55.640 --> 00:16:12.189

Glendora Hughes: what HCD needs to do, but that... and then they, have to... HCD has to... the Secretary have to pass, regulations to carry out that portion of the statute. So that's... it's a combo statute.

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00:16:12.350 --> 00:16:19.610

Glendora Hughes: With HCD and us, what our portion deals with, our analysis of source of income.

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00:16:20.100 --> 00:16:21.730

Glendora Hughes: discrimination.

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00:16:21.900 --> 00:16:23.690

Glendora Hughes: Is to look at

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00:16:24.020 --> 00:16:31.579

Glendora Hughes: The prohibition of using credit scores or using the tenant's income to justify screening them out.

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00:16:33.330 --> 00:16:34.900

Glendora Hughes: Any questions?

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00:16:38.640 --> 00:16:39.489

Glendora Hughes: I don't stand.

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00:16:39.490 --> 00:16:40.410

Janssen Evelyn: Glendor.

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00:16:40.410 --> 00:16:44.169

Glendora Hughes: Okay? There, there, there is a...

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00:16:44.370 --> 00:16:48.840

Glendora Hughes: reporting, House Bill 14 is about,

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00:16:49.170 --> 00:16:57.749

Glendora Hughes: Reporting about bullying, harassment, intimidation, collecting, and reporting requirements for county boards of education.

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00:16:58.130 --> 00:17:15.589

Glendora Hughes: One of the things that, and I think this is to sort of force data collection, because a lot of times, people don't know what's going on in the schools, they don't know how many incidents they have, because schools have been very protective and worry about their reputation, so they have not...

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00:17:16.470 --> 00:17:37.429

Glendora Hughes: they, have not been accurately addressing the issues until there is one... that one big case that happens, and it blows up, and then you find out, oh, that, you know, this has been going on for some time, or, oh, there's been numerous cases, but they've swept it under the rug. So, this bill is going to mandate that,

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00:17:37.440 --> 00:17:43.200

Glendora Hughes: That there be an annual report by... to the,

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00:17:43.870 --> 00:17:56.600

Glendora Hughes: State Board of Education, so that when the State Board issued their annual report, that there is some data in there about the level of bullying, harassment, intimidations that are taking place in the

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00:17:56.770 --> 00:18:01.189

Glendora Hughes: in the schools, In the various schools around the state.

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00:18:01.540 --> 00:18:06.030

Glendora Hughes: So that there can be an ability to assess

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00:18:06.130 --> 00:18:14.820

Glendora Hughes: The problem and what kinds of resolutions there can be to minimize and to reduce this type of behavior.

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00:18:14.960 --> 00:18:17.880

Glendora Hughes: And that's the purpose of House Bill 3.

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00:18:18.390 --> 00:18:20.309

Glendora Hughes: 14, which passed.

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00:18:21.780 --> 00:18:23.350

Glendora Hughes: Any questions?

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00:18:24.990 --> 00:18:33.850

Glendora Hughes: Okay... The, next bill, House Bill 439, that bill is... it's pretty just a name change.

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00:18:34.620 --> 00:18:39.529

Glendora Hughes: It's pretty straightforward. It's the Office of Deaf and Hard of Hearing.

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00:18:39.640 --> 00:18:43.149

Glendora Hughes: and the Maryland Advisory Council on Deaf and Hard of Hearing.

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00:18:43.540 --> 00:18:49.790

Glendora Hughes: being able to rename themselves as the Office deaf.

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00:18:50.560 --> 00:18:52.889

Glendora Hughes: Deaf, blind, and hard of hearing.

149

00:18:53.080 --> 00:19:00.679

Glendora Hughes: And also, the advisory council would be deaf, DeafBlind, and Hard of Hearing. So, it's simply a technical

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00:19:00.800 --> 00:19:04.590

Glendora Hughes: Naming bill that was submitted by those

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00:19:04.690 --> 00:19:07.150

Glendora Hughes: By those entities to change their name.

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00:19:09.660 --> 00:19:10.860

Glendora Hughes: Wanna,

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00:19:11.250 --> 00:19:19.800

Glendora Hughes: A very... probably one of the most significant bills that passed, from my perspective, is House Bill 573,

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00:19:20.010 --> 00:19:26.210

Glendora Hughes: Fair housing, discrimination regulations, intent, and discriminatory effect.

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00:19:26.660 --> 00:19:32.039

Glendora Hughes: For those, non-lawyers,

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00:19:32.640 --> 00:19:38.979

Glendora Hughes: This bill is to codify what we call disparate impact into state law.

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00:19:39.310 --> 00:19:43.819

Glendora Hughes: And the reason why it's important, because the... on the federal level.

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00:19:44.010 --> 00:19:53.069

Glendora Hughes: it's being attacked and removed or neutralized by both the EEOC and HUD.

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00:19:53.170 --> 00:20:00.470

Glendora Hughes: And the... The significance of it is that... Disparate impact.

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00:20:01.540 --> 00:20:04.520

Glendora Hughes: Doesn't require the showing of intent.

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00:20:05.140 --> 00:20:12.300

Glendora Hughes: It requires the showing that whatever policy whether neutral.

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00:20:13.430 --> 00:20:22.099

Glendora Hughes: Has a disparate impact on a group of... a specific group of people that are protected under the statute.

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00:20:22.250 --> 00:20:34.159

Glendora Hughes: I eat... Particularly, and, and, the cases that... early on cases that were employment cases that address

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00:20:34.600 --> 00:20:36.120

Glendora Hughes: Disparate impact.

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00:20:36.460 --> 00:20:47.090

Glendora Hughes: the Griggs case, and so forth. They basically showed that there were testing requirements that were created to,

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00:20:47.500 --> 00:20:58.309

Glendora Hughes: basically screen minorities out of certain jobs. You had... you saw that a lot in the fire departments and police departments.

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00:20:59.180 --> 00:21:06.819

Glendora Hughes: That had no correlation to the job at all. It was just there to provide, screening folks out.

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00:21:07.410 --> 00:21:09.569

Glendora Hughes: And at a time where

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00:21:09.790 --> 00:21:23.990

Glendora Hughes: African Americans, access to education was limited, so you just, you created, these, tests that were given that, had no relationship to the job, but was...

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00:21:24.560 --> 00:21:35.250

Glendora Hughes: created specifically to say, hey, it's neutral, everybody has to take the test. But when you looked at the data, the higher percentage of failure was

171

00:21:35.360 --> 00:21:39.080

Glendora Hughes: In the minority group versus the predominantly group.

172

00:21:39.180 --> 00:21:47.480

Glendora Hughes: And, so disparate impact is usually a statistical, data-driven type of defen... pro-

173

00:21:48.250 --> 00:21:53.599

Glendora Hughes: Discrimination, that you look at, what did it... what was the impact on

174

00:21:54.780 --> 00:22:09.979

Glendora Hughes: community. You saw, you see it a lot, you saw... and housing, and I think it's more, recent, is to address the housing, where you had developments of communities that created

175

00:22:10.090 --> 00:22:21.669

Glendora Hughes: Criteria that looked neutral on its face, but it effectively screened out minorities from being in certain communities, or building in certain communities.

176

00:22:22.670 --> 00:22:24.160

Glendora Hughes: Not only

177

00:22:26.110 --> 00:22:33.680

Glendora Hughes: In terms of people being able to purchase in a community, but in terms of a developer being able to build

178

00:22:33.950 --> 00:22:36.340

Glendora Hughes: Such as affordable housing.

179

00:22:36.510 --> 00:22:38.090
Glendora Hughes: In a community.

180
00:22:39.080 --> 00:22:51.760
Glendora Hughes: i.e, there was no discriminatory intent, but the impact was discriminatory. And so, when you're having the federal government backtrack from this very important

181
00:22:51.980 --> 00:22:58.900
Glendora Hughes: tool to address systemic discrimination. Merlin, through this bill, has,

182
00:23:00.030 --> 00:23:06.890
Glendora Hughes: codified the theory of disparate impact into the statute, and it amends

183
00:23:07.680 --> 00:23:10.420
Glendora Hughes: our statute, Title 20, at the

184
00:23:10.710 --> 00:23:16.340
Glendora Hughes: Section 705 of our statute, the definitions are there.

185
00:23:16.740 --> 00:23:36.700
Glendora Hughes: In the statute, and, we basically are saying that we can continue enforcing. But, on the other hand, the issue is that, these cases, if we should have these cases, that our federal partner will not accept those cases.

186
00:23:36.890 --> 00:23:43.829
Glendora Hughes: For payment from our contract. Either, EEOC or HUD will not accept

187
00:23:44.160 --> 00:23:48.230
Glendora Hughes: Cases that, apply this theory.

188
00:23:48.680 --> 00:24:07.429
Glendora Hughes: This applies to the housing part of our statute. It's codified in housing. There was a... there's been often on a companion bill to codify in employment, but it doesn't... but it doesn't mean that we're not going to use the theory in employment, simply because we just can't submit the case to EEOC.

189
00:24:07.840 --> 00:24:12.269
Glendora Hughes: Now, one of the tricky things is that whether or not,

190
00:24:12.740 --> 00:24:16.070
Glendora Hughes: In terms of ours being substantially equivalent.

191
00:24:16.250 --> 00:24:19.480
Glendora Hughes: Because they're playing games with that whole issue.

192

00:24:20.460 --> 00:24:27.620

Glendora Hughes: whether or not they would consider us being substantial, particularly HUD, equivalent, because we have to have...

193

00:24:27.740 --> 00:24:34.159

Glendora Hughes: A broader, or a different, theory and law than they do.

194

00:24:34.470 --> 00:24:40.049

Glendora Hughes: So... but, this is what this statue does. It also...

195

00:24:40.180 --> 00:24:57.510

Glendora Hughes: Another bifurcated part of the law, again, is directed to the Department of Housing and Community Development, where they're being directed to promulgate, may promulgate regulations to enforce the Affirmatively Forwarding Fair Housing

196

00:24:58.640 --> 00:25:03.320

Glendora Hughes: Which passed a couple of years ago, in which the,

197

00:25:04.050 --> 00:25:20.799

Glendora Hughes: The local governments are required to, administer programs that they receive, money from, grants from, to affirmatively further fair housing, and that they, should,

198

00:25:20.860 --> 00:25:30.520

Glendora Hughes: Come up with a plan to do so in their subdivision, and that the oversight of enforcing that part of the statute is with the

199

00:25:30.640 --> 00:25:33.839

Glendora Hughes: HCD with the House of Community Development.

200

00:25:34.140 --> 00:25:38.540

Glendora Hughes: The secretary is mandated to,

201

00:25:38.610 --> 00:25:57.920

Glendora Hughes: create some regulations in terms of enforcing that. That was another, bill that was put in a few years ago because of, again, the federal government backtracking on this regulation of affirmatively furthering fair housing.

202

00:25:57.940 --> 00:26:03.220

Glendora Hughes: And the state said, well, we're not gonna backtrack, we're just gonna codify it.

203

00:26:03.780 --> 00:26:06.070

Glendora Hughes: We will continue to...

204

00:26:07.050 --> 00:26:22.969

Glendora Hughes: follow that policy as opposed to backtracking from that position. So that's the combo

that's in their law, but the important part is the codification of disparate impact theory into the law.

205

00:26:23.540 --> 00:26:25.109

Glendora Hughes: Any questions?

206

00:26:25.870 --> 00:26:30.600

Janssen Evelyn: Yeah, any commissioners that are still awake after this law school presentation?

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00:26:31.090 --> 00:26:31.600

Glendora Hughes: Buster!

208

00:26:32.480 --> 00:26:35.019

Glendora Hughes: Eileen yawns. Okay.

209

00:26:35.020 --> 00:26:40.270

Janssen Evelyn: No, she's laughing, she's laughing, she's laughing. No, this was...

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00:26:40.270 --> 00:26:41.239

Glendora Hughes: comes on appeal.

211

00:26:41.240 --> 00:26:41.640

Eileen Levitt: It was...

212

00:26:41.640 --> 00:26:43.250

Glendora Hughes: You better know how to do it.

213

00:26:43.500 --> 00:27:01.729

Eileen Levitt: It was, I know, but it was, I... disparate impact, I get. I was just trying to figure out, like, I was looking at all this stuff, and I just didn't see anything that passed that codified disparate impact, and I think I got lost in all of the explanation of everything.

214

00:27:01.730 --> 00:27:09.430

Janssen Evelyn: Yeah, I mean, that's an upper level... that's an upper... upper-level seminar, legal seminar response, so... So, yes.

215

00:27:09.840 --> 00:27:22.839

Eileen Levitt: I... I just was trying to find... look, I... look, I live in the world, that world, so I get that disparate impact. And, you know, been in the Commission long enough to know that this is becoming an issue.

216

00:27:23.190 --> 00:27:28.490

Glendora Hughes: Yeah, yeah. Yeah, it's, it's, it's House Bill 573,

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00:27:28.660 --> 00:27:33.700

Glendora Hughes: It's on the second page of Spencer's wrap, bills that passed.

218

00:27:34.630 --> 00:27:35.350

Eileen Levitt: Oh, okay.

219

00:27:35.500 --> 00:27:35.950

Glendora Hughes: Okay.

220

00:27:35.950 --> 00:27:37.619

Eileen Levitt: It's which... which one is it?

221

00:27:37.770 --> 00:27:39.870

Glendora Hughes: House Bill 573.

222

00:27:40.220 --> 00:27:41.199

Eileen Levitt: Oh, fair housing.

223

00:27:41.200 --> 00:27:44.339

Glendora Hughes: Fair Housing, Housing Discrimination Regulations and tests.

224

00:27:44.340 --> 00:27:45.010

Eileen Levitt: Okay.

225

00:27:45.010 --> 00:27:46.920

Glendora Hughes: Okay, got it. That's, that's it.

226

00:27:47.320 --> 00:27:48.000

Eileen Levitt: Okay.

227

00:27:48.150 --> 00:27:48.710

Glendora Hughes: Yeah.

228

00:27:49.240 --> 00:27:54.120

Glendora Hughes: Then we have a very interesting bill, Senate Bill 439,

229

00:27:54.310 --> 00:27:59.460

Glendora Hughes: Employment, fire and rescue, public safety employees, use of medical cannabis.

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00:28:00.070 --> 00:28:02.480

Glendora Hughes: And, we...

231

00:28:03.510 --> 00:28:12.310

Glendora Hughes: was it 2 years ago, or... yeah, I think 2 sessions ago, we... when we were trying to get a,

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00:28:12.460 --> 00:28:17.310

Glendora Hughes: Build legislation that would, allow...

233

00:28:17.810 --> 00:28:23.920

Glendora Hughes: To address the usage of medical cannabis in the workplace, the,

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00:28:24.190 --> 00:28:32.750

Glendora Hughes: The fire union, they were, came and testified about the, usage of medical cannabis.

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00:28:33.070 --> 00:28:33.870

Glendora Hughes: And,

236

00:28:34.590 --> 00:28:41.830

Glendora Hughes: The, there was a very interesting testimony from a young lady who had suffered some severe injury.

237

00:28:42.400 --> 00:28:48.030

Glendora Hughes: As a firefighter, and she spoke about how

238

00:28:48.220 --> 00:28:54.579

Glendora Hughes: How heavily medicated she was on opioids because of the pain that she was suffering.

239

00:28:54.710 --> 00:28:58.610

Glendora Hughes: And she said most of the time, she spent her days being out of it.

240

00:28:58.950 --> 00:29:03.790

Glendora Hughes: Until, someone said, you know, have you tried medical cannabis?

241

00:29:04.200 --> 00:29:10.640

Glendora Hughes: And so she said she... no, and so she did, with her doctor.

242

00:29:10.750 --> 00:29:22.819

Glendora Hughes: Got certification and started, testing to see if they would help her pain, and it did significantly change her life in terms of addressing her pain and letting her to rem...

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00:29:23.590 --> 00:29:26.450

Glendora Hughes: Get off of opioids and function.

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00:29:26.650 --> 00:29:34.479

Glendora Hughes: And, the... the, because of the types of injuries they had, that...

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00:29:35.090 --> 00:29:41.430

Glendora Hughes: Many firefighters are suffering from pain, and they were,

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00:29:41.850 --> 00:29:50.070

Glendora Hughes: Wanting to have, with certain criteria, the opportunity to be able to use medical cannabis.

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00:29:51.340 --> 00:29:55.990

Glendora Hughes: The... this bill did succeed in passing.

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00:29:56.200 --> 00:30:03.400

Glendora Hughes: There are other states where that, medical cannabis is, permitted, by...

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00:30:04.550 --> 00:30:13.480

Glendora Hughes: the, fire and rescue public safety employees, again, with certain criteria that they have a written certification

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00:30:14.730 --> 00:30:22.529

Glendora Hughes: That they hold one to be able to use it, and that even if they test positive for the

251

00:30:23.860 --> 00:30:27.179

Glendora Hughes: Cannabis components that they would not be

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00:30:27.970 --> 00:30:32.219

Glendora Hughes: Used against them to terminate them or to discipline them.

253

00:30:32.670 --> 00:30:35.600

Glendora Hughes: But they have to have the written certification.

254

00:30:36.220 --> 00:30:38.359

Glendora Hughes: And there were certain,

255

00:30:38.990 --> 00:30:55.729

Glendora Hughes: Limiting, segregating them or reclassifying them for using it. And that there are certain, requirements that are, that they must adhere to in using the, the cannabis.

256

00:30:56.120 --> 00:30:59.669

Glendora Hughes: In terms of when they're on duty versus off duty.

257

00:30:59.940 --> 00:31:04.040

Glendora Hughes: Because the, the, the... the,

258

00:31:05.410 --> 00:31:11.649

Glendora Hughes: body of usage of medical cannabis. The reason why it was important is that even if you stop.

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00:31:11.950 --> 00:31:20.210

Glendora Hughes: and you're not utilizing it, it still shows up. It can still show up months after you stop using it.

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00:31:20.650 --> 00:31:28.030

Glendora Hughes: And that's why it's very difficult that, in terms of those entities, those jobs where you're being tested.

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00:31:28.160 --> 00:31:34.230

Glendora Hughes: That, you, are gonna... you're going to have a dirty test, because

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00:31:34.770 --> 00:31:40.169

Glendora Hughes: it stays in your system for a long period of time. So there... this,

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00:31:40.310 --> 00:31:53.859

Glendora Hughes: Was successfully passed for employment, and that the... they may use, medical, marijuana, cannabis with, certain restrictions and criteria.

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00:31:56.360 --> 00:31:59.779

Glendora Hughes: On their usage, and when they can use it, and when they have...

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00:32:00.310 --> 00:32:04.319

Glendora Hughes: To address their particular medical issue.

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00:32:05.320 --> 00:32:06.710

Glendora Hughes: Any questions?

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00:32:11.300 --> 00:32:19.970

Glendora Hughes: Hearing none, the last one is, it's more of a technical, I think the counties wanted to.

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00:32:20.850 --> 00:32:25.399

Glendora Hughes: This bill would allow that if someone came and filed with us.

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00:32:25.790 --> 00:32:28.849

Glendora Hughes: And they want to go under...

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00:32:30.020 --> 00:32:40.609

Glendora Hughes: filed a court case in a court under the county ordinances. That's usually Montgomery County, Howard County.

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00:32:42.210 --> 00:32:46.050

Glendora Hughes: That have the right to go into court directly.

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00:32:46.470 --> 00:33:01.340

Glendora Hughes: They don't have to go through the administrative process, that, they would accept, the court would accept a filing with us, giving, as an exhaustion requirement for them to be able to go to court and

273

00:33:01.550 --> 00:33:10.760

Glendora Hughes: filed a, a civil action for discrimination under the county ordinance.

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00:33:12.270 --> 00:33:13.010

Janssen Evelyn: Right.

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00:33:13.660 --> 00:33:20.920

Glendora Hughes: And you can read for your leisure the bills that were rejected, that did... that failed and did not pass.

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00:33:21.060 --> 00:33:25.109

Glendora Hughes: One of them was the menopause bill. It did not...

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00:33:25.410 --> 00:33:28.670

Glendora Hughes: It got hung up, and time ran out.

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00:33:30.420 --> 00:33:33.180

Glendora Hughes: So, are there any other questions?

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00:33:34.030 --> 00:33:50.700

Glendora Hughes: I think Spencer did a very thorough write-up on everything that we give you, and plus there's a link that if you want to go look at the bills themselves, you can go in your email. There's a link for you to be able to click on those bills.

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00:33:51.080 --> 00:33:56.370

Glendora Hughes: That pass for your further reading and understanding.

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00:33:57.260 --> 00:33:59.069

Glendora Hughes: Of those particular bills.

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00:33:59.570 --> 00:34:03.770

Glendora Hughes: And it's something to keep in your... You know,

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00:34:04.160 --> 00:34:10.349

Glendora Hughes: File, should a case come up on appeal, that you'll have something to refer to.

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00:34:13.590 --> 00:34:22.870

Janssen Evelyn: Alright, Glendor, I want to thank you, like, that was very thorough, and I know I made a joke earlier, but seriously, this is important to understand what...

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00:34:22.940 --> 00:34:42.500

Janssen Evelyn: the commissioners, but moreover, the staff supported to ultimately get through. And I want to reinforce what Glendora mentioned. We need to pay attention to the bills that failed so that we can utilize our networks and our resources to work with the

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00:34:42.540 --> 00:34:51.329

Janssen Evelyn: With our delegation, whatever it be, Montgomery, Harvard, Prince George's, Baltimore, just to see who we can get to potentially

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00:34:51.330 --> 00:35:06.789

Janssen Evelyn: take another stab at it. As many of you know, when you're looking at the General Assembly, sometimes it takes a couple of bites of the apple to get the legislation passed, so... so, yes, let us not grow wary in doing good, and I do think...

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00:35:06.960 --> 00:35:14.810

Janssen Evelyn: I do think that looking at the bills that failed is a critical next step, and it's vitally important to do. So...

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00:35:15.100 --> 00:35:19.870

Glendora Hughes: You know, to your point, I neglected to point out our education bill failed.

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00:35:20.950 --> 00:35:22.160

Glendora Hughes: And,

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00:35:22.460 --> 00:35:28.010

Glendora Hughes: we will be going back with the bill. We're going to be meeting with a lot of the

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00:35:29.320 --> 00:35:38.160

Glendora Hughes: the, partners and old opposition to get a clear To get their input.

293

00:35:38.450 --> 00:35:44.799

Glendora Hughes: Part of it is that, you know, our postpartum review of it is that

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00:35:45.180 --> 00:35:51.730

Glendora Hughes: One, this was a very complicated bill to draft, and we didn't have a bill to show people

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00:35:52.180 --> 00:36:05.180

Glendora Hughes: Until late, so there was a lot of, amendments that we had to add as we... as we were talking to folks, and they started reacting to the draft that we finally got out of legislative reference.

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00:36:05.830 --> 00:36:10.010

Glendora Hughes: And so part of it is that, when it...

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00:36:10.150 --> 00:36:13.959

Glendora Hughes: It got out of the House, but when it went over to the Senate.

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00:36:14.900 --> 00:36:22.380

Glendora Hughes: And they were running out of time. There just wasn't time to have those conversations, so...

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00:36:22.590 --> 00:36:27.879

Glendora Hughes: It is important to have the conversations with your delegations now.

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00:36:28.160 --> 00:36:30.290

Glendora Hughes: Once the primaries are over.

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00:36:31.130 --> 00:36:31.970

Glendora Hughes: to...

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00:36:32.340 --> 00:36:42.109

Glendora Hughes: Let them know about the bill, get their read on the bill, so that, it helps to make things a lot easier during session, because things are very hectic.

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00:36:42.520 --> 00:36:53.130

Glendora Hughes: And it's hard to get an opportunity to meet and explain anything to the delegates or the senators while they're running around with 5 million other bills.

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00:36:53.600 --> 00:37:00.129

Glendora Hughes: And do we do plan on meeting with key persons that were on the Senate side?

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00:37:01.050 --> 00:37:03.899

Glendora Hughes: We, and, and reinforce,

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00:37:04.270 --> 00:37:09.239

Glendora Hughes: key persons on the House side. But, if you can,

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00:37:09.880 --> 00:37:15.730

Glendora Hughes: Reach out to your respective county delegations and let them know.

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00:37:17.030 --> 00:37:25.800

Glendora Hughes: And we will have, Once we get through the primary, we will try... we'll have a bill

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00:37:26.640 --> 00:37:39.019

Glendora Hughes: With... with incorporating those amendments that we, asked for, and, any other tweaks that we may have after we have conversations with the various... the various,

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00:37:39.700 --> 00:37:44.130

Glendora Hughes: Constituent groups that, have been involved with this bill.

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00:37:45.180 --> 00:37:56.529

Glendora Hughes: We will share that with you so that we... you all can have that reach, because for me, that's the important part for you as commissioners when it comes to legislation.

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00:37:56.640 --> 00:38:03.210

Glendora Hughes: Is to, reach out and connect with your county delegations.

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00:38:03.630 --> 00:38:05.979

Glendora Hughes: About something that we are.

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00:38:06.110 --> 00:38:09.840

Glendora Hughes: Sponsoring, as departmental legislation.

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00:38:11.480 --> 00:38:14.750

Janssen Evelyn: No, absolutely. Thank you for that.

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00:38:14.920 --> 00:38:22.309

Janssen Evelyn: Is there any... Remaining, or is there any additional, old business, or even new business?

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00:38:24.670 --> 00:38:44.649

Janssen Evelyn: And I see Eileen looking intently, saying no. Well, if that's the case, I want to make sure... I just want to make sure as we... as we adjourn this meeting, that I say thank you to all of my colleagues on the Commission, but more importantly, thank you to all the staff.

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00:38:44.830 --> 00:38:51.780

Janssen Evelyn: for your hard work all the time. The challenges that we are facing here on the state level.

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00:38:51.810 --> 00:39:07.980

Janssen Evelyn: On the local level, they are magnified by what's happening, by the madness down in Washington. We saw what happened on the latest Meet the Press interview, so... so our... while the federal administration's approach to civil rights

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00:39:08.170 --> 00:39:16.309

Janssen Evelyn: like, it makes... it really makes the work of MCCR even more critical than it's ever been in its history. And so.

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00:39:16.430 --> 00:39:20.330

Janssen Evelyn: And you all know this, the enforcement of state laws is the...

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00:39:20.340 --> 00:39:30.279

Janssen Evelyn: Literally the last or the absolute barrier that's protecting our neighbors from discrimination in housing, in employment, in public accommodations.

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00:39:30.280 --> 00:39:43.009

Janssen Evelyn: So our responsibility's just been more magnified. So, not to end it on some Spider-Man stuff, but with great power comes great responsibility. Thank you for your tireless dedication to this critical work, and...

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00:39:43.340 --> 00:39:45.440

Janssen Evelyn: This meeting stands adjourned.

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00:39:47.690 --> 00:39:48.750

Glendora Hughes: Take care, everybody.