WEBVTT

1
00:00:03.670 --> 00:00:09.739
Stephanie Suerth: So, good morning, everybody, and let's start our meeting with roll call, please. Commissioner Seward, present.

2
00:00:10.780 --> 00:00:12.719
Eileen Levitt: Commissioner Levitt, present.

3
00:00:17.220 --> 00:00:17.930
Stephanie Suerth: Noah

4
00:00:23.800 --> 00:00:25.990
Stephanie Suerth: Noah was on mute. Did he drop?

5
00:00:26.200 --> 00:00:27.700
Cleveland Horton II: You just dropped just now.

6
00:00:28.610 --> 00:00:32.220
Stephanie Suerth: Okay. Commissioner Matheny will be joining us, I'm sure, in just another.

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00:00:33.640 --> 00:00:35.899
Cleveland Horton II: Cleveland Horton, Executive Dire.

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00:00:37.330 --> 00:00:40.300
Glendora Hughes: Lindora Hughes, General Counsel, present.

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00:00:42.860 --> 00:00:45.700
Candice Crenshaw-MCCR: Candace Crenshaw, Education and Outreach Dire.

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00:00:46.350 --> 00:00:50.110
Spencer Dove: Spencer Dove, Special Assistant to the Executive Director, present.

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00:00:52.570 --> 00:00:56.000
Alesha.Bell: Alicia Bell, Civil Rights Officer Supervisor, present.

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00:00:58.150 --> 00:01:00.010
Cleveland Horton II: And that's all staff, Madam Ch.

13
00:01:00.610 --> 00:01:05.129
Stephanie Suerth: And I don't believe, but please correct me if I'm wrong, we do not have any members of the public.

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00:01:06.050 --> 00:01:06.730
Spencer Dove: That's correct.

15
00:01:07.040 --> 00:01:07.690
Eileen Levitt: Mmhm.

16
00:01:08.220 --> 00:01:18.650
Stephanie Suerth: Okay, I'm gonna send out, and I'll put in new business my apologies. We have one more who just joined Commissioner Prescott. Can you join roll call, please.

17
00:01:19.660 --> 00:01:22.010
Kimberly Prescott: Commissioner Prescott present.

18
00:01:22.910 --> 00:01:23.580
Stephanie Suerth: Actually.

19
00:01:23.840 --> 00:01:27.889
Stephanie Suerth: Thank you. And Noah, I see you've been able to join back again. Thank you.

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00:01:29.010 --> 00:01:30.990
Stephanie Suerth: Commissioner Nathaniel is back online.

21
00:01:33.750 --> 00:01:34.870
Stephanie Suerth: Is that everyone?

22
00:01:35.190 --> 00:01:35.780
Cleveland Horton II: Yep.

23
00:01:36.300 --> 00:01:38.770
Cleveland Horton II: Great. You got 4 commissions, Madam Chair.

24
00:01:39.610 --> 00:01:41.090
Stephanie Suerth: I see. Thank you.

25
00:01:41.890 --> 00:01:42.850
Stephanie Suerth: Oh.

26
00:01:44.050 --> 00:01:46.760
Stephanie Suerth: Hopefully, we will have a couple more latecomers.

27
00:01:47.600 --> 00:01:48.570
Stephanie Suerth: So…

28
00:01:48.790 --> 00:02:04.929
Stephanie Suerth: and we'll get into that. First off, I want to start by thanking every… all the commissioners that were able to participate in the strategic planning process. I also want to be really, intentional and thank the, commission staff, leadership and staff.

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00:02:05.160 --> 00:02:21.610
Stephanie Suerth: Who not only took part in, you know, creating the plan, but then also communicating it with us, and coming up with such a comprehensive look forward for what the Commission should be, and what it wants to be, and how it wants to interact with our communities.

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00:02:21.670 --> 00:02:31.989
Stephanie Suerth: The quality of our discussions, the recommendations, everything that come out of it reflect all the time and real thought and consideration that everyone has given to it, and it's very appreciated.

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00:02:32.330 --> 00:02:46.079
Stephanie Suerth: for everybody that was able to attend a session, submit feedback and help shape those recommendations. I just want to say, Thank you. Your input is what strengthens the Commission, and it strengthens our commitment to the Commission.

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00:02:46.350 --> 00:02:53.449
Stephanie Suerth: So, very quickly, I will interrupt myself, and just for the roll call, add that Commissioner Navarro has also joined.

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00:02:53.860 --> 00:02:54.640
Stephanie Suerth: Oh.

34
00:02:55.320 --> 00:03:03.800
Stephanie Suerth: My next part of my report is just a reminder. The reminder. The Mcc. Our gala is scheduled. Honestly, this event is one of our most visible

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00:03:03.870 --> 00:03:16.389
Stephanie Suerth: Events, and it really is an opportunity to celebrate the Commission's work, build support with our communities and our partners, and our attendance as Commissioners makes a difference. So please make every effort to attend.

36
00:03:16.590 --> 00:03:35.530
Stephanie Suerth: And also reach out and be participatory in any of the planning and support the staff as they put this very large and amazing event together. And then also, you know, let anybody know if you're able to help with outreach, logistics, ticket sales, all that fun logistical stuff that goes into it.

37
00:03:36.340 --> 00:03:55.189
Stephanie Suerth: I also want to give the commissioners and commission advance notice on, personal matter. I am going to be having rotator cuff surgery the first week of August. So my I saw that look, my participation for that first week especially is going to be slower.

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00:03:55.440 --> 00:04:08.870
Stephanie Suerth: As I, you know, sort of get into that recovery, I know that everyone… I hope that everyone will be patient with me. If I'm a little slow to respond, I promise I will be paying attention, and I will be back on track as soon as possible.

39
00:04:09.150 --> 00:04:18.629
Stephanie Suerth: I also know during my recovery that Cleveland and the staff will keep me updated. Spencer, thank you, as always. I'm sure you'll be able to get… I'll make sure all of you can get in

40
00:04:19.160 --> 00:04:34.090
Stephanie Suerth: But I do want to make sure that during any time of that, and just as a reminder, that our engagement doesn't slow down, that we continue to engage, especially as the gala's coming up, and as all of the strategic planning moves forward, and the plan is announced.

41
00:04:34.250 --> 00:04:36.219
Stephanie Suerth: That we keep that momentum.

42
00:04:37.840 --> 00:04:41.689
Stephanie Suerth: The next thing I want to talk about very briefly is the Commissioner update.

43
00:04:42.220 --> 00:04:51.310
Stephanie Suerth: I want to formally notify the commissioners that the Governor has removed Commissioner Jeff Rosen from the Commission, citing a lack of participation.

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00:04:52.230 --> 00:04:55.530
Stephanie Suerth: As you guys know, we all make a commitment to participate.

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00:04:55.670 --> 00:05:05.180
Stephanie Suerth: Their real life happens absolutely 100%. You know, that is not what we're looking at here, but we need to make sure that we are to the best of our abilities.

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00:05:05.360 --> 00:05:07.739
Stephanie Suerth: fulfilling those commitments that we make.

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00:05:08.340 --> 00:05:12.260
Stephanie Suerth: This is a moment to underscore something important.

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00:05:12.510 --> 00:05:15.080
Stephanie Suerth: Service on this commitment is a real commitment.

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00:05:15.240 --> 00:05:20.300
Stephanie Suerth: It absolutely is one that asks for not just our attendance, but our engagement.

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00:05:20.830 --> 00:05:27.160
Stephanie Suerth: It's not just a title like we are here to support the work of the Commission and to support

the civil rights of Marylanders.

51
00:05:27.500 --> 00:05:29.010
Stephanie Suerth: And that work matters.

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00:05:29.180 --> 00:05:32.980
Stephanie Suerth: both to the people that we serve and the institutions that we work with.

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00:05:33.200 --> 00:05:42.300
Stephanie Suerth: So I want to encourage every commissioner to recognize the weight of that responsibility in light of these actions being taken by the governor and to stay actively engaged.

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00:05:42.570 --> 00:06:00.569
Stephanie Suerth: That means attending meetings, participating in committee work as it comes up, being present for different events that the MCCR holds. And I know we're all working individuals, so not everybody is expected to be everywhere, every time, all the time. But we just need to be very intentional and very purposeful in our commitment.

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00:06:01.500 --> 00:06:10.770
Stephanie Suerth: So our effectiveness as a commission that our effectiveness as commissioners depends on us being available and being participatory.

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00:06:11.070 --> 00:06:15.119
Stephanie Suerth: And I'm really grateful because I know that all of you share that commitment.

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00:06:16.670 --> 00:06:20.760
Stephanie Suerth: So that is my speech, my report.

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00:06:21.150 --> 00:06:23.509
Stephanie Suerth: And my contribution for today.

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00:06:23.690 --> 00:06:35.899
Stephanie Suerth: As always, thank you for your dedication. I look forward to seeing everybody at the gala, if I can, and if I am there, I am sure I will be broken winged, but not broken.

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00:06:35.900 --> 00:06:36.560
Glendora Hughes: And.

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00:06:37.420 --> 00:06:38.350
Stephanie Suerth: And,

62
00:06:38.460 --> 00:06:43.150
Stephanie Suerth: Thank you, as always, as we move this work forward, and that is the end of my report.

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00:06:44.740 --> 00:06:45.849
Stephanie Suerth: Please don't take it away.

64
00:06:47.270 --> 00:07:06.710
Cleveland Horton II: Sure. Good morning. Thank you, Madam Chair. And I really I guess I'll just really pick up where you left off and, just continuing to advertise. And I'm sure that Candace will as well, during her report, just the importance of your support for the gala. So everybody knows the gala is Saturday, September 26th.

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00:07:06.780 --> 00:07:19.029
Cleveland Horton II: bring a friend, or 10. There's no limit on the amount of people that you can bring. The more, the merrier. We look forward to seeing you all, and all of your friends, and coworkers, and colleagues, and…

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00:07:19.130 --> 00:07:35.629
Cleveland Horton II: Family members, whomever you feel, you would like to be sitting with you at your table. We love to welcome them and see them at the gala as well. So, if you need more information about the gala, we'd be happy to provide that to you in case you haven't seen the information. I know Candace and her team have been very.

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00:07:35.640 --> 00:07:46.210
Cleveland Horton II: strategic, and intentional about sending the information out about our gala, so I do want to give a shout out to our E&O team, who has really been on, and many of you all may have even seen our

68
00:07:46.210 --> 00:07:56.420
Cleveland Horton II: Our new kind of lighthearted social media skits around, the gala, and they are truly taking off. We're getting people that continue to comment and purchase tickets.

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00:07:57.340 --> 00:08:07.340
Cleveland Horton II: In response to this, this new social media campaign that we have, around the gala. So, it's required me to step out of the box and do some things that are a little uncomfortable.

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00:08:07.340 --> 00:08:08.220
Glendora Hughes: Right.

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00:08:08.220 --> 00:08:17.789
Cleveland Horton II: But I do appreciate the innovative and creative ideas that have been coming from our education outreach team. So again, we do appreciate your continued support.

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00:08:18.090 --> 00:08:25.730
Cleveland Horton II: for the gala, as we continue to get closer to our gala. I think we're, right now, 74 days away, I think, if I'm right, Candace.

73
00:08:25.730 --> 00:08:38.120
Cleveland Horton II: You're correct. So we continue to look forward to having another outstanding Civil Rights Gala. But before I continue, I see Magdalena, I see your hand up, so I want to make sure I don't miss

you before I continue to move forward.

74
00:08:38.700 --> 00:08:55.020
Magdalena Navarro: Yeah, it has to be… it's a question that I have concerning the cancellation of a commissioner and replacement methodology. Perhaps, your equivalent will be able to share a little bit more insight into that.

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00:08:56.010 --> 00:09:02.479
Cleveland Horton II: Yeah, so we receive, I'm sorry, Madam Chair, did you wanna chime in before I respond? I saw you get ready to say something, so sorry.

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00:09:02.480 --> 00:09:07.750
Stephanie Suerth: No, I'm sure I… if I have anything to chime in, I… I will… I will do so. I'm not shy.

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00:09:08.100 --> 00:09:33.060
Cleveland Horton II: All right. So, we received notice from the appointments office. So, this administration has been more intentional around, observing and keeping track of the attendance of the commissioners appointed to the commissions throughout the state, not just the the Maryland Commission on Civil Rights. So, once they got our attendance report and reviewed it, they identified that Jeff Rosen had missed more than I think it was. I think it's a.

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00:09:33.060 --> 00:09:42.820
Cleveland Horton II: 50% requirement. I forget the exact requirement. But he had not complied with that requirement. And they made the decision, to remove him from the commission.

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00:09:42.820 --> 00:10:01.009
Cleveland Horton II: We were notified of the removal of, Jeff from the Commission, and that's… at that point, we forwarded over to Madam Chair, so that she was on notice as well, so that she could also bring it to you all to let you all know that he had been removed from the Commission. So right now, we will be

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00:10:01.010 --> 00:10:08.250
Cleveland Horton II: Waiting until they will reappoint someone to fill the vacancy that we now have, at the commission.

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00:10:08.250 --> 00:10:22.610
Cleveland Horton II: You know, typically we engage them in conversation. I know, Madam Chair has been adamant about continuing to fill that seat, with someone that represents the disability community. We have expressed that concern, that sentiment over to the appointments office.

82
00:10:22.610 --> 00:10:39.709
Cleveland Horton II: We have requested an opportunity to speak with them. We just haven't heard back from them as of yet. But we have communicated to them our preference in reference to filling that seat. Now, ultimately, we have no full control over who they appoint. We can only express our preferences to them, and then they will.

83
00:10:39.710 --> 00:10:55.580
Cleveland Horton II: obviously appoint whom they deem, appropriate to appoint to fill that vacancy. So, once

that happens, they'll put us on notice. They typically will send that information over to myself and Spencer, and then we forward that over to the chair so she's aware of when that, when that appointment happens.

84
00:10:56.690 --> 00:10:58.580
Magdalena Navarro: Thank you for your explanation.

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00:10:58.810 --> 00:11:05.619
Eileen Levitt: Yeah, I guess props to the governor's office for even noticing, because there's a lot of commissions.

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00:11:06.060 --> 00:11:12.230
Cleveland Horton II: Yeah, they are. And they really, under, so we have a new secretary of appointments, Molly Byron.

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00:11:12.250 --> 00:11:31.719
Cleveland Horton II: She has been very intentional around ensuring that folks aren't just filling these seats to fill them, to make sure that the folks filling the seats are actually filling those seats. One being present during the meetings. She has been very intentional around that. And this is just one example of how they are trying to be more intentional around showing that the folks that are.

88
00:11:31.720 --> 00:11:35.540
Cleveland Horton II: Filling and sitting in these commission seats are actually doing the work and showing up.

89
00:11:36.340 --> 00:11:49.159
Cleveland Horton II: And there's no knock on Jeff, because we know that things happen, right? Life happens to all of us. It just shows the intentionality and the focus for this administration on the folks who are filling those appointment slots.

90
00:11:49.950 --> 00:12:14.910
Spencer Dove: If I can jump in real quick. So when I did some updating on the website, and I did this vacancy is reflected in the current commission roster. The question comes up every once in a while, more so when there is a position that's vacant. I just linked on there. If somebody is interested that they should contact the Governor's appointments office, so they have their website. So if you know somebody that you wanted to recommend, if you

91
00:12:14.910 --> 00:12:23.009
Spencer Dove: send them to the Commission website, and then go to the Commissioner page. The link to the Governor's Appointments Office is there, so they can submit their info.

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00:12:26.280 --> 00:12:27.840
Magdalena Navarro: Thank you for that, Spencer.

93
00:12:30.290 --> 00:12:34.170
Stephanie Suerth: BLA, And we'll continue to keep everybody updated as we hear back.

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00:12:34.350 --> 00:12:42.910
Stephanie Suerth: Could we address that, you know, we've put in our request to the Nominations Committee to make sure that we, as commissioners, reflect

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00:12:43.070 --> 00:12:45.840
Stephanie Suerth: The different dimensions of diversity of the people that we serve.

96
00:12:48.540 --> 00:12:49.140
Cleveland Horton II: No.

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00:12:49.180 --> 00:13:07.519
Cleveland Horton II: So with that, I know for, again, to continue my report, again, and my report will be, rather brief, because I know we do have an executive session to go over a couple different things, so I'll save most of my remarks for that, but, I do want to acknowledge, our housing staff. We just completed our HUD contract. We just ended our fiscal year.

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00:13:07.520 --> 00:13:12.179
Cleveland Horton II: We ended our fiscal year. We've exceeded the number of cases that we closed last year.

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00:13:12.180 --> 00:13:25.170
Cleveland Horton II: Which, again, sets another new record, right? The highest cases that we've closed in over 15 years, even with, some of the changes that we had to make mid-year. So, staff has truly stepped up to the plate to make sure

100
00:13:25.170 --> 00:13:42.020
Cleveland Horton II: that regardless of some of the transitions that we've needed to make, that the work of the Maryland Commission on Civil Rights continues to move forward. We continue to set new bars, set new heights, and we continue to be a model for the state in reference to how civil rights enforcement should be done. So I do want to

101
00:13:42.020 --> 00:13:56.010
Cleveland Horton II: To just send a special shout out to all of our housing staff, especially our intake and our investigators who have made this particular fiscal year possible through some of the challenges that we've had from a staffing standpoint.

102
00:13:56.030 --> 00:14:00.069
Cleveland Horton II: With that as well, I do want to acknowledge that one of our,

103
00:14:00.490 --> 00:14:16.150
Cleveland Horton II: longer-tenured housing supervisor, Jessica Haskins, is going to be retiring, effective, September the 1st. She has served the state well, she served the agency well, and we do wish her well. So.

104
00:14:16.150 --> 00:14:21.940
Cleveland Horton II: We look forward to continuing to move forward. I've had the opportunity to really meet with

105
00:14:21.940 --> 00:14:36.619
Cleveland Horton II: the leadership team to strategize about our next steps, and kind of, you know, I always tell folks, right, we got a puzzle, and we got all of our staff pieces on a puzzle, right? And we just, we kind of plug and play, and I think that's the important piece around having competent and talented staff.

106
00:14:36.630 --> 00:14:47.019
Cleveland Horton II: That when one hole pops up, we have staff that we can put in place to fill that hole. So we are excited about, some of our new horizons. You all know that

107
00:14:47.020 --> 00:14:59.660
Cleveland Horton II: We've recently promoted, Tariq Donaldson as a housing supervisor, internal promote, promotion. We also promoted Ryan Murray, as an employment supervisor, who was also an internal promotion.

108
00:14:59.660 --> 00:15:11.129
Cleveland Horton II: And we're excited about the opportunity to be able to promote Rafael Bowen, to be our next housing supervisor. Now his promotion will not happen until September 1st, once the retirement happens, because

109
00:15:11.130 --> 00:15:22.220
Cleveland Horton II: all of the, you know, with the state, right? Unlike, you know, a private industry where you can kind of bring people in as you please and plug and play at the same time, you gotta wait for one is out till you put the other one in, right? So…

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00:15:22.260 --> 00:15:36.380
Cleveland Horton II: We are looking forward to, Rafael's next chapter as part of our leadership team. He currently serves as one of our lead investigators, so the entire leadership team is ecstatic about his continued growth and what he will mean for us

111
00:15:36.380 --> 00:15:54.759
Cleveland Horton II: Becoming, a further part of our leadership team as a housing supervisor. So we are, highly anticipating the, the, the asset that he will be to, to our housing unit in doing so. With that as well, there's another opportunity for us to promote one of our internal investigators to a lead position.

112
00:15:55.020 --> 00:16:12.350
Cleveland Horton II: Megan Simmons, who came to us not too long ago, who comes, who came to us with a wealth of, employment, law, and employment experience, we are going to be promoting her to one of our lead investigator positions. So, we, we are just excited of the fact that we have so much talent.

113
00:16:12.350 --> 00:16:12.940
Eileen Levitt: Pulling off.

114
00:16:12.940 --> 00:16:13.590
Cleveland Horton II: on staff.

115
00:16:13.590 --> 00:16:14.020

Eileen Levitt: Kidding.

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00:16:14.020 --> 00:16:22.210
Cleveland Horton II: That we are able to have our internal folks take advantage of these opportunities, and looking forward to what our, our, the new commissions,

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00:16:22.390 --> 00:16:37.469
Cleveland Horton II: staffing structure will look like effective September 1st, so I just wanted to put you all on notice in reference to some of the changes and transitions that we have going on. Once they become more official, like we normally do, we'll bring some of these folks

118
00:16:37.470 --> 00:16:48.389
Cleveland Horton II: to the Commission meeting to allow them to introduce themselves to you all once they have the official titles. We just want to kind of give you all a heads up in terms of kind of what we have going on so that you all are aware.

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00:16:50.170 --> 00:16:52.440
Stephanie Suerth: Thank you very much for that. That's exciting.

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00:16:52.740 --> 00:16:53.300
Cleveland Horton II: Yep.

121
00:16:53.510 --> 00:17:09.270
Cleveland Horton II: We did get notice, me and Glendora received an email, that there's potentially some changes going to be made to, the FEPA designations. We don't know to what extent… to what extent that will be.

122
00:17:09.270 --> 00:17:28.780
Cleveland Horton II: But we are going to be following up with EEOC to see if we can get any additional information in reference to what this change in the FEPA designations means to us as a FEPA. And for all of you that may not know, we do serve as a FEPA, right? That's our work sharing agreement with the EEOC.

123
00:17:28.780 --> 00:17:39.239
Cleveland Horton II: we did get information from one of our partners, that there's a change going to be happening to the FEPA designation. They are not putting it up for public comment. They are skipping that piece.

124
00:17:39.250 --> 00:17:51.919
Cleveland Horton II: They've indicated that, so we have no idea what it is, what the change is, and how that will impact us. So in case any of you all hear it, we wanted to let you all know that we are aware that there is something that's going to be changing. We don't know what.

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00:17:51.920 --> 00:18:09.609
Cleveland Horton II: And we are actively seeking additional information to figure out what that change may be. If we get some additional information, we will let you all know at that particular point in time. But just in case, in any of your circles, you hear about anything, just know that we are aware, and we are following up actively to get some additional information.

126
00:18:10.410 --> 00:18:13.059
Eileen Levitt: I think it'll be similar to the HUD.

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00:18:13.230 --> 00:18:14.060
Eileen Levitt: One.

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00:18:14.560 --> 00:18:15.740
Cleveland Horton II: We don't know, right.

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00:18:15.740 --> 00:18:16.060
Eileen Levitt: Yes.

130
00:18:16.060 --> 00:18:16.719
Cleveland Horton II: We don't.

131
00:18:16.720 --> 00:18:18.350
Eileen Levitt: Yeah, make a guess, yeah.

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00:18:18.710 --> 00:18:21.960
Cleveland Horton II: You know, sometimes you put yourself in a tizzy, right? Thinking the word.

133
00:18:21.960 --> 00:18:22.280
Eileen Levitt: Yes.

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00:18:22.280 --> 00:18:38.250
Cleveland Horton II: And then it's, you know, it's something very minor. So but so we are, that obviously, Commissioner Leavitt is a possibility. Typically when one agency heads in a certain direction, it's a matter of time for others tend to head in the same direction.

135
00:18:38.260 --> 00:18:55.070
Cleveland Horton II: But we remain optimistic, right? We, I will say that even when everything was happening with, HUD and the possibility that they were going to be getting rid of the FAT program, you know, one of the things that we knew, even listening to those conversations, were it would be hard to get rid of the FAT program because

136
00:18:55.470 --> 00:19:04.609
Cleveland Horton II: we do most of the cases, right? And it's the same thing with the FEPA program, right? It would be extremely hard for the EEOC to eliminate the FEPA program

137
00:19:04.620 --> 00:19:20.600
Cleveland Horton II: Just by sheer numbers, in terms of who's doing the majority of the investigations. So, not to say that that means that they can't, right? But, again, it would be a significant burden on their federal employees to try to do that, because they simply don't have the staff

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00:19:20.720 --> 00:19:29.689
Cleveland Horton II: to handle the amount of investigations that the FEPA agencies handle on a yearly basis. So, but again, we'll keep you all updated as we get more information.

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00:19:30.410 --> 00:19:39.470
Glendora Hughes: For the recording, FEPA is a Fair Employment Practice Agency, and AFAP is the Fair Housing Assistance Program.

140
00:19:42.380 --> 00:19:45.500
Cleveland Horton II: Always good to have an attorney in your corner. I tell you, it'.

141
00:19:45.760 --> 00:19:46.900
Stephanie Suerth: Thank you.

142
00:19:46.900 --> 00:19:55.230
Cleveland Horton II: No problem. And with that, Madam Chair, that will conclude my report.

143
00:19:55.960 --> 00:19:56.440
Stephanie Suerth: Great.

144
00:19:56.440 --> 00:19:58.650
Cleveland Horton II: Any questions? Any additional questions?

145
00:19:59.940 --> 00:20:01.389
Stephanie Suerth: No, just thank you for all that.

146
00:20:01.500 --> 00:20:04.900
Stephanie Suerth: And thank you for everyone's work, and it's exciting to hear about the promotions.

147
00:20:05.420 --> 00:20:06.170
Cleveland Horton II: Thank you.

148
00:20:06.850 --> 00:20:14.050
Cleveland Horton II: With that, for the recording, I will pass it over to our General Counsel, Gwendolyn Hughes.

149
00:20:15.240 --> 00:20:19.989
Stephanie Suerth: And as she does that also for the recording, please note Commissioner Scott has also joined us.

150
00:20:20.950 --> 00:20:35.429
Glendora Hughes: Good morning, everyone. My report is short. You have my written report. In terms of personnel.

151
00:20:35.560 --> 00:20:43.870
Glendora Hughes: We're going to… the legal department's gonna have an addition, you know, July 22nd. We've hired a new assistant general counsel, one.

152
00:20:44.080 --> 00:20:53.560
Glendora Hughes: His name is John Samuel Chase. He goes by Sam and future meeting. We will introduce him. He comes to us from

153
00:20:53.700 --> 00:20:55.450
Glendora Hughes: law firm.

154
00:20:55.970 --> 00:20:59.409
Glendora Hughes: but he's also had other experience.

155
00:20:59.990 --> 00:21:06.529
Glendora Hughes: In, he's also a teacher. He he taught with teaching America.

156
00:21:06.800 --> 00:21:21.339
Glendora Hughes: And he's leaving the firm because he has a commitment. He was looking for a position that involved public service and something that he really is committed to. So we're very happy to be able to

157
00:21:21.340 --> 00:21:32.690
Glendora Hughes: have him on board, and he can tell him. Tell you more about himself when we introduce him to you. But just to give you a heads up that we'll be adding another assistant general counsel, one

158
00:21:34.710 --> 00:21:45.320
Glendora Hughes: the only other thing, we had, the legal summit was last month, and I was on a panel with the Office of Attorney General, Civil Rights Division, where we,

159
00:21:45.480 --> 00:21:49.930
Glendora Hughes: did a basically a state of civil rights.

160
00:21:50.080 --> 00:22:03.550
Glendora Hughes: in the country, considering all of the bumps and the elimination, just about, of the Civil Rights Division in the Justice Department and the Civil Rights Division in the Department of Education.

161
00:22:03.590 --> 00:22:11.389
Glendora Hughes: and the challenges to Dei, and it was a very lively interaction with

162
00:22:12.120 --> 00:22:16.099
Glendora Hughes: the audience. We also had on the panel

163
00:22:16.260 --> 00:22:25.029
Glendora Hughes: a representative from the ACL, and talking about some of the litigations that's going on

around the country, pushing back on some of the,

164
00:22:25.470 --> 00:22:28.640
Glendora Hughes: challenges to civil rights.

165
00:22:29.810 --> 00:22:35.370
Glendora Hughes: and into that light. We will

166
00:22:35.540 --> 00:22:43.760
Glendora Hughes: We have submitted to the governor to reintroduce our education bill, because

167
00:22:44.620 --> 00:22:53.569
Glendora Hughes: The conditions at OCR Department Ed on the national level is worse than it was when we put it in last year.

168
00:22:53.670 --> 00:22:56.600
Glendora Hughes: They're basically not investigating

169
00:22:57.840 --> 00:23:03.299
Glendora Hughes: little, if any, cases in the Department of Ed. So there really is nowhere for any

170
00:23:03.510 --> 00:23:06.310
Glendora Hughes: anyone that has a civil rights issue.

171
00:23:07.230 --> 00:23:20.920
Glendora Hughes: In fact, there is, talk of, suing the Department of Ed, and or also possibly, impeaching the, the Secretary. That's how bad things have gotten.

172
00:23:21.030 --> 00:23:24.050
Glendora Hughes: So, we are.

173
00:23:24.380 --> 00:23:29.889
Glendora Hughes: we are waiting for the governor, and we're pretty sure we talked to our liaison that it will be

174
00:23:30.320 --> 00:23:40.320
Glendora Hughes: approved to go forward with reintroducing that piece of legislation, and also possibly exploring a

175
00:23:40.820 --> 00:23:44.479
Glendora Hughes: Looking for a sponsor to possibly do a bill on.

176
00:23:44.750 --> 00:23:45.950
Glendora Hughes: pregnancy.

177
00:23:46.880 --> 00:23:50.629
Glendora Hughes: pregnant. Presently our law is limited to

178
00:23:50.750 --> 00:23:56.930
Glendora Hughes: the definition, the coverage of a pregnancy if it causes a disability.

179
00:23:57.890 --> 00:24:01.770
Glendora Hughes: And but it doesn't cover in general.

180
00:24:03.310 --> 00:24:05.989
Glendora Hughes: A woman who has pregnancy in their.

181
00:24:06.100 --> 00:24:15.569
Glendora Hughes: Like, some of the things that we hear, people getting fired simply for announcing that they are pregnant, or people being, denied the,

182
00:24:15.980 --> 00:24:20.209
Glendora Hughes: Leave to go to the doctor, so… There are a lot of.

183
00:24:22.330 --> 00:24:23.939
Eileen Levitt: BLA, Matthew D.

184
00:24:24.290 --> 00:24:27.150
Glendora Hughes: So there are a lot of pieces that fall in.

185
00:24:27.150 --> 00:24:28.169
Eileen Levitt: I appreciate it.

186
00:24:28.770 --> 00:24:30.330
Glendora Hughes: Into…

187
00:24:32.050 --> 00:24:40.509
Glendora Hughes: the outside of the definitions that we currently have in Title 20. So that is potentially something that we will be looking at.

188
00:24:40.640 --> 00:24:44.399
Glendora Hughes: and then the other. The last thing is that

189
00:24:44.540 --> 00:24:49.350
Glendora Hughes: I attended a symposium given by Westlaw and our

190
00:24:49.590 --> 00:24:58.849

Glendora Hughes: which is our library feature. And it is, you know, it was basically a symposium at Georgetown Law School about

191
00:24:58.900 --> 00:25:12.540
Glendora Hughes: AI in the usage of AI in the legal profession, and how that it's not an option anymore. It's it's here. It's being used, and they are being proactive and

192
00:25:13.440 --> 00:25:24.209
Glendora Hughes: their system to provide not only guidance on the usage of it, but also the ethical requirements of attorneys

193
00:25:24.360 --> 00:25:32.020
Glendora Hughes: And providing guidance to their client as well as their own usage of the

194
00:25:32.180 --> 00:25:35.100
Glendora Hughes: of this new technology. So

195
00:25:35.350 --> 00:25:43.440
Glendora Hughes: There'll be more. I know that the agency itself has a committee that is focused on the usage.

196
00:25:43.800 --> 00:25:48.900
Glendora Hughes: in terms of the processing of complaints.

197
00:25:49.170 --> 00:25:52.180
Glendora Hughes: And we in the legal department are

198
00:25:52.390 --> 00:25:59.909
Glendora Hughes: Because we do have Westlaw, and we do have that feature of co-counsel, which is the AI engine.

199
00:26:00.730 --> 00:26:08.960
Glendora Hughes: are taking as many classes as we can to learn how to effectively use that, because the

200
00:26:09.400 --> 00:26:16.499
Glendora Hughes: firms and the attorneys that we are dealing with on the opposite side are using it, and as well as how you

201
00:26:16.630 --> 00:26:21.070
Glendora Hughes: are going to investigate and prosecute

202
00:26:21.540 --> 00:26:29.649
Glendora Hughes: those respondents who are using AI as a fallback excuse for discrimination.

203

00:26:31.270 --> 00:26:36.119
Glendora Hughes: The the the engines can be basically biased because

204
00:26:36.510 --> 00:26:52.209
Glendora Hughes: It's what you put into it, and if you put junk in, you'll get junk out. You put discrimination bias data in, you'll get discrimination and bias out. And many of them try to argue that, oh, it isn't me, it was the

205
00:26:52.210 --> 00:26:58.919
Glendora Hughes: You know, it was the software that did it. Well, we know that that is an issue and we're seeing it pop up.

206
00:26:59.040 --> 00:27:01.210
Glendora Hughes: particularly in housing.

207
00:27:01.990 --> 00:27:03.789
Glendora Hughes: For rental…

208
00:27:04.080 --> 00:27:13.780
Glendora Hughes: decision making. And we've seen it popping up in employment for hiring and the usage of resumes and how resumes are being screened. So

209
00:27:13.900 --> 00:27:19.950
Glendora Hughes: There'll be more discussion about that in the future, but just to let you know that we are

210
00:27:21.840 --> 00:27:27.970
Glendora Hughes: educating ourselves and preparing for this whole new world that we're going to be involved in.

211
00:27:28.400 --> 00:27:31.850
Glendora Hughes: And that's my report. Any questions.

212
00:27:35.110 --> 00:27:36.330
Glendora Hughes: Okay, well.

213
00:27:36.330 --> 00:27:37.220
Stephanie Suerth: Thank you.

214
00:27:37.720 --> 00:27:39.079
Glendora Hughes: Kick it over to…

215
00:27:39.080 --> 00:27:43.950
Cleveland Horton II: Thanks. Thanks, Glendora. I just wanted to, for the record, highlight that Commissioner.

216
00:27:44.310 --> 00:27:52.119
Cleveland Horton II: Jansen, has joined the meeting, so I just wanted to make sure we had it from a roll call standpoint, and again, congratulate

217
00:27:52.240 --> 00:27:57.189
Cleveland Horton II: Commissioner Janssen, on his most recent victory as well.

218
00:28:00.080 --> 00:28:11.519
Janssen Evelyn: Good morning, everyone. Thank you for the greeting, Executive Director Horton. Yes, this is Jansen, and… and please accept my apologies, my tardiness. I had…

219
00:28:11.580 --> 00:28:24.450
Janssen Evelyn: a couple meetings this morning, and my most recent one ran a bit over, and I kept saying, look, I gotta meet to see my people, so I apologize. I'm in my car, that's the only reason I am… I'm not on screen.

220
00:28:25.080 --> 00:28:34.060
Cleveland Horton II: Don't don't worry. It's okay. We took a vote before you got here that all the commissioners agreed to buy two tables. And since you weren't here, you got four. So it's all good for.

221
00:28:34.060 --> 00:28:35.070
Janssen Evelyn: That's.

222
00:28:35.070 --> 00:28:37.760
Cleveland Horton II: No, we just wanted to let you know.

223
00:28:37.760 --> 00:28:38.170
Glendora Hughes: happens when.

224
00:28:38.170 --> 00:28:41.890
Janssen Evelyn: Correct. Correct.

225
00:28:41.890 --> 00:28:44.369
Cleveland Horton II: May I, may I?

226
00:28:44.370 --> 00:28:45.060
Magdalena Navarro: I ask.

227
00:28:45.190 --> 00:28:49.580
Magdalena Navarro: I would like to ask either you, Cleveland, or,

228
00:28:49.710 --> 00:28:55.070
Magdalena Navarro: Commissioner Jensen, if he can elaborate on his most recent victory.

229
00:28:55.670 --> 00:28:59.229
Cleveland Horton II: Oh, he can, I'm sure he, he can elaborate on that. Go ahead.

230
00:28:59.230 --> 00:29:09.330
Janssen Evelyn: No, I mean, look, the reality is, the reality is that every day when you wake up and you have, and you still have life, that's a victory in and of itself, so we are all celebrating the victory.

231
00:29:09.970 --> 00:29:12.419
Janssen Evelyn: Right, right, right, brother, brother Horton.

232
00:29:12.420 --> 00:29:13.830
Cleveland Horton II: That's correct.

233
00:29:13.830 --> 00:29:15.820
Magdalena Navarro: There must be a little bit more to that.

234
00:29:15.820 --> 00:29:18.340
Glendora Hughes: Amen.

235
00:29:18.340 --> 00:29:32.660
Janssen Evelyn: Well, I mean, this is not necessarily the time and place, but there was a recent primary, and I ran in a primary race in Howard County, and I think since it's been certified for the past week.

236
00:29:32.800 --> 00:29:41.809
Janssen Evelyn: It was a plurality race, 4 people are in the race, but, I am humbled to have received close to 50%, so it was a blowout.

237
00:29:44.310 --> 00:29:45.139
Janssen Evelyn: And I said…

238
00:29:45.140 --> 00:29:50.010
Cleveland Horton II: He's very humble, Commissioner. I know, I was going to say he humbly says. That sounds very humble.

239
00:29:50.010 --> 00:29:50.880
Magdalena Navarro: Congratulations!

240
00:29:50.880 --> 00:29:51.769
Cleveland Horton II: It will never be.

241
00:29:51.770 --> 00:29:52.160
Glendora Hughes: Oh.

242

00:29:52.160 --> 00:29:55.240
Janssen Evelyn: It was humbly, humbly, it was a blowout.

243
00:29:55.240 --> 00:29:57.579
Glendora Hughes: Just saying, it was a blowout.

244
00:29:57.580 --> 00:29:58.830
Stephanie Suerth: Congratulations.

245
00:29:59.470 --> 00:30:00.440
Janssen Evelyn: Thank you.

246
00:30:01.010 --> 00:30:14.429
Cleveland Horton II: Congratulations, Commissioner Jansen. With that, if there are no questions for our General Counsel, I am going to pass it over to our Education and Outreach Director, Ms. Candice Crenshaw.

247
00:30:14.960 --> 00:30:18.060
Candice Crenshaw-MCCR: Hello. Happy Tuesday, everyone. How are you all today?

248
00:30:19.170 --> 00:30:20.470
Candice Crenshaw-MCCR: All right, you look great.

249
00:30:20.500 --> 00:30:23.170
Cleveland Horton II: We're doing great. We're doing great, Candace. We.

250
00:30:23.170 --> 00:30:24.879
Janssen Evelyn: You're doing excellent.

251
00:30:25.080 --> 00:30:30.980
Janssen Evelyn: Look, it's already… it's already sunny and hot, so you're bringing… you can't bring any more sunshine, we'll.

252
00:30:31.920 --> 00:30:34.590
Candice Crenshaw-MCCR: Oh my goodness, you can never have too much sun.

253
00:30:34.590 --> 00:30:58.090
Candice Crenshaw-MCCR: Well, it's so great to see you all today. As you have read my report, I just want to highlight two things. I would like to highlight our program initiatives and our Civil Rights Gala. So we have completed our five-week cohort of our Young Scholars program that was hosted at Baltimore Leadership School for Young Women. We have been receiving a plethora of emails from elementary schools, middle schools, and high schools regarding civil rights.

254
00:30:58.090 --> 00:31:03.480
Candice Crenshaw-MCCR: Know Your Rights presentation, so we're really excited to expand for the youth.

255
00:31:03.480 --> 00:31:28.389
Candice Crenshaw-MCCR: and continue to host our Young Scholars Program. We will now be hosting our Young Scholars Program quarterly, so we will make sure we organize our execution by the counties so that we can reach everyone in the entire state. We will also facilitate our Civil Rights Leadership Program in that same way. Our Maryland Leadership and Advocacy Program will be launched in the spring of 2027.

256
00:31:28.390 --> 00:31:40.729
Candice Crenshaw-MCCR: applications will be live at the gala. That is a paid program, so we're excited to be able to capture the audience's attention and participation by highlighting our Maryland Leadership and Advocacy program.

257
00:31:41.160 --> 00:31:48.340
Candice Crenshaw-MCCR: Lastly, to the gala, so at this time, this is new for us this year, we are,

258
00:31:48.340 --> 00:32:13.320
Candice Crenshaw-MCCR: We are requiring nominations for our awards, so we have our Community Impact Awards, we have our Glendora C. Hughes Award, and on behalf of the Maryland Commission on Civil Rights Foundation, we have a Justice in Action Scholarship. So we currently have 44 nominations for the Community Impact Awards. We'll be highlighting one community member and one organization, and then for the Glendora C. Hughes Award, we have eight nominations.

259
00:32:13.370 --> 00:32:29.929
Candice Crenshaw-MCCR: And right now, we have two nominations for the Justice in Action Scholarship. I have emailed all of the commissioners this information. You all have the links to everything, so please share this with your colleagues, your constituents, and individuals that you know, because these are great opportunities that us at the commission are providing.

260
00:32:29.930 --> 00:32:54.700
Candice Crenshaw-MCCR: So our Community Impact Awards and our Glendora C. Hughes Award, those close July 31 at 11:59 p.m. Our Justice in Action Scholarship closes August 14 at 11:59 p.m. As you know, with the Maryland Commission on Civil Rights Foundation, donations are tax deductible, so if anyone is able to donate to the Maryland Commission on Civil Rights

261
00:32:54.700 --> 00:33:08.230
Candice Crenshaw-MCCR: Foundation, that will go toward the scholarship that we will be providing. That will either be one scholarship or two scholarships. Once we finalize the details, you all will be aware. But please, please share that information.

262
00:33:08.490 --> 00:33:31.840
Candice Crenshaw-MCCR: What else with the gala? We're still finalizing everything. We have pretty much all of our details and logistics in place. I know that there was a time we mentioned commissioners sharing any suggestions. I will send out a survey. It has… I'm trying to figure out the best way to capture your thoughts and just any suggestions that you have. So at this time, I will send out a survey to the commissioners before the…

263
00:33:31.840 --> 00:33:38.159
Candice Crenshaw-MCCR: This week ends so that you can all that you all can share any suggestions that you may have to help.

264
00:33:38.160 --> 00:33:41.369
Candice Crenshaw-MCCR: enhance our Civil Rights Gala this year.

265
00:33:41.680 --> 00:33:47.630
Candice Crenshaw-MCCR: I don't have any other updates. Let me know if you all have any questions regarding the updates that I did provide.

266
00:33:49.430 --> 00:33:51.380
Stephanie Suerth: I just want to say thank you as always.

267
00:33:51.970 --> 00:33:53.100
Candice Crenshaw-MCCR: Thank you.

268
00:33:55.480 --> 00:34:09.169
Cleveland Horton II: And with that, Madam Chair, that will conclude, staff reports. Obviously, Nicolette is still out on vacation, and so she will be back shortly, but that concludes our staff reports for this meeting.

269
00:34:09.179 --> 00:34:14.959
Stephanie Suerth: Okay, so just so she's on vacation home jelly. After that, I'm fine with that.

270
00:34:16.079 --> 00:34:19.680
Cleveland Horton II: Commissioner Prescott got it. I see Commissioner Prescott has a hand raised.

271
00:34:20.310 --> 00:34:22.519
Stephanie Suerth: About to go new business, so perfect timing.

272
00:34:23.040 --> 00:34:25.890
Kimberly Prescott: Oh, and I don't know that this is new business, but I…

273
00:34:26.320 --> 00:34:42.820
Kimberly Prescott: read the report in preparation for this meeting, so yay. But I noticed one thing in there, and I just had a question about it, and this may not be new, it just may be something that I just hadn't flagged for myself, but I noticed in the,

274
00:34:43.340 --> 00:34:57.889
Kimberly Prescott: in the cases filed, that the ones that were dually filed versus the, Title XX only ones, that there was a huge drop. And so, I didn't know if there was a particular reason why, or if we should just talk about that later. Like, I don't…

275
00:34:58.460 --> 00:35:01.290
Kimberly Prescott: I don't really know, but I read that and it kind of jumped out.

276
00:35:02.190 --> 00:35:09.650

Cleveland Horton II: Repeat that question for me one more time, just so I make sure I'm understanding. So, you're saying the difference between the dual file and the Title 20 cases has dropped?

277
00:35:10.210 --> 00:35:14.700
Kimberly Prescott: Yes, so the title 20 only cases.

278
00:35:14.700 --> 00:35:15.290
Cleveland Horton II: Yep.

279
00:35:15.290 --> 00:35:19.300
Kimberly Prescott: That number is significantly lower, it looks like.

280
00:35:19.300 --> 00:35:20.030
Cleveland Horton II: Mmhm.

281
00:35:20.030 --> 00:35:22.569
Kimberly Prescott: Is there a particular reason why?

282
00:35:22.570 --> 00:35:23.410
Cleveland Horton II: No.

283
00:35:23.810 --> 00:35:24.490
Kimberly Prescott: Okay.

284
00:35:24.640 --> 00:35:41.439
Cleveland Horton II: Yeah, it's just a fluctuation that happened last month. There hasn't been any significant changes that would indicate, you know, a significant drop or why we have that drop. So there has been, there's no direct factor that we have that relates to that significant drop.

285
00:35:42.560 --> 00:35:46.140
Kimberly Prescott: And and also that was just so you could know I was paying attention.

286
00:35:46.140 --> 00:35:53.330
Cleveland Horton II: You know what, I appreciate that. You know what I was sitting here saying as you were asking the question, like, oh, you know what, I appreciate that she read the report.

287
00:35:55.450 --> 00:35:56.820
Cleveland Horton II: Candace.

288
00:35:58.160 --> 00:36:06.650
Candice Crenshaw-MCCR: Yes, also, I wanted to acknowledge, thank you to, Commissioner Levitt and Commissioner Prescott for purchasing your tickets for the gala. Thank you.

289
00:36:09.120 --> 00:36:11.859

Stephanie Suerth: Do you see what that was? That was shaming the rest of us that haven.

290
00:36:12.290 --> 00:36:14.610
Candice Crenshaw-MCCR: Oh, no, no, no, no shame, but.

291
00:36:14.610 --> 00:36:15.640
Stephanie Suerth: Excellent.

292
00:36:15.640 --> 00:36:18.270
Cleveland Horton II: She was trying to let y'all know who's on the leaderboard.

293
00:36:18.720 --> 00:36:19.609
Cleveland Horton II: That's exactly what.

294
00:36:19.610 --> 00:36:25.999
Eileen Levitt: You know, I got the email saying price goes up, you know, lock in the price.

295
00:36:26.290 --> 00:36:30.900
Eileen Levitt: Yeah, I got that email, so I was like, oh, I better buy it, because August is coming up.

296
00:36:31.370 --> 00:36:37.010
Stephanie Suerth: I had to wait to find out my surgery date. That was what I'm waiting for. So now that I know it, I'll be able to.

297
00:36:37.570 --> 00:36:38.220
Cleveland Horton II: Yeah, I know.

298
00:36:38.220 --> 00:36:39.610
Candice Crenshaw-MCCR: Commissioner.

299
00:36:39.610 --> 00:36:56.369
Cleveland Horton II: Commissioner Navarro had reached out and said that she was just waiting to figure out any outstanding tables and she was gonna buy 'em all up. So she was kind of waiting to see how many outstanding tables we had left so she could just buy all the rest of the tables up. So she did reach out to us with that. I love the commissioner. All right, so she just.

300
00:36:56.370 --> 00:36:58.279
Stephanie Suerth: Went to the top of the leaderboard.

301
00:37:00.260 --> 00:37:08.069
Candice Crenshaw-MCCR: Thank you to all the commissioners for everything that you do. Special shout out to those who purchased their tickets.

302
00:37:09.460 --> 00:37:19.759

Cleveland Horton II: And we know we're going to have we know we're going to have a big showing from those folks out in District 4 in Howard County. So we know that, they're going to be having a big showing. Isn't that right, Commissioner Jansen?

303
00:37:20.160 --> 00:37:24.430
Kimberly Prescott: Well, I'm not gonna lie, I'm technically a representative of District 4.

304
00:37:24.430 --> 00:37:24.850
Cleveland Horton II: Okay.

305
00:37:24.850 --> 00:37:26.799
Kimberly Prescott: You know, so. All right.

306
00:37:26.800 --> 00:37:27.570
Stephanie Suerth: There you go.

307
00:37:27.570 --> 00:37:31.890
Kimberly Prescott: But a business representative, a business representative.

308
00:37:32.290 --> 00:37:32.910
Cleveland Horton II: Okay.

309
00:37:32.910 --> 00:37:39.350
Janssen Evelyn: We're all the same, like I told you earlier, you know, we're gonna be about both the…

310
00:37:39.500 --> 00:37:47.630
Janssen Evelyn: the residents, as well as our commercial residents. So yes, thank you for supporting District 4, Commissioner Prescott.

311
00:37:48.550 --> 00:37:49.210
Cleveland Horton II: Yep.

312
00:37:49.570 --> 00:37:49.980
Stephanie Suerth: Right.

313
00:37:50.530 --> 00:37:53.369
Cleveland Horton II: But those are, those are all the staff reports, madam chair.

314
00:37:53.670 --> 00:37:54.220
Stephanie Suerth: Right.

315
00:37:54.300 --> 00:38:17.759
Stephanie Suerth: So I'm going to move on to new business. One of the things I want to bring up. We've talked a little bit about it. Obviously, the gala is new business. Make sure everybody does it. Plug, plug, hint,

hint. The other thing is, I'm going to be sending out a survey, especially in light of everything that's going on and attention being paid for participation. I just want to check in with everybody and see where we're at for, you know, scheduling and what that looks like and what.

316
00:38:17.760 --> 00:38:18.770
Stephanie Suerth: would be…

317
00:38:18.770 --> 00:38:43.299
Stephanie Suerth: appropriate and make sure I have everybody's comments. So we have to balance 2 things. We really want to try to make it convenient for our constituents, for the members of the State to be able to participate in our meetings as possible, and then also make sure that we're promoting our participation so that we can continue to serve effectively and with purpose. So this doesn't mean that there will be any changes. But I do want to get everybody's feedback.

318
00:38:43.540 --> 00:38:48.989
Stephanie Suerth: I want to make sure I'm hearing from everybody. And again, same sort of thing that we're thinking about that intentionally.

319
00:38:49.170 --> 00:39:00.939
Stephanie Suerth: The other thing that I wanted to let everybody know for new business is I'm going to be sending out another email. I'm going to send out a lot of emails, and I'm going to go have surgery, and you're never going to hear from me again. So, just to let you know.

320
00:39:01.210 --> 00:39:03.019
Stephanie Suerth: Just kidding.

321
00:39:03.410 --> 00:39:08.059
Stephanie Suerth: as part of the strategic planning process. One of the things that we had talked about, and

322
00:39:08.600 --> 00:39:16.470
Stephanie Suerth: I'm not gonna get into the weeds of it, we'll do it offline, is the fact that as commissioners, in addition to what we talk about here.

323
00:39:16.540 --> 00:39:32.970
Stephanie Suerth: And you know our work and staying in our role as commissioners. We also have individual expertise. We have individual interests that intersect with civil rights and other things. And so, moving forward, we want to be intentional about celebrating

324
00:39:32.970 --> 00:39:38.540
Stephanie Suerth: the expertise of our commissioners, as well as applying that expertise to the Commission and to our work.

325
00:39:38.580 --> 00:39:44.989
Stephanie Suerth: So we're going to be developing a little bit of a program where there will be opportunities for people to either bring in speakers.

326

00:39:45.190 --> 00:40:02.790
Stephanie Suerth: For them to present on different issues, and all of that, so that we're making sure that we're being, again, very intentional about hearing from people. We've sort of started and stopped this at different points. It's not wholly new, but I would like to start getting that together, and getting a schedule together, and finding out what people's interests are.

327
00:40:02.860 --> 00:40:09.160
Stephanie Suerth: for those that weren't part of those conversations. Ha! Ha! Ha! You got you're getting roped into

328
00:40:09.340 --> 00:40:12.140
Stephanie Suerth: But I think it's important, and I think we need to be intentional

329
00:40:12.280 --> 00:40:14.840
Stephanie Suerth: So those are my new business.

330
00:40:15.090 --> 00:40:18.940
Stephanie Suerth: Does anybody else have new business to bring forward?

331
00:40:24.340 --> 00:40:25.399
Stephanie Suerth: Well, that was easy.

332
00:40:25.550 --> 00:40:30.640
Cleveland Horton II: I will say, to add on to what you're talking about, Madam Chair, I know as part of our

333
00:40:32.710 --> 00:40:50.810
Cleveland Horton II: our outreach strategy, when we think about our podcast, we will, at some point, be kind of introducing part of our podcast, kind of like some get to know, sessions, where we will be reaching out to you all as commissioners to invite you all to be.

334
00:40:51.340 --> 00:40:59.100
Cleveland Horton II: and the invited guests for some of our podcasts. So, we ask that you all get your camera faces ready.

335
00:40:59.120 --> 00:41:14.210
Cleveland Horton II: I know that… I know that Commissioner Prescott will be ready, so just be mindful that we will be reaching out to you all to say, hey, we'd love to have you all as some of our members and guests on the podcast, just so that the public gets

336
00:41:14.240 --> 00:41:20.079
Cleveland Horton II: a better idea or understanding of, of, of the folks who serve on our commission.

337
00:41:20.350 --> 00:41:28.360
Cleveland Horton II: So we will update you all as we continue to kind of plan that out and move in that direction as well. We'll update you all accordingly.

338
00:41:29.370 --> 00:41:31.309
Stephanie Suerth: And that's great. And I'm sorry.

339
00:41:31.310 --> 00:41:36.940
Eileen Levitt: Oh, I just remembered something. I attended last month your Lunch and Learn, and

340
00:41:36.940 --> 00:41:37.450
Cleveland Horton II: Thank you for.

341
00:41:37.450 --> 00:41:51.269
Eileen Levitt: And that was very good. And I thought people were engaged. And I think if they had all day, in spite of us being trapped in the elevator, it would ended up being a very good session. I think that.

342
00:41:51.270 --> 00:41:54.790
Cleveland Horton II: You know, you're not supposed to say that on the record. No, I'm just playing.

343
00:41:54.790 --> 00:41:58.549
Eileen Levitt: I'm gonna say on the record, maybe they can get you some space that doesn't have people.

344
00:41:58.550 --> 00:41:59.180
Cleveland Horton II: That's…

345
00:41:59.180 --> 00:42:01.580
Eileen Levitt: Fucking elevators, I don't know.

346
00:42:01.580 --> 00:42:02.040
Glendora Hughes: Yes.

347
00:42:02.040 --> 00:42:13.600
Eileen Levitt: Right? Anyway, so I just want to thank everybody for showing up. I think that, it looks like there wasn't even enough time and that, and it, you know, it was…

348
00:42:14.490 --> 00:42:26.190
Cleveland Horton II: It was a it was a great time. They have also reached out to us to continue the conversation. So for the so for those folks who don't know, we did collaborate with the JCRC, for our lunch and learn.

349
00:42:26.190 --> 00:42:30.940
Cleveland Horton II: It was a great conversation, as Eileen indicated. We didn't have enough time.

350
00:42:30.940 --> 00:42:51.800
Cleveland Horton II: Our presenters did get stuck on the elevator. I think one was stuck for about half an hour. Other ones were stuck for, I think, 15 minutes or so. But it was all part of the lunch and learn, right? We had to teach people how to learn how to deal with adversity and still show up and be able to present at

a lunch and learn. So it was all part of the it was all part of the skit. So, they did a great job. They really did.

351
00:42:51.800 --> 00:42:52.390
Eileen Levitt: Anyways.

352
00:42:52.390 --> 00:42:55.430
Cleveland Horton II: They are a phenomenal job. It was a great conversation.

353
00:42:55.980 --> 00:43:04.450
Eileen Levitt: Yeah, and that was, fortunately, I don't know if she was intentionally their last speaker, but I think it was more than 30 minutes, because,

354
00:43:04.770 --> 00:43:13.069
Eileen Levitt: But, and for those of you, the woman that spoke, her mother was on Schindler, was literally on Schindler's list.

355
00:43:13.230 --> 00:43:13.790
Cleveland Horton II: Yep.

356
00:43:14.150 --> 00:43:25.359
Eileen Levitt: And she told her mother's story, which… she started talking, and I'm like, I think I saw this in a movie. And then I realized it literally was a movie about her mother's life, so…

357
00:43:25.670 --> 00:43:26.370
Cleveland Horton II: Yep.

358
00:43:26.740 --> 00:43:27.750
Stephanie Suerth: That's amazing.

359
00:43:28.060 --> 00:43:32.580
Stephanie Suerth: Those are the sorts of things that I really want to make sure that we're leaning into.

360
00:43:32.700 --> 00:43:35.259
Stephanie Suerth: So, thank you for sharing that, Eileen, and, you know.

361
00:43:35.260 --> 00:43:37.539
Eileen Levitt: I almost forgot, but it was very good.

362
00:43:38.550 --> 00:43:38.890
Cleveland Horton II: Okay.

363
00:43:38.890 --> 00:43:48.030
Stephanie Suerth: And also, it's things like that in the podcast and everything else. As everybody knows, one of the things I've always, you know, sort of asked is that we make sure that people know who we are, that

we exist.

364
00:43:48.480 --> 00:43:53.330
Stephanie Suerth: you know, that's super important. So all of these things deliver on that. And that's amazing. Thank you.

365
00:43:54.140 --> 00:43:54.940
Stephanie Suerth: Oh.

366
00:43:55.340 --> 00:43:58.619
Stephanie Suerth: That's all the new business. Is there any old business that I have?

367
00:43:58.900 --> 00:43:59.760
Stephanie Suerth: Miss.

368
00:43:59.900 --> 00:44:00.880
Stephanie Suerth: I apologize.

369
00:44:04.040 --> 00:44:04.730
Stephanie Suerth: No?

370
00:44:05.160 --> 00:44:08.280
Stephanie Suerth: And I know we have an executive session today.

371
00:44:09.140 --> 00:44:14.280
Stephanie Suerth: So do I have a motion to adjourn to executive session.

372
00:44:14.880 --> 00:44:15.960
Eileen Levitt: So moved.

373
00:44:16.910 --> 00:44:17.590
Stephanie Suerth: Second.

374
00:44:18.620 --> 00:44:19.099
Stephanie Suerth: I think…

375
00:44:19.100 --> 00:44:19.620
Magdalena Navarro: Again.

376
00:44:19.880 --> 00:44:22.250
Stephanie Suerth: I see a second. All in favor.

377
00:44:23.200 --> 00:44:24.180

Stephanie Suerth: Bye.

378
00:44:24.420 --> 00:44:24.850
Magdalena Navarro: Bye.

379
00:44:24.850 --> 00:44:26.210
Stephanie Suerth: None. Any opposed?

380
00:44:26.370 --> 00:44:27.080
Stephanie Suerth: Nope.

381
00:44:27.430 --> 00:44:29.230
Stephanie Suerth: We will move into executive session.

382
00:44:29.230 --> 00:44:30.540
Cleveland Horton II: Well, Alicia.

383
00:44:30.650 --> 00:44:37.189
Cleveland Horton II: Before, I just want to catch Alicia before she hops off. Alicia, you still there? I'm gonna get you to stay on for the first part of this executive.

384
00:44:39.760 --> 00:44:49.589
Spencer Dove: Okay, so I'm going to stop the recording for the interpreters. You can leave. Thank you for your services, and we will see you at our next meeting.

385
00:44:50.070 --> 00:44:50.800
Stephanie Suerth: Thank you.