

**State of Maryland Commission on Civil Rights  
Commission Meeting  
June 11, 2013 – 10am  
MINUTES**

**Commissioners Present:** Shawn M. Wright, Esq.; Robert L. Baum, Esq; Norman Gelman; Laura Esquivel; Gary Norman, Esq.; Rabbi Binyamin Marwick

**Present via conference call:** None

**Management Present:** J. Neil Bell, Executive Director; Cleveland Horton, Deputy Director; Nicolette Young, Assistant Director; Glendora C. Hughes, General Counsel

**Staff Present:** S. Spencer Dove, Executive Associate

ITEM	SUMMARY	ACTION
<b>Call to Order</b>	Meeting called to order at 10:07am.	None
<b>Approval of Minutes</b>	Minutes reviewed from the meeting May 14, 2013. Meetings laid over until next meeting for further review.	Laid over
<b>Chairperson’s Report</b>	Introduction of Angela Hart-Edwards, Legal Counsel to Commissioners. Served as a Trial Attorney and Assistant U.S. Attorney for the U.S. Equal Employment Opportunity Commission (EEOC), the Department of Justice Civil Rights Division and the U.S. Attorney's Office for the District of Columbia. Current partner at Schnader, Harrison, Segal, & Lewis, LLP. Will be providing outside counsel to the Commissioners of MCCR pro bono. Travel costs will be reimbursed.	None
<b>Executive Director’s Report</b>	MCCR is redeveloping partnerships with community groups, like Baltimore Neighborhoods. We have an upcoming meeting with them. Also reaching out to strengthen relations with the Equal Rights Center and the Baltimore Metro Center, among other groups. HUD money may become available in the future for other projects – no determination at this time, but optimistic about the direction things are going. Despite sequestration, MCCR should be able to weather it fine.	None

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<b>Executive Director’s Report, continued</b>	We will not know the outcome until September when the budgeting decisions are announced.	None
<b>Deputy Director’s Report</b>	Intakes and closures consistent month to month. Will present later details to the Commissioners on this to continue their orientation. There are five new hires, four of which are investigators and one receptionist. They have voiced a desire for new training opportunities. Proactively working to find those opportunities and schedule such trainings, within budgetary restrictions. Investigators pleased with the direction of these trainings. There is a June 25 Holocaust Museum trip as a part of these efforts.	None
<b>Assistant Director’s Report</b>	Budgeting – we are winding down the fiscal year, which ends June 30, 2013. In August, will begin working on the FY2015 budget preparations. New computers have been purchased and distributed to staff. Two new people are beginning employment at MCCR tomorrow. One employee has temporarily left us. We have also had one resignation. Effective July 1, 2013, salary reclassifications go into effect for the investigators and their supervisors. MCCR has a new budget analyst assigned to them who will be invited to the next Commissioners meeting.	None
<b>General Counsel’s Report</b>	Lost two people recently (one attorney, one support staff), but have a summer intern. Legal Department is experiencing staff retention issues due to lack of financial compensation. Turn over is high.	

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<b>Old Business</b>	Disability Guidelines Committee – Chair Gary Norman – Committee met and reviewed the regulations. Made recommendations to correct typos and other changes. Committee approved final memorandum issues by General Counsel.	<p>Motion to add in a regulation adjustment recommendation. Current regulations require the Commission Chair to order all public hearings be recorded by a stenographer, which is costly. Regulation update would allow meetings to be recorded and distributed via taping. Discussion ensued. Motion carried 5-1, with Commissioner Esquivel dissenting.</p> <p>One friendly amendment adopted (unanimous consent): adopt the regulation adjustment recommendations in General Counsel’s final memorandum contingent upon review and consent by the Executive Director and the Commission Chair of MCCR.</p>
	Speaker Series – Recommended guests to date: Drew Vetter (MCCR Legislative Liaison), Dr. Dana Beyer, Delegate Ana Sol Gutierrez	If there are recommendations on who to add to the program, please email those recommendations to Commission Chair.
<b>New Business</b>	Issues on the Horizon	Tabled.
	Media Articles	Tabled.
<b>Good &amp; Welfare</b>	Commissioner Norman – Honorable Mention – Newsdigest – Who’s Who in Public Service	None.
<b>Adjournment</b>	Meeting adjourned at 11:40am.	Motion carried.