

WEBVTT

1  
00:00:00.000 --> 00:00:01.330  
Stephanie Suerth: Find my little...

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00:00:03.140 --> 00:00:11.919  
Stephanie Suerth: Good morning, everybody. Let's start with, roll call and convening. Commissioner Seworth, President... President Arredo. Sorry.

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00:00:13.840 --> 00:00:15.699  
Eileen Levitt: Commissioner Levitt, present.

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00:00:17.840 --> 00:00:19.700  
Angela J. Scott: Commissioner Scott present.

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00:00:21.450 --> 00:00:23.460  
Kimberly Prescott: Commissioner Prescott present.

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00:00:25.350 --> 00:00:27.240  
Noah Metheny: Commissioner Matheny present.

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00:00:29.410 --> 00:00:31.810  
Cleveland Horton II: Cleveland Horton, Executive Director, present.

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00:00:33.760 --> 00:00:36.260  
Nicolette Young: Nicolette Young, Assistant Director, present.

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00:00:38.400 --> 00:00:39.580  
Glendora.Hughes: Council President.

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00:00:40.340 --> 00:00:42.469  
Cleveland Horton II: Glendor, your voice is very, very low.

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00:00:43.450 --> 00:00:48.930  
Glendora.Hughes: So, this is Zoom... Glendora, he's General Counsel President.

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00:00:49.110 --> 00:00:54.689  
Cleveland Horton II: We hear you, it's just, I'm just letting you know it's very low. We hear you, though. We fairly hear you, but we got you.

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00:00:54.960 --> 00:00:55.700  
Glendora.Hughes: Okay.

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00:00:55.910 --> 00:00:56.440

Cleveland Horton II: Alright.

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00:00:57.110 --> 00:01:00.219

Candice Crenshaw-MCCR: Candace Crenshaw, Education and Outreach Director, present.

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00:01:04.459 --> 00:01:11.559

Spencer Dove: Spencer Dow, Special Assistant to the Executive Director present. Glendora, I'm going to come around in a moment and help you right now.

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00:01:14.870 --> 00:01:18.559

Alesha.Bell: Good morning, everyone. Alicia Bell, Civil Rights Officer, Supervisor.

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00:01:20.700 --> 00:01:28.109

RYAN MURRAY, MCCR: Good morning, Ryan Murray, newly installed Civil Rights Officer Supervisor with the Employment Investigations Unit.

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00:01:33.260 --> 00:01:36.590

Cleveland Horton II: And I think that's all we have, Madam Chair.

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00:01:36.840 --> 00:01:37.450

Stephanie Suerth: Okay?

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00:01:37.660 --> 00:01:43.449

Stephanie Suerth: Do we have any members of the public? I didn't see them in the participants, but I'm also not...

22

00:01:44.310 --> 00:01:46.019

Cleveland Horton II: Yeah, I don't see any, Madam Chair.

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00:01:46.490 --> 00:01:51.369

Stephanie Suerth: Okay. Then I guess we will move to my report.

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00:01:51.910 --> 00:02:05.310

Stephanie Suerth: So first off, everyone, thank you so much for your continued commitment to our mission. I just wanted to cover a couple of issues, and then move on to a call for action to the commissioners.

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00:02:05.510 --> 00:02:18.430

Stephanie Suerth: So, I want to give you a little bit of an update on the Maryland General Assembly. At the Senate, we're considering a joint resolution based on the work of the Maryland Terror Lynching Commission.

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00:02:18.940 --> 00:02:19.800

Stephanie Suerth: and...

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00:02:20.230 --> 00:02:43.099

Stephanie Suerth: It was a apology, and it fell into three categories. Failure to protect Black American residents from racially motivated mob violence, states' active and passive collusion in covering up the murders as they occurred, and failure to provide meaningful justice to victims, survivors, and descendants of those who had been murdered through mob violence.

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00:02:43.100 --> 00:02:46.839

Stephanie Suerth: Unfortunately, it looks like they've stalled in the legislative process.

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00:02:46.840 --> 00:03:06.090

Stephanie Suerth: And it does not look at this time like they are going to advance. While disappointing, I just want to let you know that the individuals and the organizations that have been making up the work that was done, both under the Commission and as stakeholders, have all committed to continue advocacy.

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00:03:07.020 --> 00:03:20.490

Stephanie Suerth: And they are identifying what they're calling flag-bearer organizations who will continue to carry the work forward in the next legislative session, and sustain public awareness and pressure between sessions.

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00:03:21.070 --> 00:03:44.260

Stephanie Suerth: I also want to address, I know that one of the concerns that we've talked about as commissioners is the impact of some of the ongoing activities by the Federal Immigration Enforcement, Customs Enforcement. While these activities have received substantially reduced media coverage in recent weeks, due in large part, I think, to the ongoing war conflict, however we're

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00:03:44.380 --> 00:03:57.339

Stephanie Suerth: categorizing that right now with Iran. I think that we have to be aware that their impact on our communities has not diminished, and we need to continue to identify ways to support persons regardless of national origin.

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00:03:58.780 --> 00:04:23.160

Stephanie Suerth: There also continues to be ongoing discrimination that impacts individuals across all dimensions of diversity. I was very saddened to read the new analysis that was released on the eve of the Holocaust Remembrance Day that found that fatalities from anti-Semitic attacks in 2025 reached their highest total in 30 years. What we need to do is be aware and to make sure that our work reflects that what we don't want to happen

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00:04:23.160 --> 00:04:28.779

Stephanie Suerth: Is this to become a new normalized reality for individuals who

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00:04:28.970 --> 00:04:33.399

Stephanie Suerth: Are experiencing that, and also experiencing the trauma of knowing that it's going on.

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00:04:33.590 --> 00:04:56.490

Stephanie Suerth: I also want to make sure that we're being aware of discrimination and bias effects affecting other religious communities, that we don't focus on one dimension of diversity, but rather keep our gazes open to all, and that we continue to address concerns with the same rigorous protection of all civil

rights. I also wanted to point out that this week we've seen a historically unprecedented dispute between our administration and

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00:04:56.490 --> 00:04:59.420

Stephanie Suerth: and the Vatican. And...

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00:04:59.500 --> 00:05:13.240

Stephanie Suerth: what concerns me about this is the use of government authority against a religious institution. It raises fundamental concerns about the proper boundaries between state and religion. So I just want us to be mindful of that and be aware.

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00:05:14.320 --> 00:05:29.230

Stephanie Suerth: I also want to turn our attention to what I think is the most consequential, and it is our call of action, not because other matters are less important, but because our ability to respond effectively to all of them depends entirely on what our goals are.

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00:05:29.230 --> 00:05:46.339

Stephanie Suerth: I'm talking about our strategic planning process. Our commission is currently operating in an environment that continuously demands more of us. Commissioners, and more importantly, our staff, those that are in the day-to-day work. And as, you know, I've just sort of talked a little bit about, these issues are not hypothetical.

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00:05:46.340 --> 00:05:52.879

Stephanie Suerth: They are active, they are urgent, and they are present. And we need to be in a commission that is ready to meet them.

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00:05:53.130 --> 00:06:03.780

Stephanie Suerth: That readiness does not exist by accident. We have to build it. And I think our leadership and our staff have been doing that. They have deliberately, systematically, and...

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00:06:03.820 --> 00:06:17.849

Stephanie Suerth: deliberately really pull together to make sure that they are being thoughtful about who we are and the work that we must do. So I'm calling on all of us, those present, those who actually watched the video or read the minutes later, to...

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00:06:18.200 --> 00:06:23.579

Stephanie Suerth: Become full, active, and have sustained commitment in our strategic planning initiative.

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00:06:23.690 --> 00:06:26.020

Stephanie Suerth: This starts with, hint, hint.

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00:06:26.120 --> 00:06:35.750

Stephanie Suerth: Committing to participating in the meeting Spencer has been working to schedule. It's not a staff function or an administrative exercise. Strategic planning is the work of the Commission itself.

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00:06:35.970 --> 00:06:47.449

Stephanie Suerth: And it is our work as well. It really defines who we are, what we stand for, and how we deploy limited resources, and most importantly, how we show up for Marylanders that depend on us.

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00:06:47.730 --> 00:06:55.870

Stephanie Suerth: I'm about to get off my soapbox, so I just want to say that I'm asking for your full engagement, and I thank you as always.

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00:06:56.550 --> 00:06:57.360

Stephanie Suerth: I'm done.

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00:07:02.640 --> 00:07:05.170

Cleveland Horton II: Thank you.

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00:07:05.170 --> 00:07:06.970

Stephanie Suerth: Didn't expect that one, did you?

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00:07:06.970 --> 00:07:17.950

Cleveland Horton II: Thank you, Madam Chair, we appreciate it. I only have a few things, from our report. The first one really is just to introduce

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00:07:17.950 --> 00:07:27.649

Cleveland Horton II: Ryan Murray, my apologies, who is one of our bright stars here at the Commission. He's been with the Commission for several years.

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00:07:27.650 --> 00:07:44.130

Cleveland Horton II: We've had the opportunity to promote Ryan to Civil Rights Officer Supervisor. We are looking forward to him continuing to utilize his talents and being an asset to the agency. I just wanted to bring him on to the meeting to allow him to

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00:07:44.170 --> 00:07:53.830

Cleveland Horton II: introduce himself, to you all, and for you all to get to know Ryan. You'll see Ryan more frequently now, since he is an active member of our leadership team.

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00:07:53.900 --> 00:08:13.879

Cleveland Horton II: And we are truly excited to have him as a part of our leadership team. So, with that, Ryan, if there's anything that you'd like to share with the commissioners, I hate to put you on the spot, but you know me by now, you know that I absolutely will take the opportunity to do that. So, I just wanted to give you a few minutes just to introduce yourself to the commissioners.

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00:08:14.810 --> 00:08:24.810

RYAN MURRAY, MCCR: Sure. So, thank you, Cleveland, for the introduction. As Cleveland shared, I have been with the Commission for 6-plus years now, going on, moving into Ward 7.

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00:08:25.000 --> 00:08:29.209

RYAN MURRAY, MCCR: I've loved the commission. Commission has been a great asset to my life.

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00:08:29.260 --> 00:08:36.820

RYAN MURRAY, MCCR: Came in right at the peak of the pandemic, so I was learning on the job, starting with teleworking, but...

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00:08:36.820 --> 00:08:53.559

RYAN MURRAY, MCCR: with the support of everybody here, been able to do the best that I can with the Commission. For many of you, I've seen you at some of our events, our gala, things like that, but I'm really happy to be a part of the leadership team and to continue to work toward the efforts, many of the things that our chairperson has talked about this morning.

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00:08:54.430 --> 00:09:05.550

RYAN MURRAY, MCCR: very eager to get involved in some of those additional efforts to help, you know, alleviate discrimination across our state, and do my best to help my local community as well. So thank you, everyone, for welcoming me today.

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00:09:06.230 --> 00:09:07.560

Stephanie Suerth: Congratulations.

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00:09:08.140 --> 00:09:09.660

Stephanie Suerth: Very exciting to have you here.

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00:09:12.030 --> 00:09:20.809

Cleveland Horton II: Cool, also, you all will notice, looking at the report that we submitted, we had almost 300 inquiries come in last month.

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00:09:20.830 --> 00:09:36.979

Cleveland Horton II: And I say that just so that we're all aware that we continue to see an escalated number of inquiries coming through our agency. We expect that we will double the number of inquiries that we had last year. But again, I do take my hat off to staff who have truly just,

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00:09:37.080 --> 00:09:46.940

Cleveland Horton II: been diving in to figure out how we handle the onslaught of inquiries coming in. And it's not just an intake unit thing, it really has been a total agency effort.

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00:09:46.960 --> 00:10:06.320

Cleveland Horton II: So all staff has kind of jumped in to kind of figure out how do we make sure we're handling the intakes. So we've assigned intakes to our investigative staff, just to make sure that folks aren't waiting an unreasonable period of time just to get their intake through the agency. So again, I just want to take a hats off to all of our staff who have been committed to assisting

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00:10:06.330 --> 00:10:17.880

Cleveland Horton II: And with the onslaught of cases that we do see coming into our agency. So, when folks ask, is discrimination still happening? You all can say with full confidence that absolutely it is still happening.

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00:10:17.880 --> 00:10:29.539

Cleveland Horton II: We see it each and every day, but again, I just take my hat off to the staff who are

always being flexible and willing to pivot to ensure that we are making sure that we're addressing these complaints, as they come in.

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00:10:29.900 --> 00:10:32.979

Cleveland Horton II: And the last thing I did want to point out, really, is...

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00:10:33.020 --> 00:10:47.289

Cleveland Horton II: Just to give a shout out to Spencer and Glendora, and I'm sure you will hear from both, if not at least one of them, later on today. I talk about, legislative session that ended, at midnight, so we are all, obviously.

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00:10:47.290 --> 00:10:53.350

Cleveland Horton II: I know that Glendora and Spencer are ready to do the relaxing dance, right? That the crazy session is now over.

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00:10:53.350 --> 00:11:08.389

Cleveland Horton II: But as you all know, we obviously tried to get through our departmental bill, which I'm sure one of them will talk about as well. But I just wanted to highlight the work that they put in in reference to getting this bill introduced, in reference to coordinating efforts between the advocates

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00:11:08.390 --> 00:11:27.660

Cleveland Horton II: making sure that I had the talking points, for our hearings. And even though Glendora decided to attend the Final Four during the Senate hearing, we won't hold that against her. But I really do just want to thank them for, both of them, for all of the work, the late hours, the weekends.

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00:11:27.660 --> 00:11:41.019

Cleveland Horton II: That they put into engaging in these conversations to get this bill to where it was. You know, ultimately, we didn't obviously get the bill passed as we had hoped, but we all know it is very hard to get a bill passed the first time around.

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00:11:41.130 --> 00:11:56.519

Cleveland Horton II: And the fact that we were able to get it to the point where we did is really highlights the work that both of them put in to this bill, right? I mean, it was just outside of the regular Cleveland meetings, and Cleveland needs to meet to talk about this, and Cleveland wants to meet to talk about that.

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00:11:56.520 --> 00:12:08.939

Cleveland Horton II: They had to meet with all the advocates, rewrite the bill, make sure that we had everything in it that we wanted in the bill. They had to kind of navigate what we wanted as an agency, kind of what the advocates wanted, also listening to,

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00:12:08.940 --> 00:12:18.629

Cleveland Horton II: what was coming from the opposition. It was just constant conversation. So, I know you all had the opportunity to see the highlights of the hearings, you know, Gondora.

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00:12:18.920 --> 00:12:37.970

Cleveland Horton II: did a great job, during a House hearing to make sure she was able to respond to and answer all the questions that were coming from, the delegates at the time. And Spencer, who has just been

any and everywhere to just make sure that, our presence was known, and that folks had the information that they need in reference to our bill, so...

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00:12:37.970 --> 00:12:45.909

Cleveland Horton II: I truly just wanted to thank Glendor and Spencer for the work that they put in this session, not for what they do normally around legislative session, but truly

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00:12:45.910 --> 00:12:57.729

Cleveland Horton II: just the amount of work that went into just this one departmental bill, right? Outside of all the other stuff that they were tracking and keeping track of, but it truly was a great effort by them as a team.

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00:12:57.730 --> 00:13:07.370

Cleveland Horton II: to just get us to where we were. So, we're looking forward to... I know we talked about what's going to be our plan for next year, and we're looking to engaging in that effort again next year, but I just wanted to

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00:13:07.370 --> 00:13:10.060

Cleveland Horton II: to highlight Spencer Englandor and let them know that they're...

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00:13:10.060 --> 00:13:13.480

Cleveland Horton II: Their work does not go unnoticed, so thank... thank you both.

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00:13:13.930 --> 00:13:14.850

Glendora.Hughes: Thank you.

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00:13:15.490 --> 00:13:21.750

Cleveland Horton II: And with that, I am free to answer any questions that you all may have for me at this time.

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00:13:24.990 --> 00:13:26.220

Cleveland Horton II: No questions?

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00:13:26.220 --> 00:13:34.789

Stephanie Suerth: No questions, just as always, extreme appreciation, as you said, for Glendora and Spencer, but also for your leadership, too, as well, Cleveland.

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00:13:34.950 --> 00:13:37.580

Stephanie Suerth: I think, you know, that needs to be called out, and...

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00:13:37.890 --> 00:13:39.559

Stephanie Suerth: Added to the list, if you will.

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00:13:40.280 --> 00:13:41.740

Cleveland Horton II: Thank you, I appreciate it.

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00:13:42.010 --> 00:13:48.699

Cleveland Horton II: with that, I know she always talks about it, because I put it in the back. So, I am going to switch it up this time. Glendora?

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00:13:49.300 --> 00:13:51.150

Cleveland Horton II: Have at it. It's all yours.

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00:13:51.410 --> 00:13:52.140

Stephanie Suerth: Wow.

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00:13:52.890 --> 00:13:56.770

Glendora.Hughes: Surprise, surprise! Not me!

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00:13:57.070 --> 00:14:00.369

Glendora.Hughes: Good morning, everyone.

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00:14:00.970 --> 00:14:06.480

Glendora.Hughes: As Cleveland has said, it was an interesting session.

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00:14:06.740 --> 00:14:09.909

Glendora.Hughes: But it's an election year.

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00:14:10.030 --> 00:14:24.230

Glendora.Hughes: And there are some things that we pretty much forecast what was going to be the challenge of our education bill. And usually, something of this magnitude, you just want to get it in the conversation as a policy.

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00:14:24.460 --> 00:14:28.660

Glendora.Hughes: And get people to consider it.

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00:14:29.240 --> 00:14:36.330

Glendora.Hughes: We... House Bill 649, we were able to get it out of the house.

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00:14:36.920 --> 00:14:39.520

Glendora.Hughes: But we couldn't get it out with the amendments.

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00:14:39.630 --> 00:14:50.299

Glendora.Hughes: And so, really, this, this bill, I would have been shocked if it had passed, because we had to do a lot of drafting and amending.

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00:14:50.550 --> 00:15:01.440

Glendora.Hughes: part of it was getting... figuring out the right combination and ideas for the bill drafter. So the bill drafter didn't get it... got it to us a little late.

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00:15:01.530 --> 00:15:16.510

Glendora.Hughes: And then the amendments to the bill were a little late, which is why they weren't voted on in the House and, were over to the Senate. I think our... the opponents did not expect it to get out of the House.

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00:15:16.750 --> 00:15:23.140

Glendora.Hughes: And so they pretty much, did... did not testify and did more of a...

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00:15:23.250 --> 00:15:27.190

Glendora.Hughes: In the back... in the background, lobbying.

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00:15:27.660 --> 00:15:36.539

Glendora.Hughes: And then when it came out of the House and went to the Senate, they were like, oh, it's moving, and so they came out in full force on the Senate side.

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00:15:37.830 --> 00:15:40.319

Glendora.Hughes: Which we did not ex...

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00:15:40.780 --> 00:15:45.780

Glendora.Hughes: not surprised by it. Spencer and I pretty much told the advocates what we thought the

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00:15:45.900 --> 00:15:48.599

Glendora.Hughes: The touching points were going to be.

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00:15:49.010 --> 00:15:55.509

Glendora.Hughes: And that turned out to be what the touching points were going to be. That was, the private right of action.

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00:15:56.260 --> 00:16:08.209

Glendora.Hughes: And the, issue of expanding the coverage of private schools to those schools who do not receive federal funds.

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00:16:08.280 --> 00:16:16.570

Glendora.Hughes: Which, the research, could possibly... that it could possibly be a constitutional issue.

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00:16:17.220 --> 00:16:18.790

Glendora.Hughes: Involving the...

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00:16:18.990 --> 00:16:33.029

Glendora.Hughes: trying to regulate institutions that don't receive government funding, and the government trying to regulate them. So that is an issue that we will look at in terms of the redrafting of the bill.

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00:16:33.210 --> 00:16:38.720

Glendora.Hughes: Also, negotiate with the advocates, because we told them right out the gate.

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00:16:39.150 --> 00:16:46.529

Glendora.Hughes: From our experience with the public accommodations bill, that private right action was going to be a sticking point.

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00:16:46.640 --> 00:16:55.769

Glendora.Hughes: And sure enough, it was. But, so that is another issue that we have to talk about, talk with the advocates.

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00:16:56.430 --> 00:16:58.580

Glendora.Hughes: We are pretty clear that if...

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00:16:58.790 --> 00:17:02.089

Glendora.Hughes: It is to save the bill, we will let it go.

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00:17:02.690 --> 00:17:13.810

Glendora.Hughes: Because we would still have the enforcement authority to enforce the bill, and also our access to the courts.

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00:17:14.359 --> 00:17:22.439

Glendora.Hughes: But that is something that we'll talk over, the summer, and also looking at

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00:17:22.670 --> 00:17:34.079

Glendora.Hughes: the opposition issues. I think one of the... the unsaid... the unspoken issue with the religious private schools

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00:17:34.180 --> 00:17:41.619

Glendora.Hughes: They're not saying it, but we know that the issue is, is the protected class of sexual orientation and gender identity.

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00:17:41.780 --> 00:17:47.119

Glendora.Hughes: We know that is their sticking point. They have not said it, but we know that it is.

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00:17:47.460 --> 00:17:49.559

Glendora.Hughes: So we're going to look at

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00:17:49.860 --> 00:17:57.889

Glendora.Hughes: the legislation that passed in 2022 that gave the Department of Education

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00:17:58.120 --> 00:18:01.570

Glendora.Hughes: Some semblance of a review.

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00:18:02.080 --> 00:18:14.359

Glendora.Hughes: And that did include sexual orientation and gender identity, and to see what was the conversation that went on then. So we're, you know.

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00:18:14.490 --> 00:18:19.319

Glendora.Hughes: I... My preference was that it did not come to vote in the Senate.

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00:18:20.090 --> 00:18:23.990

Glendora.Hughes: That... The signs are pointing to an unfavorable.

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00:18:24.280 --> 00:18:27.449

Glendora.Hughes: So I would rather that it stayed in the drawer.

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00:18:27.580 --> 00:18:33.899

Glendora.Hughes: Rather than getting an unfavorable vote, and then we can go back and incorporate a lot of the

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00:18:34.770 --> 00:18:39.919

Glendora.Hughes: Amendments that we had that would answer a lot of the questions that were raised.

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00:18:40.430 --> 00:18:49.530

Glendora.Hughes: And to, look at the main sticking points over the summer as to how to resolve those issues ahead of time.

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00:18:49.750 --> 00:18:57.030

Glendora.Hughes: That, you know, a lot of it is politics, and a lot of it is who you know.

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00:18:58.280 --> 00:19:04.579

Glendora.Hughes: And, and who you can get on your, to be in those committee discussions.

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00:19:05.740 --> 00:19:11.019

Glendora.Hughes: Spencer, having been down in Annapolis, knew some folks.

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00:19:11.640 --> 00:19:15.189

Glendora.Hughes: I've known some folks, which is how we got out of the house.

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00:19:15.360 --> 00:19:19.930

Glendora.Hughes: So it's getting to know some more folks over the summer.

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00:19:20.410 --> 00:19:29.930

Glendora.Hughes: That, can be, the leaders in assisting us, in the committee, particularly on the Senate side.

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00:19:30.240 --> 00:19:34.630

Glendora.Hughes: And addressing and also doing our homework in...

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00:19:35.060 --> 00:19:42.700

Glendora.Hughes: Redrafting the bill, incorporating some of those concerns, and

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00:19:43.030 --> 00:19:45.539

Glendora.Hughes: Coming up with a game plan to go forth.

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00:19:45.780 --> 00:20:02.360

Glendora.Hughes: Again, like, it's an election year, and when something's a hot-button issue, people sort of shy away, because they're trying to raise money, and some donors may have their position, and they're listening to them.

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00:20:02.910 --> 00:20:16.010

Glendora.Hughes: And, so it's not necessarily that it's a substantively a bad bill or a bad issue. It is, politically, at this point in time, some folks were shying away from it.

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00:20:17.110 --> 00:20:34.469

Glendora.Hughes: In the Senate committee. And the good thing is that we now know what committee it would go to. We did not know what committee it was going to go to. We didn't know whether it was going to go to judicial proceedings on the Senate side, or the Triple E's education environment.

149

00:20:35.610 --> 00:20:49.620

Glendora.Hughes: I forgot the other E that's added to it. But we didn't know when it came out of the house, we didn't know what committee was going. Now we know. So now we can begin to strategize on reaching out to committee members

150

00:20:49.620 --> 00:20:58.350

Glendora.Hughes: And, finding out what their concerns are, and making those adjustments. I'll do a deeper dive, next...

151

00:20:58.580 --> 00:21:05.919

Glendora.Hughes: meeting on all the other bills. We're waiting to see what gets vetoed, what gets signed into law.

152

00:21:07.030 --> 00:21:09.519

Glendora.Hughes: Since it just... they just...

153

00:21:10.090 --> 00:21:13.649

Glendora.Hughes: Pulled up down the curtain, at midnight.

154

00:21:13.980 --> 00:21:26.880

Glendora.Hughes: So, we will track those, and we'll have a final report for you, in the next session. You have my report.

155

00:21:27.230 --> 00:21:38.900

Glendora.Hughes: Before you, we, we did settle, one of the cases that we had,

156

00:21:39.100 --> 00:21:42.319

Glendora.Hughes: Which involved a... it was a housing case.

157

00:21:43.030 --> 00:21:45.599

Glendora.Hughes: In... on the eastern shore.

158

00:21:46.220 --> 00:22:01.710

Glendora.Hughes: Dealing with a support animal where a woman was... basically was ready to take the keys to a house, and was, rejected by the landlord because of the breed of her support animal.

159

00:22:02.040 --> 00:22:03.670

Glendora.Hughes: And she had just...

160

00:22:03.940 --> 00:22:16.309

Glendora.Hughes: been homeless, she had just checked out of her hotel, and then was rejected, by the homeowner because of his... their... their defense was that...

161

00:22:16.400 --> 00:22:23.280

Glendora.Hughes: The insurance company had a breed policy that would prohibit certain breeds from being on the property.

162

00:22:23.360 --> 00:22:38.509

Glendora.Hughes: And, we filed suit against the, the landlord and the insurance company. And the landlord settled, separately, for \$25,000.

163

00:22:38.620 --> 00:22:44.070

Glendora.Hughes: And we just wrapped up the settlement with the insurance company.

164

00:22:44.200 --> 00:22:50.479

Glendora.Hughes: For \$15,000, and \$500... \$5,000 for the Civil Rights Fund.

165

00:22:51.210 --> 00:22:55.490

Glendora.Hughes: So, dorchester County.

166

00:22:56.050 --> 00:23:08.379

Glendora.Hughes: And we're very, very happy for her... for the complainant, because, she went through a lot, but she was a fighter, and she hung in there, and she was ready to go to the full,

167

00:23:08.570 --> 00:23:16.480

Glendora.Hughes: with full force. But we're very happy that we were able to get, the... the settlement for her.

168

00:23:16.660 --> 00:23:20.209

Glendora.Hughes: That she deserved in terms of her mistreatment.

169

00:23:20.990 --> 00:23:27.619

Glendora.Hughes: I don't know if you all checked in on the hearing that... of your lawsuit.

170

00:23:27.850 --> 00:23:34.590

Glendora.Hughes: The appellate hearing in the Fourth Circuit, where the Seventh-day Adventists sued

171

00:23:35.880 --> 00:23:49.589

Glendora.Hughes: the Attorney General, and Cleveland Horton, and me, and all of you, independently, and that, they had the Fourth Circuit, oral arguments.

172

00:23:49.780 --> 00:23:57.980

Glendora.Hughes: Last month, and they had... it was very interesting because they had 3 cases that dealt with religious...

173

00:23:58.120 --> 00:23:59.510

Glendora.Hughes: Exemption.

174

00:23:59.960 --> 00:24:03.940

Glendora.Hughes: and, the constitutionality of

175

00:24:04.210 --> 00:24:09.670

Glendora.Hughes: State laws that prohibit, discrimination based on religion.

176

00:24:09.820 --> 00:24:13.709

Glendora.Hughes: One, one was,

177

00:24:14.060 --> 00:24:18.290

Glendora.Hughes: dealing with, I think, education with the school system.

178

00:24:18.550 --> 00:24:27.030

Glendora.Hughes: And then the other one was the, Doe versus the Catholic Reef Services, which...

179

00:24:27.540 --> 00:24:39.310

Glendora.Hughes: dragged us in, because under the Supreme Court of Maryland's ruling involving interpreting our statute, that,

180

00:24:39.500 --> 00:24:47.290

Glendora.Hughes: We... that the ministerial exemption exists, and that we have to look at the position

181

00:24:47.300 --> 00:24:59.140

Glendora.Hughes: That is being challenged, i.e, is the person involved in ministry, or are they simply involved in, like, in the Doe versus CRS?

182

00:24:59.140 --> 00:25:10.459

Glendora.Hughes: it involved a IT person, a person who was basically... had nothing to do... they basically dealt with keeping the computers running. And, he was denied...

183

00:25:10.620 --> 00:25:15.890

Glendora.Hughes: His spouse, who was a male, was denied coverage.

184

00:25:16.220 --> 00:25:20.150

Glendora.Hughes: After they found out that he was married to a man.

185

00:25:20.610 --> 00:25:28.749

Glendora.Hughes: And he filed a sex discrimination complaint saying that he was being treated differently than his colleague, whose husband was covered.

186

00:25:29.720 --> 00:25:34.460

Glendora.Hughes: And so the issue is, in terms of can the...

187

00:25:34.810 --> 00:25:44.120

Glendora.Hughes: religious institution is constitutionally... is it a violation of the Constitution to enforce

188

00:25:44.280 --> 00:25:47.870

Glendora.Hughes: Against the religious institution to say that you can't.

189

00:25:48.960 --> 00:25:55.009

Glendora.Hughes: Discriminate against someone who is... has nothing to do with the tenets of faith, or anything to do with

190

00:25:55.300 --> 00:25:57.680

Glendora.Hughes: The propagation of the faith.

191

00:25:58.110 --> 00:26:10.799

Glendora.Hughes: Which then the Seventh-day Adventists sued us, saying, well, you might follow the Supreme Court of Maryland's interpretation, and so we want to get an injunction to stop you from doing what you might do.

192

00:26:11.460 --> 00:26:12.640

Glendora.Hughes: And...

193

00:26:14.250 --> 00:26:22.009

Glendora.Hughes: So that rolled into our case, and the Attorney General's office argued the case, since they were sued as well.

194

00:26:22.350 --> 00:26:27.169

Glendora.Hughes: And we... probably in the fall, we may hear something.

195

00:26:27.430 --> 00:26:36.439

Glendora.Hughes: It clearly... the fourth... listening to the judges, the three-judge panel, is that they really don't want to deal with this.

196

00:26:36.940 --> 00:26:42.450

Glendora.Hughes: Because there hasn't been a definitive, ruling on the Supreme Court level.

197

00:26:42.570 --> 00:26:49.370

Glendora.Hughes: And that they really... That the circuits are all over the place with different...

198

00:26:49.540 --> 00:26:54.489

Glendora.Hughes: versions of... it's unconstitutional, it's not unconstitutional.

199

00:26:54.780 --> 00:27:06.209

Glendora.Hughes: But, it will be interesting, but it seems like they're intending to read those three cases together and make a call, and I will keep you posted on that.

200

00:27:08.330 --> 00:27:10.510

Glendora.Hughes: I think, Magdalena, you have your hand up.

201

00:27:11.710 --> 00:27:22.709

Magdalena Navarro: Yes, I just wanted to ask you, from the previous case, what was the breed that they didn't like, or that was in the insurance that couldn't be,

202

00:27:22.970 --> 00:27:27.390

Magdalena Navarro: a support deck. I support animal.

203

00:27:27.760 --> 00:27:29.480

Glendora.Hughes: They were pit bulls.

204

00:27:30.350 --> 00:27:47.890

Magdalena Navarro: Okay. And the reason why I'm saying it is because it's not uncommon that peoples are prohibited in apartments, and in many states, not just that one. So, it was favorable for her, but I'm not surprised enough of the people.

205

00:27:47.890 --> 00:28:00.680

Glendora.Hughes: Yeah, well, the insurance company, there are riders and insurance policies against breeds, but under the Fair Housing Law, it's unlawful.

206

00:28:00.850 --> 00:28:19.319

Glendora.Hughes: to, to discriminate and prohibit a support animal, simply because of the breed. You've looked at, I think in Maryland, they make the owner of the breed liable, not the landlord liable for anything that should happen involving their dog.

207

00:28:19.660 --> 00:28:20.330

Glendora.Hughes: Interesting.

208

00:28:20.330 --> 00:28:21.250

Magdalena Navarro: Interesting. Okay.

209

00:28:21.250 --> 00:28:29.300

Glendora.Hughes: And that... that... that was always the concern, was would it be the liability on the landlord? And in Maryland, they... I think they... in the...

210

00:28:29.710 --> 00:28:34.809

Glendora.Hughes: One part of the code, they changed it to say that the liability would be on the dog owner.

211

00:28:34.920 --> 00:28:37.960

Glendora.Hughes: Should there be any mishap involving

212

00:28:38.290 --> 00:28:41.339

Glendora.Hughes: Because they're just a assumption

213

00:28:41.830 --> 00:28:47.940

Glendora.Hughes: Involving breeds that don't bear out statistically And.

214

00:28:48.780 --> 00:28:50.919

Glendora.Hughes: They, found that it was uncomfortable.

215

00:28:50.920 --> 00:28:54.250

Eileen Levitt: So, so you're saying there's pit bull discrimination?

216

00:28:56.020 --> 00:28:58.549

Glendora.Hughes: The whole... the...

217

00:28:58.550 --> 00:28:59.340

Magdalena Navarro: Well...

218

00:28:59.550 --> 00:29:01.460

Glendora.Hughes: Well, there are other kinds of...

219

00:29:01.460 --> 00:29:03.870

Eileen Levitt: I know, I know. I just couldn't help it.

220

00:29:03.870 --> 00:29:11.489

Glendora.Hughes: I know, you, you had... you had to be... put that in there, but yeah, you know, it is just pit

bull discrimination.

221

00:29:11.490 --> 00:29:16.440

Magdalena Navarro: So many incidents with the pit bulls, and accidents, and people being aggressive, and so on.

222

00:29:16.440 --> 00:29:25.729

Eileen Levitt: But it's the... it's the owner, not the breed, is really what it boils down to. There's... just certain breeds can be bred to be mean.

223

00:29:26.140 --> 00:29:47.639

Eileen Levitt: And Pitbull is one, but it's how they're... it's the owner. I mean, not bred to be mean. They can be trained to be mean. Certain breeds just can't be trained to be mean, and so... but, interesting, in Maryland, and I can just tell you this, found out recently, that yes, the onus is always on the owner, but it is hard to enforce

224

00:29:47.760 --> 00:30:02.760

Eileen Levitt: situations where, a dog does, cause harm, like, to a human or another animal, even death. It's very hard to enforce those, it's interesting, only because

225

00:30:02.900 --> 00:30:07.590

Eileen Levitt: like, literally in the course of a week, I had... I knew of...

226

00:30:07.720 --> 00:30:10.760

Eileen Levitt: Two situations related to that, which is sad.

227

00:30:10.960 --> 00:30:17.680

Glendora.Hughes: I mean, we've had... I've had a case where the dog was not one of the prohibited breeds that was...

228

00:30:17.840 --> 00:30:35.699

Glendora.Hughes: not trained, and was aggressively attacking other dogs and running wild, because the owner didn't train the dog. So that is the problem dealing with support animals, is that they're not trained like service animals.

229

00:30:35.870 --> 00:30:54.200

Glendora.Hughes: And, that's one reason why you... that there is, in terms of support for them to be in the work environment or in public, is, legally limited because of the fact that they're not trained, and that, they're, don't know how to.

230

00:30:54.230 --> 00:31:02.620

Glendora.Hughes: react in being around other folks and being around other animals. Whereas a service animal.

231

00:31:02.800 --> 00:31:11.569

Glendora.Hughes: If you've been around them, you don't even know they're in the room, because they have

been trained to be around people, and have been trained how to,

232

00:31:11.830 --> 00:31:21.010

Glendora.Hughes: act in public and are not... in fact, they're not aggressive, they're taught not to be aggressive, and they many times are attacked by other dogs.

233

00:31:21.190 --> 00:31:24.300

Eileen Levitt: Right. So this was a service animal, correct?

234

00:31:24.540 --> 00:31:27.529

Glendora.Hughes: This was a support animal, it was not a service animal.

235

00:31:27.530 --> 00:31:29.060

Eileen Levitt: Oh...

236

00:31:30.670 --> 00:31:34.000

Glendora.Hughes: And in housing, you can have assist and support animals.

237

00:31:39.970 --> 00:31:41.510

Glendora.Hughes: Any other questions?

238

00:31:42.250 --> 00:31:43.650

Glendora.Hughes: Alright, thank you!

239

00:31:43.970 --> 00:31:44.820

Stephanie Suerth: Thank you.

240

00:31:46.370 --> 00:31:50.350

Cleveland Horton II: Thanks, Glendor. With that, I'll pass it over to Nicolette.

241

00:31:53.590 --> 00:31:58.380

Nicolette Young: Good morning, everyone. I hope you all are doing well. You do have my report.

242

00:31:58.710 --> 00:32:02.310

Nicolette Young: for review. At this point, we are at...

243

00:32:02.370 --> 00:32:18.780

Nicolette Young: 67.3% on agency expenditures. During... at this time of year, we should be at about 75%. However, there was a delay in hiring our new staff members, that should have come on board on October 1st.

244

00:32:18.840 --> 00:32:28.220

Nicolette Young: Most of them did not start with the agency until December, and we're still in the process of hiring, and we've also had quite a bit of turnover.

245

00:32:28.550 --> 00:32:43.349

Nicolette Young: At this point as well. And so, we do have some cost savings, which is a benefit of us, benefit to us, because that means that we have not expended as much as, federal, funds as we had anticipated.

246

00:32:43.450 --> 00:32:50.200

Nicolette Young: As Cleveland mentioned earlier, we do have, some promotions, as well as new staff members that are coming on board.

247

00:32:50.370 --> 00:33:02.689

Nicolette Young: We just hired our office secretary, Stanley Gonzalez, who came on board April 1st, and we have two civil rights officer leaves that will be starting with us tomorrow, so we're very excited to have them, join the team.

248

00:33:02.850 --> 00:33:20.960

Nicolette Young: Also, again, congratulations to Ryan Murray for his, promotion, effective April 1st, as well as, Civil Rights Officer Lead, for Stephen Levine, and he will start, he will transition to his new role, starting tomorrow.

249

00:33:21.830 --> 00:33:40.409

Nicolette Young: Sine die did end yesterday. We did not have any additional cuts to the agency's budget, outside of the abolishment of the, administrative specialist position, that was cut during the governor's allowance. And we don't anticipate, of course, that will not have any impact on any of the

250

00:33:40.640 --> 00:33:56.739

Nicolette Young: our case processing, investigations. They did update the, requirement for the legislative narrative, which will now include, a status of filling vacant positions in fiscal,

251

00:33:56.810 --> 00:34:11.740

Nicolette Young: 26, as well as, how the focus of education and outreach, positions were included in that as well. So, we will be able to, provide them that information, and, that report is due on November 1st.

252

00:34:12.139 --> 00:34:30.870

Nicolette Young: Just one general housekeeping item. The State Ethics Financial Disclosure is due on April 30th. If you did submit a report of financial disclosure in 2025, they do have your information on record, and you would have received an email.

253

00:34:31.010 --> 00:34:38.279

Nicolette Young: Please make sure to check your spam, because that does, that, that deadline is coming up very soon.

254

00:34:38.570 --> 00:34:44.319

Nicolette Young: I do want to make you all aware of a situation, with, our HUD funds.

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00:34:44.610 --> 00:34:51.189

Nicolette Young: We did receive the 2025 reimbursement amount, last month.

256

00:34:51.610 --> 00:34:53.909

Nicolette Young: However,

257

00:34:54.210 --> 00:35:12.759

Nicolette Young: both Cleveland and I have been having some issues logging into our accounts in order to do the reimbursements, to do the drawdown for the reimbursements. I did notice that, I was not able to... I did not have the authorizations that I had previously had.

258

00:35:12.850 --> 00:35:28.059

Nicolette Young: Back in January, when I updated, my account. I did reach out to HUD to get assistance with that. That has not been resolved yet. Just this morning, I did log into my ELOX account.

259

00:35:28.280 --> 00:35:47.460

Nicolette Young: to see if maybe there's been an update, and I still don't have those authorizations. I did notify Cleveland of the issue, and he has also reached out to them as well, and he's been kind of locked out of his account as well. So, not necessarily sure what's going on. Cleveland did share that

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00:35:47.800 --> 00:35:56.339

Nicolette Young: Other states have been having the same issues as far as being able to try to do their drawdowns, so it's not...

261

00:35:56.700 --> 00:36:12.289

Nicolette Young: something that... we are going to go ahead and monitor it for now. However, it could become a problem down the road. So we at least wanted to make you all aware of that situation, not being a conspiracy theorist, but, just, you know.

262

00:36:12.640 --> 00:36:23.759

Nicolette Young: With the current climate that we're in, and especially with, the ongoing, lawsuit that the state and other, the multi-state lawsuit.

263

00:36:23.800 --> 00:36:40.750

Nicolette Young: that we're engaged with HUD, that's being spearheaded by our Attorney General's office. This may be an impact for us down the road. So I just wanted to make sure that you all were put on notice, and we will absolutely keep you up to date if we have any, additional information to provide.

264

00:36:40.880 --> 00:36:44.199

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

265

00:36:48.450 --> 00:36:51.140

Eileen Levitt: I have so many questions, but you can't answer them.

266

00:36:51.570 --> 00:36:52.320

Stephanie Suerth: Oh, there you go.

267

00:36:52.320 --> 00:36:53.060

Nicolette Young: Okay.

268

00:36:53.810 --> 00:37:08.379

Stephanie Suerth: Thank you, and thank you for the reminder on the ethics disclosures. I just want to, if I can, really quickly reiterate, everybody get them done. They are very important. They can cause a lot of trauma and drama if they are not completed timely.

269

00:37:08.380 --> 00:37:11.559

Eileen Levitt: It went out... the requests went out earlier, like, months ago, right?

270

00:37:11.560 --> 00:37:12.620

Stephanie Suerth: February.

271

00:37:12.620 --> 00:37:17.019

Eileen Levitt: Yeah, okay, because I feel like... I was like, wait a minute, is something... is this something new? No, no.

272

00:37:17.020 --> 00:37:21.239

Stephanie Suerth: No. If you log in, it'll tell you if you've submitted it yet, and if you haven't.

273

00:37:21.630 --> 00:37:22.440

Stephanie Suerth: Kimberly?

274

00:37:22.440 --> 00:37:25.279

Kimberly Prescott: Can somebody just send out... so, because...

275

00:37:25.440 --> 00:37:34.200

Kimberly Prescott: There was a mention of if it was done in 2025. I don't know if I did it in 2025. I just need confirmation of whether I need to do it or not.

276

00:37:34.200 --> 00:37:35.450

Stephanie Suerth: You have to do it every year.

277

00:37:35.450 --> 00:37:36.020

Nicolette Young: Yes.

278

00:37:36.020 --> 00:37:37.130

Stephanie Suerth: So, yes.

279

00:37:37.130 --> 00:37:37.960

Glendora.Hughes: Oh, yeah.

280

00:37:37.960 --> 00:37:38.400  
Stephanie Suerth: Every year.

281  
00:37:38.400 --> 00:37:39.220  
Kimberly Prescott: I haven't gotten anything.

282  
00:37:39.780 --> 00:37:43.320  
Eileen Levitt: You would have got... check your spam from, like, January, February.

283  
00:37:43.320 --> 00:37:46.350  
Stephanie Suerth: Yeah, that comes from the Ethics Commission.

284  
00:37:46.350 --> 00:37:50.510  
Kimberly Prescott: My spam deletes every 15 days. I'm just asking.

285  
00:37:50.810 --> 00:37:52.290  
Glendora.Hughes: the Ethics Commission.

286  
00:37:52.470 --> 00:37:57.900  
Nicolette Young: So, Kimberly, I will, I will, I will send you that information offline.

287  
00:37:58.890 --> 00:38:11.589  
Stephanie Suerth: But you have to do it, and this is the same form that got a former Maryland or Baltimore police commissioner to, have some criminal time, so please take this seriously, guys. It's very important.

288  
00:38:11.940 --> 00:38:15.520  
Eileen Levitt: Yeah, well, and this is the one that got expanded.

289  
00:38:15.520 --> 00:38:16.100  
Stephanie Suerth: Yes.

290  
00:38:16.440 --> 00:38:17.960  
Eileen Levitt: Because of the university.

291  
00:38:17.960 --> 00:38:23.699  
Kimberly Prescott: It's just that I don't have it, and if I don't have it, I don't know how to complete it.

292  
00:38:23.700 --> 00:38:29.130  
Stephanie Suerth: No, no, I'm just reiterating, because I care, I want to make sure everybody gets it done, and that there's no drama, that's all.

293  
00:38:30.820 --> 00:38:31.440  
Nicolette Young: Okay.

294

00:38:31.810 --> 00:38:37.939

Stephanie Suerth: Thank you, guys, I appreciate that, and thank you for the reminder, Nicolette, because we don't know who knows to do it unless we talk about it, so thank you.

295

00:38:37.940 --> 00:38:40.439

Nicolette Young: Absolutely, you're welcome, my pleasure, thank you.

296

00:38:40.440 --> 00:38:40.980

Stephanie Suerth: Yep.

297

00:38:41.670 --> 00:38:56.530

Magdalena Navarro: Nicolette, I have a question. This is Magdalena. If you have, if you cannot withdraw, funds, how can you then operate? Give us, some hints of what are you doing, how you're being creative.

298

00:38:56.530 --> 00:39:00.339

Nicolette Young: Sure, and that's a very good question. So, we... so...

299

00:39:00.550 --> 00:39:12.110

Nicolette Young: The way that the state is set up, or at least how we're set up, we do have a mixture of both general funds as well as federal funds. Our general funds are probably about 80...

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00:39:12.350 --> 00:39:27.650

Nicolette Young: about 80% of the funds that we receive, and then, of course, the remaining 20% is a mixture of federal funds as well as special funds. However, federal funds only pay for, like, salaries and other operating expenses.

301

00:39:29.140 --> 00:39:33.320

Nicolette Young: We are able to continue our operations.

302

00:39:33.480 --> 00:39:39.160

Nicolette Young: But even when we don't receive the federal funds, we're just running, basically, a deficit.

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00:39:39.790 --> 00:39:56.060

Nicolette Young: Okay? But they don't tell us, okay, well, because you're not receiving your federal funds, that means that you now have to start laying people off. We... I don't think we would ever get to that... get to that point, because we're not 100% federally funded.

304

00:39:56.240 --> 00:40:02.729

Nicolette Young: The Department of Budget and Management is aware of what our situation is. We have to do projections.

305

00:40:03.010 --> 00:40:15.000

Nicolette Young: Every quarter, and I'm in constant, constant communication with the Department of Budget and Management, about where we are financially, and us being able to do a drawdown.

306

00:40:15.090 --> 00:40:28.799

Nicolette Young: I think probably what will happen in the future is that the, the state will just front-load the money for us, and then reimburse itself back, which is kind of how it does right now.

307

00:40:29.000 --> 00:40:35.640

Nicolette Young: They go ahead and just, you know, because we're not receiving the federal funds, they still process the payroll.

308

00:40:36.020 --> 00:40:41.670

Nicolette Young: So, you know, our pay is still covered, and then we reimburse the state back.

309

00:40:41.780 --> 00:40:48.719

Nicolette Young: Once we, once we're able to get the federal funds. So, it's, it's, it's a kind of a...

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00:40:48.950 --> 00:41:04.240

Nicolette Young: a sticky situation, but it's not something where, you know, the building, you know, the building's burning down, and, you know, we have to make sure that, you know, we're fully funded. The state will take care of us at some point. We just have to ensure that

311

00:41:04.240 --> 00:41:10.149

Nicolette Young: We're being responsible with how we are, using the agency's funds.

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00:41:10.180 --> 00:41:10.830

Nicolette Young: Moving forward.

313

00:41:10.830 --> 00:41:30.550

Magdalena Navarro: So, a follow-up, a follow-up two-part question. Has this happened ever before? And second, if you don't get the funds towards the end of the year, you did mention that some other... that you know that is this happening for some other groups, are you trying to maybe collectively, do something?

314

00:41:30.880 --> 00:41:31.519

Glendora.Hughes: I'm suing.

315

00:41:31.520 --> 00:41:32.110

Cleveland Horton II: Do you...

316

00:41:32.110 --> 00:41:32.470

Nicolette Young: Oh.

317

00:41:32.470 --> 00:41:34.269

Cleveland Horton II: You want me to respond to that, Nicolette?

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00:41:34.780 --> 00:41:37.329

Nicolette Young: Well, sure, yeah.

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00:41:37.330 --> 00:41:37.990

Cleveland Horton II: Alright, so...

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00:41:37.990 --> 00:41:38.660

Nicolette Young: Okay, good.

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00:41:38.660 --> 00:41:44.500

Cleveland Horton II: So, if you recall, Mayolina, so we've issued... we are in current litigation with HUD in reference to

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00:41:44.570 --> 00:41:51.059

Cleveland Horton II: Their guidance, as well as some payment issues, so we are handling that piece through that.

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00:41:51.100 --> 00:41:55.230

Cleveland Horton II: We did receive notification from HUD late last night.

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00:41:55.260 --> 00:42:01.970

Cleveland Horton II: That they are beginning to process, our 2025, funding reimbursement.

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00:42:01.970 --> 00:42:16.539

Cleveland Horton II: So I just got that email last night, so I don't... me and Nicolette haven't even had the opportunity to talk about it as of yet. So we do look forward to being able to bring those funds back into our account. So normally what happens, as Nikola indicated.

326

00:42:16.540 --> 00:42:27.610

Cleveland Horton II: It really isn't new, per se, because all of our funds from the federal government have been reimbursed, right? So, we expend funds, we do things, if we go, you know, and so then, once we get those funds back into...

327

00:42:27.610 --> 00:42:41.139

Cleveland Horton II: We reimburse for those funds, then the state takes whatever is owed back to the state. So, same thing will happen now, right? So if we run into, for instance, the red, waiting for these federal funds, once we receive these federal funds.

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00:42:41.140 --> 00:42:52.160

Cleveland Horton II: It will satisfy our budget, and Nicolette will do our best to make sure we close, as we always do, in the black, not in the red. But whatever funds are owed to the state, the state will absolutely take those funds once we receive them.

329

00:42:52.160 --> 00:43:12.089

Cleveland Horton II: the funds that they've already put out ahead of time. So, it's not necessarily brand new. Now, I would say the relationship that we have, obviously, with our federal partners is new, because of the current administration, the level of the lack of communication, some of the policies and processes that we're having to go through. That environment is new based off of this current administration, but

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00:43:12.090 --> 00:43:18.419

Cleveland Horton II: From a reimbursing standpoint, from a payment standpoint, it's always been somewhat similar to what we have right now.

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00:43:19.420 --> 00:43:20.450

Magdalena Navarro: Thank you.

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00:43:20.530 --> 00:43:21.520

Cleveland Horton II: No problem.

333

00:43:24.940 --> 00:43:26.640

Cleveland Horton II: Any other questions for Nicolette?

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00:43:29.820 --> 00:43:33.000

Cleveland Horton II: Cool. Thank you, Nicolette. We appreciate you, as always.

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00:43:33.000 --> 00:43:34.149

Stephanie Suerth: Absolutely, thank you.

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00:43:35.250 --> 00:43:36.260

Cleveland Horton II: Candace.

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00:43:38.990 --> 00:43:40.600

Candice Crenshaw-MCCR: Good morning, everyone!

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00:43:42.540 --> 00:43:43.099

Candice Crenshaw-MCCR: Oh, right.

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00:43:43.100 --> 00:43:44.600

Cleveland Horton II: Good morning. Good morning, Candy.

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00:43:44.840 --> 00:43:45.940

Cleveland Horton II: Good morning!

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00:43:47.370 --> 00:43:47.910

Candice Crenshaw-MCCR: behalf of.

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00:43:47.910 --> 00:43:49.170

Magdalena Navarro: Good morning!

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00:43:49.170 --> 00:43:57.809

Candice Crenshaw-MCCR: Thank you so much. On behalf of Education and Outreach, during the month of

March, we collaborated with the Prince George's County Office of Human Rights

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00:43:57.810 --> 00:44:20.049

Candice Crenshaw-MCCR: Our, events in March were very, very intimate, and it was really awesome to just really connect with the community members. For our Women's History event, we had Prince George's County State's Attorney Jackson and also County Executive Aisha Brave Boy in attendance to provide special remarks, so we were grateful for their participation and the community's participation.

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00:44:20.050 --> 00:44:36.920

Candice Crenshaw-MCCR: Also, our Young Scholars Program will launch in May and June, May with the Baltimore Leadership School for Young Women, June with the Boys and Girls Clubs of Annapolis and Anne Arundel County. So we will begin our Young Scholars cohorts of this year, with those entities.

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00:44:36.980 --> 00:44:38.420

Candice Crenshaw-MCCR: Lastly.

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00:44:38.440 --> 00:45:02.160

Candice Crenshaw-MCCR: as we prepare for our gala, this year we have our nominations for our awards. So, we have our Community Impact Awards, and also, I will send this in an email as well. So, we will have two Community Impact Award honorees, and we will send out information and details so that, different entities, individuals can nominate individuals or organizations

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00:45:02.160 --> 00:45:26.369

Candice Crenshaw-MCCR: We have the requirements and the criteria, so everyone can follow along to know who to nominate or any suggestions that any individuals have. We also have nominations that will go out for our Glendora C. Hughes Award as well. So this is a new approach, but we're excited to approach this in a different way, so you all will receive those details. In the email that I will send regarding the gala.

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00:45:26.370 --> 00:45:37.219

Candice Crenshaw-MCCR: I will also ensure that I send some dates so that we can meet to obtain any ideas that you may have for the gala, or any input that you may want to be considered.

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00:45:37.220 --> 00:46:01.380

Candice Crenshaw-MCCR: Also, this year, as you know, we have our Maryland Commission on Civil Rights Foundation. So, ticket sales and table sales will go through the Maryland Commission on Civil Rights in the ticket portal, and all sponsorships will go through our Maryland Commission on Civil Rights Foundation. So, any individual or agencies that are non-profits, they can... well, we are our nonprofit, but

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00:46:01.380 --> 00:46:05.229

Candice Crenshaw-MCCR: If any individual sponsors, they are able to then get a tax write-off.

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00:46:05.230 --> 00:46:15.510

Candice Crenshaw-MCCR: So we'll have those details as well. We do look forward to everyone being able to, participate and also, support our gala for this year.

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00:46:16.060 --> 00:46:20.099

Candice Crenshaw-MCCR: That is all I have for education and outreach. Does anyone have any questions?

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00:46:22.730 --> 00:46:24.570

Stephanie Suerth: I don't, just a big thank you.

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00:46:25.220 --> 00:46:26.200

Candice Crenshaw-MCCR: Thank you.

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00:46:29.100 --> 00:46:33.409

Cleveland Horton II: And... Madam Chair, that is all for staff reports.

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00:46:34.490 --> 00:46:35.290

Stephanie Suerth: Excellent.

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00:46:35.620 --> 00:46:40.080

Stephanie Suerth: So, I did not see any members of the public join, so I think...

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00:46:40.510 --> 00:46:43.939

Stephanie Suerth: We can just move on to old and new business.

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00:46:44.220 --> 00:46:47.789

Stephanie Suerth: We've talked about the legislative session already.

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00:46:48.190 --> 00:46:55.870

Stephanie Suerth: And then I have, hopefully, prodded, poked about the strategic plan meeting.

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00:46:56.050 --> 00:47:00.980

Stephanie Suerth: Anybody that has not done it, please respond to Spencer if one of the dates

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00:47:01.220 --> 00:47:06.409

Stephanie Suerth: If none of the dates are ones that you can make work, suggest dates.

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00:47:06.730 --> 00:47:16.669

Stephanie Suerth: We are going to hold it as a hybrid meeting as much as possible. Please try to participate in person. We're looking at Fridays just because I think it

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00:47:16.670 --> 00:47:31.109

Stephanie Suerth: It's been communicated that those are easier for a number of individuals to participate in person. If those are completely off the table, let us know. This is really important work, guys. It really does define who we are and where we're going. So, I would like to see

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00:47:31.360 --> 00:47:35.360

Stephanie Suerth: I'd actually like to see 100% participation. Please.

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00:47:37.030 --> 00:47:38.110  
Stephanie Suerth: This is worth it.

368  
00:47:39.760 --> 00:47:46.609  
Stephanie Suerth: This isn't just today, it's the next 5 years. So, now that I'm off of my soapbox, does anybody have anything to add to that?

369  
00:47:47.530 --> 00:48:04.890  
Cleveland Horton II: I just wanted to add to that, actually, Madam Chair, so I think part of what we've been trying to do as we think about how we roll out our strategic plan is to do so in a public way, so that folks are, from a transparency standpoint, so that folks fully understand our plan moving forward for the next 5 years.

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00:48:04.890 --> 00:48:11.399  
Cleveland Horton II: So we are working with, and Candace and her team are discussing now, working with Baltimore Center Stage.

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00:48:11.510 --> 00:48:15.039  
Cleveland Horton II: to do a public rollout of our strategic plan in June.

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00:48:15.090 --> 00:48:28.700  
Cleveland Horton II: So the dates are very important to us, right? So for you all to kind of meet and talk about it so that we can make sure we finalize this plan ahead of time, so that we can do this public rollout event that we're going to do, in the latter half of June.

373  
00:48:28.700 --> 00:48:47.939  
Cleveland Horton II: for the public and for our stakeholders, to attend. So, just be mindful of that as we think about the dates, I know you all are talking about figuring out what date works best for everyone. Obviously, the sooner the better. To your point, Madam Chair, we would absolutely love to have 100% participation.

374  
00:48:47.940 --> 00:49:02.730  
Cleveland Horton II: So that we can make sure that every voice is heard as we finalize what our plan will look like for the next 5 years, so that we can solidify and move forward to kind of finalizing and creating any materials around our strategic plan that we'll need to create for the event.

375  
00:49:02.730 --> 00:49:11.890  
Cleveland Horton II: So we are looking forward to that, so just keep that... please keep that in mind as you are having discussions about the dates and when you are going to get together to have that conversation.

376  
00:49:12.600 --> 00:49:15.739  
Stephanie Suerth: Absolutely, and I appreciate you, providing that there is

377  
00:49:16.400 --> 00:49:20.639  
Stephanie Suerth: A time-bound necessity to doing this earlier versus later.

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00:49:23.320 --> 00:49:28.510

Stephanie Suerth: I'll follow up and see who has or hasn't responded, and then we will get a date on the books.

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00:49:28.950 --> 00:49:31.369

Stephanie Suerth: Again, please, this is a priority.

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00:49:34.830 --> 00:49:37.809

Stephanie Suerth: Questions, comments, concerns, any other new business?

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00:49:42.910 --> 00:49:45.819

Stephanie Suerth: Hearing none, seeing none, do I have a motion to adjourn?

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00:49:46.380 --> 00:49:47.560

Eileen Levitt: So moved.

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00:49:48.200 --> 00:49:51.150

Stephanie Suerth: That was enthusiastic.

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00:49:51.150 --> 00:49:54.929

Cleveland Horton II: Yeah, I think she does. It's... you know...

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00:49:54.940 --> 00:49:58.880

Eileen Levitt: It's been... it's been, it's been a month.

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00:49:59.410 --> 00:50:00.090

Stephanie Suerth: 3rd.

387

00:50:00.970 --> 00:50:02.510

Stephanie Suerth: Second?

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00:50:02.510 --> 00:50:04.059

Kimberly Prescott: Second, second.

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00:50:05.150 --> 00:50:06.130

Stephanie Suerth: on there.

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00:50:09.310 --> 00:50:12.519

Stephanie Suerth: We are adjourned. Thank you, everyone, for your participation.