

WEBVTT

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00:00:05.750 --> 00:00:09.610

Stephanie Suerth: Okay, good morning, everybody. Thank you for taking the time, and...

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00:00:10.040 --> 00:00:14.369

Stephanie Suerth: Let's start with the roll call. Commissioner Sealworth, present.

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00:00:16.340 --> 00:00:19.230

Eileen Levitt: Commissioner Levitt present? Present?

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00:00:20.670 --> 00:00:22.870

Kimberly Prescott: Commissioner Prescott present.

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00:00:23.840 --> 00:00:26.129

Gina McKnight-Smith: Commissioner McKnight-Smith present.

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00:00:32.880 --> 00:00:33.280

Cleveland Horton II: No.

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00:00:33.280 --> 00:00:34.160

Stephanie Suerth: with all our commissioners.

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00:00:34.160 --> 00:00:37.409

Cleveland Horton II: Yep. Cleveland Horton, Executive Director, present.

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00:00:39.950 --> 00:00:44.430

Yolanda F. Sonnier: Yolanda Sonje, Deputy Director, Present.

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00:00:46.070 --> 00:00:48.419

Nicolette Young: Nicolette Young, Assistant Director, present.

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00:00:50.380 --> 00:00:52.710

Glendora.Hughes: Glendora Hughes, General Counsel present.

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00:00:53.990 --> 00:00:57.559

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

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00:00:58.430 --> 00:01:02.820

Spencer Dove: And good morning, Spencer Doves, Special Assistant to the Executive Director of PRESENT.

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00:01:04.349 --> 00:01:05.299

Stephanie Suerth: Wonderful.

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00:01:05.480 --> 00:01:08.850

Eileen Levitt: Magdalena just emailed saying she'll be a little late.

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00:01:09.240 --> 00:01:10.910

Stephanie Suerth: Oh, great, thank you so much.

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00:01:12.550 --> 00:01:20.910

Stephanie Suerth: I'd like to ask... sorry, I can't see the bottom buttons today, is there any members of the public with us that would like to introduce themselves?

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00:01:21.990 --> 00:01:27.440

Natalie Holder: Yes, good morning, everyone. I'm Natalie Holder, and I am based in Potomac, Maryland.

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00:01:28.250 --> 00:01:29.899

Stephanie Suerth: Thank you so much for joining us.

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00:01:31.560 --> 00:01:34.210

Stephanie Suerth: We'll have some time after the reports.

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00:01:34.530 --> 00:01:39.929

Stephanie Suerth: For you to let us know if there's anything specific that you would like to talk about or address.

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00:01:40.140 --> 00:01:41.000

Stephanie Suerth: Okay?

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00:01:41.510 --> 00:01:42.560

Natalie Holder: Thank you.

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00:01:42.830 --> 00:01:43.770

Stephanie Suerth: My pleasure.

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00:01:45.070 --> 00:02:02.229

Stephanie Suerth: All right, I'm going to start with my report. I just want to say it continues to be a dynamic and complex time, both federally and within the state. There's a lot going on with the legislation, and legislatures at both levels.

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00:02:02.410 --> 00:02:09.059

Stephanie Suerth: So, I want to thank everybody for their ongoing attention and their ongoing commitment during all of this time.

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00:02:09.539 --> 00:02:14.130

Stephanie Suerth: I also want to thank the commissioners that were able to participate in our first strategy session.

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00:02:14.290 --> 00:02:23.959

Stephanie Suerth: Regarding the impact to persons based on ethnicity and national origin for... from the immigration activities that have been going on.

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00:02:24.630 --> 00:02:34.120

Stephanie Suerth: I feel like these discussions were and will continue to be grounded in our mandate to monitor, assess, and respond to civil rights conditions across the state of Maryland.

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00:02:34.760 --> 00:02:39.309

Stephanie Suerth: Some of the things that we talked about was expanding right-to-know information.

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00:02:39.460 --> 00:02:42.320

Stephanie Suerth: And referrals to trusted resources.

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00:02:43.290 --> 00:02:52.640

Stephanie Suerth: Monitoring relevant federal and state legislation and any policy developments that may affect protected classes under Maryland law

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00:02:52.890 --> 00:03:02.099

Stephanie Suerth: And then just remaining attentive to what this looks like, and what our... what, if any, role we may have, even if it's just providing support to our communities.

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00:03:03.370 --> 00:03:18.620

Stephanie Suerth: So, I just want to let everyone know that these conversations have just started. I think they're going to be ongoing. We'll be scheduling another meeting, and another thing that we want to do is talk about how we incorporate this into our larger strategic goals mission.

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00:03:19.050 --> 00:03:24.889

Stephanie Suerth: And the way that we think about discrimination, including in public spaces, so public access.

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00:03:26.460 --> 00:03:31.569

Stephanie Suerth: This one, I say with great sadness and great joy all at the same time.

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00:03:31.980 --> 00:03:38.020

Stephanie Suerth: I want to formally acknowledge and express everyone the Commission's deep appreciation for Yolanda.

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00:03:38.650 --> 00:03:44.420

Stephanie Suerth: who is concluding her service as our Deputy Executive Director, and moving on.

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00:03:44.950 --> 00:03:45.510

Eileen Levitt: Here, here.

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00:03:47.000 --> 00:03:50.420

Stephanie Suerth: Exactly. She has been phenomenal.

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00:03:50.850 --> 00:03:59.979

Stephanie Suerth: our commitment, her... effectiveness, her... Ability to drive both performance and change.

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00:04:00.140 --> 00:04:03.120

Stephanie Suerth: As well as maintain,

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00:04:04.380 --> 00:04:15.250

Stephanie Suerth: I don't know how to express it. Maintain the goals of the organization and make sure that we are staying on track in what we need to do to be able to fulfill all of our requirements.

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00:04:15.250 --> 00:04:26.899

Stephanie Suerth: And she has done it with passion and grace, and I cannot express the key role she's taken in advancing our internal capacity, supporting the commissioners, myself included.

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00:04:27.480 --> 00:04:32.869

Stephanie Suerth: And making sure that we remain responsive, and that we're engaged with our communities.

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00:04:33.640 --> 00:04:47.609

Stephanie Suerth: So, on behalf of everyone, and I say that knowing that I am making a big assumption, but I'm going to say it was Verve, thank you. Thank you, thank you, thank you for all you have done, and we so very much look forward to what you are going to do.

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00:04:49.010 --> 00:04:55.760

Stephanie Suerth: So, as she continues her work in the next chapter as a magistrate, which I think is really exciting.

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00:04:56.210 --> 00:05:01.610

Stephanie Suerth: I hope... And we count on your continued support of the Commission.

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00:05:01.820 --> 00:05:06.040

Stephanie Suerth: and civil rights as you move forward. And we just appreciate you.

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00:05:06.230 --> 00:05:07.210

Stephanie Suerth: So much.

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00:05:07.930 --> 00:05:10.419

Stephanie Suerth: And with that, I will end my report.

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00:05:14.790 --> 00:05:16.710

Cleveland Horton II: Yeah, I,

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00:05:18.790 --> 00:05:28.380

Cleveland Horton II: No, good morning, everybody. Hopefully everybody is off to a great week thus far. I just wanted to touch on a couple of things.

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00:05:28.650 --> 00:05:31.319

Cleveland Horton II: Well, first, I wanted to give a shout out to

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00:05:31.360 --> 00:05:47.889

Cleveland Horton II: Commissioner Prescott, for attending, one of our budget hearings. It was a pleasure to see her, in the gallery, supporting the Commission, so I definitely want to just highlight Commissioner Prescott and thank her for taking some time out to attend.

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00:05:47.890 --> 00:06:02.270

Cleveland Horton II: our Senate budget hearing. We truly do appreciate it. Our budget hearings went relatively smoothly, in the Senate and the House. As usual, we typically do incur more questions from the House than we do in the Senate.

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00:06:02.270 --> 00:06:13.399

Cleveland Horton II: And this year did not disappoint either. Typically, we get the same questions around our gala, the purpose of the gala, the intent of the gala, so we did receive some more of those questions again this year.

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00:06:13.400 --> 00:06:27.299

Cleveland Horton II: But we were able to answer those questions, thoughtfully, and provide everybody with their responses and information that they needed. It also was helpful that we had Delegate Ruff, who sat on the subcommittee in the House.

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00:06:27.300 --> 00:06:38.300

Cleveland Horton II: who also was a, guest and a panelist at our fireside chat in our last gala. So we definitely, took the time and his privilege, to, again.

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00:06:38.300 --> 00:06:48.989

Cleveland Horton II: promote, and explain the significance and the importance of our annual gala that we do every year. So, I just wanted to highlight that. We have had the time to go through

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00:06:49.260 --> 00:07:00.480

Cleveland Horton II: the strategic plan with our leadership team, so now would be a great opportunity for us to do the same, with you all as commissioners, so I would like to set some time aside

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00:07:00.480 --> 00:07:11.510

Cleveland Horton II: For us to kind of go through our strategic plan, that will cover us for the next 5 years, at your earliest availability. Our plan is to roll it out for next fiscal year, which will be July 1.

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00:07:11.590 --> 00:07:30.060

Cleveland Horton II: So we would like to have that conversation with you all sooner than later, so that way we can also develop and implement our rollout plan, for the strategic plan. So, Madam Chair, if you can coordinate some time with the commissioners for us to go through that, that would be much appreciated.

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00:07:30.300 --> 00:07:31.440

Cleveland Horton II: And lastly.

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00:07:31.440 --> 00:07:40.570

Stephanie Suerth: First, very quickly, and I apologize for interrupting. Oh, you're fine. Do you prefer an in-person meeting or a virtual meeting for that?

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00:07:41.240 --> 00:07:54.929

Cleveland Horton II: I always like to see people in person, but I do recognize, too, that sometimes it's more convenient for folks to do it virtually, but I am awful in person, but if, you know, more folks would prefer to do it virtually, we can do it virtually as well.

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00:07:55.610 --> 00:08:03.459

Stephanie Suerth: Great. Spencer, if I can work with you to get a doodle poll out, and we'll get some times and dates that work for everybody, and...

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00:08:03.590 --> 00:08:09.240

Stephanie Suerth: Depending on what that looks like, we can determine the method and mode of the meeting. Did that work for you?

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00:08:09.840 --> 00:08:10.900

Spencer Dove: works for me.

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00:08:10.900 --> 00:08:11.580

Cleveland Horton II: Yep.

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00:08:11.580 --> 00:08:12.970

Stephanie Suerth: Wonderful. Sorry to interrupt.

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00:08:12.970 --> 00:08:20.320

Cleveland Horton II: No problem at all, Madam Chair. Lastly, I just want to continue to, Madam Chair, sentiments for Yolanda.

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00:08:20.320 --> 00:08:38.929

Cleveland Horton II: It's kind of bittersweet, and I've been... I've been giving her a tough time ever since we went public with this announcement, and I told her, don't worry, it's gonna get worse as we get even closer, right? We just had this conversation this morning, as a matter of fact. So, but I... I do want to acknowledge, you know, that there are... there are people that come into

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00:08:38.950 --> 00:08:46.550

Cleveland Horton II: your lives, your professional or personal. Sometimes it takes some people to have...

take a long time to make an impact.

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00:08:46.550 --> 00:09:04.200

Cleveland Horton II: the impact that Ms. Sonier has been able to do with this agency just within the year that she was here, will serve this agency, for years to come. So, I do want to just lift her up and acknowledge her and thank her for the partnership that we had. You know, our relationship started, obviously, before

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00:09:04.200 --> 00:09:21.639

Cleveland Horton II: this professional partnership, and our friendship will continue. Hopefully, depends, I guess. It depends. But, we are wishing her well. It's always great to see when individuals can take advantage of opportunities.

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00:09:21.640 --> 00:09:37.429

Cleveland Horton II: that they had on their career path, right? We didn't... ideally, we didn't think it would happen this fast, but the fact that the opportunity is happening, we do definitely want to support her and lift her up, and let her know that, the Commission will always be one of her many homes.

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00:09:37.430 --> 00:09:46.540

Cleveland Horton II: And we do appreciate all of the long days, all of the hard work, all of the conversations that... that me and her have had, probably 7 days a week for the last year.

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00:09:46.540 --> 00:10:01.040

Cleveland Horton II: On a number of different things. So, I am 100% going to miss her as much as of a hard time that I give her. She knows that I'm going to miss her, and that's why I'm giving her a hard time. But I also am proud that she was able to take advantage of this opportunity

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00:10:01.040 --> 00:10:07.529

Cleveland Horton II: Not just for the opportunity, but I'm proud of the fact that she has prepared herself to be able to take advantage of the opportunity.

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00:10:07.530 --> 00:10:19.329

Cleveland Horton II: And we are sure that she is going to do well as the next magistrate for Howard County. So we are... we are looking forward to seeing all the success that comes out of her and her new position.

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00:10:21.400 --> 00:10:24.710

Cleveland Horton II: And with that, Madam Chair, if there are any questions, I will take them at this time.

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00:10:26.320 --> 00:10:43.869

Janssen Evelyn: I'm not gonna be as loquacious as our Executive Director, but I definitely have to say, Judge Inglewood, I'm definitely gonna miss you. I've... we've worked together now, this is our second stint. You're... you've always been a blessing.

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00:10:43.890 --> 00:10:58.520

Janssen Evelyn: On my life and wherever you've gone professionally, so I know that you will impact families, and all you encounter, so... But you're also, as I said in the message, you're also stuck with me, so... I'm not going anywhere.

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00:11:00.330 --> 00:11:01.210

Janssen Evelyn: Just...

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00:11:01.210 --> 00:11:06.759

Cleveland Horton II: Judge Englewood, I like that, I like that. Don't, don't let that stick, but... but I...

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00:11:06.760 --> 00:11:17.330

Yolanda F. Sonnier: I am proud of my roots, so I don't... so it's fine too, but he means something else. See, what he was just doing, he means something else when he says that. So...

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00:11:19.660 --> 00:11:24.330

Yolanda F. Sonnier: Were there any questions for Cleveland before I jump into my report?

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00:11:25.510 --> 00:11:27.970

Cleveland Horton II: No, seeing none, it's all... all yours, man.

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00:11:28.550 --> 00:11:43.020

Yolanda F. Sonnier: Alrighty, thank you. And I'm gonna start, of course, by thanking everyone. It has been my extreme pleasure to serve at the Commission. I think when I started the Commission, I said it was coming home.

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00:11:43.140 --> 00:11:46.450

Yolanda F. Sonnier: At the commission, and...

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00:11:47.030 --> 00:11:57.210

Yolanda F. Sonnier: you know, I was Lindora's intern, like, 5 years ago, because, you know, I was 25, or 24, like, 5 years ago.

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00:11:57.320 --> 00:12:02.980

Yolanda F. Sonnier: So, I was her intern after my second year of law school.

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00:12:03.010 --> 00:12:23.799

Yolanda F. Sonnier: And, you know, Glendora continued to, you know, serve as a mentor and friend, and then, you know, later, you know, Cleveland and I, you know, had the pleasure to work and become friends in this work, you know, in this world and in this work, and then with everyone here at the Commission.

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00:12:23.800 --> 00:12:28.739

Yolanda F. Sonnier: It's been an extreme honor, and to work with you, Commissioners.

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00:12:28.740 --> 00:12:32.290

Yolanda F. Sonnier: Who are dedicated and really want to see change.

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00:12:32.290 --> 00:12:42.819

Yolanda F. Sonnier: within our state, couldn't ask for better, commissioners, and I am, as I told Cleveland, even though he has really been giving me a hard time.

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00:12:42.840 --> 00:12:47.060

Yolanda F. Sonnier: I am not going anywhere, and I think,

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00:12:47.330 --> 00:12:54.839

Yolanda F. Sonnier: I shared, and I think we may have shared... with Madam Chair,

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00:12:54.950 --> 00:13:04.070

Yolanda F. Sonnier: and Mr. Vice Chair, that I'm gonna stay on the board of our... of the nonprofit that was started.

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00:13:04.190 --> 00:13:14.410

Yolanda F. Sonnier: So I do have the ability, and so I will stay connected, because my... my heart and soul that still is very much ingrained in civil rights, will still be here.

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00:13:14.790 --> 00:13:28.509

Yolanda F. Sonnier: And so, for that, I just wanted to say thank you to everyone. Cleveland told me... I mean, I feel like I still have 3 months, 4 months of work left for this week that I have left.

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00:13:28.860 --> 00:13:33.050

Yolanda F. Sonnier: And I feel like the work... Still keeps coming?

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00:13:33.410 --> 00:13:42.379

Yolanda F. Sonnier: And so, but Cleveland told me he was escorting me out of here at a certain time on my last day, even though I told him I didn't think that was realistic, but...

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00:13:42.460 --> 00:13:55.980

Yolanda F. Sonnier: Nonetheless, I'm here to make sure that the transition is smooth. Cleveland knows even after, you know, I'm gone, if there is something that I can still help with this transition, I will most definitely do that.

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00:13:56.620 --> 00:14:07.860

Yolanda F. Sonnier: With regards to, case processing, case processing is, continuing to investigate cases. We're still in the...

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00:14:07.900 --> 00:14:19.209

Yolanda F. Sonnier: process of onboarding our new investigators that we brought on board in November, December, and then we had one that started at the beginning of January.

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00:14:19.230 --> 00:14:35.330

Yolanda F. Sonnier: And so we've been hard at work getting them, through the training process so we can make sure that they receive a caseload as well. We've also been addressing, kind of, the, intake

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00:14:35.610 --> 00:14:38.269

Yolanda F. Sonnier: Backlog that we have at the front end.

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00:14:38.370 --> 00:14:47.290

Yolanda F. Sonnier: And so, we are implementing a plan starting... Next week, actually.

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00:14:47.400 --> 00:15:05.230

Yolanda F. Sonnier: That will help us in a 12-week period, make sure that we get all of the individuals that are awaiting intake appointments. Those will be scheduled and done within this 12-week period, so that would be a major

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00:15:05.450 --> 00:15:26.249

Yolanda F. Sonnier: accomplishment for the agency, and will help with the individuals waiting to give them some, relief in knowing that their cases are moving forward. And so, we continue to investigate cases, and you have all the numbers in the report, and so unless there are any

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00:15:26.250 --> 00:15:27.970

Yolanda F. Sonnier: Questions for me.

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00:15:27.970 --> 00:15:31.380

Yolanda F. Sonnier: That concludes my... report.

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00:15:32.080 --> 00:15:44.109

Cleveland Horton II: Not just it concludes your report, it concludes your final report for the Commissioner, so feel free to ask her as many questions as possible, because this is her last commission meeting.

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00:15:44.110 --> 00:15:47.760

Yolanda F. Sonnier: Thank you, Ms... thank you, Executive Door... Executive Director Horton.

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00:15:49.910 --> 00:15:51.609

Yolanda F. Sonnier: I think he's in his staging.

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00:15:51.610 --> 00:15:54.549

Janssen Evelyn: Jordan is gonna stick. Yes.

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00:15:54.550 --> 00:15:56.290

Yolanda F. Sonnier: This door?

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00:15:59.550 --> 00:16:01.640

Eileen Levitt: We're very excited for you.

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00:16:01.640 --> 00:16:02.880

Yolanda F. Sonnier: Thank you.

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00:16:05.600 --> 00:16:12.010

Cleveland Horton II: Alright, seeing, no questions, we will shift over to Nicolette.

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00:16:12.760 --> 00:16:19.890

Nicolette Young: Good morning, everyone, and I just want to, piggyback on what Cleveland said. Congratulations, Yolanda, you have

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00:16:19.970 --> 00:16:37.319

Nicolette Young: You hit the ground running, and I know it hasn't been, the most easiest transition for you, but I just want to let you know that, you know, you have had such an incredible impact on this agency. You will be missed, but I'm glad that you're going to be in Howard County, because now I can see you more often.

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00:16:38.580 --> 00:16:50.089

Nicolette Young: So, again, congratulations to you. Hope that everyone had a good week. My report has been submitted, and I would, if you have any questions, I'd be happy to answer any questions that you may have at this time.

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00:16:52.870 --> 00:16:57.539

Eileen Levitt: Other than, is there anything that we should be concerned about regarding funding?

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00:16:57.860 --> 00:17:00.219

Nicolette Young: Well, we should always be talking about funding.

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00:17:01.190 --> 00:17:05.190

Eileen Levitt: I know, but sp- anything since last month.

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00:17:05.430 --> 00:17:24.080

Nicolette Young: So, no updates, since last month. We still have not, really kind of heard anything about our funding situation with our federal partners. We're still kind of in a holding pattern with them right now, and as soon as we get any updates, we will absolutely share.

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00:17:24.079 --> 00:17:27.469

Nicolette Young: What we can with all of you, but,

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00:17:27.640 --> 00:17:41.389

Nicolette Young: you know, I just don't know where we are right now, but, you know, we are always in contact with the Budget Office and, you know, getting updates from them, but right now, we're still kind of in a holding pattern.

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00:17:41.590 --> 00:17:55.739

Nicolette Young: The great thing is that, you know, of course, with this legislative session, they pretty much concurred with the governor's allowance, which includes the, elimination of only one position, but that position is vacant. It won't impact any of our case processing numbers.

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00:17:57.380 --> 00:18:04.560

Stephanie Suerth: I know it's not specific to this, but I do know that at least when it comes to grants, there is some movement in the logger jams.

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00:18:05.000 --> 00:18:13.170

Stephanie Suerth: There's been some legislation that has addressed things like Indirects?

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00:18:13.750 --> 00:18:22.260

Stephanie Suerth: And has started moving that conversation forward, so I think, hopefully, that'll continue, and at least with the federal partners, we'll have some better idea of what's going on.

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00:18:22.840 --> 00:18:24.270

Nicolette Young: Absolutely.

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00:18:24.270 --> 00:18:24.990

Stephanie Suerth: Thank you.

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00:18:25.210 --> 00:18:29.699

Nicolette Young: You're very welcome, and I'm available to answer any more questions that any of you may have.

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00:18:35.800 --> 00:18:36.470

Nicolette Young: Okay.

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00:18:36.600 --> 00:18:37.830

Nicolette Young: Thank you.

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00:18:38.060 --> 00:18:45.470

Cleveland Horton II: Seeing none, it looks like Candace is anxious to hop onto the mic, so we'll pass the mic to Candace.

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00:18:46.030 --> 00:18:48.519

Cleveland Horton II: I look anxious. Okay.

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00:18:49.440 --> 00:19:03.979

Candice Crenshaw-MCCR: Good morning, everyone! It's so great to see your faces. Yolanda, your leadership has been admirable, and we are so excited for your growth. I think that, you know, growth is amazing, so thank you for all that you have done, and I'm excited to see what you will do.

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00:19:04.210 --> 00:19:14.340

Candice Crenshaw-MCCR: Alright, so we will dive into our education and outreach updates. I would like to highlight training, initiatives, and our Protecting Civil Rights During Challenging Times symposium.

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00:19:14.340 --> 00:19:38.410

Candice Crenshaw-MCCR: So, our education and outreach unit has been facilitating about 2-3 trainings a week. About 6 months ago, we created a JOT form, so when agencies or anyone, any individual inquires

about our training, they have to specifically go through and complete our JOT form, which has made it very organized for us. So, we have trainings booked and scheduled throughout this entire year.

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00:19:38.410 --> 00:20:01.520

Candice Crenshaw-MCCR: throughout this entire fiscal year and calendar year. So we always have them complete the job form. We then facilitate a get-to-know E&O Zoom meeting, and then we also, schedule a date so that the training can be either virtual or in person. Our staff has been facilitating, again, those trainings virtually, or we may be in Pocomoke 3 hours away.

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00:20:01.520 --> 00:20:25.040

Candice Crenshaw-MCCR: I do want to highlight that our team did facilitate a training at Pocomoke. It was at the Pocomoke High School Dimensions of diversity for the staff. Several staff came up to our education and outreach Associates. They stated that they were not looking forward to professional development. However, experiencing training with the Maryland Commission on Civil Rights was one of their best professional development days ever, so...

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00:20:25.040 --> 00:20:30.680

Candice Crenshaw-MCCR: We're just always grateful to receive feedback and Their responses via survey.

149

00:20:30.690 --> 00:20:55.040

Candice Crenshaw-MCCR: Our initiatives with our Young Scholars Program, Civil Rights Leadership Program, and Maryland Leadership and Advocacy Program, we are continuously working through those programs. It is a process. We are planning, we're creating curriculum. We also have created a recruitment plan, so we're excited to flush that out and implement and facilitate these programs. However, I continuously add updates to our report.

150

00:20:55.170 --> 00:20:59.839

Candice Crenshaw-MCCR: But it is an... it's an extreme, it's a process.

151

00:20:59.840 --> 00:21:20.040

Candice Crenshaw-MCCR: Everything is a process. I just want to know that, you know, we're not just planning events. We have to research, we have to be very diligent when it comes to looking at the demographics of the area, who we will recruit, how we recruit them. So, everything that we're doing, it does take time, and it can be very intense. But we are excited to launch those programs this upcoming spring.

152

00:21:20.040 --> 00:21:21.250

Candice Crenshaw-MCCR: and fall.

153

00:21:21.390 --> 00:21:27.750

Candice Crenshaw-MCCR: Lastly, we have our Protecting Civil Rights During Challenging Times Symposium 2026, February 21st.

154

00:21:27.750 --> 00:21:52.580

Candice Crenshaw-MCCR: at Bowie State University. Last year, we hosted at Howard Community College. We were very excited. Last year, we had about 450 registrants, and we had about, maybe 150 in attendance who actually showed up. This year, as of today, we have 507 registrants, so we do, we do foresee half showing up, maybe 300. However, if there are more that show up, if we

155

00:21:52.580 --> 00:22:15.729

Candice Crenshaw-MCCR: actually do have 500 that show up. We do have an overflow room in the theater of Bowie State, so we are prepared, you know, just in case we do have overflow. However, in our experience, usually we have about 50% of the actual registrants that show up. We did confirm the Lieutenant Governor being able to provide some welcome remarks, so we are excited about that.

156

00:22:15.730 --> 00:22:38.449

Candice Crenshaw-MCCR: And just having our event at Bowie State, it will be completely different from last year. We'll have tables, so everyone will be seated at tables. We always... we also will have questions at the table so that we can allow, participants to interact with one another. And just, we're really excited to expand this symposium. Cleveland mentioned it, a year ago due to, the.

157

00:22:38.450 --> 00:22:51.769

Candice Crenshaw-MCCR: nature and everything with our federal government, and just the changes that are happening, so we're excited to just expand on this symposium this year. That is all for my updates. Do I have any questions at all?

158

00:22:53.460 --> 00:22:54.589

Candice Crenshaw-MCCR: Thank you all.

159

00:22:58.290 --> 00:23:03.529

Cleveland Horton II: Just want to add to that, just want to add to that, before we shift it over to Glendora.

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00:23:03.540 --> 00:23:20.629

Cleveland Horton II: I am participating in a virtual, fireside chat today, from 12 to 1.30. I think is the time. I'm doing that alongside with the executive director of the Pennsylvania Human Relations Commission.

161

00:23:20.780 --> 00:23:39.909

Cleveland Horton II: Just to talk about how we're leading in this difficult time, what leadership looks like for enforcement agencies. So if you all would like to attend, obviously it's virtual, so if you all would like to attend that, please feel free to hop on. Again, it's... it is a virtual fireside chat from 12 to 1.30 today. And Candace?

162

00:23:40.920 --> 00:23:52.439

Candice Crenshaw-MCCR: Thank you, Cleveland. I do want to highlight the virtual fireside chat that Cleveland is, is, speaking on. I did add that to my report as well, so everyone should have received that with the QR code.

163

00:23:53.000 --> 00:23:54.130

Cleveland Horton II: Thank you, Candace.

164

00:23:54.130 --> 00:23:54.930

Candice Crenshaw-MCCR: Thank you.

165

00:23:58.510 --> 00:24:04.559

Cleveland Horton II: And seeing no questions for Candace, I will hand the floor over to our General Counsel.

166

00:24:04.770 --> 00:24:05.869

Stephanie Suerth: Thank you, Candace.

167

00:24:07.200 --> 00:24:08.770

Glendora.Hughes: Good morning, everyone.

168

00:24:09.290 --> 00:24:18.210

Glendora.Hughes: I will, start my remarks in terms of, my good friend, Yolanda, who

169

00:24:18.330 --> 00:24:23.100

Glendora.Hughes: I've tried since she was my intern to get away from her, and she...

170

00:24:23.400 --> 00:24:42.750

Glendora.Hughes: She said we're joined at the hip, and so I'm stuck with her. So we're, you know, it has, we've had... it's been with a great pride for me to watch someone that, was in law school, and to see the trajectory of her.

171

00:24:43.350 --> 00:24:49.560

Glendora.Hughes: Her career from one space to another as an attorney, as a law firm.

172

00:24:49.660 --> 00:24:52.930

Glendora.Hughes: As a head of a... of an agency.

173

00:24:53.520 --> 00:25:04.759

Glendora.Hughes: come and work with us, this past year, and now moving on to become, to fulfill one of her dreams, of becoming a judge, and now as a magister, so...

174

00:25:05.170 --> 00:25:07.830

Glendora.Hughes: It's really fulfilling to see

175

00:25:08.320 --> 00:25:12.850

Glendora.Hughes: People that you've, have mentored and knew from the beginning.

176

00:25:13.190 --> 00:25:20.749

Glendora.Hughes: progress in their legal career. So I won't say I'll miss her, because I can't get rid of her, so...

177

00:25:21.190 --> 00:25:27.900

Glendora.Hughes: But I'll miss her. Well, even when she was here, I never saw her because Cleveland had her down on lockdown.

178

00:25:28.230 --> 00:25:40.939

Glendora.Hughes: 24-7, so, you know, every now and then, I see in the hallway and say, hey! But I really

wish her well, and I congratulate her on this major accomplishment.

179

00:25:41.310 --> 00:25:48.610

Glendora.Hughes: As for my report, you have my written report, and most of it is about, legislation.

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00:25:49.470 --> 00:25:53.660

Glendora.Hughes: Our, our house bill, our education,

181

00:25:53.820 --> 00:26:05.019

Glendora.Hughes: bill has a number, HB694... 649, rather, and it will have a hearing on, February the 24th in the House.

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00:26:05.400 --> 00:26:10.070

Glendora.Hughes: So... Those of you that, would be interested in

183

00:26:11.260 --> 00:26:16.870

Glendora.Hughes: You can, if you can't come to the hearing, you can go online and listen to the hearing.

184

00:26:17.290 --> 00:26:21.930

Glendora.Hughes: Through the, the Maryland Legislative, website.

185

00:26:22.470 --> 00:26:26.439

Glendora.Hughes: Where they, broadcast all of their hearings online.

186

00:26:27.500 --> 00:26:32.000

Glendora.Hughes: There are a couple of... There's one,

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00:26:33.680 --> 00:26:46.280

Glendora.Hughes: litigation update I want to give, and then there's another to discuss a potential case that we may want to be involved with, and I'll do that in executive session.

188

00:26:47.080 --> 00:26:52.069

Glendora.Hughes: So I request that we have an executive session to discuss, litigation.

189

00:26:52.980 --> 00:26:56.679

Glendora.Hughes: If you have any questions, I will entertain them now.

190

00:26:58.290 --> 00:27:00.210

Glendora.Hughes: If not, I'm... thank you.

191

00:27:04.070 --> 00:27:06.930

Stephanie Suerth: And that concludes the staff reports, Madam President.

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00:27:08.000 --> 00:27:08.710  
Stephanie Suerth: Excellent.

193  
00:27:09.190 --> 00:27:12.110  
Stephanie Suerth: So... First,

194  
00:27:13.580 --> 00:27:19.810  
Stephanie Suerth: for new business. Natalie Holder, is there anything that you would like to address the Commission with, or...

195  
00:27:20.550 --> 00:27:21.810  
Stephanie Suerth: Any information?

196  
00:27:22.990 --> 00:27:39.279  
Natalie Holder: Good morning, it's a pleasure to see everyone, and, you know, I'm always amazed that these meetings are held for the public and open, such that individuals like myself can gain insight as to, you know, what is our state regulatory agency that fights discrimination and harassment doing for our residents?

197  
00:27:39.300 --> 00:28:03.370  
Natalie Holder: The last time that I attended this meeting, there was a very robust conversation around bringing in more tools around AI into the agency to help with, you know, assisting with case management, case, you know, investigations, and basically helping to be a thought partner to the agency. And I was wondering if there was an update regarding where the agency is right now in regards to bringing in more tools and resources.

198  
00:28:06.310 --> 00:28:08.420  
Cleveland Horton II: You want me to take care of that? Yes, Madam Chairman?

199  
00:28:08.420 --> 00:28:11.839  
Stephanie Suerth: I was gonna say, if... I can kick that over to you, Cleveland.

200  
00:28:11.840 --> 00:28:24.960  
Cleveland Horton II: No problem. So thank you for the question, Ms. Holder. So, we have followed up with, as being a state agency, our requirement is to follow up with our department... our Department of Information Technology, which we did.

201  
00:28:25.010 --> 00:28:37.640  
Cleveland Horton II: So we have been in conversation with them about any approved AI tools that they have approved for use by state agencies, so we are working through that process to implement some of the approved tools and systems.

202  
00:28:37.640 --> 00:28:50.889  
Cleveland Horton II: that they have in place. As of right now, we are not allowed to use anything that has not already been pre-approved by the state for use, so we are leveraging those AI tools through our Department of Information Technology.

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00:28:50.920 --> 00:28:56.080

Cleveland Horton II: to see how it can help make us more efficient as an agency. So that's where we stand right now.

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00:28:56.080 --> 00:29:16.159

Cleveland Horton II: If we come to the point where the tools that they've offered to us that are pre-approved are not useful in the implementation or use at our particular agency, then they will give us the green light to seek external tools beyond that, if the tools that they provide are not effective for our use case with our agency.

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00:29:19.150 --> 00:29:21.630

Natalie Holder: Thank you for that update. So, how are things going?

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00:29:22.180 --> 00:29:40.159

Cleveland Horton II: So far, so good. We have... we are kind of really in the infancy stage of implementing AI in our intake and our investigative processes. As you know, as I'm sure you know, using AI is kind of an ongoing thing to get the true benefit of it, right? It evolves the more you use it.

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00:29:40.160 --> 00:29:54.780

Cleveland Horton II: So right now, we're trying to continue to use it to figure out the best use of it within our different, departments. So right now, our intake department is utilizing it, to receive intakes and turn those intakes into formalized charges.

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00:29:54.780 --> 00:30:13.739

Cleveland Horton II: Our investigators are using it, to help summarize and transcribe interviews, to save on some of the administrative tasks, but we are also making sure that we're using AI in a responsible manner, so that every decision-making step in our process continues to be done by a human and not by AI.

209

00:30:13.740 --> 00:30:27.309

Cleveland Horton II: So that's very important for us as we continue to move forward. So, so far, it's been helpful. We're sure that as we continue to use it and expand the use of it within the agency, it will become more helpful and more effective for our agency.

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00:30:28.450 --> 00:30:36.869

Stephanie Suerth: I'm always delighted to know that the Commission's stance is that AI supplements not supplant the individuals who do the work.

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00:30:37.180 --> 00:30:37.980

Cleveland Horton II: Absolutely.

212

00:30:38.430 --> 00:30:58.270

Natalie Holder: Exactly, like being a thought partner and a partner, not the thought leader. Well, congratulations, and I look forward to seeing some of the reports that come out of this agency, now that you do have, you know, AI to help with gathering and, you know, information and being able to, you know, probably service more residents of our state in a quicker and more efficient manner.

213

00:30:58.490 --> 00:31:17.349

Cleveland Horton II: Absolutely, and we still... still got your number on speed dial, so we do appreciate all the information that you... that we had when we engaged in the conversation, so we haven't forgotten that information. We're just... all of the external pieces are on hold right now until we go through our internal process to see what can be most effective for our agency.

214

00:31:22.700 --> 00:31:26.309

Stephanie Suerth: And I just want to say thank you for coming and sparking a great conversation.

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00:31:28.840 --> 00:31:30.360

Stephanie Suerth: Is there anything else that...

216

00:31:31.570 --> 00:31:33.490

Natalie Holder: No, I was just gonna say, my pleasure.

217

00:31:33.730 --> 00:31:34.839

Stephanie Suerth: It's ours as well.

218

00:31:35.320 --> 00:31:38.050

Stephanie Suerth: Okay, new business. It's...

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00:31:39.560 --> 00:31:59.270

Stephanie Suerth: Actually, I don't think either of those are new business. I'm just going to remind everybody, because Cleveland mentioned it earlier, that we will have another gala this year. So, as that, starts to be informed and starts to be planned, please, everybody, you know, make sure that you're being participatory in so much as you can, and supportive as always.

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00:31:59.330 --> 00:32:03.470

Stephanie Suerth: Is there any other new business? I know we're going to go into executive session.

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00:32:03.560 --> 00:32:06.930

Stephanie Suerth: That anyone would like to bring up. I do have a couple old businesses.

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00:32:06.930 --> 00:32:25.370

Cleveland Horton II: I will say, I'm not sure, Madam Chairman, if we have marked the date for the gala, but we do have the date. The date is September, the Saturday, September the 26th, and Candace, correct me if I'm wrong, but want to make sure that folks hold that date now, because we know that everybody on this call will be in attendance.

223

00:32:25.370 --> 00:32:37.400

Cleveland Horton II: Everybody on this call will buy a table or two, so... but it is Saturday, September the 26th. And if you are interested on being a part of the planning piece of that.

224

00:32:37.400 --> 00:32:53.249

Cleveland Horton II: please reach out to Candace, because Candace and her team are beginning... I won't say beginning, but going through the planning process for the gala. So if you're interested in being a part and playing a part in planning that, please, please reach out to Candace and let her know, and she'll make

sure that she loops you in

225

00:32:53.250 --> 00:32:54.640

Cleveland Horton II: to those conversations.

226

00:32:55.910 --> 00:32:57.410

Stephanie Suerth: Wonderful. Thank you.

227

00:32:57.840 --> 00:32:59.289

Cleveland Horton II: Candace, did I get that date right?

228

00:32:59.660 --> 00:33:05.409

Candice Crenshaw-MCCR: Yes, I also want to highlight that the flyer is also in my report, so everyone can reference that.

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00:33:06.280 --> 00:33:10.570

Stephanie Suerth: I didn't mark the date, I saw it, but that's why I wanted to bring it up.

230

00:33:10.570 --> 00:33:25.590

Candice Crenshaw-MCCR: Yes, I did add to save the date to the report, and I will continue to do so. And as Cleveland stated, again, if anyone has any suggestions or any comments, please let me know so that our team can incorporate it in our continuous planning. Thank you.

231

00:33:25.880 --> 00:33:26.659

Stephanie Suerth: Thank you.

232

00:33:28.040 --> 00:33:29.790

Stephanie Suerth: Anyone else? New business?

233

00:33:29.790 --> 00:33:41.459

Cleveland Horton II: We will... we will also make sure that we send out a calendar invite, because I know Commissioner Prescott wants that calendar invite for September the 26th. Don't worry, I got you. I got you, we got you.

234

00:33:41.910 --> 00:33:42.590

Stephanie Suerth: Excellent.

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00:33:43.550 --> 00:33:51.100

Stephanie Suerth: Okay, moving on to old business. As I mentioned in my report, we had an initial meeting to talk about our

236

00:33:52.430 --> 00:34:06.309

Stephanie Suerth: any obligations and or role that we have related to immigration, national origin, discrimination, especially in public accommodation and those areas. We're going to continue those conversations.

237

00:34:06.440 --> 00:34:25.390

Stephanie Suerth: We have some recommendations that we've started to pull together, as I said, about, you know, making sure that we have information, that we're information sharing. Candace, I know you are. Please don't think that I'm saying that you're not. And then also being thoughtful about how we incorporate that when we have our meeting on the strategic plan.

238

00:34:25.730 --> 00:34:47.159

Stephanie Suerth: I think that another thing that we would like to talk about and put out there is making sure that while the Commission may not opine, that we are aware of any bills that deal with immigration and or areas that might fall into civil rights, just so that we have an awareness. They don't necessarily have to be part of our legislative call, but maybe included on what's upcoming.

239

00:34:47.510 --> 00:34:51.540

Stephanie Suerth: For those that participated, have I forgotten anything from that meeting?

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00:34:58.550 --> 00:35:09.359

Magdalena Navarro: If I may, I think we also discussed having maybe some flyers or something that we could share, bring to, perhaps, churches.

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00:35:09.360 --> 00:35:27.349

Magdalena Navarro: something small, I don't know if it could be cards, to give more exposure of, this group, in what we do, and where people can get more information, or, maybe having us being the messengers.

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00:35:27.350 --> 00:35:39.369

Magdalena Navarro: At different, council meetings, where they can add, locations of where to get information if you feel that you have been discriminated in any way. So...

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00:35:39.480 --> 00:35:45.279

Magdalena Navarro: It's just... we were just brainstorming in how to, share what we do.

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00:35:45.940 --> 00:35:50.100

Magdalena Navarro: Better in maybe different ways than we have done in the past.

245

00:35:50.770 --> 00:35:58.850

Eileen Levitt: And then also, we talked about supporting potential legislation that might, enhance protections.

246

00:35:59.280 --> 00:35:59.810

Stephanie Suerth: Yep.

247

00:36:00.760 --> 00:36:03.390

Eileen Levitt: Which... you know.

248

00:36:05.230 --> 00:36:11.159

Stephanie Suerth: And so, what I would like to do, and I'm just going to let all the commissioners know, is schedule a second follow-up meeting.

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00:36:11.160 --> 00:36:26.360

Stephanie Suerth: As soon as we get out the poll for the strategic planning meeting, what I'm probably going to do is try to make sure that we have that meeting beforehand, so that we continue those conversations and thoughts about how that ties in with our strategic goals and activities over the next few years.

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00:36:26.360 --> 00:36:33.379

Stephanie Suerth: So, that is the big old business for me. Is there anyone else that had old business to discuss?

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00:36:33.810 --> 00:36:40.390

Cleveland Horton II: I saw... I saw Candace had her hand up. I'm sure she wanted to respond to the material conversation. So, Candace...

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00:36:40.510 --> 00:36:41.269

Stephanie Suerth: You're about it.

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00:36:41.270 --> 00:37:04.609

Candice Crenshaw-MCCR: Thank you, Cleveland. Excuse me. We do have... we do have plenty of marketing materials. We have them, electronically, and also if anything needs to be printed, we have, one-pagers, we have details on all of our trainings, we have, marketing around our upcoming events, so at any point in time, if that's needed, or as we continue

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00:37:04.610 --> 00:37:28.860

Candice Crenshaw-MCCR: to have our upcoming events, we can automatically... I can automatically send them to our thread, for the commissioners to have. But we do have marketing materials around that. And then also, of course you know that we add our promotions and marketing online, but we also email to our constituents and our partners, and then our team also does canvassing.

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00:37:28.860 --> 00:37:51.239

Candice Crenshaw-MCCR: For example, for our event on Saturday, February 21st, our team did, visit Bowie in the neighborhood, went to different locations and jobs and neighborhoods, and we did Canvas. So at any point in time, if there are any marketing materials, needed or requested, we can send those as soon as possible. We do have them ready and prepared.

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00:37:51.450 --> 00:38:05.880

Stephanie Suerth: And actually, Candace, I think the first time we invited you, but I don't think I explained the meeting. So, for the second meeting, I would also like to invite you, if you're able to attend, so that way you can talk to us and show us where to find those, and make sure that we have full awareness of what's going on.

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00:38:05.960 --> 00:38:12.339

Stephanie Suerth: So that we're not trying to reinvent wheels that you've already successfully been driving on.

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00:38:12.340 --> 00:38:27.590

Candice Crenshaw-MCCR: Yes, we want you to have access and know exactly what's going on, so I definitely look forward to joining that meeting so that we can all be on one accord, as we do have a lot of things in place. And again, if there's something that we don't have in place, we can discuss it so that we can create that.

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00:38:27.590 --> 00:38:30.319

Stephanie Suerth: Exactly. We appreciate that, and appreciate you.

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00:38:30.630 --> 00:38:32.040

Candice Crenshaw-MCCR: Thank you, you as well.

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00:38:32.480 --> 00:38:51.660

Magdalena Navarro: And this, I also said that, I don't know if you do put some materials translated into Spanish, for example, but that is something that I could help you with, to maybe gear into, you know, getting the first word out and getting more people excited about what MCCR does.

262

00:38:51.870 --> 00:39:08.170

Candice Crenshaw-MCCR: Thank you so much, that sounds great. We currently do also create our flyers in Spanish as well, so if we do need extra help, we will definitely let you know, but we do our best to create our flyers in English and Spanish. And if you view them online, and when I send them, you'll see that.

263

00:39:08.380 --> 00:39:09.710

Magdalena Navarro: Okay, awesome.

264

00:39:09.710 --> 00:39:11.029

Candice Crenshaw-MCCR: Thank you.

265

00:39:11.030 --> 00:39:16.349

Cleveland Horton II: I just wanted to add, too, Madam Chair, is one of the things that we,

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00:39:16.780 --> 00:39:20.729

Cleveland Horton II: Mistakenly forgot to mention is that we did launch our podcast.

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00:39:20.850 --> 00:39:29.059

Cleveland Horton II: So I do want to thank Candace and our team, for bringing, this idea of having the podcast to life.

268

00:39:29.100 --> 00:39:43.660

Cleveland Horton II: So the name of our podcast is Let's Talk Civilly. Obviously, it's a play on the Maryland Commission on Civil Rights name. Our first episode was just launched up on all of the platforms, so you can find it on Apple, Spotify.

269

00:39:43.740 --> 00:39:51.659

Cleveland Horton II: So please, if you are a podcast enthusiast, remember, this is our first podcast, right? So don't judge us again.

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00:39:51.660 --> 00:40:11.029

Cleveland Horton II: You know, some of those... this is our first one, right? But, we are... this is just our attempt, again, to create more awareness, right, and to be on any and every platform that we can to spread the word about who we are, what we do. You know, our goal, as I've talked to Candace and her team, is truly to make the Commission a household name.

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00:40:11.210 --> 00:40:23.690

Cleveland Horton II: So that whether you need the services, or whether someone you know needs our services, our name is at the top of everybody's mind. And we're hopeful that the podcast will allow us to reach a broader audience.

272

00:40:23.690 --> 00:40:37.039

Cleveland Horton II: As well, as we continue to spread word, the message around what we do, how... how we can be of assistance, what people's rights are, so we are excited about the podcast. So, again, the podcast is Let's Talk Civilly.

273

00:40:37.040 --> 00:40:44.379

Cleveland Horton II: And that's C-I-V-I-L-L-Y. So again, and you can find that on most major podcast platforms.

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00:40:44.770 --> 00:40:46.160

Yolanda F. Sonnier: In Cleveland.

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00:40:46.160 --> 00:40:46.860

Cleveland Horton II: Yes.

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00:40:46.860 --> 00:40:52.000

Yolanda F. Sonnier: We're gonna promote it better. We're not gonna say, well, give us grace that.

277

00:40:52.000 --> 00:41:05.809

Cleveland Horton II: It's the first one. I'm just saying, I just, you know, so when I said it, you know, I saw the look in Gina's face, she was like, you know, I know she watches podcasts all the time, so I was just saying, you know, just, you know, I think we did a great job, right?

278

00:41:05.810 --> 00:41:23.079

Yolanda F. Sonnier: Gina's gonna give you great, she's gonna give grace, and she's gonna give you tips to improve, but it is a great podcast, and that's what we're gonna go with, to encourage people to listen, because I'm not sure if that was the... the tagline, if, you know, I would listen.

279

00:41:23.080 --> 00:41:27.029

Eileen Levitt: Am I the only non-anti-podcast person?

280

00:41:27.160 --> 00:41:28.149

Cleveland Horton II: Because I just...

281

00:41:28.570 --> 00:41:29.009

Magdalena Navarro: I love it.

282

00:41:29.010 --> 00:41:29.370

Eileen Levitt: Yes.

283

00:41:29.970 --> 00:41:32.329

Kimberly Prescott: I am. Yes, you are. Yes, you are the only one.

284

00:41:32.630 --> 00:41:34.570

Cleveland Horton II: I just do crazy.

285

00:41:34.570 --> 00:41:35.210

Kimberly Prescott: I was...

286

00:41:35.700 --> 00:41:37.439

Eileen Levitt: I just don't like them.

287

00:41:37.440 --> 00:41:42.659

Kimberly Prescott: Now that you all are in the podcast business, I can have you as a guest on my podcast.

288

00:41:42.660 --> 00:41:48.730

Cleveland Horton II: Hold up, wait a minute. That's a two-way street. That's a two-way street now, because we, you know.

289

00:41:48.730 --> 00:41:49.380

Kimberly Prescott: That's been cool.

290

00:41:49.380 --> 00:41:50.175

Cleveland Horton II: Huevo.

291

00:41:50.970 --> 00:41:53.220

Kimberly Prescott: Yeah, yeah, yeah, for sure, for sure.

292

00:41:53.220 --> 00:41:53.620

Cleveland Horton II: Yep.

293

00:41:53.620 --> 00:42:05.610

Stephanie Suerth: And I would actually really love to see that. When we did our podcast at My Employment, we actually did, at different points, highlights of individuals within the organization, and I think that that humanizes

294

00:42:05.610 --> 00:42:20.050

Stephanie Suerth: the organization. Cleveland, what you're talking about, making sure that we become a household name, that people know and understand. I think when you humanize the organization, when you put, you know, some... some specificity and, you know, talk about the people that are involved.

295

00:42:20.050 --> 00:42:37.179

Stephanie Suerth: then it makes it less scary, and it makes it a lot more approachable. So, I would definitely recommend thinking about, at all levels, you know, the commissioners, the executive staff, but also individuals within the organization, just staff, you know, somebody that does intake, somebody that does investigations, all of that.

296

00:42:37.180 --> 00:42:40.149

Stephanie Suerth: Just talk to them and humanize all the individuals.

297

00:42:43.160 --> 00:42:50.019

Magdalena Navarro: May I say something to, Aileen? Eileen, maybe you haven't seen good podcasts, and I might have to say the same.

298

00:42:50.020 --> 00:42:52.749

Eileen Levitt: I just don't like watching things.

299

00:42:52.750 --> 00:42:58.490

Magdalena Navarro: You learn so much. And when you're running, when you're running, listening to a podcast is the best thing.

300

00:42:58.680 --> 00:43:01.109

Stephanie Suerth: You know what I do when I'm running. Well...

301

00:43:01.110 --> 00:43:02.140

Magdalena Navarro: I...

302

00:43:02.140 --> 00:43:08.799

Eileen Levitt: I'm, like, running at a pace that I can talk to people like you. I'm focused on the people I'm with.

303

00:43:08.800 --> 00:43:12.080

Cleveland Horton II: But you can put it on in the car, you can just listen to it.

304

00:43:12.080 --> 00:43:12.879

Glendora.Hughes: Yeah, listen to it.

305

00:43:12.880 --> 00:43:18.099

Cleveland Horton II: I got an audio version, right, so you don't have to, you know, necessarily watch it, so you can always just listen to it and, you know.

306

00:43:18.100 --> 00:43:18.950

Magdalena Navarro: Yeah.

307

00:43:19.230 --> 00:43:23.439

Eileen Levitt: I even deleted those things on my phone to make space.

308

00:43:23.440 --> 00:43:23.980

Cleveland Horton II: Mmm.

309

00:43:23.980 --> 00:43:25.080

Magdalena Navarro: Oh.

310

00:43:25.080 --> 00:43:38.459

Eileen Levitt: Because I have a low... I have a phone that doesn't do a lot, because I need a low, frequency, low... ones that don't have strong batteries, so I, have to, like, get rid of stuff.

311

00:43:39.010 --> 00:43:39.870

Stephanie Suerth: That's fair.

312

00:43:40.730 --> 00:43:56.149

Candice Crenshaw-MCCR: I also want to reference, that I did add in the chat. I will email the flyer for everyone's reference, so you can see the title and everything. And our first episode was outstanding. Been in the studio was surreal. Cleveland mentioned this about 2 years ago.

313

00:43:56.150 --> 00:44:06.790

Candice Crenshaw-MCCR: So I'm so excited that we finally launched, and it's going to continue to get better, and we're diligently working on our future episodes, so we're excited to keep you all posted as well.

314

00:44:09.080 --> 00:44:15.760

Stephanie Suerth: And going back to the comment about AI, I just want to let you guys know there's actually an AI... specifically for podcasts.

315

00:44:17.190 --> 00:44:17.930

Magdalena Navarro: Tau.

316

00:44:18.720 --> 00:44:20.050

Stephanie Suerth: Just thought I'd let you know that.

317

00:44:20.560 --> 00:44:21.190

Cleveland Horton II: Preston.

318

00:44:21.680 --> 00:44:27.829

Stephanie Suerth: Alright, is there any other new business that we need to discuss? I know we need to go into executive session.

319

00:44:34.030 --> 00:44:34.900  
Stephanie Suerth: Nope.

320  
00:44:34.900 --> 00:44:36.279  
Cleveland Horton II: I don't see any military.

321  
00:44:36.520 --> 00:44:41.660  
Stephanie Suerth: Okay, can I have a motion to end this meeting and move to Executive?

322  
00:44:42.600 --> 00:44:43.940  
Magdalena Navarro: Motion to adjourn.

323  
00:44:45.020 --> 00:44:46.030  
Eileen Levitt: Second.

324  
00:44:46.550 --> 00:44:47.510  
Stephanie Suerth: All in favor?

325  
00:44:48.500 --> 00:44:49.160  
Stephanie Suerth: Aye.

326  
00:44:49.160 --> 00:44:50.000  
Janssen Evelyn: Alright.

327  
00:44:50.850 --> 00:44:51.540  
Stephanie Suerth: Excellent.

328  
00:44:52.120 --> 00:44:52.940  
Stephanie Suerth: For everybody there.