

**Office of Equity and Civil Rights  
Community Relations Commission  
Virtual Meeting  
Public Session Minutes  
March 16, 2022**

Participating in the virtual conference were Commissioners Todd Yeary (Chair), Nadine Finigan-Carr, Phillip Farfel, Stephen Ruckman, Adote Akwei, Yvette Ilechie, and Reynaldo Evangelista. Also present were staff: Dana Moore (Chief Equity Officer and Director), Caylin Young (Deputy Director), Lisa Kelly (Chief of Investigations), and Danielle Burton.

I. Welcome/Call to Order

The meeting was called to order at 12:02 pm by Chair Yeary.

II. Approval of the Minutes

A. The February 16, 2022 minutes were approved – Data appended

III. Director's Report

A. Chief Equity Officer and Director Dana Moore

a. Administrative/Staff

- i. Director Moore recognized Investigator Danielle Burton for her community outreach, hard work, and investigations.
- ii. The Office is doing more outreach in terms of enforcement: 1) investigations, and 2) penalties

B. Deputy Director Caylin Young

a. Events

- i. Deputy Director Young asked for more information on “Learning from our Past: A Historical Journey through Baltimore’s Advancement of Black Health Equity” on February 23, 2022. Director Moore gave an overview of the event. City health experts met for a collaborative conversation on the legacy and future of Black medicine, practitioners, and patients in promoting holistic health and wellness, fighting historic discrimination, and building health equity in and for Baltimore.
- ii. CRC staff attended an EEOC event “Ending Retaliation, Securing Racial and Economic Justice in the Workplace” on February 24, 2022. OECR is partnering with the HABC to provide information about our office’s services to the senior community.
- iii. Status of appointments
  1. Two people awaiting a hearing date
  2. One name submitted for introduction to City Council.

- iv. OECR has made a personnel adjustment within the CRC. Note: Discussed in the February 16, 2022 Executive Session.
- b. Data
  - i. Deputy Director Young gave the data report as of March 11, 2022. Open investigations – 116 (includes 105 employment complaints – 56 are from the backlog, 10 housing complaints, and 1 public accommodations complaint).
  - ii. February 2022
    - 1. Complaints authorized for investigation = 1
    - 2. Complaints closed = 2 (Closed through negotiated resolution =2)
    - 3. Board Metrics attached.
  - iii. February 2022 statistical data.
    - 1. # of events, presentation & trainings = 1
    - 2. # of complaints authorized for investigation = 0
    - 3. # of complaints closed per investigator = 2.33 (7/3)
    - 4. % of complaints closed within 250 days after authorization = 14% (1/7)
    - 5. % of complaints closed through negotiated resolution = 29% (2/7)
- c. Trainings and Events
  - i. CRC Staff attended trainings regarding a new EEOC database (ARC).
  - ii. On January 12, 2022, CRC staff attended a training provided by the Fair Housing Action Center of Maryland regarding the HOME Act regarding the State's anti-discriminatory provision regarding source of income.
  - iii. One training was presented to City Government.

#### IV. Commissioners' Report

- A. Commissioner Finigan-Carr commended the Staff for their hard work.
- B. Commissioner Ruckman asked about the status of the backlog. Chief Kelly stated that they are making progress in clearing the backlog.
- C. Commissioner Farfel asked about legislation regarding child trauma and have any American Rescue Plan funds been applied. Director Moore stated that Councilman Cohen has requested a partnership on trauma informed care and leadership. She will follow-up. Deputy Director Young also spoke about the Mayor's Office of Neighborhood and Safety Engagement and their violence prevention work which includes a plan to help the youth.
- D. Commissioner Finigan-Carr stated that she had met with MONSE regarding the resubmission of their application to become a Youth Violence Prevention Center.
- E. Commissioner Akwei asked if there were any complaints regarding the health issues of COVID.

- i. Chair Yeary also added if all communities in the City current on the public health posture as it relates to COVID and the mask mandate. He also asked if there are any concerns on equitable access to ongoing testing.
- ii. Director Moore shared that the Office of Equity and Civil Rights had not received any complaints about inequity on testing, masking or the vaccines. However, she added that the use of the test kits may be very tricky or confusing and Commissioner Akwei agreed. Chair Yeary asked if Director Moore could check with the Health Department to see if information and resources are current among immigrant communities. In addition, Commission Finigan-Carr asked if there could be outreach and reporting on both positive and negative tests. Director Moore will follow-up.

F. Commissioner Finigan-Carr spoke about resubmission in April of the application for funds to establish a Baltimore City Youth Violence Prevention Center.

V. Open Forum

There was no further business to discuss.

There being no further business to discuss, the meeting was adjourned at 12:31 pm.

Respectfully submitted,

Robin Drummond  
Office of Equity and Civil Rights

Metrics	February		Total (Since July)	
Number of inquiries	20		246	
	On-line/Email inquiries	8	On-line/Email inquiries	45
	Telephone inquiries	12	Telephone inquiries	201
	In-person inquiries	0	In-person inquiries	0
Number of intakes	0		5	
Number of completed investigations	7		45	

Number of administrative closures	0	6
Number of settled investigations	2	10
Number of withdrawn investigations (w/o settlement)	0	5
Number of findings concluded as NPC	5	23
Number of findings concluded as PC	0	1
Amount of Restitution	\$3554.30	\$99,554.30

Month	Case Closures	Restitution
January	2	\$55,000.00
February	7	\$3,554.30
March		
April		
May		
June		
July	4	\$0.00
August	10	\$17,500.00
September	10	\$0.00
October	8	\$0.00
November	2	\$16,500.00
December	2	\$7,000.00

<b>CY22 Total</b>	<b>9</b>	<b>\$58,554.30</b>
<b>FY21-22 Total</b>	<b>45</b>	<b>\$99,554.30</b>