

**Office of Civil Rights & Wage Enforcement**  
**Community Relations Commission**  
**Public Session Minutes**  
**November 16, 2016**

Participating in the meeting were Commissioners Rev. Todd Yeary (Interim-Chair), Carl DeLorenzo, Anana Kambon, and Victor Clark. Also present were Kisha A. Brown (Director), and Sharita Thomas (Deputy Director). The meeting began at approximately 8:40 AM.

I. Approval of the Minutes

The October 19, 2016 public session minutes could not be voted on due to a lack of a quorum; therefore, they will be presented for approval at the December meeting.

II. Commissioners' Report

Anana Kambon is having a seminar award series, and is looking for as much community support as possible. Luminary registrations will be provided for people in the community who may want to apply. Her website will show the various category offers to the seminars. The awardees will be selected in February and applications will be sent out within the next week with about 60-90 days to complete and return the applications.

Victor Clark commended Director Brown for all the press she had been receiving including the NAACP Freedom Fund banquet. Director Brown also stated that we have an ad in the NAACP's booklet.

III. Director's Report

Director Brown stated that the Office of Civil Rights and Wage Enforcement prepared a statement regarding all the incidents of hate and discrimination in Baltimore City and Maryland since the election. The statement was sent via email, twitter, and Facebook to the commissioners and those who have attended our events to let people know that we are here for them. She also stated that the mandate of the Commission is to study, research, and inquire into community relations in the city in all different facets.

There was a question about any reports of incidents in Baltimore City schools. Director Brown stated that we can send our statement to city schools letting them know that we are a resource should there be any acts of hate or discrimination from students or staff.

Today we will have our first brown bag lunch focusing on the hiring of ex-offenders and the Ban-the-Box laws. On December 9, 2016 we will have a second brown bag lunch focusing on discrimination in the workplace.

We will have a Diamond Evening Reception on Tuesday, November 29, 2016 from 6:00 p.m. to 7:30 p.m. to celebrate the 60<sup>th</sup> Anniversary of the Community Relations Commission. Invites have been sent out to all three Boards of Commissioners, the

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Mayor; current and in-coming City Council members, and Maryland Association of Human Relations agencies. The Commissioners decided to use this event as an opportunity to honor Susan Randall, Lillian Jones Cuffie, Alvin Gillard, Jackie Caldwell, and City Council President Young.

Anana Kambon asked about the status of the Breakfast. Director Brown updated the Commission on the speaker, Renita Gupta, who was confirmed for the Breakfast but unfortunately, we had to cancel. Currently, we are working with her staff to have her rescheduled in January.

We have made offers to two individuals who will be coming on as investigators with one starting on November 28, 2016 and the other will start December 6, 2016.

Our digital campaign will be launched in December focusing on Ban the Box as well highlighting the office in general. This campaign will be on 92Q and will be running for a month.

Director Brown stated that she has received outreach recommendations from 3-4 commissioners. Our Public Information Officer will reach out to these connections in the beginning of December following the 60<sup>th</sup> Anniversary celebration and the Brown Bags. We recently gave an outreach at presentation at Charmington's focusing on our office as a whole and then on the Civilian Review Board.

Director Brown gave an update on the status of the consent decree as a method of law enforcement oversight. The update from the Department of Justice is that they are working hard to get the decree approved before the end of the year. The Commission agreed to submit a joint letter from all three commissions to the Mayor or the Mayor Elect encouraging this process.

IV. Open Forum

There was no further discussion; the Commission voted to adjourn the public session and move into the executive session.

There being no further business, the public session meeting adjourned at 9:07 AM.

Respectfully submitted,

Robin Drummond  
Secretary III