Meeting occurred via WebEx Teleconferencing

Chair Scott Markow called meeting to order at 7:16 p.m.

Commissioners Present: Scott Markow, (Chair), Bianca Chang, Mabrooka Chaudhry, Kui Zhao, Gabriel Terrasa (Corresponding Secretary) Joan Hash, Jonah Hornum (Vice Chair), Bob Ford, Lynda Earle, Tiffany Releford

Absent: Commissioner Peter Hwang; Student Commissioner Sahara Ukaegbu

Staff Present: Fatina Jackson

Legal Counsel: Melissa Goldmeier

I. PUBLIC FORUM
No attendees for the public forum.

II. APPROVAL OF DECEMBER 2021 MINUTES AND JANUARY 2022 RETREAT MINUTES
Scott asked if everyone had the opportunity to review the minutes or if anyone had any other changes to the December minutes and the January retreat minutes. Joan moved to approve the December minutes, motion passes and approved without opposition. Joan moved to approve the January retreat minutes, seconded by Jonah, motion passes and approved without opposition.

III. PRESENTATION ON FAIR HOUSING AND HOUSING EQUITY
Ms. Elizabeth Scott Glenn, a former Deputy Director of Neighborhood Improvement of the Baltimore County Department of planning spoke on Fair Housing and Housing Equity. Ms. Glenn stated we are in a region of Baltimore that led the nation in figuring out how to segregate people with the passing of time. There was the restricted area act of 1910 and from there began essentially redlining where mortgages could be issued. Thus, the Black Butterfly in Baltimore was created basically becoming a predatory space for all types of loans, mortgage loans, land, and installment contracts, which throughout the decades created an inequitable situation, particularly around housing.

The National Housing Act is set up in two housing systems in the country. The 1937 National Housing Act and the National Public Housing Authority Act, which separated housing into both the subsidized rental area and the subsidized mortgage area, but those mortgages were only available to certain groups of people. Ms. Glenn stated one of her principal jobs while working for Baltimore County was conducting the analysis of impediments to fair housing choice, the results showed you cannot just look at Baltimore County, you must look at the adjacent counties as well. Ms. Glenn stated they began
partnering with neighboring jurisdictions, including Anne Arundel County, Baltimore City, Frederick County and Howard County and started looking at those impediments to fair housing choices. They also found that some of their own government systems were impediments. They found that there were barriers and regulations that prevented fair housing from really being enforceable and practical. Ms. Glenn stated Howard County is looked at as a best practice model. The systems that need to be rebuilt that will assure equitable and inclusive communities are systems that we erected over the last 70 or 80 years.

Joan stated she was pleased to know Howard County was held as a great example and asked if Ms. Glenn has any observations regarding what other counties might do better in that area of moving to be a model such as Howard County being equitable. Ms. Glenn stated, educational partnerships that focus on teaching young professionals that will come into the activisms of Fair Housing to build a stronger foundation for inclusivity and equity. Bob mentioned the biggest problem in Howard County is affordable housing.

IV. **CHAIR’S REPORT**

Scott thanked everyone for attending the retreat and stated they were able to establish some priorities and goals for the year. Each committee was able to meet and establish a chair for that committee. Scott went over the Quorum Rules as there was a debate if the Student Commissioners count towards the Quorum. The decision was to treat the Student Commissioners as the counting vote towards the numerator and denominator of the quorum. There would be 12 commissioners which would include the 11 voting commissioners and the student, 7 commissioners needed to have a quorum per meeting.

Scott stated in the rules and procedures there is no mention of a student commissioner but will write an amendment that can be voted upon in a future meeting to add language in the rules and procedure that would be consistent with the statute that the commission has a student.

Scott mentioned the cases that are currently before HRC. Scott also suggest changing the panel list to a running list of commissioners from 1 to 11, and start with the first three off the list, next panel would be the next three and so forth. Scott asked for a vote of the commission. Bob asked if there is legal representation on each panel. Scott stated he organized the list so that it would be. Mabrooka made motion to move forward with hearing panels being on a rotated basis, Gab seconded, Joan abstained, motion passed. The hearing panels being on a rotated basis were approved. Joan also provided explanation as to why she abstained.

Scott testified at the county council meeting on behalf of the Human Rights Commission regarding CB2-2022, to add Citizenship and Immigration status as a protected class in each of the five anti-discrimination sections of the Human Rights Code. Yolanda testified on behalf of OHRE.

V. **WORKGROUPS**

a. **LA ALIANZA LATINA:**

Gab reported that all three sub committees have submitted their reports and consolidated into one written report. There will be a meeting February 8th, the report has been submitted to the Executive. Gab stated they made a recommendation for permanent work group but it’s up to the Executive if it’s considered. There will be no
work group after February unless approved by the Executive.

b. AAPI:
Mabrooka stated the AAPI work group has not yet met. Individual committee reports were submitted. Surveys were completed and reports have been written up and currently waiting to see what the County Executive’s office will be doing with that information provided. Scott asked if AAPI does not get re-authorized by the County Executive, will the workgroup end. Mabrooka stated about six more months then yes! Scott asked if Mabrooka would be continuing in the workgroup after she retires from commission, Mabrooka stated she is not sure but does not like leaving work that was started in the middle so it means to stay on to make sure the data that is acquired through the survey is implemented in the program that the commissioners would like to see then yes.

VI. COMMITTEE REPORTS
a. Outreach:
Mabrooka is the Chair of the Outreach Committee; She and Kui met to make sure the annual report was ready to submit for edits, that report was sent to the Commission, also a draft of them pamphlet was sent to everyone to look at and received feedback. Mabrooka stated she will make the edits and send back for final approval, and hopefully have the pamphlets printed and ready to be on tables as outreach is conducted.

b. Awards Committee:
Gab is the Chair of the Awards Committee; the committee have not yet met but has a meeting coming up, currently nothing to report.

c. Nominating Committee:
Peter is the Chair of the Nominating Committee. Scott asked Jonah or Bob if either wanted to talk about nominating in Peter’s absence. Bob stated they have not yet met, however there is an opening and they are currently waiting to hear back from the office as to the status. The County Executive decided to proceed with the regular process of posting the position receiving resumes and applications then going through the interview process. The commissioners would then make a recommendation, but it’s the County Executive decision to appoint someone else or someone the commission recommended. Yolanda was trying to get the press release out but not sure if that was done. Hopefully, mid to end February the commissioners should start receiving applications that can be reviewed.

d. Legislative Committee:
Scott met with Tiffany and Sahara to discuss plans for the year, they decided to continue reporting on County Council Bills and State Legislation monthly while it’s in session and on Congressional Legislation. Only two committees from the 2021 adhoc committees remained. The Immigration committee is no longer, but the committee will continue to report on immigration because it’s still an important issue that would be of interest to the commission. Two written reports were submitted, first a year-end report tracking Legislation for all of 2021. The second report for January 2022 has the new Legislation and the carry-over
from the Federal Legislation. The Police Accountability Board is still being considered that was carried over from last year.

County Bill 10-2022 adds a section to the Howard County Human Rights Code which we would presumably have jurisdiction over. A law that requires certain employers, particularly those in hospitality, hotel, and concert industry to recall employees that they have laid off if they are reestablishing their positions at the company that laid them off. “A Right of Return to Work” for laid off employee in these certain industries. The employer must have more than 25 employees and meet the criteria of the industry.

Scott stated he is not sure if the commission should take a position on this issue. Joan proposed to watch it but make no statement. Lynda agreed not to make a statement and this time. Scott stated he will keep watch and report back as to what happens.

VII. ADHOC COMMITTEE REPORTS

a. Hate Crimes:
   Bob mentioned the committee has not yet met. Hopefully Yolanda will send any Hate Crimes reports that has happened in the last month or two. Joan mentioned the school incident that took place at Lime Kiln. Scott mentioned Sahara’s meeting with the Police Department about SRO’s that there should be a follow up since that meeting did not take place.

b. Social and Economic Justice:
   Tiffany is the Chair. The committee has not yet met, but Tiffany will follow up.

c. Public Education:
   Gab is the Chair of this committee. The committee met for the first time, the goal is to organize and carry out educational programs with the goal of satisfying the commissions purpose of protecting and promoting Human Rights by engaging and educating the community. The committee came up with the idea of creating a short video in the form of “Know Your Rights” explaining various aspects of the laws enforced, and how they get enforced and post the video to the website. The goal is to have 4 videos to be created and posted.

VIII. NEW BUSINESS/ANNOUNCEMENTS

No new business or announcements, however Lynda mentioned the mandates in other counties to show proof of vaccination to go into covered establishments.

IX. ADJOURN

Scott mentioned having a motion to adjourn. Lynda made a motion to adjourn. Joan seconded. Motion passed without opposition.

Session ended at 8:27 pm.

Next Meeting: Thursday, February 17, 2022 at 7pm