

# Prince George's County Human Relations Commission

**Monday, August 24, 2020**

Zoom Meeting of the  
Prince George's County  
Human Relations Commission

**ATTENDEES:**

**Commissioners:**

**Nora Eidelman, Chairperson**  
**Johnathan Medlock, Vice-Chair**  
**Joseph Reed, Secretary**  
**Nathaniel Bryant**  
**Adonna Green**  
**Wendi Howard**  
**Sylvia Johnson**  
**Ademola Oduyebo**  
**Andrea Price-Carter**  
**Charlene Proctor**  
**Felicia Lasley Sadler**  
**Wade Woolfolk**

**Kim Kendrick, Counsel to the Commission**

**Staff:**

**Renée Battle-Brooks**  
**Executive Director**

**Jose Villegas**  
**Senior Investigator**

**Kyla Hanington**  
**Clerk to the Commission**

**Guests:**

**Miriam Brewer**  
**County Executive's**  
**Appointment Liaison**

**Marco Merrick**  
**Victor Oliver**  
**Sylvia Randolph**

## **ADMINISTRATIVE MATTERS**

1. Call to Order – The Chair called the meeting to order at 5:37.
2. Adopt Agenda – Commissioner Proctor – Motion to adopt; Commissioner Bryant – Seconded the Motion. By unanimous vote, the agenda was adopted as written.
3. Approval of Minutes of the **July 27, 2020** Vice-Chair Medlock – Motion to adopt; Commissioner Reed – Seconded the Motion. Commissioner Woolfolk abstained from the vote. By unanimous vote, less abstention, the minutes were adopted as written.

## **4. REPORT OF THE CHAIRPERSON**

**Chair Eidelman** welcomed guests: Marco Merrick representing the Maryland Commission on Civil Rights; Miriam Brewer, County Executive's Appointment Liaison; members of the public, Victor Oliver and Sylvia Randolph.

Ms. Brewer addressed the Commission, explaining that she has been working to attend the meetings of all the Commissions in the County and that she was happy to be with the Human Relations Commission this evening. She thanked the Commissioners for all they do. Mr. Oliver addressed the Commission and raised an outside issue; the Clerk redirected him to appropriate place for assistance. Ms. Randolph introduced herself, noting it was her first time at one of these meetings. Mr. Merrick said he was happy to work with the Human Relations Commission and hoped to find opportunities to collaborate.

Chair Eidelman stated she had been working with the Counsel over the last month about instruction for the special sub-committee. She said that in the January Commission meeting, Counsel Kendrick had explained that “mental health collaborative” was not in the scope of the Human Relations Commission but had suggested the ad hoc committee reach out to existing groups within the County to learn what they were seeing and, based on what they learned from those conversations, they could approach the Commission about holding a special hearing. From that meeting came the effort on Standard Operating Procedures that Secretary Reed is spear-heading. Additionally, Miriam Brewer from the County Executive’s office had reviewed the plan and said that this was outside the scope of the HRC and clarified the County already has a mental health advisory body. The Chair thanked the Commissioners for their efforts.

## 5. **REPORT OF THE EXECUTIVE DIRECTOR**

The **Executive Director** thanked Vice-Chair Medlock for his efforts for the Human Relations Commission, noting that effective that evening he termed off the Commission. She acknowledged his efforts during his term, including tabling at events, attending outreach events, and attending conferences. She explained due to the pandemic we were unable to present him a plaque in person to thank him but will be sending one to his home.

The Executive Director discussed some upcoming events put on by the office, including a Voting: Democracy in Action discussion on August 31<sup>st</sup> featuring Dr. Bell from the University of Maryland and a guest from the Prince George’s County Board of Election, with a second Voting event to be held on October 6<sup>th</sup>.

The **Chair** thanked Vice-Chair Medlock for his contributions. Vice-Chair Medlock expressed his gratitude for being part of the Commission and shared his appreciation for the ongoing Commissioners, encouraging them to “stay brilliant, stay bright, stay focused.” He noted he would not be able to stay for the full meeting.

## 6. **CASES SCHEDULED FOR PUBLIC HEARING**

**HRC Case No.: HRC17-0809**

**EEOC Case No.: 531-2017-00390**

**Henry Lewis V Board of Education of Prince George’s County**

**(Investigator Langston Clay)**

**Panel Members: Commissioner Proctor as Panel Chair, Commissioner Price-Carter, Commissioner Green; Commissioner Bryant as alternate.**

The first night of public hearing in this matter was held on January 28, 2020. Two more nights of public hearing were scheduled for March 11, 2020 and April 15, 2020. Due to the health crisis, these hearings were postponed to dates to be determined. No update at this time.

**HRC Charge No.: HRC17-1102**

**EEOC Charge No.: 12H-2018-00006**

**Delannie Spriggs v Board of Education of Prince George's County**

**(Investigator Langston Clay)**

**Panel Members: Commissioner Reed as Panel Chair, Commissioner Bryant, Commissioner Johnson; Commissioner Woolfolk as alternate.**

This case was scheduled for public hearing on March 3, 2020 and March 5, 2020. A motion for continuance was granted. New dates are pending. Due to the health crisis, this hearing will be scheduled at a later date. No update at this time.

**HRC Charge No.: HRC19-0306**

**EEOC Charge No.: 531-2018-01416**

**Carisia Dyson v Staffing Etc.**

**(Investigator V'Hesspa Glenn)**

**Panel Members: Commissioner Sadler as Panel Chair, Commissioner Medlock, Commissioner Oduyebo; Commissioner Howard as alternate.**

A scheduling order for this matter is pending. Dates will be determined once health crisis has passed.

7. **APPEAL HEARING – NONE**
  
8. **CASES READY FOR DECISION - NONE**
  
9. **HEARING PANEL UPDATES – NONE**
  
10. **CASE UPDATE – NONE**
  
11. **ATTENDANCE RECORD – Attached**
  
12. **NEW BUSINESS - NONE**
  
13. **OLD BUSINESS**

a. Standard Operating Procedure (SOPs)

Secretary Reed shared the most current draft of the SOPs. Discussion regarding Office of Law, clarification that the Office of Law is reviewing Division 12, not the draft SOPs. Commissioner Reed reviewed changes to the SOPs with Commissioners and some changes were made. Discussion with Ms. Brewer re: impact of language change in some sections. Discussion around best practices; the committee working on SOPs will continue looking for best practices in neighboring jurisdictions. Commissioner Reed noted he had gotten information from MCCR, Howard County, Anne Arundel County, etc. Commissioner Proctor said she would look at jurisdictions in Virginia that may be online. Agreement that the Committee will bring forward any best practices they may have missed and that they will put the SOPs before the Commission for a final vote at the next meeting.

Commissioner Woolfolk congratulated the team for working on this topic. Commissioner Johnson thanked the Commission for bearing with the ad hoc committee working on mental health and stated she was looking forward to, once SOPs in place, moving forward with a mental health fact-finding mission. Commissioner Sadler expressed interest in forming a sub-committee to explore issues around housing discrimination in Prince George's County.

#### 14. ANNOUNCEMENTS

- a. The next Commission meeting is scheduled for September 28, 2020.
- b. The Chair noted that the position of Vice-Chair is open and asked Commissioners to provide nominations for Vice-Chair and Secretary by the September meeting as a vote for positions will be held in October.

15. **CLOSED SESSION** – Commissioners Johnson and Howard recused themselves from the Closed Session. By unanimous vote, less abstentions, the Commission entered closed session to consult with counsel to obtain legal advice and to comply with the confidentiality provision of Division 12 which prevents public disclosure of particular matters.

Upon return from Closed session, Secretary Reed provided the following:

**HRC Case No.:** HRC19-0402

**EEOC Case No.:** 12H-2019-00020

Commissioners Johnson and Howard recused.


**Commissioner Sadler** – Moved that the Executive Director's action be upheld and the case shall stand dismissed.

**Commissioner Green** – Seconded the Motion.

By unanimous vote, less abstentions, the Executive Director's action is upheld and the case shall stand dismissed.

16. **ADJOURNMENT** – The meeting was adjourned at 7:09 pm.

  
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Commissioner Reed  
Secretary

  
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Kyla Hanington  
Clerk to the Commission