



Institute for Urban Research

February 14, 2019

The Honorable Larry Hogan
State House
100 State Circle
Annapolis, Maryland 21401

The Honorable Thomas V. "Mike" Miller, Jr. President
Senate of Maryland
State House, H-107
Annapolis MD 21401

The Honorable Michael E. Busch Speaker
Maryland House of Delegates
State House, H-101
Annapolis MD 21401

Re: Preliminary Report Required Senate Bill 350/Chapter 417, Acts of 2018

Dear Governor Hogan, President Miller, and Speaker Busch:

Pursuant to Senate Bill 350/Chapter 417, Acts of 2018, the Institute for Urban Research of Morgan State University respectfully submits this preliminary report by the Task Force on Reconciliation and Equity. This report provides an overview of the activities of the Task Force's activities, next steps and preliminary recommendations. As required, five copies will be sent to the DLS Library.

Sincerely,

Raymond A. Winbush, Ph.D.
Director

cc: Sarah Albert, Department of Legislative Services (5 copies)
cc: Sen. Paul Pinsky, Chair, Senate Education, Health, and Environmental Affairs Committee
cc: Sen. Shirley Nathan-Pulliam, Vice Chair, Senate Education, Health, and Environmental Affairs Committee
cc: Dr. David Wilson, President, Morgan State University

Task Force on Reconciliation and Equity

February 14, 2019

The Honorable Larry J. Hogan, Jr.
Governor of Maryland

The Honorable Thomas V. "Mike" Miller, Jr.
President of the Senate

The Honorable Michael E. Busch
Speaker of the House

Re: Preliminary Report Required Senate Bill 350/Chapter 417, Acts of 2018

Dear Governor Hogan, President Miller and Speaker Busch:

On behalf of the Task Force on Reconciliation and Equity, we are pleased to present to you the Task Force's Preliminary Report.

The Task Force was established pursuant to Senate Bill 350/Chapter 417, Acts of 2018. The charge of the Task Force as detailed in the law is to foster reconciliation and inclusionary justice and work toward achieving racial equity by:

- (1) increasing awareness through public discussions about the nature, extent, causes, and consequences of racial inequities;
- (2) involving individuals and public and private entities, including African American and other minority groups, in every sector throughout the State in a collective process;
- (3) fostering racial equity through recognition, understanding, adjustment, compromise, and repair; and
- (4) recommending strategies, changes, and actions in institutions, policies, and laws to eliminate systemic racism and promote equity, access, and opportunity that can lead to healing and foster reconciliation.

Since the May 8, 2018 passage of Senate Bill 350/Chapter 417, Acts of 2018, the experts of the Task Force have been convened and the work of the Task Force has commenced. Four meetings have been held and the work of subcommittees as directed in the legislation has begun. All of the meetings were hosted by the Institute for Urban Research at Morgan State University.

The preliminary report included in this submission provides a summary of our activities and anticipated next steps. The team of experts and leaders convened for the Task Force on Reconciliation and Equity are eager to move on to the study phase mandated by law as we begin the collective process of gathering information about experiences with inequity from Marylanders across the state. The Task Force's next steps are the critical link to fulfill the charge of identifying strategies, changes, and actions that lead to healing and foster reconciliation.

Although the Task Force's work is relatively new, there are some actions that the Task Force believes should be taken during the 2019 legislative session to advance the Task Force's progress in fulfilling the charge as mandated by the law which created this state body. A description of these actions is included in the preliminary report.

The Task Force members look forward to sharing further findings as our work progresses. Based upon our plans for consultations and statewide study, our Task Force and subcommittee members are confident our findings will serve to lead Marylanders to a more equitable and just path.

Sincerely yours,



Rev. Kobi Little
Chair



A. Adar Ayira
Co-Chair

cc: Sarah Albert, Department of Legislative Services (5 copies)
cc: Sen. Paul Pinsky, Chair, Senate Education, Health, and Environmental Affairs Committee
cc: Sen. Shirley Nathan-Pulliam, Vice-Chair, Senate Education, Health, and Environmental Affairs Committee

Senate Bill 350/Chapter 417, Acts of 2018

**Task Force on Reconciliation and Equity
convened by the Institute for Urban Research
Morgan State University**

PRELIMINARY REPORT

February 2019

Task Force on Reconciliation and Equity

Task Force Members

Imam Earl El-Amin
Baltimore Muslim Community Cultural
Center

Ms. A. Adar Ayira (*Co-Chair*)
Associated Black Charities, Inc.

Dr. Noel Braithwaite
Maryland Department of Health

Rabbi Daniel Burg
Beth Am Synagogue

Dr. Raimee Eck
Maryland Public Health Association

Dr. John Hudgins
Coppin State University

Rev. Florence Ledyard
St. Bartholomew's Church

Dr. Jane Lincove
University of Maryland, Baltimore County

Rev. Kobi Little (*Chair*)
NAACP, Baltimore City Branch

Ms. Annette March-Grier
Roberta's House

Dr. Joanne Martin
National Great Blacks in Wax Museum

Senator Shirley Nathan-Pulliam
Maryland Senate

Delegate Edith Patterson
Maryland House of Delegates

Det. Miguel Rodriguez
Baltimore City Police Department

Dr. Brian D. Smedley
National Collaborative for Health Equity

Sub-Committee Members

Mr. Derrick Amin
Dr. Deborah Bailey
Dr. Kelly E. Crawford
Mr. Joshua Harris
Mr. Darnell E. Ingram
Rabbi Ariana Katz
Ms. Glenda Lindsey
Mr. Dayvon Love
Ms. Avis Ransom
Mr. Raul Rivera
Ms. Gillian Silver
Mr. Brandon Smith-Saxon
Dr. Rod Taylor
Mr. John Milton Wesley
Dr. Carlos D. Williams
Dr. Kellee White

Task Force Staff

Institute for Urban Research (IUR)
Morgan State University
Dr. Ashraf Ahmed
Dr. Clement Anyadike
Dr. Jared Ball
Dr. Jeff Menzise
Dr. Simon Odalele
Dr. Glenn Robinson
Dr. Tracy R. Rone
Dr. Raymond Winbush (IUR Director)

I. Task Force Charge

As specified in the law, Senate Bill 350/Chapter 417, Acts of 2018, the Task Force is charged to foster reconciliation and inclusionary justice and work toward achieving racial equity by:

- (1) Increasing awareness through public discussions about the nature, extent, causes, and consequences of racial inequities;
- (2) Involving individuals and public and private entities, including African American and other minority groups, in every sector throughout the State in a collective process;
- (3) Fostering racial equity through recognition, understanding, adjustment, compromise, and repair; and
- (4) Recommending strategies, changes, and actions in institutions, policies, and laws to eliminate systemic racism and promote equity, access, and opportunity that can lead to healing and foster reconciliation.

II. Task Force Activities

Since the May 8, 2018 passage of Senate Bill 350/Chapter 417, Acts of 2018, activities resulting from the legislation are:

- (1) Convening of the Task Force,
- (2) Task Force meetings, and
- (3) Establishment of subcommittees.

(1) Convening of the Task Force

Pursuant to Senate Bill 350/Chapter 417, Acts of 2018, the Institute for Urban Research at Morgan State University and Senator Nathan-Pulliam spent May – July 2018 identifying and contacting individuals with the intent of recruiting them to serve on the Task Force. As guided by the legislation, the members of the Task Force “SECTION 1. (2)(i) have expertise in the historical and current impacts of institutional and structural racism, as well as racial equity issues; and (ii) reflect the geographic, racial, ethnic, cultural, and gender diversity of the State.” Further, as enacted by Section 1 (b) (1) of the legislation the members of the Task Force required to be convened are as follows:

Table 1. Members of the Task Force on Reconciliation and Equity as Required to be Convened (Pursuant to Section 1(b))

SELECTION MANDATE	NAME
One member of the Senate of Maryland, appointed by the President of the Senate;	Senator Shirley Nathan-Pulliam Maryland Senate
One member of the House of Delegates, appointed by the Speaker of the House	Delegate Edith Patterson Maryland House of Delegates
The Director of the Office of Minority Health and Health Disparities, or the Director’s designee	Dr. Noel Braithwaite Maryland Department of Health
One representative of the National Association for the Advancement of Colored People	Rev. Kobi Little (Chair) National Association for the Advancement of Colored People
One representative of the Maryland Public Health Association	Dr. Raimee Eck Maryland Public Health Association
Two representatives, one each from two different social justice organizations that focus on racial issues via use of a racial equity lens	Ms. A. Adar Ayira (Co-Chair) Associated Black Charities, Inc.
Three representatives, one each from three different interfaith organizations	Imam Earl El-Amin Baltimore Muslim Community Cultural Center Rabbi Daniel Burg Beth Am Synagogue Rev. Florence Ledyard St. Bartholomew’s Church
One sociologist with expertise concerning historical and current impacts of systemic and structural racism	Dr. Brian D. Smedley National Collaborative for Health Equity
One representative of a historically black college or university	Dr. John Hudgins Coppin State University
One representative of a traditionally white college or university	Dr. Jane Lincove University of Maryland, Baltimore County
One representative of the National Great Blacks in Wax Museum	Dr. Joanne Martin National Great Blacks in Wax Museum
One representative of a business sector coalition	Ms. Annette March-Grier Roberta’s House
One member with expertise in law enforcement	Det. Miguel Rodriguez Baltimore City Police Department

(2) Task Force Meetings

Between September and December 2018, the Task Force on Reconciliation and Equity convened three Task Force meetings where the: (a) Task Force purpose was reviewed, (b) guidelines and rules for engagement began to be established, (c) shared understanding of relevant terms and definitions began to be discussed, and (d) subcommittees emerged and the work of the subcommittees began. Part of this work also involved members of the Task Force outlining issues and disparities related to racism, sexism and inequity, as well as surveying resources (including funding) needed to successfully fulfill the purpose of the Task Force. Summaries of the meetings are as follows.

September 2018 Meeting

The first meeting of the Task Force was held, Wednesday, September 26, 2018. A group of individuals who were previously identified by Sen. Nathan-Pulliam and the staff of the Institute of Urban Research at Morgan State University were convened to begin the work the Task Force. Individuals were identified based on their expertise, and interest in reconciliation and racial and gender equity, as well as based on the guidelines for representation outlined by MD Senate Bill 350/Chapter 417, Act of 2018. Fifteen individuals (including MSU staff and guests) attended this initial meeting; seven Task Force members were unable to attend. During this meeting discussion focused the scope of work and anticipated outcomes of the work to be accomplished through this legislation, the identification of subject area experts to serve on the Task Force's subcommittees, and the anticipated leadership needs of the Task Force and its subcommittees. The agenda for this meeting is included in the Appendix.

October 2018 Meeting

The second meeting of the Task Force was held, Wednesday, October 17, 2018. The meeting was attended (either in person or by telephone) by 22 people including, 10 Task Force members, 5 subcommittee members, and 7 staff members of the Institute for Urban Research at Morgan State University. During this meeting, Task Force members provided additional recommendation for subcommittee members, and Task Force subcommittees began to emerge in the following areas: Education, Faith Communities, Economic Justice, Public Safety and Public Health. In addition, Task Force members engaged in discussions about the nature of Racism, Reconciliation, White Supremacy, and Equity. The agenda for this meeting is included in the Appendix.

December 2018 Meeting

The Task Force convened a third meeting, Wednesday, December 12, 2018. The meeting was attended (either in person or by telephone) by 20 people including, 6 Task Force members, 6 subcommittee members, and 2 staff members of the Institute for Urban Research at Morgan State University. During the third meeting of the Task Force, discussion centered around subcommittee guidelines and subcommittees met for the first time to discuss needs and the subcommittee charge. Chairman Kobi Little asked Task Force and subcommittee members to report on the work that each subcommittee

covered. Additionally, Dr. Tracy Rone, who has been designated as the Task Force's Compliance Officer and who is a member of the IUR Staff, presented the Task Force's website: <https://www.morgan.edu/iur/taskforceonreconciliationandequity> Work associated with the Task Force will be readily available to the public on the site and it will support live-streaming of future task force meetings. The agenda for this meeting is included in the Appendix.

January 2019 Meeting

A fourth meeting scheduled for Wednesday, January 30, 2019 was cancelled due to inclement weather. The next meeting of the Task Force is Wednesday, February 13, 2019.

(3) Establishment of Subcommittees

As Section 1 (b)(5) determined by the legislation, the Task Force "may establish subcommittees as necessary to fulfill its duties." Subcommittee membership as established over the first three meetings of the Task Force follows.

Economic Justice Subcommittee

Ms. A. Adar Ayira
Mr. Joshua Harris
Mr. Darnell Ingram
Mr. Dayvon Love
Mr. Avis Ransom
Mr. John Milton Wesley
Dr. Carlos Williams

Delegate Edith Patterson
Senator Shirley Nathan-Pulliam

Faith Communities Subcommittee

Rev. Florence Ledyard
Imam Earl El-Amin
Rabbi Daniel Burg

Education Subcommittee

Mr. Kelly E. Crawford
Dr. John Hudgins

Public Health Subcommittee

Dr. Raimee Eck
Dr. Noel Braithwaite
Sen. Shirley Nathan-Pulliam

III. Task Force Next Steps and Preliminary Recommendations

The work of the Task Force includes framing what reconciliation and equity look like and determining the paths to achieve social and material reconciliation and equity. The State must recognize and acknowledge the role that legislation and policy have played in creating racialized inequity and draw the conclusion that it will take legislative and policy changes to achieve reconciliation and equity. During the next six months (February through July 2019), as mandated by law, the Task Force will continue to study the existing literature on reconciliation and equity, explore expanding representation on subcommittees, and developing operational capacity.

Next steps:

- Consult with the following units of state government, not represented on the Task Force: the Commission on Civil Rights; the Office of the Attorney General, Division of Civil Rights; the Department of Housing and Community Development, the Department of Labor, Licensing and Regulation; the Department of Transportation; and the State Department of Education.
- Prepare to hold hearings at various locations throughout the State, which include establishing partnerships with communities and organizations at identified sites that would partner with the Task Force. Although all Maryland jurisdictions are to be included in the study, the Task Force will also identify jurisdictions with substantial populations of color, growing populations, and ongoing racial disparities where Task Force convenings would be especially impactful.
- Identify research needs and further engaging with the Institute for Urban Research at Morgan State University regarding research needs required for the study charge of this legislation.
- Seek to obtain additional funding from the Maryland General Assembly to successfully meet the goal of convening hearings across the state.

Preliminary recommendations:

- Given the expansive scope of the Task Force's work, it is necessary to allocate resources to cover the expenses associated with building awareness of the Task Force's work and to cover expenses associated with the Task Force's meetings, research and outreach.
- Given the expansive scope of the Task Force's work, it is necessary to allocate more time for the Task Force to conduct its work prior to the issuance of the Task Force's final report.

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Appendix

Maryland Task Force on Reconciliation and Equity
Charge, Composition, Scope and Authority
December 12, 2018

Charge:

The Task Force is charged to foster reconciliation and inclusionary justice and work toward achieving racial equity by:

- (1) Increasing awareness through public discussions about the nature, extent, causes, and consequences of racial inequities;
- (2) Involving individuals and public and private entities, including African American and other minority groups, in every sector throughout the State in a collective process;
- (3) Fostering racial equity through recognition, understanding, adjustment, compromise, and repair; and
- (4) Recommending strategies, changes, and actions in institutions, policies, and laws to eliminate systemic racism and promote equity, access, and opportunity that can lead to healing and foster reconciliation.

Composition:

The Task Force is composed of a cross section of leaders who reflect the geographic, racial, ethnic, cultural, and gender diversity of the State with expertise in the historical and current impacts of institutional and structural racism, as well as racial equity issues.

Scope and Authority:

The Task Force is staffed by the MSU Institute for Urban Research. The Task Force may establish subcommittees as necessary to fulfill its duties.

The Task Force shall consult with the following units of State government:

- (i) the Commission on Civil Rights; (ii) the Office of the Attorney General, Division of Civil Rights; (iii) the Department of Human Services; (iv) the Department of Housing and Community Development; (v) the Department of Labor, Licensing, and Regulation; (vi) the Department of Public Safety and Correctional Services; (vii) the Department of Transportation; and (viii) the State Department of Education.

The Task Force may consult with any other unit of State or local government as determined appropriate by the Task Force. On request of the Task Force, a unit of State government shall:

- (i) provide information or staff support in a timely manner;
- (ii) designate a representative to: 1. serve as a member of the Task Force; or 2. attend a meeting or a hearing held by the Task Force.

The Task Force shall:

- (1) Hold hearings at various locations throughout the State and:

- (i) receive testimony from individuals, units of State and local government, community-based organizations, and other public and private organizations; and
 - (ii) invite representatives from stakeholder groups to testify at the hearings;
- (2) Study:
- (i) the nature of racism, sexism in the experience of racial inequities, and institutional bias throughout the State;
 - (ii) manifestations of institutional and structural racism;
 - (iii) the impact of institutional and structural racism, including the effects on health, employment and economic stability, access to safe and affordable housing, income inequality, educational opportunities, and achievement gaps;
 - (iv) past and ongoing efforts to promote human rights and social and inclusionary justice; and
 - (v) best practices throughout the United States regarding policies, laws, and systems designed to eliminate institutional and structural racism and sexism and foster repair for those impacted;
- (3) Identify criteria to be used in monitoring and evaluating the implementation of the strategies and changes in institutions, policies, and laws recommended by the Task Force;
- (4) Make recommendations regarding strategies, changes, and actions in State institutions, policies, and laws to improve race relations, eliminate institutional and structural racism and gender inequities, and support repair and justice, including measures to:
- (i) increase awareness of conscious and unconscious bias and structural inequities and their consequences;
 - (ii) eliminate implicit and explicit institutional bias;
 - (iii) improve structural support of inclusionary justice, promote repair that can lead to healing, and foster reconciliation between various groups; and
 - (iv) promote the overall health and success of individuals throughout the State, including improving access to employment opportunities, safe and affordable housing, adequate medical services and treatment, and a quality education; and
- (5) Using the criteria identified under item (3) of this subsection, monitor and evaluate the implementation of the recommended strategies and changes in State institutions, policies, and laws.

On or before January 31, 2019, the Institute for Urban Research at Morgan State University shall submit a preliminary report on the activities of the Task Force to the Governor and, in accordance with § 2–1246 of the State Government Article, the General Assembly.

On or before January 31, 2020, the Institute for Urban Research at Morgan State University shall submit a full report on the activities, findings, and recommendations of the Task Force to the Governor and, in accordance with § 2–1246 of the State Government Article, the General Assembly.

The Act creating the Task Force shall take effect June 1, 2018. It shall remain effective for a period of 2 years and shall expire at the end of May 31, 2020.

*Source: SB 350 MGA 2018



Institute for Urban Research

Organizing Meeting for Task Force on Reconciliation and Equity, SB 350

September 26, 2018, 6pm

Morgan State University, Student Center Room 204

AGENDA

1. Dinner
2. Welcome – Ray Winbush
3. Introductions
4. Overview – Senator Shirley Nathan-Pulliam
5. Questions and Answers

Morgan State University Reconciliation and Equity Taskforce (SB350)

Date & Time: Wednesday, October 17, 2018 from 6:00 PM to 8:00 PM

Location: Earl Graves School of Business, Room 412

Agenda

- **Welcome/Introductions**
- **Appointment of Co-Chairs**
- **Give Taskforce two or three names of individuals to serve on Subcommittees**
- **Discussion of personal views on race, racism, and reconciliation**
- **Adjourn/ Closing remarks**

Maryland Task Force on Reconciliation and Equity
Rev. Kobi Little, Chair ■ A. Adar Ayira Co-Chair

Agenda

Wednesday, December 12, 2018
6:00 p.m.
Morgan State University
Earl Graves School of Business, Room 412
4100 Hillen Road, Baltimore, Maryland 21218

1. Greetings - Senator Shirley Nathan-Pulliam and Rev. Kobi Little
2. Approval of Minutes
3. Discussion on Reconciliation - Rev. Kobi Little
4. Breakout into Subcommittees (Choose Subcommittee Chairs)
5. Report of Subcommittees
6. New Business
 - Brief discussion of Maryland's Open Meetings Act - Dr. Tracy Rone
7. Adjournment

Maryland Task Force on Reconciliation and Equity

Rev. Kobi Little, Chair ■ A. Adar Ayira Co-Chair

Agenda

Wednesday, February 13, 2019 6:00 p.m.

**Morgan State University
Earl Graves School of Business, Room 412
4100 Hillen Road, Baltimore, Maryland 21218**

1. Welcome and Introductions
2. Open Meetings Act Briefing
3. Task Force Administrative Mechanics
4. Preliminary Report
5. Subcommittees
6. New Business
7. Adjournment

Next meeting of the Task Force will be Wednesday, March 13, 2019.