



**City of Salisbury**  
**HUMAN RIGHTS ADVISORY COMMITTEE**  
**MEETING MINUTES**  
**February 13, 2020**

**Committee Members Present**

Reverend John Wright, *Chair*  
Mark Decker  
Nance Held  
Chalarra Sessoms  
Billy Earl Amos

**Committee Members Absent**

Marcel Jagne-Shaw  
D'Shawn Doughty  
Amber Green

**In Attendance**

Laura Baasland, *Department of Water Works Program Specialist*  
Billy McDermott, *Deputy States' Attorney*  
Julia Glanz, *City Administrator*

**The Human Rights Advisory Committee (HRAC) met at 6:00p.m. in Conference Room #306 of the Government Office Building**

**Call to Order**

The meeting was called to order at 6:07p.m. by Rev Wright and began with introductions of everyone in attendance.

**Last Meeting Minutes**

The meeting minutes from January were acknowledged. A motion to approve the last meeting minutes with a correction pointed out by Rev Wright was brought forth by Ms. Sessoms and seconded by Ms. Held. The motion carried by a unanimous vote in favor.

**Open Public Forum, Current Events & Local Issues**

Rev Wright asked Mrs. Baasland for an update on the City's proposed bathroom legislation. More questions were raised, and Mrs. Baasland referred the discussion to Julia Glanz for further information on the subject. Rev Wright informed the Committee that the Community Foundation will hold a meeting next week to discuss the state legislation on plastic bag tax.

**Discussion with Deputy States' Attorney Billy McDermott, RE: Marijuana Use Legislation**

Mr. McDermott joined the Human Rights Advisory Committee to discuss some concerns that the group has over the County's proposed marijuana use legislation. According to Mr. McDermott, Fruitland has already passed similar legislation with little issue. The States' Attorney's Office has met with various groups of stakeholders, including the medical marijuana community. Certain stakeholders took issue with the term "consume," but were in full support of the most recent legislation. The current

draft makes it illegal to specifically smoke marijuana in public, which protects other persons from being exposed to marijuana smoke. States' Attorney's Office has addressed the concerns of the medical community in this most recent legislation. The offense for a violation would be a 90-day misdemeanor, and an ordinance has been drafted and proposed and is very similar to the Fruitland ordinance. The County Council did ask if this issue was not already preempted by state law. According to the State of Maryland, being permitted to possess marijuana in public does not grant permission to smoke it in public.

Mr. Decker inquired as to what justification a law enforcement officer would need to apprehend someone for this offense. For example, what defines probable cause in this case? Is smelling marijuana sufficient to search or detain someone? The HRAC has concerns over how this will impact people disproportionately. Mr. McDermott explained that there are different stages of proof at all levels of the law; it starts with above reasonable articulable suspicion, then advances to probable cause, and then eventually extends to beyond all reasonable doubt. Mr. McDermott cited the Pacheco vs. The State of Maryland ruling out the Court of Appeals, which determined that the odor of burnt marijuana is not sufficient probable cause, meaning the vehicle can still be searched, but not the person, however, the odor of raw marijuana is always probable cause to search someone. Therefore, according to the Pacheco precedent, a law enforcement officer cannot search a person for the smell of burnt marijuana alone. The Prosecutor is the Chief law enforcement officer in the County and would certainly tell an officer *not* to search or detain someone based on the smell of burnt marijuana. In the State of Maryland currently, possession of less than 10 grams is a civil offense rather criminal offense—Mr. McDermott noted that he suspects that amount will soon be raised to 28 grams.

Another issue raised was the distinction between smoking marijuana and vaping it. The Maryland General Assembly passed the Hemp Act one year ago, and it states that hemp is a cannabis plant with 0.0003 of THC, and anything higher than that is marijuana. The only machines that can distinguish between the two are very expensive to use and not readily available, meaning there is no practical way to determine if a cannabis plant is hemp or marijuana. Additionally, there is no way to determine how much, if any, TCH is in a vape pen, so there is no way to enforce a vaping restriction or ban.

At this time, there is no requirement as to how medical marijuana is transported, therefore an individual can put it in any container they wish. There is currently legislation in Annapolis that is attempting to mandate that medical marijuana must be kept and transported in an appropriately labeled container. This proposed legislation seeks to address the current loophole that black market marijuana can be easily passed off as legal medicinal marijuana. Mr. McDermott explained that marijuana has many unintended consequences that recreational users may not be aware of if they have never worked in law enforcement. For example, Mr. McDermott cited a 400% increase in motor vehicle collisions in Colorado following the legalization of marijuana. Further, there were recently two homicides in Wicomico County that were both ruled "not criminally responsible" (an equivalent to the insanity plea) due to a diagnosis of Schizophrenia. The American Psychiatric Association's Diagnostic and Statistical Manual of Mental Disorders (DSM-5) now includes cannabis induced psychosis which is clinically indistinguishable from schizophrenia and can only be identified if a patient self-admits prolonged use of marijuana. According to Mr. McDermott, two murderers are about to be back on the streets after spending about a year at the mental hygiene facility Clifton T. Perkins Hospital due to diagnoses of Schizophrenia that could have been marijuana induced psychosis.

Mr. Decker noted that the spike in traffic accidents in Colorado have returned to normal levels and questioned whether or not this could have been an anomaly in the dataset. Mr. Decker asked what the impetus was for this legislation, such as, was there a spike in people smoking marijuana in public, or is this a response to verifiable occurrences, or rather was this action preemptive? Mr. McDermott responded that this legislation is in response to several documented issues, and he is willing to provide that data to the committee. A big inspiration for this legislation however, were area schools. Students were getting really bold and were starting to smoke marijuana at school and on the bus. These laws are an attempt to reorient the community and remind them that decriminalization is not the same thing as legal.

Ms. Held veered the discussion toward why this proposed legislation may be a human rights issue. Mr. Decker, Ms. Sessoms and Mr. Doughty explained how drug legislation has a long and fraught history of disproportionately impacting persons of a particular race. Mr. Decker inquired as to whether or not policing is the best method to address concerns surrounding marijuana use by juveniles. Ms. Sessoms and Mr. Doughty explained that history has created in each of them a lack of confidence that persons of color will not be disproportionately impacted by drug legislation. Mr. McDermott stressed that injustices with the law can retroactively be remedied, so rather than broad "what if" discussions, Mr. McDermott asked committee members with concerns about County cases to bring those specific cases to his attention for review.

#### **Discussion with City Administrator Julia Glanz, RE: 2020 Census Complete County Committee**

Mrs. Glanz updated the committee that there will be a City Council work session on Tuesday evening, March 18, at 4:30pm, where gender neutral bathroom legislation will be presented. The City of Salisbury modelled the legislation after a similar ordinance passed several months ago by Baltimore City. The legislation specifies that only single person bathrooms, *not* multi user bathrooms with stalls, will be affected by this ordinance. The legislation applies to all organization within the City of Salisbury that have restrooms for public use, and gives a timeframe of six months to come into compliance. Mr. Doughty stated that the restroom signage needs to be neutral and singular so that it is clear to everyone. The legislation does add language recommendations for signage but it rather vague and there is a possibility that it could be tightened up some. The City of Salisbury's Code Enforcement Officers, through the Department of Housing and Community Development, will be the regulatory agency that enforces the legislation.

Mrs. Glanz co-chairs the Wicomico County Census 2020 Complete Count Committee (CCC), along with Lori Carter, Brante Dashields, and Sonia Whited. Mrs. Glanz provided the committee with some information about local census efforts. A representative from the CCC has been at every possible local meeting to inform the community about the importance of the census and how it works. Wicomico County and the City of Salisbury each got a \$20,000 grant to advertise the census through TV and radio since the State of Maryland is not spending much money on outreach on the Eastern Shore. The CCC is only involved with the census insofar as to provide education and outreach. One of the challenges of the census and the way it is conducted is that census takers will only call you three times and will not leave a voicemail. So, if the three calls are missed, the person who they were attempting to contact will be unaware and unable to return the call. The census can be taken over the phone, on paper, or online. County residents should expect to begin receiving census mailers in the second week of March. The official Census date is April 1, 2020.

During the last census in 2010, only 69% of Wicomico County was counted, and persons most undercounted were: children under the age of five, college students, seniors, persons experiencing homelessness, the LGBTQ population, immigrants, and minority communities. Rev Wright expressed that the immigrant community is showing a lot of concern about the census, regardless of the fact that the citizenship question has been removed. Immigrant populations are still very distrustful of providing any information to the federal government. Local efforts have the best chance of reaching these undercounted communities, and the CCC is using most of its marketing dollars in an attempt to reach them. The CCC will be creating advertisements in several languages, including English and Spanish. Ads will appear across popular local television and radio networks, including the local Hispanic and Haitian network. This targeted outreach is being directed at immigrant communities and insular communities. Ms. Held asked why certain populations would be fearful of participating in the census, and Mr. Decker, Rev Wright, and Mrs. Glanz explained the historical, social, political, and economic reasons. The CCC has a faith based sub-Committee, but it is not very diverse and is not very inclusive because it is currently attempting to target primarily the African American community. Ms. Glanz gave two handouts about the Census that have been included in these minutes.

The library and the MAC Center will set up centers to encourage people to complete the census. If you have not completed your Census by June 1, then someone will knock on your door. The County receives \$1,800 per year per person to be spent on County infrastructure, including: schools, roads, parks, and healthcare. One strategy of the CCC to get people to complete the census is to make the connection

between the money and the local and personal impacts it could have. On March 28, 2020, from noon to 2pm, the City will be holding a “party with a purpose.” There will be four simultaneous community events going on in target neighborhoods: Newtown/Camden Community Garden, West Side Park, Doverdale Park, and Prince Street Elementary. The event will be structured similarly to a large outdoor field-day style event, and will include: door-knocking, a cookout, and games and community fun—all with the goal to encourage community members to participate in the census. Mrs. Glanz said that she will email the information to the HRAC about how to volunteer for the event. Ms. Held asked how persons experiencing homelessness will be counted. Mrs. Glanz responded that institutionalized persons will be counted by their institutions, and those living on the streets will be counted by street crews on foot through a coordinated effort by trusted City Staff, including Christine Chestnutt, the Homeless Services Manager. Mr. Decker asked what the preferred media source is among the most undercounted minority groups, and Mrs. Glanz answered that radio is the primary source. Radio personalities and DJs from those stations will be spokespersons for this effort as they are familiar and trusted voices. Mrs. Glanz asked that the committee assist in the CCC’s efforts by continuing to spread information about the upcoming census.

### **Maryland Lynching Memorial Project: Task Force Update**

Mrs. Glanz, who serves as the City’s designated City Staff Liaison to the Maryland Lynching Memorial task Force, informed the committee that the Task Force had its first meeting this past Tuesday, February 11, 2020. The Task Force is made up of thirteen individuals, including several ex-officio members of the Nabb Research Center at Salisbury University, who will be supporting the task force’s work. Amber Green HRAC member, is also co-chair of the Task Force. Their assigned task is to erect a historical marker commemorating Wicomico County lynchings by the end of May 2020. The Equal Justice Initiative (EJI), an original partner in this effort who initially agreed to provide the sign and the funds, have recently paused their lynching memorial efforts to focus on other projects. Regardless of whether or not the EJI is involved in this project, however, the marker will be erected and the City will provide the funding if necessary. In order to create community buy-in for this project, the Task Force will make concentrated outreach efforts. The records at the Nabb center are quite thorough and this process has the potential to become “ugly” as local history is exposed. The City has proposed three possible locations for the marker that are near one of the lynching sites.

### **Renaming Columbus Day to Indigenous Peoples’ Day**

Mr. Decker will draft a memo about renaming Columbus Day to Indigenous People’s Day in the City of Salisbury and the committee will review the memo at the next meeting.

### **Committee Membership**

Mrs. Baasland provided the committee members with an application for appointment and the committee stated that they would like for the candidate to attend the March meeting before making a recommendation on their appointment to the Mayor.

### **Employer Complaint Resources**

Mr. Doughty brought an issue that a local citizen faced with her employer to the attention of the committee. The person who filed the initial complaint feels as though they were discriminated against. The committee will compile resources for Mr. Doughty to offer this person and send them directly to him.

### **Next Meeting & Adjournment**

The next HRAC meeting was set for Thursday, March 12, at 6p.m. in conference room 306 of the Government Office Building. On a motion by Ms. Held, seconded by Mr. Amos, and carried by unanimous vote in favor, the HRAC meeting was adjourned at 7:23p.m.

**Minutes Taken By:** Laura Baasland, *Department of Water Works Program Specialist*

# The 2020 Census at a Glance



The U.S. Constitution requires that each decade we take a count—or a census—of America’s population. The 2020 Census goal is to count everyone once, only once, and in the right place.

The census provides vital information for you and your community.

- It determines how many representatives each state gets in Congress.
- Communities rely on census statistics to plan for a variety of resident needs including new roads, schools, and emergency services.
- Businesses use census data to help provide more local jobs and places to shop.

Each year, the federal government distributes hundreds of billions of dollars to states and communities based on U.S. Census Bureau data.

In 2020, we will introduce new technology to make it easier than ever to respond to the census. For the first time, you will be able to respond online, by phone, or by mail. We will use data that the public has already provided to cut down on household visits. And, we are building a more accurate address list and automating our field operations—all while keeping your information confidential and safe.

*The Census Bureau is the leading source of statistical information about the nation’s people. We provide snapshots on population size and growth and detailed portraits of our changing communities.*



U.S. Department of Commerce  
Economics and Statistics Administration  
U.S. CENSUS BUREAU  
[census.gov](http://census.gov)

## Foundation of a Successful Census



### Establish Where To Count

- Using aerial imagery and in-field work to identify new homes and buildings
- Partner with U.S. Postal Service
- Local governments input through the Boundary Annexation Survey and Local Update of Census Addresses
- Comprehensive review of all addresses



### Motivate People To Respond

- Partner with community leaders and trusted voices
- Use tailored messages
- Encourage self-response



### Count The Population

- Respond online, by phone, or by mail
- Visit households that do not respond
- Online forms in multiple languages
- Mailed Individual Census ID is not required for online response



### Release Census Results

- Deliver apportionment counts to the President by December 31, 2020
- Release counts for redistricting by April 1, 2021
- Make it easier for the public to access data





## Become a 2020 Census Partner

Your partnership sends a strong message to your community about the importance of the census and the benefits of being counted. By partnering with the Census Bureau, you can help:

- Assure people that it is important—and safe—to respond to the census.
- Ensure accurate census data, which guide funding decisions for your community and affect your community's representation in Congress.
- Spread the word about temporary census jobs in your community.



## Get Involved: What Can You Do Now?

- Create or join a Complete Count Committee and partner with other trusted voices and influential leaders in your area who are committed to increasing census participation. Encourage your peers to get involved too.
- Raise awareness by including census information in newsletters, social media posts, podcasts, mailings, and on Web sites.
- Help recruit census workers when jobs become available.



## You can make a difference

As an influential community, business, or organization leader, you can raise awareness and encourage participation.

## Key Dates

2017	○	Local Update of Census Addresses—invitations sent to local governments for completion in 2018
	○	Publish final 2020 residence criteria and situations
2018	○	Question wording to Congress—March 31, 2018
	○	2018 End-to-End Census Test
	○	Regional Census Centers opening
2019	○	Opening Field Offices
	○	Complete Count Committees established
2020	○	Advertising—begins in early 2020
	○	Begin self response
	●	<b>Census Day</b> —April 1, 2020
	○	Nonresponse Followup—early April–late July
	○	Apportionment counts to the President—December 31, 2020
2021	○	Redistricting counts to the States—March 31, 2021

For more information, go to [census.gov](https://www.census.gov).

To get involved in your community, contact us!

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