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U.S. COMMISSION ON CIVIL RIGHTS

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BUSINESS MEETING

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FRIDAY, MAY 16, 2025

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The Commission convened via  
Video/Teleconference at 10:00 a.m. EDT, Rochelle  
Garza, Chair, presiding.

PRESENT:

ROCHELLE M. GARZA, Chair

VICTORIA FRANCES NOURSE, Vice Chair

J. CHRISTIAN ADAMS, Commissioner

STEPHEN GILCHRIST, Commissioner

GAIL HERIOT, Commissioner

MONDAIRE JONES, Commissioner

PETER N. KIRSANOW, Commissioner

GLENN D. MAGPANTAY, Commissioner

MARIK XAVIER-BRIER, Staff Director

DAVID GANZ, General Counsel

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1 STAFF PRESENT:

2 PAMELA DUNSTON, Chief, ACSD

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4 COMMISSIONER ASSISTANTS PRESENT:

5 NATHALIE DEMIRDJAIN-RIVEST

6 ALEXIS FRAGOSA

7 JOHN K. MASHBURN

8 CARISSA MULDER

9 THOMAS SIMUEL

10 IRENA VIDULOVIC

11 STEPHANIE WONG

12 YVESNER ZAMAR

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1 P R O C E E D I N G S

2 (10:06 a.m.)

3 MR. CZAPLICKI: Good day and welcome  
4 to the May 2025 business meeting. Today's  
5 conference is being recorded. At this time, I  
6 would like to turn the conference over to Chair  
7 Rochelle Garza. Please go ahead.

8 CHAIR GARZA: Thank you. Good  
9 morning everyone. We're going to go ahead and  
10 get this meeting started. The business meeting  
11 of the United States Commission on civil rights  
12 comes to order at 10:06 a.m. Eastern Time on  
13 Friday, May 16th, 2025.

14 This meeting is taking place via  
15 telephone conference. I am the Chair of the  
16 Commission, Rochelle Garza. And since we're all  
17 attending by phone, I'd like to start with a roll  
18 call. So please confirm your presence when I see  
19 your name.

20 Vice Chair Nourse.

21 VICE CHAIR NOURSE: Present.

22 CHAIR GARZA: Commissioner Adams.

23 COMMISSIONER ADAMS: Here.

24 CHAIR GARZA: Commissioner Gilchrist.

25 COMMISSIONER GILCHRIST: I'm here.

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1 CHAIR GARZA: Commissioner Heriot.

2 COMMISSIONER HERIOT: I'm here.

3 CHAIR GARZA: Commissioner Jones.

4 COMMISSIONER JONES: Present.

5 CHAIR GARZA: Commissioner Kirsanow.

6 COMMISSIONER KIRSANOW: Here.

7 CHAIR GARZA: And Commissioner  
8 Magpantay.

9 COMMISSIONER MAGPANTAY: I'm here.

10 CHAIR GARZA: Great. Thank you.

11 Based on that roll call, a quorum of the  
12 commissioners is present. Is the court reporter  
13 present? Good morning. Is the staff director  
14 present?

15 MR. XAVIER-BRIER: Yes, I'm here.  
16 Good morning.

17 CHAIR GARZA: Good morning.

18 Is the parliamentarian present?

19 MR. GANZ: I'm present.

20 CHAIR GARZA: Okay, great. Good  
21 morning. All right. Now that we've done that  
22 roll call, we're going to proceed with today's  
23 agenda as posted on the Federal Register. We're  
24 going to consider the following items:

25 Discussion and vote on the planning

1 documents for the 2025 briefing report topic on  
2 mental health and juvenile justice, followed by a  
3 discussion and vote on the state advisory  
4 committee appointments. And finally, we're going  
5 to conclude with the staff directors report. Are  
6 there any motions to amend the current agenda?

7 COMMISSIONER HERIOT: Madam chair, my  
8 understanding is that we are not ready to vote on  
9 the planning documents for the mental health in  
10 juvenile justice program. I don't have any  
11 objection if you want to discuss it, but I think  
12 it's probably more efficient just to remove that  
13 from the agenda.

14 CHAIR GARZA: Okay, well, it sounds  
15 like there is a motion to amend the current  
16 agenda so we can just move on to that, that  
17 portion of the meeting and --

18 COMMISSIONER HERIOT: Well, would you  
19 like me to make a motion? I mean, we're not  
20 going to be voting on it or if we are, I think it  
21 will be voted down. And we very much want to get  
22 this approved. I think we can do it by  
23 notational vote in the next couple of days.

24 CHAIR GARZA: Okay. Well, why don't  
25 we just move towards that topic? Okay. So the

1 discussion and vote on what has been noticed on  
2 the agenda is a discussion and vote on the  
3 planning documents for the 2025 briefing report  
4 topic on mental health and juvenile justice.

5           You know, I understand the Republican  
6 caucus is not ready to move to a vote, but I do  
7 believe we should call the vote. You know, I'm  
8 going to move to adopt the planning documents  
9 that we've included, including the research plan  
10 outline and timeline for the 2025 briefing report  
11 on the mental health and juvenile justice. Do I  
12 have a second?

13           COMMISSIONER JONES:       This is  
14 Commissioner Jones. You have a second from me.

15           CHAIR GARZA: Okay, a motion's been  
16 made and properly seconded. We can move into  
17 discussion on this on this issue. And before we  
18 do --

19           COMMISSIONER HERIOT: Chair Garza --

20           CHAIR GARZA: I'm going to take a  
21 point of privilege on this since this is the  
22 report that I'm putting forward for the  
23 Commission to investigate, but I do want to just  
24 give some context before we vote.

25           And I hear, Commissioner Heriot, that

1 my understanding is that the Republican caucus is  
2 not in support of voting and moving forward on  
3 the planning documents for July mental health and  
4 juvenile justice briefing.

5           You know, I have to say that this is  
6 one of the three topics that we agreed to do on a  
7 bipartisan basis earlier this year, and for  
8 fiscal year 2025. Commissioners did reach an  
9 agreement, a bipartisan agreement to pursue three  
10 topics. One, a statutory enforcement report from  
11 the Republican caucus, which was Commissioner  
12 Gilchrist's teacher shortage proposal.

13           And then, two, briefing topics from  
14 our caucus language access, which we recently  
15 held an investigation on and a briefing on. And  
16 then the mental health and juvenile justice, the  
17 latter building on work that's already been done  
18 by the Texas advisory committee.

19           And, you know, commissioners made a  
20 deal. The deal was three topics split across  
21 both caucuses and it must be honored. We moved  
22 two forward. There's one left. We voted on this  
23 back in January and delaying the vote right now  
24 only violates the spirit of that agreement. So it  
25 undermines the credibility of our entire



1 negotiation process.

2           You know, during negotiations,  
3 Commissioner Heriot explicitly requested that the  
4 report includes several areas; religious liberty,  
5 mental health resources, types of crimes that  
6 lead to incarceration, behavior during  
7 confinement, and recidivism rates.

8           Edits from the Republican caucus walk  
9 back the very elements that they were originally  
10 insisting on. Their edits to remove or downplay  
11 key areas, such as disciplinary practices,  
12 grievance processes and post release outcomes,  
13 which they specifically asked us to explore at  
14 the outset.

15           So, nevertheless, in an effort to  
16 keep the project moving forward, we've accepted  
17 every substantive edit proposed by the Republican  
18 caucus and despite the cooperation, we are still  
19 being met with shifting demands at every stage of  
20 the negotiation.

21           And, look, I understand a lot of this  
22 is tied to a budget transparency, which I fully  
23 support, but these are administrative requests  
24 that do not justify holding up a report that  
25 commissioners have already approved by a majority

1 as a topic to explore. And in fact, not a single  
2 commissioner voted against taking up this topic  
3 who is present at that meeting.

4           You know, the absence of a current  
5 budget update does not legally or procedurally  
6 prevent us from voting to approve the briefing.  
7 And, furthermore, the Commission's Chief of  
8 Budget and Finance has already confirmed that a  
9 July briefing is feasible within the current  
10 fiscal year 2025 budget.

11           Commissioners have a statutory  
12 obligation to inform Congress and the president  
13 through our reports. So, failing to move forward  
14 with this investigation, especially after edits  
15 were generously accepted and feasibility was  
16 confirmed and a consensus was reached is a clear  
17 dereliction of our duty.

18           So, this isn't the first time that  
19 the Republican caucus has moved the goalposts for  
20 some topics and on edits and now on an  
21 administrative question and we have to stop  
22 allowing these shifting rationales to derail our  
23 work.

24           You know, frankly, we've done a lot  
25 of work to build trust over the last two years

1 and have had success and moving forward really  
2 salient and current topics on a bipartisan basis.  
3 And frankly, I'm really proud of that. But we  
4 really need to stop this and move forward.

5 So I'm asking and I'm calling on my  
6 fellow commissioners to honor the agreement we  
7 made and to move forward with a vote on the  
8 mental health and juvenile justice planning  
9 documents without further delay.

10 COMMISSIONER HERIOT: Okay, Chair  
11 Garza. That was quite a performance on your  
12 part. I mean, just shocking. Just shocking the  
13 idea that I asked for religious liberty in this  
14 report. That is absolutely false. I don't know  
15 where you got that idea.

16 What has happened with this report is  
17 yes, we have tried to cooperate with you and the  
18 report has been growing and growing and growing.  
19 And the conservative caucus has attempted to  
20 respond by saying no, that is not what we agreed  
21 to.

22 And the notion that you have  
23 accommodated all of our edits, that is simply  
24 false. And that can be proven in a documentary  
25 way that is false. We have redlined the document

1 that you're talking about and no, they did not  
2 accept all of our edits. And that is just  
3 absurd.

4 We have been working very hard on  
5 this and all we see is that every time we turn  
6 around more expansion is requested for this  
7 report. Now, at this point, we have actually  
8 agreed to everything except when the briefing  
9 will be done.

10 Just a few months ago, our financial  
11 advisor told us that he forecast that we would be  
12 \$800,000 over budget by the end of this term and  
13 told us that we should not hold any in-person  
14 meetings at all for the rest of the year.

15 And at this point, we still cannot  
16 tell whether or not we are going to have to  
17 furlough people at the end of the fiscal year in  
18 September. I have told you that if we hold this  
19 in October, in the next fiscal year, you know, it  
20 looks like it will be fine, but we cannot do it  
21 right now unless we have a lot more information  
22 about the deficit.

23 As you recall, again, \$800,000 in the hole.  
24 We have tried to make cuts, tried to get us to a  
25 position where we'd be better, but all of that

1 was with the assumption that we would not be  
2 holding in-person meetings until October.

3 Now, it's just utterly absurd to be  
4 blaming us for not cooperating with this. And I  
5 don't know where in the world you got the notion  
6 that I was asking for expansions. We have been  
7 asking for having a briefing that is confined to  
8 what we agreed to months ago, and we have not  
9 been asking for expansions.

10 And besides, we're in agreement at  
11 this point. Our only holdup at this point is  
12 whether or not we are going to hold this in July.  
13 I am not about to agree to something that is  
14 going to require furloughs of employees. I am  
15 not about to do that. I would like to see the  
16 budget.

17 I'm shocked that we don't have an  
18 update on the budget already. I would have  
19 thought that our staff would understand that with  
20 our special meeting last month, a special  
21 emergency meeting last month about our deficit  
22 situation, that they would understand that we  
23 want updates every month. We haven't seen it.

24 When we do, we might be able to deal  
25 with this. Or if you would agree to hold the

1 thing in October, I think we can deal with that.  
2 But to accuse us of not cooperating I think is  
3 utterly shocking. And the notion that you would  
4 accuse us of that to say that you have been  
5 working in a bipartisan manner, that is just  
6 utterly false.

7 COMMISSIONER JONES: Madam Chair,  
8 this is Commissioner Jones. May I be heard?

9 CHAIR GARZA: Yes, Commissioner  
10 Jones.

11 COMMISSIONER JONES: One of the  
12 important skills of being an attorney is that  
13 when you hear a set of arguments, you're able to  
14 identify which are the sort of dispositive pieces  
15 of information and which are the sort of optical  
16 non-dispositive pieces of information.

17 And the thing that you said that I  
18 wanted to revert back to is that the Chief Budget  
19 Officer, who has more information by Commissioner  
20 Heriot's own description than any of us do, even  
21 following a very robust, detail-oriented  
22 presentation that we sat through a few months ago  
23 in the office in D.C., has said that we can have  
24 this briefing in July and that we would be within  
25 our budget to do so.

1 I'm surprised by the suggestion that  
2 in October of next year, which is in a brand new  
3 fiscal year, somehow there's more confidence from  
4 a commissioner who says that they want more  
5 information, need more information about the  
6 budget for the current fiscal year, is more  
7 confident about having that information in the  
8 next fiscal year when Congress hasn't even  
9 appropriated money for the next fiscal year.

10 And when we have other pressing  
11 things that we've already voted for, including  
12 the bipartisan report on college anti-Semitism  
13 that Commissioner Kirsanow and I are leading.

14 So, I'm just surprised that we're  
15 even having to have this discussion because, to  
16 your point, Madam Chair, we've been working so  
17 well together these past few years on a  
18 bipartisan basis.

19 I've done that with respect to the  
20 report to study facial recognition technology  
21 with Commissioner Gilchrist. I am excitedly  
22 working, as I mentioned, with Commissioner  
23 Kirsanow on this other statutory enforcement  
24 report.

25 And given the way that we began our

1 tenure on this commission, which was a delay of  
2 your chairmanship and the vice chairmanship on  
3 the theory that we were not honoring an agreement  
4 that was struck by our predecessors, that the  
5 same thing that we were accused of is now being  
6 performed on the other side with respect to a  
7 topic that we all voted for earlier this year.

8 That with respect to you have taken a  
9 number of edits that, from your perspective, has  
10 materially changed the topic that we approved,  
11 but you did so in a spirit of bipartisanship and  
12 collaboration.

13 And that we're not going to be able  
14 to do the work of this Commission, which I view  
15 to be a dereliction of duty under our statute, to  
16 have voted on something and to not follow through  
17 with it and to not be as productive as we could  
18 be within our budget, which has been confirmed by  
19 our chief budget officer.

20 I think that's a real problem for  
21 those of us who have spoken so loudly about  
22 needing to stay within the constraints of the  
23 principles of DOGE.

24 You'd think we'd want to continue to  
25 be productive and show as much through getting



1 this report done within the current fiscal year.  
2 And with that, I'll yield back.

3 COMMISSIONER HERIOT: Madam Chair,  
4 our chief budget officer, as Commissioner Jones  
5 has referred to, did not say we can afford this.  
6 He said there's actually a risk. And consistent  
7 with what he said during our meeting last month,  
8 it strikes me there is a giant, giant risk.

9 It is absurd to say that after that  
10 meeting, everything is just hunky-dory and we  
11 have plenty of money. And it is also absurd to  
12 say that if you wait until the next budget year,  
13 we will have the money. Of course, we'll have  
14 the money in the next budget year.

15 You know, we haven't budgeted how  
16 many reports we will have yet. So, of course, we  
17 can afford it. There's nothing bizarre about  
18 that. We can't afford it this year in all  
19 likelihood. It is possible that we could get a  
20 report that shows that our budgetary situation  
21 has improved. But we have not gotten word like  
22 that from the finance guy.

23 What we've been told is that, yeah,  
24 maybe we can afford this, but there's a risk.  
25 And there's a risk of having to furlough

1 employees. I'm really shocked. We had a  
2 conversation shortly before this meeting, Chair  
3 Garza, at which I told you, look, that everything  
4 was going to be fine. We would be able to  
5 approve this. We just need a couple of extra  
6 days.

7 We need to know a little bit more  
8 about the budget. And I was telling you that,  
9 you know, things were going to be fine and your  
10 thing was going to get through. And now suddenly  
11 in the meeting you start accusing us of  
12 wrongdoing. I am shocked at that. And I just  
13 cannot imagine why you would want to do this on  
14 the record. I really think that this is  
15 something that is just utterly shocking.

16 CHAIR GARZA: Well, Commissioner  
17 Heriot -- I'm going to respond. Just one second.  
18 Commissioner Heriot, we have in writing twice  
19 from the staff that there is the budget to cover  
20 --

21 COMMISSIONER HERIOT: Show me that.  
22 Show me that.

23 CHAIR GARZA: I forwarded that email  
24 to you. So if you would just look in your email.

25 COMMISSIONER HERIOT: What we have

1 from our guy is the notion that this is a risk.  
2 You know that as well.

3 CHAIR GARZA: Okay. Well, just for  
4 the record so that I can --

5 COMMISSIONER HERIOT: And it is  
6 utterly insane.

7 COMMISSIONER ADAMS: Some order,  
8 please.

9 CHAIR GARZA: Please. Okay. For the  
10 record, we have two communications from the staff  
11 indicating that we have the budget to cover this.  
12 We have it in writing from our staff director and  
13 we have it in writing from our budget office.

14 COMMISSIONER HERIOT: Where did that  
15 money come from? Where did that money come from?

16

17 CHAIR GARZA: This is an  
18 administrative issue.

19 COMMISSIONER HERIOT: Where did that  
20 money come from? We poured over this budget item  
21 by item. We have looked very -- or at least I  
22 have looked very carefully at this budget. And  
23 we went over these documents and I don't see any  
24 spot where it says we can afford this.

25 If you'd been able to show me that,

1 show me where the money was coming from, we might  
2 have been able to do this. But instead I get a  
3 call at 6:00 in the morning from you telling me  
4 that, like, I need to approve these things  
5 without any showing of where that money is coming  
6 from.

7 We have a duty to stay within our  
8 budget. And tell me where the money is coming  
9 from. Tell me which line item that we were told  
10 had to be spent. Tell me where that money is  
11 coming from, because I don't see it.

12 CHAIR GARZA: That is a question --

13 COMMISSIONER ADAMS: Madam Chair,  
14 Adams' hand is up.

15 CHAIR GARZA: Okay. Let me respond  
16 and then I will call on you, Commissioner Adams.

17 Just to be very clear, we have an  
18 office that manages our budget. The office that  
19 manages our budget indicated that we have the  
20 budget to cover this investigation.

21 That is an administrative issue and  
22 that has been taken care of on the administrative  
23 side. This question that we have before us is  
24 whether or not we're going to move forward with  
25 voting on the planning documents so that we can

1 honor the agreement that we had since January  
2 about exploring this very important topic of  
3 mental health and juvenile incarceration.

4 So, that is what we have before us  
5 there. We have been negotiating since January.  
6 This budget issue came up at the last minute  
7 yesterday. We reconfirmed yesterday that we have  
8 the budget and that's that is where we are at.

9 I'm asking for us to honor the vote  
10 and honor the work that we have done, the  
11 commitment that we have done, and move forward  
12 with this investigation at this time. I don't  
13 understand what a couple of days would give us  
14 when we've already confirmed that we have the  
15 budget for this.

16 COMMISSIONER HERIOT: What you have  
17 is risky --

18 COMMISSIONER ADAMS: Hand up.

19 COMMISSIONER HERIOT: This is risky  
20 and you have not told me where the money is  
21 coming from. In two days, you might be able to  
22 tell me where we can make cuts that we haven't  
23 made. Otherwise, it looks to me like it's not a  
24 big deal to say, let's hold it in October.

25 CHAIR GARZA: Commissioner Adams.

1                   COMMISSIONER ADAMS: Thank you, Chair  
2 Garza. First of all, I think I think this is  
3 much ado about nothing. And here's what I'm  
4 concerned about. Commissioner Magpantay's  
5 language minority hearings got railroaded because  
6 of budgetary concerns. I wanted field hearings.  
7 We tried to get that to happen. It didn't happen.

8                   And now suddenly we have money that  
9 we couldn't spend on field hearings for language  
10 minority. I don't have any idea about who's got  
11 red lines where. But I know something didn't  
12 happen we agreed to in some sacred agreement back  
13 in January to hold field hearings on language  
14 minority if we want to talk about agreements.

15                   So my view that this is much ado  
16 about nothing. But I don't have any idea how it  
17 is we're almost a million dollars in the hole.  
18 So we want to talk about malfeasance and whip  
19 that word around here. Let's talk about a  
20 million dollars disappearing.

21                   So all I'm saying is this isn't going  
22 to pass. It's not going to get five votes. And  
23 that's too bad. But we need to figure out this  
24 budget situation. I don't see what three months  
25 is going to derail anything to get it into a

1 different fiscal year.

2                   Yeah, maybe you're getting letters  
3 saying we can do this, but that's because the  
4 language minority field hearings got dropped and  
5 that's not acceptable to me. So I'm voting no.  
6 Thank you.

7                   COMMISSIONER HERIOT: I'd like to add  
8 that it's not true that this came up just in the  
9 last day. My special assistant has been asking  
10 for the budgetary information for a week now and  
11 getting nothing.

12                   And after, you know, the scare that  
13 we got with how much of a deficit we have, which,  
14 you know, that was the argument that you were  
15 using for shutting down the language access  
16 report, shutting down the field hearing for that.

17                   And now suddenly the money's out  
18 there. You know, that's just bizarre. And  
19 again, what I'm told is what our finance guy said  
20 was there is a risk. Do you want to take a risk  
21 of furloughs really for a three month difference?

22                   COMMISSIONER GILCHRIST: Madam Chair,  
23 Gilchrist here.

24                   CHAIR GARZA: Okay, so before I go to  
25 you, Commissioner Gilchrist, first and foremost,

1 I did not shut down anything as far as a field  
2 briefing. So I don't know where that comment  
3 came from. And I just want to be clear.

4 Look, my perspective is that we have  
5 been told we have the funding for this. We've  
6 agreed to it. We should move forward and show  
7 that we have the work. The choice is not  
8 furloughing people at this point versus doing an  
9 investigation.

10 We are continuing the work of the  
11 Commission and the work of the Commission  
12 includes holding a briefing and completing the  
13 investigation that we said that we were going to  
14 do.

15 We have confirmed again that we have  
16 the funding to cover this but it seems that there  
17 are still some doubts on y'all's end. We have  
18 every indication that there is enough funding to  
19 do this within this fiscal year.

20 I'm going to go to Commissioner  
21 Gilchrist and then I'm going to call the  
22 question. Go ahead, Commissioner Gilchrist.

23 COMMISSIONER GILCHRIST: Madam Chair,  
24 I was actually going to do the same thing. I was  
25 going to just indicate that I concur with my



1 colleagues and certainly wanted to call for the  
2 question.

3 CHAIR GARZA: Is there any discussion  
4 from anyone else?

5 VICE CHAIR NOURSE: I just like to  
6 make one point. This is Vice Chair Nourse.

7 CHAIR GARZA: Go ahead, Vice Chair.

8 VICE CHAIR NOURSE: I just want to  
9 say we have had long discussions about the budget  
10 and those were in good faith. We had a very long  
11 meeting. I haven't seen much progress. And I  
12 think we need to get that settled. Otherwise,  
13 we're going to continue to have this discussion  
14 every meeting. So I hope that can be reconciled.  
15 Let's vote on the proposal.

16 CHAIR GARZA: Okay. Well, with that,  
17 the motion --just to repeat what the motion was,  
18 the motion was to move forward with accepting the  
19 planning documents on the 2025 briefing report  
20 topic on mental health and juvenile justice for  
21 fiscal year 2025.

22 Please respond with yes, if you're in  
23 favor, no, if you're opposed. And if you  
24 indicate if you're abstaining, we'll start with  
25 Vice Chair Nourse.

1 VICE CHAIR NOURSE: Yes.

2 CHAIR GARZA: Commissioner Adams.

3 COMMISSIONER ADAMS: No.

4 CHAIR GARZA: Commissioner Gilchrist.

5 COMMISSIONER GILCHRIST: No.

6 CHAIR GARZA: Commissioner Heriot.

7 COMMISSIONER HERIOT: No.

8 CHAIR GARZA: Commissioner Jones.

9 COMMISSIONER JONES: Yes.

10 CHAIR GARZA: Commissioner Kirsanow.

11 COMMISSIONER KIRSANOW: No.

12 CHAIR GARZA: Commissioner Magpantay.

13 COMMISSIONER MAGPANTAY: Yes.

14 CHAIR GARZA: And I vote yes. The  
15 motion fails with four votes in favor, four votes  
16 opposed, zero abstentions.

17 Moving on. Our next agenda item is a  
18 discussion about members of the Commission State  
19 Advisory Committee to begin that discussion. I'm  
20 going to move to appoint the following people to  
21 serve as members of the following Advisory  
22 Committees.

23 For West Virginia, Amena Anderson and  
24 Tristan Leavitt. These members are going to  
25 serve as an uncompensated government

1 representatives. If the motion passes, the  
2 Commission will authorize the staff director or  
3 his designee to execute the appropriate paperwork  
4 for the appointments.

5 Do I have a second for this motion?

6 MS. HERIOT: I second.

7 CHAIR GARZA: Okay. A motion has  
8 been properly made and seconded. Is there any  
9 discussion? Okay, hearing none, we're going to  
10 go ahead and proceed to a roll call vote. Please  
11 respond with yes, if you're in favor, no, if  
12 you're opposed and or if you are abstaining  
13 indicate you are abstaining.

14 VICE CHAIR NOURSE: Yes.

15 CHAIR GARZA: Commissioner Adams.

16 COMMISSIONER ADAMS: Yes.

17 CHAIR GARZA: Commissioner Gilchrist.

18 COMMISSIONER GILCHRIST: Yes.

19 CHAIR GARZA: Commissioner Heriot.

20 COMMISSIONER HERIOT: Yes.

21 CHAIR GARZA: Commissioner Jones.

22 COMMISSIONER JONES: Abstaining.

23 CHAIR GARZA: Commissioner Kirsanow.

24 COMMISSIONER KIRSANOW: Yes.

25 CHAIR GARZA: Commissioner Magpantay.

1 COMMISSIONER MAGPANTAY: Yes.

2 CHAIR GARZA: And I abstain. The  
3 motion passes with six votes in favor and two  
4 abstentions and no opposed. Congratulations to  
5 our newly appointed Advisory Committee members.

6 As I've said many, many times before,  
7 our advisory committees are instrumental in  
8 amplifying the voices of communities across the  
9 country and ensuring that civil rights remain  
10 central to policy discussion. So I look forward  
11 to the meaningful contributions this new cohort  
12 will make in advancing equity, fairness, and  
13 justice for all.

14 I'm turning to our last item, Acting  
15 Staff Director Marik Xavier-Brier. The floor is  
16 yours if you want to give us your monthly staff  
17 directors report.

18 MR. XAVIER-BRIER: Good morning  
19 Commissioners. In the interest of time, I have  
20 nothing further to add than what is already  
21 contained in the staff director's report. But if  
22 Commissioners have any questions regarding  
23 materials, please let me know. Thank you.

24 CHAIR GARZA: Thank you, Staff  
25 Director.

1                   It sounds like there are no  
2 questions.

3                   So then that concludes the business  
4 on the agenda for today's business meeting.  
5 There's nothing further. I'm going to go ahead  
6 and adjourn us at 10:35 a.m. Eastern Time. Thank  
7 you and have a great weekend everyone.

8                   (Whereupon, the above-entitled matter  
9 went off the record at 10:35 a.m.)

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# UNEDITED

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## C E R T I F I C A T E

This is to certify that the foregoing transcript was duly recorded and accurately transcribed under my direction; further, that said transcript is a true and accurate record of the proceedings; and that I am neither counsel for, related to, nor employed by any of the parties to this action in which this matter was taken; and further that I am not a relative nor an employee of any of the parties nor counsel employed by the parties, and I am not financially or otherwise interested in the outcome of the action.

A handwritten signature in cursive script, reading "Neal R. Gross", is written over a horizontal line.

Court Reporter

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