

UNEDITED

U.S. COMMISSION ON CIVIL RIGHTS

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BUSINESS MEETING

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FRIDAY, SEPTEMBER 19, 2025

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The Commission convened at 1331
Pennsylvania Avenue, Northwest, Suite 1150,
Washington, D.C. 20425 at 10:00 a.m., Rochelle
Garza, Chair, presiding.

PRESENT:

ROCHELLE GARZA, Chair
VICTORIA FRANCES NOURSE, Vice Chair
GLENN D. MAGPANTAY, Commissioner
MONDAIRE JONES, Commissioner
GAIL HERIOT, Commissioner
J. CHRISTIAN ADAMS, Commissioner
PETER N. KIRSANOW, Commissioner
STEPHEN GILCHRIST, Commissioner

MARIK XAVIER-BRIER, Acting Deputy Staff
Director
DAVID GANZ, General Counsel and
Parliamentarian

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1 STAFF PRESENT:

2 PAMELA DUNSTON
3 JULIAN NELSON
4 ANTONIO FAUNTEROY
5 DAVID BELL
6 MICHELE YORKMAN-RAMEY
7 DAVID MUSSATT
8 TINALOUISE MARTIN

9 COMMISSIONER ASSISTANTS PRESENT:

10 JOHN K. MASHBURN
11 CARISSA MULDER
12 THOMAS SIMUEL
13 IRENA VIDULOVIC
14 ALEXIS FRAGOSA
15 NATHALIE DEMIRDJIAN-RIVEST
16 YVESNER ZAMAR
17 STEPHANIE WONG

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

(10:04 a.m.)

CHAIR GARZA: Good morning, everyone.
We're going to go ahead and get started. This
business meeting of the U.S. Commission on Civil
Rights comes to order at 10:05 a.m. Eastern Time
on Friday, September 19, 2025. The meeting is
taking place at the Commission's headquarters
located at 1331 Pennsylvania Avenue, Northwest,
Washington, D.C.

I'm Chair of the Commission, Rochelle
Garza.

I'd like to start with a roll call. So
please confirm your presence when I say your name.

Vice Chair Nourse?

VICE CHAIR NOURSE: Present.

CHAIR GARZA: Commissioner Adams?

COMMISSIONER ADAMS: Here.

CHAIR GARZA: Commissioner Gilchrist?

COMMISSIONER GILCHRIST: I'm here.

CHAIR GARZA: Commissioner Heriot?

COMMISSIONER HERIOT: I'm here.

CHAIR GARZA: Commissioner Jones?

COMMISSIONER JONES: Here.

CHAIR GARZA: Commissioner Kirsanow?

1 COMMISSIONER KIRSANOW: Here.

2 CHAIR GARZA: Commissioner Magpantay?

3 COMMISSIONER MAGPANTAY: I'm here.

4 CHAIR GARZA: It sounds like we're getting
5 some feedback, so after someone speaks, just turn
6 off the mic.

7 So, thank you all. Based on that, we have
8 a quorum of the Commissioners.

9 Is the court reporter present?

10 COURT REPORTER: Yes.

11 CHAIR GARZA: The court reporter is
12 present. Is the Acting Staff Director present?

13 MR. MARIK: Present.

14 CHAIR GARZA: Confirmation that he is
15 present.

16 Is the Parliamentarian present?

17 MR. GANZ: I'm present, yes.

18 CHAIR GARZA: The Parliamentarian is
19 present. So now we're going to proceed with today's
20 agenda as posted on the Federal Register.

21 I. APPROVAL OF AGENDA

22 CHAIR GARZA: Today, we shall consider the
23 following items: Presentation on the Status of
24 Latino Civil Rights, followed by a discussion and
25 vote on State Advisory Committee appointments, and

1 we will conclude with the Staff Director's Report.

2 Are there any motions to amend the current
3 agenda?

4 COMMISSIONER ADAMS: Madam Chair.

5 CHAIR GARZA: Commissioner Adams?

6 COMMISSIONER ADAMS: Thank you. I move
7 to amend the agenda to add the President's
8 designation of Carissa Mulder as Staff Director to
9 be taken up on the agenda.

10 COMMISSIONER KIRSANOW: I second that
11 motion.

12 CHAIR GARZA: So there's a motion and a
13 second. Discussion?

14 COMMISSIONER ADAMS: Madam Chair?

15 CHAIR GARZA: Go ahead.

16 COMMISSIONER ADAMS: On August 6th, we
17 received word that the President had nominated
18 Carissa Mulder to be the Staff Director. As
19 everybody knows, there has been a vacancy in this
20 position all year long, since the Inauguration.

21 On August 7th, Commissioner Kirsanow sent
22 this email designating his SA to be Staff Director
23 to the rest of the Commission. General Counsel
24 David Ganz responded that he received it. On August
25 7th, the President's nomination of Carissa Mulder

1 to serve as Staff Director was sent by email to
2 Acting Staff Director and General Counsel David Ganz
3 and all Commissioners by Ronald Kirk at the White
4 House. He is a Special Assistant to the President
5 for Presidential Personnel.

6 I first requested us to change the agenda
7 to include this vote on August 26th. Madam Chair,
8 your response was that absent any formal designation
9 letters from the White House requesting a
10 concurrence, it apparently wasn't going to be put
11 on the agenda. The White House strongly disagreed
12 with that position and continues to do so. And we
13 have had a problem on this Commission, both with
14 budgetary issues, running into the red, nearly
15 having to lay employees off. There's been staffing
16 issues and this vacancy is not healthy for the work
17 of the Commission.

18 Everybody here knows Carissa. Everybody
19 knows she is fair. She is hardworking. She is
20 dedicated. She will make an excellent Staff
21 Director and President Trump wants this voted on.

22 It's his designee. There's a vacancy. It's time
23 to vote and Carissa has my complete support because
24 she will make a terrific Staff Director, which we
25 badly need. Thank you.

1 CHAIR GARZA: Okay. We thank you for
2 that. Is there any other discussion? I have a few
3 comments and I'll take the Chair's privilege of
4 explaining.

5 Commissioner Adams, we have communicated
6 with the White House and asked for official
7 designation letters and we have not received those
8 letters. As I stated to you in the communications
9 and to all Commissioners regarding this issue, the
10 statute requires that the President request a
11 concurrence from the Commissioners. And our
12 policies, our procedures, the statute, requires a
13 formal communication that indicates that. We have
14 not received that letter. That request has been
15 conveyed to the Commission. Typically, it's
16 conveyed to the Commission in the form of a formal
17 letter from the White House Presidential Personnel
18 Office and until such a letter is received, the
19 Commission has no valid request before it and
20 therefore, there's no basis to consider a vote on
21 these designations. So I'm going to rule motion
22 out of order.

23 COMMISSIONER ADAMS: Madam Chair, may I?
24 First of all, that's not true, what you just said.
25 That's not true, because the General Counsel --

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1 CHAIR GARZA: Would you like to request

2 --

3 COMMISSIONER ADAMS: If I might, please?

4 CHAIR GARZA: I just ruled your motion out
5 of order, Commissioner Adams. If you would like

6 --

7 COMMISSIONER ADAMS: Then I'll challenge
8 a decision of the Chair.

9 CHAIR GARZA: That's fine.

10 COMMISSIONER ADAMS: And then it will go
11 to a vote of the committee.

12 CHAIR GARZA: We can go ahead and do that.

13 COMMISSIONER ADAMS: Okay, but I won't do
14 that until you actually give me a chance to speak
15 on this.

16 You are never going to get that letter you
17 want. It's not coming. David Ganz wrote a letter
18 to you on February 19th saying that which the White
19 House did is adequate. It's out of my hands. I
20 want to put in the record. The General Counsel --

21 CHAIR GARZA: Commissioner Adams, I have
22 already ruled your request out of order.

23 COMMISSIONER ADAMS: And I challenge the
24 decision of the Chair.

25 CHAIR GARZA: You can go ahead and do that.

1 COMMISSIONER ADAMS: Then I challenge the
2 decision of the Chair.

3 CHAIR GARZA: Okay.

4 COMMISSIONER ADAMS: Turn the gavel over
5 and we'll have a vote, whether we have any discussion
6 on this.

7 CHAIR GARZA: We can go ahead and take a
8 vote.

9 COMMISSIONER ADAMS: But if there's a
10 challenge to the decision of the Chair, as a
11 parliamentary measure, you lose the chairmanship
12 until this entire Commission votes.

13 CHAIR GARZA: We're done discussing.
14 I've already ruled the motion out of order.

15 COMMISSIONER ADAMS: And I challenge the
16 decision of the Chair on the ruling out of order.

17 CHAIR GARZA: Let's take a roll call vote.

18 COMMISSIONER ADAMS: And the question is
19 whether the decision -- the discussion is over.
20 That is the challenge of the decision of the Chair
21 and whether or not we have more discussion on
22 amending the agenda to include --

23 CHAIR GARZA: Commissioner Adams, I have
24 already made my ruling.

25 COMMISSIONER ADAMS: I know and I

1 challenged it.

2 CHAIR GARZA: And your motion is out of
3 order.

4 COMMISSIONER ADAMS: I challenged it.

5 CHAIR GARZA: Okay, then we go ahead and
6 vote to see if you all can overrule me.

7 COMMISSIONER ADAMS: Okay.

8 CHAIR GARZA: So we're going to do a roll
9 call vote.

10 Vice Chair Nourse?

11 I'm sorry, the question is whether -- the
12 question is whether or not the Chair's ruling
13 stands. Does the Chair's ruling stand?

14 COMMISSIONER ADAMS: That I'm out of order
15 for asking for more discussion.

16 CHAIR GARZA: You're not asking for more
17 discussion.

18 COMMISSIONER ADAMS: Yes, I absolutely
19 am. Yes, I am.

20 CHAIR GARZA: I'm saying your motion is
21 out of order.

22 COMMISSIONER ADAMS: Good. And I
23 challenge that decision of the Chair, so that's what
24 we're voting on.

25 CHAIR GARZA: Okay. Well, is there any

1 other discussion?

2 COMMISSIONER JONES: Yes, Madam Chair.

3 I appreciate the opportunity to extend this
4 discussion. Because my colleague said we're never
5 going to get a formal designation of Carissa as the
6 Staff Director from the White House, and in addition
7 to that being, I think, a fairly dispositive
8 indication that we will never have a legal
9 designation requiring a concurrence of this
10 Commission of such a designation, I'm wondering why
11 is the White House unwilling, if it really wants
12 to designate Carissa as the Staff Director? Why
13 won't the White House just send a formal designation
14 letter under our statute?

15 COMMISSIONER GILCHRIST: Madam Chair?

16 CHAIR GARZA: Go ahead, Commissioner
17 Gilchrist.

18 COMMISSIONER GILCHRIST: I would like --
19 is the General Counsel here? I would like to ask
20 the General Counsel a question, if I may.

21 MR. GANZ: Sure.

22 COMMISSIONER GILCHRIST: Okay. Is it
23 illegal for this Commission to take a vote based
24 on the nominations that have already been made by
25 the President of the United States?

1 VICE CHAIR NOURSE: I have an intervention
2 here. The President has not made a nomination.

3 COMMISSIONER GILCHRIST: Let me correct
4 that, then. The President has identified those
5 that he would like to serve as Chair, Vice Chair,
6 and Staff Director.

7 (Simultaneous speaking.)

8 COMMISSIONER GILCHRIST: Mr. -- you're
9 welcome to contest it. I'm directing my question
10 to the General Counsel. Is it illegal for this
11 Commission to take a vote on those persons that
12 have been designated?

13 MR. GANZ: As I stated -- this is David.
14 As I stated previously in February, 42 U.S.C. 1975d
15 is silent as to the specific method that a
16 designation is made by the President and
17 communicated to USCCR.

18 COMMISSIONER GILCHRIST: Thank you, sir.

19 COMMISSIONER ADAMS: That's in an email--

20 VICE CHAIR NOURSE: Madam Chair, I would
21 like to read the statute into the record.

22 CHAIR GARZA: Okay, Vice Chair Nourse, go
23 ahead.

24 VICE CHAIR NOURSE: 1975d is entitled
25 "Chairperson." It's 42 U.S.C. Section 1975. On

1 Section 2, the President may, with the concurrence
2 of a majority of the Commission's members, designate
3 a Chairperson or Vice Chairperson, as the case may
4 be, from among the Commission's members.

5 3. The President shall, with the
6 concurrence of a majority of the Commission's
7 members, fill a vacancy by designating a Chairperson
8 or Vice Chairperson as the case may be. The Vice
9 Chairperson may act in the place of the Chairperson.

10 My point to those of you, unlike me, who
11 don't read statutes like common folk -- I mean, I
12 read them because I teach about them. It requires
13 a concurrence and that the President must seek the
14 concurrence of the majority. And we don't even
15 actually have an official notice. I have not
16 received one as the Vice Chair.

17 COMMISSIONER ADAMS: Vice Chair, does
18 that reach a Staff Director, that statute?

19 VICE CHAIR NOURSE: There is a special --
20 I believe that there is a specific reference to the
21 Staff Director, and we will take a look at the Staff
22 Director, but I wanted to make it clear that, at
23 least with respect to these designations that have
24 been referred to, that there has to be concurrence.

25 Now when you look at the --

1 COMMISSIONER ADAMS: Right, but my motion
2 on related to the Staff Director vacancy.

3 VICE CHAIR NOURSE: Well, I will look for
4 that part of the statute and I'll read that into
5 the record as well, so that we're all on the same
6 page.

7 COMMISSIONER ADAMS: Madam Chair?

8 CHAIR GARZA: Commissioner Adams.

9 COMMISSIONER ADAMS: Since we're reading
10 things into the record, the email from the General
11 Counsel on February 19th says the statute is silent
12 as to a specific method that the designation is made
13 by the President and communicated. So if we want
14 to pretend that we didn't hear about it, let's just
15 keep pretending and we'll let consequences fall
16 where they might. Call the question.

17 CHAIR GARZA: You know, Commissioner
18 Adams, I hesitated in wanting to acknowledge this,
19 but that sounds very threatening.

20 COMMISSIONER ADAMS: No, it's--

21 CHAIR GARZA: I'd like to acknowledge it
22 on the record that that is a very threatening comment
23 coming from you.

24 COMMISSIONER ADAMS: It wasn't a threat.

25 It's reality. The President has designated a

1 Staff Director. You don't even want to allow a
2 vote.

3 CHAIR GARZA: I have communicated that I
4 am happy for us to vote on this as long as we follow
5 the practice and the law. There is a --

6 COMMISSIONER ADAMS: The General Counsel
7 says it's silent --

8 CHAIR GARZA: Excuse me, I am speaking.

9 COMMISSIONER ADAMS: All right.

10 CHAIR GARZA: There is a statute. I
11 believe in the rule of law.

12 COMMISSIONER ADAMS: The statute is
13 silent, according to the General Counsel.

14 CHAIR GARZA: I believe in the rule of law.

15 And I think that everyone in this government should
16 believe in the rule of law and we should follow the
17 rule of law. We should follow our statute. We
18 should follow our practices and we should not
19 deviate. It is incumbent on us to protect civil
20 rights and it is incumbent on us to continue
21 following the law.

22 The statute and the practice is to continue
23 receiving a formal designation letter from the
24 President. And we will vote once we receive a
25 formal designation letter. I have asked numerous

1 times of your caucus when you will receive it. We
2 have not heard from you.

3 COMMISSIONER ADAMS: You did today.
4 You're never going to get it.

5 CHAIR GARZA: The staff has reached out
6 to the White House and requested them and they have
7 not received them. They are aware of what they look
8 like. They are aware of what is needed and we have
9 not received them. When we receive them, they will
10 go on the record.

11 COMMISSIONER ADAMS: Call the question.

12 VICE CHAIR NOURSE: I would like to read
13 in the Staff Director language from the statute.
14 which any lawyer in the White House or at OPM can
15 read. It says Staff, one, Director. There shall
16 be a full-time Staff Director for the Commission
17 who shall (a) serve as the administrative head of
18 the Commission and (b) be appointed by the President
19 with the concurrence of a majority of the
20 Commission.

21 Like the Chair, I stand ready to vote when
22 I receive formal notice. Everybody who litigates
23 on this Commission, not all of us are lawyers, but
24 everybody knows who is on this Commission knows in
25 a first-year class that requires actual official

1 notice, not just hearing through the grapevine.

2 COMMISSIONER ADAMS: Whoa, whoa, whoa.
3 That isn't what happened. Come on. There wasn't
4 a written notice.

5 CHAIR GARZA: We're going to have to call
6 the question.

7 Okay, Commissioner Jones.

8 COMMISSIONER JONES: And I realize that
9 now there's an impulse to just vote on this, but
10 we cannot authenticate a document that someone else
11 received, allegedly, and then circulated to the rest
12 of us. Notice, formal notice, requires that we all
13 receive this document, which has been the practice,
14 certainly the Acting Staff Director at a minimum
15 should also be receiving this document, but that
16 is not what happened. And it's such a simplistic
17 thing for this White House to do, and the fact that
18 we've not yet received that I think speaks volumes
19 about the actual intent, or lack thereof, of the
20 President.

21 COMMISSIONER ADAMS: Commissioner Jones
22 --

23 CHAIR GARZA: We're going to lay this to
24 rest because we have some other items to get to.

25 So we're going to call the question on your

1 contention that I am incorrect in ruling your motion
2 out of order.

3 So the question is, is the chair's ruling
4 standing?

5 Vice Chair Nourse?

6 VICE CHAIR NOURSE: Yes, the rule stands.

7 CHAIR GARZA: Commissioner Gilchrist?

8 COMMISSIONER GILCHRIST: No.

9 CHAIR GARZA: Commissioner Heriot?

10 COMMISSIONER HERIOT: I have no idea what
11 to do.

12 CHAIR GARZA: Are you abstaining?

13 COMMISSIONER HERIOT: I guess so.

14 CHAIR GARZA: Okay, Commissioner Heriot
15 abstains.

16 Commissioner Jones?

17 COMMISSIONER JONES: Yes, to the chair's
18 ruling standing.

19 CHAIR GARZA: Commissioner Kirsanow?

20 COMMISSIONER KIRSANOW: I tend to agree
21 with Commissioner Heriot. I have no idea what we're
22 voting on. Can somebody restate the proposition
23 so we know precisely what we're voting on?

24 CHAIR GARZA: The Commissioner is ruling
25 that this motion is out of order, whether or not

1 the Chair's ruling stands.

2 COMMISSIONER ADAMS: Parliamentary
3 inquiry. Does that mean that we're not going to
4 vote on the motion to amend?

5 CHAIR GARZA: Yes.

6 COMMISSIONER ADAMS: Wow.

7 COMMISSIONER KIRSANOW: What is the
8 question?

9 COMMISSIONER ADAMS: It seems to be that
10 we're not going to even vote on my motion to amend
11 the agenda because it's out of order.

12 CHAIR GARZA: The question is whether or
13 not my ruling stands as to his motion being out of
14 order.

15 COMMISSIONER KIRSANOW: No.

16 CHAIR GARZA: Commissioner Magpantay?

17 COMMISSIONER MAGPANTAY: Yes.

18 CHAIR GARZA: And the chair votes yes.

19 COMMISSIONER ADAMS: I didn't get to vote.

20 CHAIR GARZA: Oh --

21 COMMISSIONER ADAMS: That's okay.

22 CHAIR GARZA: Commissioner Adams, I
23 apologize.

24 Commissioner Adams.

25 COMMISSIONER ADAMS: No.

1 CHAIR GARZA: I apologize. It was an
2 oversight on my part. So the motion fails and we
3 have other items to get to.

4 COMMISSIONER ADAMS: Move to amend.

5 CHAIR GARZA: State your motion.

6 COMMISSIONER ADAMS: Move to amend the
7 agenda to include a vote on the Chair and the Vice
8 Chair, the designation of the President, of Pete
9 Kirsanow as Chair and Stephen Gilchrist as Vice
10 Chair.

11 CHAIR GARZA: Is there a second?

12 COMMISSIONER GILCHRIST: Seconded.

13 CHAIR GARZA: Discussion?

14 COMMISSIONER ADAMS: No discussion.

15 COMMISSIONER HERIOT: I've got a
16 discussion.

17 COMMISSIONER ADAMS: Commissioner
18 Heriot, you're recognized.

19 COMMISSIONER HERIOT: Yes. I voted yes
20 to this motion to amend and I believe that to do
21 so I want to avoid misunderstandings, so I would
22 like to state why. I would love to be able to move
23 full speed ahead on all of this and vote in favor
24 of the President's designation of Pete Kirsanow and
25 Stephen Kilchrist, for that matter of Carissa and

1 the Staff Director. They've gotten that and I'm
2 hoping that very, very soon, maybe October, I'm
3 going to be doing exactly that, but I can't do it
4 yet. For me, this motion is premature.

5 Let me add that I've been working with Pete
6 Kirsanow for nearly 18 years and I think the world
7 of him. He will make a great Chairman, maybe the
8 best that ever was. Let me add Carissa in here as
9 long as I'm here. Carissa has been Pete's Special
10 Assistant for the last 13 years, I think, and no
11 one knows the inside of this Commission better than
12 she does. She will be a fantastic Staff Director.

13 In fact, it was my idea. For a long time, I've
14 been saying that we should recommend Carissa as
15 Staff Director, and now things have happened.

16 Stephen is a real gentleman. He will make
17 a great Vice Chairman, but there are problems here.

18 We already have a Chair and Vice Chair,
19 both Democrats, and their terms are not over. I
20 don't know of any previous case in which the Chair
21 and Vice Chair have been ousted this way, so I'm
22 not certain the statute allows for it. But that's
23 not the reason that I'm opposing this. I would be
24 happy to vote for the President's designation, if
25 that were the only problem. If the motion passed,

1 we could let this get to the courts. The courts
2 could decide on the proper interpretation of the
3 statute.

4 In fact, just this past Monday, a friend
5 of mine who is very expert in administrative law
6 suggested to me an interpretation of the statute
7 that would be favorable to the administration's
8 position. I like his interpretation, but there is
9 a much deeper problem that applies really to all
10 three cases, and that is that threats have been made
11 to get the four Democratic Commissioners to vote
12 yes. I cannot be a party to that. I have to work
13 to maintain the Commission's independence, and
14 without that independence, I don't see any real
15 reason to have a Civil Rights Commission. So I
16 intend to vote no until such time as I get assurances
17 from the Administration that it will not be
18 retaliating in the ways that have been threatened.

19 I don't think there's a need to go through
20 the threats in detail right now. Suffice it to say
21 that there's just been a lot of loose talk about
22 a plan, and I'm quoting here, to halt the pay of
23 senior assistants of the Democrats on the Commission
24 and to terminate other of their allies if they stand
25 in the way of the nomination.

1 I have no reason to believe that these
2 threats are coming from President Trump himself or
3 from his top advisors. I doubt very much that they
4 spend their time strategizing about this small
5 commission. But it does seem to be coming from
6 somewhere in the Administration, so I need clear
7 assurance that either that I've been misinformed
8 and there has never been such a plan or, if there
9 ever was, cooler heads have prevailed.

10 Note that I am a great believer in the
11 President's power to control actual executive
12 officers, including the power to cut off their pay
13 and fire their senior assistants. I was taught
14 constitutional law and administrative law by no less
15 a law professor than Antonin Scalia 45 years ago
16 on this point, so I've been waiting to see the
17 Humphrey's Executor decision get buried for a long
18 time, long before it became a hot topic, at least
19 among lawyers.

20 So I'm delighted that the President is
21 asserting greater control over the Executive
22 Branch. But the Commission is not an executive
23 agency. We're not executive officers.

24 Two things are important here. Number one
25 is that we have no executive power. We just prepare

1 and issue reports. Second, we couldn't be an
2 executive agency if we wanted to be. We would be
3 unconstitutional, because the Constitution
4 prohibits Congress from appointing executive
5 officers, and half our members are appointed by
6 Congress.

7 The proper way to construe the Commission
8 is, in my opinion, as a congressional agency like
9 the GAO. That means all the things that Congress
10 put into our statute to ensure independence are good
11 law, very much including the part about the
12 Commission having to concur in the President's
13 leadership choices.

14 I think most thoughtful people would agree
15 that it would be inappropriate for the President
16 to tell United States Senators that he'll order the
17 Treasury Secretary to stop payment on their staffs'
18 salary if they don't vote in favor of his judicial
19 or other nominees. I believe, by the same token,
20 it would be inappropriate here.

21 Note that this is not like the Smithsonian
22 case that lawyers are talking about these days for
23 reasons I would like to elaborate on. Suffice it
24 to say here that I've consulted with conservative
25 experts, former members of the Office for Legal

1 Counsel, on this and they agree that the Commission
2 cannot be an executive agency, but that the
3 Smithsonian is, and therefore the rules are
4 different.

5 Is it possible that I am wrong in my
6 analysis? Yes, it is possible, but nobody who
7 claims to think so has been willing to engage with
8 me on this topic. Instead, I've been told that if
9 you know what's good for you, you will go along.

10 There have also been suggestions that
11 Chair Rochelle Garza has engaged in wrongdoing for
12 failure to put Pete's and Stephen's designations
13 up for a prompt vote. I guess I don't see that.

14 I've not spoken to her on this, but I strongly
15 suspect that one reason she hasn't scheduled it
16 quickly is that she knew it wouldn't pass anyway.

17 We have four progressive Commissioners appointed
18 by Democrats and four conservative Commissioners
19 appointed by Republicans. In the absence of the
20 threats that I've outlined, I don't see how the Chair
21 and Vice Chair designations were going to get five
22 votes, not without some thoughtful dealmaking. And
23 I hope some thoughtful dealmaking can occur. But
24 in the absence of that, what's the point in
25 embarrassing the designees and the Administration

1 by voting it down?

2 I support the Administration on many
3 issues: school discipline, disparate impact,
4 minority-serving institutions. In fact, I think
5 my work has had something to do with its actions
6 on those issues, at least I'd like to think so.
7 But I'm afraid, on the issue of the way to treat
8 the U.S. Commission on Civil Rights, it may have
9 gotten out over its skis in a way that I think is
10 not ultimately in the President's interests. But
11 I look forward to supporting the President's
12 leadership choices once it becomes clear that there
13 are no inappropriate threats being made over a
14 non-executive agency.

15 CHAIR GARZA: Thank you, Commissioner
16 Heriot.

17 COMMISSIONER JONES: Madam Chair, I'm
18 going to be voting the same way as my colleague who
19 was appointed to this Commission by Mitch McConnell
20 on this, but I would also add, for the same reasons,
21 that Carissa was not actually designated by this
22 White House properly as the next Staff Director,
23 nor have the alleged Chair and Vice Chair designees
24 under the motion that is now pending. And for that
25 reason also, I will be voting not to amend the

1 agenda.

2 CHAIR GARZA: Vice Chair Nourse.

3 VICE CHAIR NOURSE: Just two seconds on
4 this. One, just to quote Justice Gorsuch in a case
5 called Niz-Chavez: we need to dot our i's and cross
6 our t's when it comes to government processes. This
7 is important to the rule of law. And I want to
8 commend my colleague and fellow law professor,
9 Commissioner Heriot, for a legal analysis that I
10 have been supporting for a long time. And I have
11 spent a lot of time talking about the separation
12 of powers over the last 30 years at the Federalist
13 Society and writing about this. And I agree and
14 I think it's consistent with the Supreme Court's
15 recent shadow docket orders as well. Thank you.

16 CHAIR GARZA: Okay. Well, if there is no
17 further discussion, I'm going to go ahead and rule
18 that motion out of order for the same reasons as
19 I said previously.

20 As I stated in my email communications to
21 all Commissioners regarding this, the statute
22 requires the President to request a concurrence from
23 the Commissioners in every administration. That
24 request is then conveyed to the Commission in the
25 form of a formal written letter from the White House

1 Presidential Personnel Office. Until such letter
2 is received, the Commission has no valid request
3 before it and therefore no basis to consider a vote
4 -- or vote on these designations.

5 II. BUSINESS MEETING

6 A. PRESENTATION ON THE STATUS OF LATINO CIVIL RIGHTS

7 CHAIR GARZA: So we can go ahead and move
8 on to the next agenda item that we have on our
9 business meeting. Which is, and I'll repeat it for
10 folks, a presentation on the status of Latino civil
11 rights. So, folks, if you all want to come forward.

12 So, we're going to -- for generations, the
13 Latino communities have been on the front lines of
14 the civil rights struggle in this country. These
15 struggles are not just about voting rights or
16 representation at the ballot box; they're about
17 dignity. They're about whether families have
18 access to healthcare, whether workers have access
19 to jobs, whether students can pursue an education
20 free from discrimination, and whether people can
21 live without fear of being targeted simply for who
22 they are or how they speak.

23 The Commission has documented these issues
24 before, ranging from family separation at the border
25 to unequal treatment of asylum seekers and

1 conditions in detention facilities. Again and
2 again, we've seen how immigration policy is often
3 used as an entry point to strip away rights, not
4 just from immigrants but from all of us. That's
5 why today's conversation is so important.

6 We are fortunate to be joined today by
7 Monica Garay, who serves as the Executive Director
8 of the Congressional Hispanic Caucus under the
9 leadership of Congressman Adriano Espaillat, Chair
10 of the Caucus.

11 Ms. Garay has more than a decade of
12 experience advancing policies that directly impact
13 Latino communities nationwide, from immigration
14 reform and transportation equity to securing
15 investments in education, housing and
16 infrastructure, that uplift underserved
17 communities. She will share an overview of the
18 civil rights landscape and its effects, Latino
19 communities highlight -- highlighting the
20 perspective of Congressional Hispanic Caucus
21 members and response to some of Commissioners'
22 questions. While many of those members had hoped
23 to be here in person today, they were unable to do
24 so because there are votes on the floor currently.

25 She is joined by Rubi Flores, Policy

1 Director, also with the Congressional Hispanic
2 Caucus. So, thank you both for being here today.

3 As a note for fellow Commissioners: these
4 are our guests. I hope that we engage in a
5 thoughtful dialogue with them, because there are
6 a lot of issues impacting Latino communities across
7 this country, and they're very real, and I would
8 like for us to have an open dialogue here.

9 So, if you would like to proceed, Ms.
10 Garay, we'd love to hear your comments.

11 MR. GARAY: Thank you so much. Thank you,
12 Chair Garza, Vice Chair Nourse, and Commissioners,
13 for the opportunity to speak. As mentioned, I am
14 Monica Garay, Executive Director of the
15 Congressional Hispanic Caucus, representing
16 members of our Caucus committed to advancing the
17 civil rights of Latino communities.

18 I'm here to urge the Commission, on behalf
19 of the Caucus, to investigate the profound civil
20 rights implications of the recent Supreme Court
21 order in Noem versus Vasquez Perdomo. I have a
22 letter from our members that I would like to submit
23 for the record, and I brought copies for each of
24 you, as well.

25 As we all have seen and know, the Fourth

1 Amendment is a bedrock guarantee protection against
2 unreasonable searches and seizures. It has
3 historically shielded vulnerable communities from
4 State abuse. *Mapp v. Ohio* and *Terry v. Ohio* are
5 landmark cases, affirming that government power
6 cannot operate without accountability.

7 In *Arizona v. United States*, the Court
8 explicitly warned against laws that invite racial
9 profiling. The *Noem v. Vasquez Perdomo* order runs
10 directly counter to these precedents, eroding the
11 Fourth Amendment for Latinos. The court order
12 greenlights racial profiling. The ACLU has warned,
13 it opens the door to indiscriminate ICE stops,
14 effectively sanctioning suspicious-less policing
15 in Latino neighborhoods.

16 We have received many first-hand reports,
17 including in Los Angeles County, following the
18 Court's order, community members have reported an
19 uptick in vehicle stops targeting Latino drivers.

20 One father, a U.S. citizen, described being pulled
21 over three times in a month and questioned about
22 his immigration status, despite showing a valid
23 California license.

24 As the ACLU of Southern California notes,
25 the ruling opens the door to indiscriminate ICE

1 stops, that destabilize trust between law
2 enforcement and residents.

3 Texas and Arizona border communities.

4 Surveys conducted by the Immigration Council reveal
5 that 68 percent of Latino communities, or residents,
6 fear being stopped by police solely because of their
7 appearance -- a number that has spiked since the
8 decision. Families report curtailing daily
9 activities, such as attending church, school, or
10 medical appointments due to fear of harassment.

11 The Guardian reported that experts believe
12 this decision will effectively legalize racial
13 profiling, leading to increased absenteeism at
14 workplaces and schools, reduce consumer confidence
15 in Latino-majority neighborhoods, and an erosion
16 of economic participation.

17 This is a chilling effect. Families are
18 avoiding schools, workplaces, churches, and medical
19 appointments out of fear of harassment and
20 discrimination. This is not just a civil rights
21 issue, it's an economic and public safety issue,
22 undermining trust in law enforcement and
23 destabilizing communities across the nation,
24 particularly Latino communities.

25 We of course thank you all for your

1 commitment to protecting constitutional rights.
2 And the U.S. Commission was created to respond when
3 constitutional rights are under attack, and with
4 that the Congressional Hispanic Caucus formally
5 request that you launch an investigation into the
6 impact of Noem v. Vasquez Perdomo, gather testimony
7 from the Latino community, civil rights
8 organizations, and local officials, and lastly,
9 issue a report with recommendations for Congress
10 and federal agencies to consider.

11 With that we're happy to answer any
12 questions. And, again, thank you so much for
13 providing us the opportunity to come before you
14 today.

15 CHAIR GARZA: Do you have a question?
16 (No audible response.)

17 CHAIR GARZA: Do Commissioners have
18 questions?

19 (No audible response.)

20 CHAIR GARZA: There may not be questions,
21 but I want to say thank you for being here. And
22 thank you for speaking on behalf of Latinos all
23 across this country that are feeling fearful of the
24 decision that came down.

25 You know, as a Latina, I felt scared when

1 I saw that. I'll share, personally, that, you know,
2 I have family members that speak Spanish
3 predominantly even though we're multiple generation
4 Americans, that work in construction, and those were
5 kind of the outlines of what made you suspect as
6 an immigrant. And I worry about my uncles when they
7 go to work and what could happen to them.

8 So I just want to say that this issue is
9 really important, it's really pressing, and, you
10 know, I think that we can have a conversation and
11 discuss how we move forward in addressing this
12 issue.

13 Commissioner Magpantay?

14 COMMISSIONER MAGPANTAY: I think this is
15 great. Thank you very much. And we'll take this
16 under advisement and fully consider it. Could I
17 ask a separate question, though, if I may?

18 CHAIR GARZA: Go ahead.

19 COMMISSIONER MAGPANTAY: We're working on
20 an investigation on language access. Many Latinos,
21 Native Americans, United States of America
22 citizens, are limited English proficient. I just
23 wanted to ask, thoughts on recommendations for
24 things that we can do on the importance of language
25 access for Latino citizens and Hispanic citizens

1 in America?

2 MR. GARAY: Thank you for the question.

3 I think Title III in Department of Education is
4 very essential to English language learners, it
5 provides a lot of the resources that schools depend
6 on for English language access. So, I think if this
7 Commission can also look into ways in safeguarding
8 Title III resources for communities, because it
9 really is essential to our economic stability and
10 self-sufficiency of communities having that access,
11 that would be important. But that would be my
12 recommendation.

13 CHAIR GARZA: Commissioner Adams?

14 COMMISSIONER ADAMS: Hi. Thank you for
15 coming. Noem v. Vasquez, the case that you write
16 about and spoke about -- this is not my area of law,
17 okay? This was about two weeks ago, right? Is that
18 about right?

19 (No audible response.)

20 COMMISSIONER ADAMS: Okay. Could you
21 tell me what the procedural posture was? Was this
22 like, an interlocutory order? Was this on some
23 emergency basis? Or, was this a full merits
24 hearing? I just don't know.

25 VICE CHAIR NOURSE: It's a shadow docket

1 order.

2 MS. FLORES: Yes, thank you for that
3 question. The ruling that came from the Supreme
4 Court was on the emergency basis in the shadow docket
5 -- as was mentioned by the Vice Chair. And the
6 procedural motion then, they were ruling on a
7 temporary restraining order that was issued by the
8 U.S. District Court in the Central District of
9 California that was upheld by the Ninth Circuit
10 Court and that the Government sought to seek a stay
11 on the temporary restraining order, which the
12 Supreme Court granted.

13 Following that steps, there is a hearing
14 on the 24 -- so in a few days -- back in the District
15 Court, to discuss a preliminary injunction. So
16 this case will continue, obviously, for the months
17 and years to come.

18 COMMISSIONER ADAMS: Is there a live cert
19 petition or is this just straight up emergency
20 relief request?

21 MS. FLORES: I would have to look into if
22 there's a live cert, but I believe there is.

23 COMMISSIONER ADAMS: Thank you.

24 CHAIR GARZA: Well, thank you so much for
25 coming. I don't think we have any further questions

1 for you all. We will take this into consideration
2 and have a conversation and figure out what next
3 steps look like for us, but I appreciate you bringing
4 this to our attention. And thank you, again.

5 MR. GARAY: Thank you. And again, on
6 behalf of the Congressional Hispanic Caucus,
7 Chairman Adriano Espaillat, and our leadership
8 officers, we really do appreciate the opportunity.

9 CHAIR GARZA: Thank you.

10 B. DISCUSSION AND VOTE ON STATE ADVISORY

11 COMMITTEE APPOINTMENTS

12 CHAIR GARZA: Okay, moving on to our next
13 agenda item, is a discussion and vote on Advisory
14 Committees. I believe -- I would like to make a
15 motion that we go ahead and appoint the following
16 interim appointments to the State Advisory
17 Committee, so we can continue to ensure that they
18 operate effectively.

19 For the State of Oklahoma, Althea Wilkins.

20 For the State of Georgia, Kennedy Johnson. For
21 Guam, Bruce Taijeron. And for American Samoa,
22 Jaiyah Saelua. Do I have a second?

23 COMMISSIONER GILCHRIST: Second.

24 CHAIR GARZA: All right, is there any
25 discussion on the motion that has been properly

1 seconded?

2 COMMISSIONER ADAMS: Question, is this
3 just -- these are just replacements?

4 CHAIR GARZA: Yes, that's correct. These
5 are backfilled so that we can continue to have the
6 State Advisory Committees operating. And just for
7 the record, these names have been, you know,
8 circulating for months now. Go ahead, Commissioner
9 Heriot.

10 COMMISSIONER HERIOT: No, my
11 understanding is we haven't had time to look at
12 these. We'd be --

13 CHAIR GARZA: We can call the question,
14 if you would like. Unless there's further
15 discussion.

16 COMMISSIONER JONES: Do we want to have
17 the discussion on what she just said? Because,
18 that's important, right?

19 CHAIR GARZA: Yeah, do you want to say
20 something? Commissioner Jones is recognized.

21 COMMISSIONER JONES: So, Madam Chair,
22 it's my understanding -- and anyone here, please
23 do correct me if I'm wrong -- that these names have
24 been at least received by one or more special
25 assistants on the other side of the aisle months

1 ago. And so, it shouldn't be that any of these names
2 are a surprise.

3 And, again, it's just replacing people who
4 have left and created vacancies, so that we continue
5 to have the balance that we've all agreed to and
6 has been our practice. I've been pleased with how
7 we've been able to -- I mean, we've now, I guess,
8 empaneled dozens of these State Advisory Committees
9 --

10 CHAIR GARZA: Yeah, that's correct.

11 COMMISSIONER JONES: -- in recent months,
12 with an equal number of appointees on either side
13 of the aisle. So this is just, from my perspective,
14 honoring that agreement, so that we continue to have
15 that kind of balance.

16 If there were vacancies on the GOP side
17 of the aisle, I would take no issue with replacing
18 -- with filling those vacancies with other GOP
19 appointees.

20 CHAIR GARZA: Any further discussion?

21 COMMISSIONER ADAMS: Madam Chair?

22 CHAIR GARZA: Yes, Commissioner --

23 COMMISSIONER ADAMS: Motion to table.

24 I'm not against these. I think there's a bunch of
25 confusion over here, and so if we were to vote no

1 on these now they would die. I'm making a motion
2 to table so we can pick it up next time, after we
3 sort out the confusion.

4 COMMISSIONER HERIOT: Second.

5 CHAIR GARZA: I'm -- just for the record,
6 I'm very hesitant to -- we already have a first
7 motion, right, which is the motion to actually vote
8 on them, and then we have the motion to table. So,
9 we have to vote on the first one before we vote on
10 the second --

11 COMMISSIONER ADAMS: That is absolutely
12 not correct under parliamentary procedure. It is
13 exactly the opposite.

14 (Simultaneous speaking.)

15 COMMISSIONER HERIOT: No, that's not --
16 that's wrong. Right, no, that's elementary wrong.

17 CHAIR GARZA: Okay. Let's just be clear
18 here. So these names have been given to you all
19 for months now, these are just backfilled. It's
20 three -- it's four states -- well, two states and
21 two territories. We're just missing one
22 individual, to make sure that they are functioning.
23 They've -- we've been holding on them for a very
24 long time.

25 I would very much like to make sure that

1 our State Advisory Committees are filled and
2 continuing to fulfill their duties and their
3 functions. So, I mean, I would encourage us to
4 continue to -- to vote on this today, you know, so
5 that we can make sure that we adhere to our statute,
6 we adhere to the work that we need to do, and continue
7 moving these Advisory Committees forward.

8 Commissioner Magpantay?

9 COMMISSIONER MAGPANTAY: No, Heriot --
10 Gail.

11 CHAIR GARZA: I just recognized you.

12 COMMISSIONER MAGPANTAY: Sure, yes.
13 Thank you, Madam Chair. Yeah, I would encourage
14 us to move forward. We have been doing good work
15 with the State Advisory Communities, we have
16 appointed them in good faith, they are equally
17 balanced. We do need to have functional State
18 Advisory Committees to look at the issues at the
19 state and local level.

20 I think this is an important vote. I would
21 hope that it would not be controversial, as my
22 colleagues have said. So, I would encourage a vote.

23 I would oppose the motion to table, just to advance
24 these issues.

25 CHAIR GARZA: Commissioner Jones.

1 COMMISSIONER JONES: Again, correct me if
2 I'm wrong -- because a lot of this is happening at
3 the staff level -- but there has not been a veto
4 of a Republican or Democratic idea for an appointee,
5 you know, since we've gotten back to empaneling
6 these State Advisory Committees. And so, it feels
7 pretextual to say we need more time in order to just
8 fill these vacancies. But, again, I'm -- please,
9 like, engage in a discussion about this, because
10 I could have a misunderstanding about something.

11 CHAIR GARZA: Commissioner Heriot, go
12 ahead.

13 COMMISSIONER HERIOT: Let me just say that
14 my special assistant, Alexis Fragosa, has been doing
15 10 times more work on people in these SACs than
16 anybody else on the Commission. She has been doing
17 wonderful work trying to get this done. She has
18 been thwarted by the Democratic side over and over
19 again.

20 And we have been ready with some of these
21 SACs for months and months, and here we get one where
22 suddenly we're being asked to approve people that
23 we haven't had time to vet. And, you know, it's
24 ridiculous to say that our side is the side that
25 has been holding up SACs. I mean, it's to the point

1 of libelous.

2 She has been working so hard and getting
3 so few thanks from you guys. It is shocking to me
4 that you would say that we are the ones that are
5 causing the problem here. If it weren't for the
6 Republican side on this, we wouldn't have any of
7 these SACs done.

8 CHAIR GARZA: Well, we have an opportunity
9 to get four more done today. So, Commissioner
10 Heriot, I do want to say I appreciate working with
11 you and getting these things done. I have stated
12 very clearly my commitment to filling the State
13 Advisory Committees. This is just backfilling the
14 roles.

15 And here's my fear: if we do not fill these
16 they're just going to stay stagnant. And, you know,
17 I really think we should go ahead and move forward.

18 These names have been circulated to you all for
19 months. We need to make sure we backfill these at
20 the very least, and we continue our work to fill
21 the rest of the State Advisory Committees, which
22 you have the full commitment of the Democratic
23 caucus, and myself as Chair, to ensure that we
24 continue filling these roles out.

25 But I would encourage us to go ahead and

1 vote. So I'm going to vote no on the motion to
2 table.

3 COMMISSIONER ADAMS: Parliamentary
4 inquiry, please.

5 CHAIR GARZA: Commissioner Adams, you're
6 recognized.

7 COMMISSIONER ADAMS: If this is tabled,
8 it can be brought up at the next meeting. And if
9 this is voted no -- not the tabling but the merits
10 -- what is the procedure in the Commission? Is it
11 dead, such that if we vote no, these folks are not
12 ever going to be approved? That was one of the basis
13 for my motion to table. I just don't know the answer
14 to the question, so that's why I'm asking.-

15 (Simultaneous speaking.)

16 COMMISSIONER MAGPANTAY: I thought this
17 was going to be raised in the last meeting and that
18 we were going to vote on it. We did not vote on
19 it at that time. I tolerated that decision not to
20 vote on it last time, I am advancing and encouraging
21 us to advance it now.

22 COMMISSIONER ADAMS: All right, I'll
23 withdraw my motion to table.

24 CHAIR GARZA: Okay.

25 COMMISSIONER HERIOT: That's just a

1 mistake. You know it's going to be voted down.

2 (Simultaneous speaking.)

3 COMMISSIONER JONES: Am I recognized?

4 CHAIR GARZA: Commissioner Jones is
5 recognized.

6 COMMISSIONER JONES: Thank you. I would
7 view it to be a violation of the pact that we have
8 struck as appointees on both sides of the aisle to
9 have an equal number of Democratic and Republican
10 appointees to these State Advisory Committees, for
11 us now to say that we're not going to fill these
12 vacancies and thereby circumventing that pact.

13 And so, you know, I get that a special
14 assistant feels particularly strongly about this,
15 but I would encourage some reconsideration,
16 especially as we try to accomplish things on other
17 State Advisory Committees that I would also like
18 to empanel with equal numbers of Democratic and
19 Republican appointees.

20 I would like to get this done so that we
21 can continue to move in good faith, which we've been
22 able to do. And, not for nothing, a lot of special
23 assistants have been engaged in this process, not
24 just yours, Commissioner Heriot --

25 COMMISSIONER HERIOT: Ten time more.

1 Absolutely 10 times. Let me up that to 20 times
2 more.

3 COMMISSIONER JONES: That's -- well, if
4 you'd let me finish -- especially because you
5 haven't been recognized -- mine certainly has been
6 doing a lot of work. I know the Chair's has also
7 been doing a lot of work. So I would take issue
8 with that characterization that it's been somehow
9 disproportionately done on one or the other side
10 of the aisle. Thanks very much.

11 CHAIR GARZA: I'm going to go ahead and
12 call to --

13 COMMISSIONER HERIOT: Well -- hold on.
14 Just to, you know, correct the record here --

15 CHAIR GARZA: Commissioner Heriot, I'm
16 going to recognize you.

17 COMMISSIONER HERIOT: You know, the
18 Republicans also have positions to fill and the
19 Democrats have refused to do so. That is accurate.

20 CHAIR GARZA: Okay, we're going to call
21 to question. That is not accurate. We will --

22 COMMISSIONER HERIOT: Yes, it is.

23 CHAIR GARZA: -- call the question on my
24 motion to appoint the individuals I named for
25 Oklahoma, Georgia, Guam, and American Samoa. We

1 will go ahead and start with the roll call vote.

2 Vice Chair Nourse?

3 VICE CHAIR NOURSE: Aye.

4 CHAIR GARZA: Commissioner Adams.

5 COMMISSIONER ADAMS: Abstain.

6 CHAIR GARZA: Commissioner Gilchrist.

7 COMMISSIONER GILCHRIST: Gilchrist is
8 abstaining.

9 CHAIR GARZA: Commissioner Heriot.

10 COMMISSIONER HERIOT: No.

11 CHAIR GARZA: Commissioner Jones.

12 COMMISSIONER JONES: Aye.

13 CHAIR GARZA: Commissioner Kirsanow.

14 COMMISSIONER KIRSANOW: No.

15 CHAIR GARZA: Commissioner Magpantay.

16 COMMISSIONER MAGPANTAY: Yes.

17 CHAIR GARZA: And I vote yes, so the motion
18 passes with a majority.

19 Again, our Advisory Committees -- for the
20 audience at home, our Advisory Committees are
21 instrumental in amplifying the voices of
22 communities across the country and ensuring that
23 civil rights remain central to policy discussions.

24 I look forward to the meaningful contributions that
25 these individuals and the State Advisory Committees

1 will have in advancing equity, fairness, and justice
2 for all.

3 C. STAFF DIRECTOR'S REPORT

4 CHAIR GARZA: Finally, we have -- our
5 final agenda item is regarding the Acting Staff
6 Director's Report. So we'll go ahead and turn to
7 you, Acting Deputy Staff Director Marik
8 Xavier-Brier, for your monthly Staff Director's
9 Report.

10 MR. XAVIER-BRIER: Good morning,
11 Commissioners. In the interest of time, I have
12 nothing further to add than what's already contained
13 within the Staff Director's Report. But, as
14 always, I'm happy to answer any questions that you
15 guys may have. Thank you.

16 CHAIR GARZA: Commissioner Adams, would
17 you like to be recognized?

18 COMMISSIONER ADAMS: Yeah, I do have a
19 question.

20 CHAIR GARZA: Okay, go ahead.

21 COMMISSIONER ADAMS: Are you interested
22 in having a Staff Director appointed?

23 (Laughter.)

24 MR. XAVIER-BRIER: I am interested in
25 making sure that things are followed the way that

1 they need to, but I am happy to -- I will look forward
2 to working with any Staff Director.

3 COMMISSIONER ADAMS: And you got the email
4 from the White House designating the people, didn't
5 you?

6 CHAIR GARZA: Is that contained in your
7 report, Staff Director -- Acting Staff Director?

8 (Simultaneous speaking.)

9 COMMISSIONER ADAMS: That's why I'm
10 asking, because it's not. So I'm asking.

11 MR. XAVIER-BRIER: The email was
12 forwarded to me, yes.

13 COMMISSIONER ADAMS: Thank you.

14 ADJOURN MEETING

15 CHAIR GARZA: All right, thank you, Acting
16 Deputy Staff Director Marik Xavier-Brier. That
17 actually concludes our -- all the items on our agenda
18 for today. So, thank you so much. I'm going to
19 go ahead and adjourn us. If there's nothing
20 further, I adjourn the meeting at 10:55 a.m. Eastern
21 Time.

22 (Whereupon, the above-entitled matter
23 went off the record at 10:55 a.m.)

24

25

1 C E R T I F I C A T E

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

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19 Court Reporter

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