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U.S. COMMISSION ON CIVIL RIGHTS

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BUSINESS MEETING

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FRIDAY, APRIL 24, 2026

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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 NOURSE, Vice Chair

J. CHRISTIAN ADAMS, Commissioner

STEPHEN GILCHRIST, Commissioner

SARA FRANKENSTEIN, Commissioner

MONDAIRE JONES, Commissioner

PETER KIRSANOW, Commissioner

GLENN MAGPANTAY, Commissioner

MARIK XAVIER-BRIER, Staff Director

SHERYL COZART, General Counsel and
Parliamentarian

1 STAFF PRESENT:

2 BRIDGET BREW

3 PIOTR CZAPLICKI

4 HEATHER HICKS

5 JULIAN NELSON

6 ESSENCE PERRY

7 JACOB SWANSON

8 MICHELE YORKMAN-RAMSEY

9

10 COMMISSIONER ASSISTANTS PRESENT:

11 NATHALIE DEMIRDJIAN-RIVEST

12 THOMAS SIMUEL

13 IRENA VIDULOVIC

14 YVESNER ZAMAR

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A G E N D A

I. APPROVAL OF AGENDA

II. BUSINESS MEETING

A. Presentations from State
Advisory Committees

B. Discussion and Vote on State
Advisory Committee Appointments

C. Staff Director's Report

III. ADJOURN MEETING

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

(10:10 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 10:10 a.m. Eastern Time
on Friday, April 24th, 2026. This 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, and I'll go ahead and start with the roll
call. We'll go with the Commissioners that I
believe are on phone.

Commissioner Adams, are you present?

COMMISSIONER ADAMS: Here.

CHAIR GARZA: Commissioner Magpantay?

COMMISSIONER MAGPANTAY: I'm here.

COMMISSIONER GILCHRIST: I think I
heard him.

COMMISSIONER KIRSANOW: I think I heard
him too. I don't think he said anything,
though.

CHAIR GARZA: I'm sorry, I didn't hear
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1 COMMISSIONER GILCHRIST: I thought I
2 heard him. Glenn, are you there?

3 COMMISSIONER KIRSANOW: I thought I
4 heard him.

5 CHAIR GARZA: Glenn?

6 COMMISSIONER MAGPANTAY: This is
7 Commissioner Magpantay. I am here.

8 CHAIR GARZA: Great.

9 COMMISSIONER MAGPANTAY: Hello?

10 CHAIR GARZA: Great.

11 COMMISSIONER ADAMS: I hear you.

12 CHAIR GARZA: We should just make sure
13 we fix his audio issues. All right.

14 Commissioner Magpantay is present. Commissioner
15 Nourse? Vice Chair Nourse?

16 VICE CHAIR NOURSE: Present.

17 CHAIR GARZA: Commissioner
18 Frankenstein?

19 COMMISSIONER FRANKENSTEIN: Present.

20 CHAIR GARZA: Commissioner Gilchrist?

21 COMMISSIONER GILCHRIST: I'm here.

22 CHAIR GARZA: Commissioner Jones?

23 COMMISSIONER JONES: Present.

24 CHAIR GARZA: Commissioner Kirsanow?

25 COMMISSIONER KIRSANOW: Here.

1 CHAIR GARZA: Great. Okay, thank you.
2 Based on that, we have -- let's go ahead and --
3 based on that, we have a quorum of the
4 Commissioners present. I can confirm that we
5 have our court reporter present. Thumbs up.

6 Is the Staff Director present? He has
7 confirmed his presence. Is our Parliamentarian
8 present?

9 MS. COZART: Present.

10 CHAIR GARZA: She has confirmed her
11 presence. Before we proceed, I'd like to take a
12 moment to recognize that April is National
13 Language Access Month. This month highlights
14 the importance of ensuring that individuals with
15 limited English proficiency, as well as those
16 who are deaf or hard of hearing, are able to
17 fully access essential services from healthcare
18 to government programs and other critical
19 resources. As this Commission's work has shown,
20 language access is not as simply a matter of
21 convenience. It is about whether people can
22 understand the decisions that they are being
23 asked to make and whether those decisions are
24 truly their own. So when that understanding is
25 missing, the consequences can be serious and

1 long-lasting. More than 27 million people in
2 this country rely on language assistance to
3 navigate essential systems, making meaningful
4 access fundamental to fairness and equal
5 participation.

6 So, in that spirit, I also want to note
7 that the Commission will be releasing its
8 report, Language Access for Individuals with
9 Limited English Proficiency, next month.

10 And with that, we're going to proceed
11 with today's agenda published on the Federal
12 Register. We will begin with a presentation
13 from our advisory committees: my home state,
14 Texas, on racial outcomes in maternal mortality;
15 Colorado on examining the racial impact of
16 public school attendance zones; and then we're
17 going to move on to a discussion and vote on
18 advisory committee appointments. And, finally,
19 we will conclude with management and operations,
20 including the Staff Director's report.

21 Are there any motions to amend the
22 current agenda? All right.

23 COMMISSIONER ADAMS: Madam Chair,
24 Adams.

25 CHAIR GARZA: Yes, Commissioner Adams.

1 COMMISSIONER ADAMS: I move to amend
2 the agenda to include the first agenda item, the
3 ratification of President Trump's designation of
4 Karissa Mulder as Staff Director. And before you
5 rule me out of order, Madam Chair, Commissioner
6 Gilchrist is going to hand you right now a
7 presidential proclamation, hand-delivering to
8 you that he received at the White House
9 designating Karissa Mulder as Staff Director.
10 So moved.

11 COMMISSIONER KIRSANOW: I second.

12 CHAIR GARZA: Commissioner, again, I'm
13 going to have to rule your motion out of order.
14 As I stated in my prior communications to all
15 Commissioners, the statute requires a written
16 request from the president seeking a concurrence
17 of a majority of the Commission. In every
18 administration, that request --

19 COMMISSIONER ADAMS: Madam Chair, if
20 you hand me the one --

21 CHAIR GARZA: I am not finished. That
22 request has been conveyed in the form of a
23 formal written letter from the White House
24 Presidential Personnel Office. Until such a
25 letter is received, the Commission has no valid

1 request before it and therefore no basis to
2 consider or vote on these designations.

3 As I have said before, the
4 administration is well aware of our request for
5 this. If one does come to light, we still have
6 an opportunity to review that. We have a 48-
7 hour rule before we make any kind of decision
8 that we must receive that and contemplate it.
9 So I'm going to go ahead and rule your motion
10 out of order.

11 COMMISSIONER ADAMS: Point of
12 parliamentary inquiry. Point of parliamentary
13 inquiry. Adams. What is the 48-hour rule, and
14 what AI can you point to, please?

15 CHAIR GARZA: I'm sorry, what did you
16 say, Commissioner Adams?

17 COMMISSIONER ADAMS: It is framed as a
18 parliamentary inquiry. You cited a 48-hour rule
19 that has to, that -- that I've never heard of.
20 So my parliamentary inquiry is, what is the
21 source of that 48-hour rule? If it is an AI,
22 could you please tell us what AI?

23 CHAIR GARZA: Commissioner Adams, I
24 don't have anything before me. Is there
25 something that needs to be presented?

1 COMMISSIONER ADAMS: That's what I
2 thought.

3 COMMISSIONER GILCHRIST: Yes. I guess
4 when we respond to his inquiry, then I will
5 present something to you, Madam Chair.

6 COMMISSIONER ADAMS: Do we know what
7 this 48-hour rule is and what it requires? Does
8 anybody know?

9 CHAIR GARZA: Okay, the acting Staff
10 Director is locating the AI. I believe we can
11 just follow up on this later, Commissioner
12 Adams, and provide it to you.

13 COMMISSIONER ADAMS: I --

14 CHAIR GARZA: We should go ahead and
15 move on with the agenda.

16 COMMISSIONER GILCHRIST: Madam Chair,
17 before we move with the agenda, if I --

18 COMMISSIONER ADAMS: Challenge the
19 decision of the Chair.

20 CHAIR GARZA: There is a --

21 COMMISSIONER ADAMS: Commissioner
22 Gilchrist is going to hand you a presidential
23 proclamation.

24 COMMISSIONER GILCHRIST: Yes. May I?
25 So, Madam Chair, I had the pleasure yesterday of

1 receiving from the White House a proclamation
2 designating Karissa Mulder as our Staff Director
3 for the United States Commission on Civil
4 Rights, and I certainly wanted to present that
5 to you today formally. And in response to
6 Commissioner Adams' request for this Commission
7 to take a vote on the designations that
8 President Trump has made both for Staff
9 Director, Vice Chairman of the Commission, and
10 Chair of the United States Commission on Civil
11 Rights. So with that being said, I'd like to
12 present this to you.

13 CHAIR GARZA: Okay, for the record,
14 Commissioner Gilchrist has provided me with a --

15 COMMISSIONER FRANKENSTEIN: Why didn't
16 you open it for her?

17 COMMISSIONER GILCHRIST: Yeah, no.

18 CHAIR GARZA: With like a --

19 COMMISSIONER GILCHRIST: It was a
20 little difficult. We'll certainly --

21 CHAIR GARZA: Mail thing.

22 COMMISSIONER JONES: Madam Chair.

23 COMMISSIONER GILCHRIST: Opened
24 formally.

25 CHAIR GARZA: Yes, Commissioner Jones.

1 COMMISSIONER GILCHRIST: And Madam
2 Chair, let me congratulate --

3 CHAIR GARZA: I've -- I recognize
4 Commissioner Jones, please.

5 COMMISSIONER GILCHRIST: Ms. Mulder.

6 COMMISSIONER JONES: Thank you, Madam
7 Chair. I would love to be able to review a duly
8 executed proclamation compliant with the rules
9 of the United States with respect to the
10 nomination of any Staff Director. But it is
11 something we would be unable to authenticate, a
12 purported document from the White House that was
13 -- that was delivered to an individual
14 Commissioner rather than to the full Commission
15 directly.

16 I mean, I don't -- this cannot be a
17 serious request until that happens. And it begs
18 the question, why wasn't it given directly to
19 all eight of the Commissioners of this body?

20 COMMISSIONER GILCHRIST: Madam Chair.

21 CHAIR GARZA: Yes, Commissioner
22 Gilchrist.

23 COMMISSIONER GILCHRIST: Thank you,
24 Madam Chair. I --

25 CHAIR GARZA: We're --

1 COMMISSIONER GILCHRIST: Commissioner,
2 I think part of my presentation to the Chair and
3 to this Commission was to certainly solidify
4 exactly what you just described. And so this is
5 an official proclamation. And we certainly can
6 have it opened so that you could affirm that for
7 yourself. But it is an official proclamation
8 from the White House.

9 COMMISSIONER FRANKENSTEIN: And can I
10 just clarify? The proclamation is with respect
11 to not only the Staff Director, but also the
12 Chair and Vice Chair of the Commission?

13 COMMISSIONER GILCHRIST: That's correct.
14 Thank you.

15 COMMISSIONER ADAMS: The motion is
16 denied. Madam Chair.

17 CHAIR GARZA: Commissioner.

18 COMMISSIONER ADAMS: The motion remains
19 denied.

20 CHAIR GARZA: Hold on. Commissioner
21 Jones?

22 COMMISSIONER JONES: Madam Chair, I
23 have tremendous respect for all of my colleagues
24 on this Commission, but an individual
25 Commissioner's representation that something is

1 authentic from the White House is insufficient
2 for purposes of establishing authenticity. We
3 should be receiving directly from the White
4 House a document purporting to do precisely that
5 which Commissioner Gilchrist has said that
6 whatever is in the -- you know, whatever is in
7 the materials that he just handed to you, but
8 that have been unopened thus far, is precisely
9 what he claims it is. Can we open them?

10 COMMISSIONER GILCHRIST: I -- yeah, we
11 certainly can do that.

12 CHAIR GARZA: Here's the thing. I
13 think we need to take a recess so that we can
14 review this document and have a conversation.

15 COMMISSIONER JONES: I think -- I think
16 that would be wise.

17 COMMISSIONER ADAMS: Move to recess.

18 CHAIR GARZA: We're going to recess.

19 COMMISSIONER GILCHRIST: Yes.

20 COMMISSIONER ADAMS: Adam moves to
21 recess.

22 CHAIR GARZA: All right. Thank you.

23 COMMISSIONER ADAMS: Anyone second
24 that? It's a privileged motion.

25 CHAIR GARZA: We're going to recess.

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1 (Whereupon, the above-entitled matter
2 went off the record at 10:20 a.m.)
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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.



Michael Morris

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