



**GOVERNMENT OF THE DISTRICT OF COLUMBIA
COMMISSION ON HUMAN RIGHTS (COHR)**

**BI-MONTHLY PUBLIC MEETING MINUTES FOR COHR
MEETING HELD VIA ZOOM ON NOVEMBER 12, 2025**

Link to (Zoom) Recording of Meeting:

https://dc-gov.zoom.us/rec/share/nHJuEFSWEV0KYr-inhgqngrHG3Df_BzCJ1-ZUBowlyWZMRI-Rr1O8DgHDaqeKeL8.JY0ywtAiodKyML3Z

I. CALL TO ORDER – Commissioner Motoko Aizawa, Chair

The Chair called the meeting to order at 6:35 pm.

II. ROLL CALL – Chair Aizawa

Chair Aizawa conducted the roll call. Commissioners Aizawa, Baldwin III, Burnette, and Wiley were present, but not Commissioner Maier, constituting a quorum for this meeting.

III. ADOPTION OF THE AGENDA

The circulated agenda for this Meeting was duly adopted.

IV. ADOPTION OF MEETING MINUTES (September 10, 2025 Meeting Minutes)

The minutes of the Commission's September Meeting were duly adopted.

V. REPORT OF THE OFFICE OF HUMAN RIGHTS: Interim Director Elizabeth Fox-Solomon

- The Interim Director stated that three vacancies are posted, including one for the Chief ALJ and another for the Legal Assistant in the Hearing Unit.
- OHR is gearing up for the FY2027 budget cycle and expects the budget to be very tight.
- The Office is working on transitioning to the new Case Management System.

VI. LEGISLATIVE/OHR OFFICE OF GENERAL COUNSEL ("OGC"): Interim General Counsel Juliette Niehuss

- The Office is providing necessary notices to enable the Fairness Act to take effect.
- The Office expects to work with the Commission's Rule Committee to effect necessary procedural changes for the Fairness Act. Changes are also possible to Chapter 5 of the Municipal Rules (for sexual harassment definition change). Altogether the rule changes will be significant.
- The responsibility to enforce the Second Chance Amendment Act may be placed on OHR.
- The Attorney General's Office has signed off on the legal sufficiency review of the regulation changes under the Family and Medical Leave Act. This will give us the insight into how to handle the regulatory updates for the Fairness Act in the future.

VII. REPORT OF THE CHIEF ADMINISTRATIVE LAW JUDGE: Acting Chief Judge Brandes S.G. Ash

- On behalf of COHR / OHR Hearing Unit Acting Chief Administrative Law Judge (ALJ) Brandes S.G. Ash, ALJ Jenry E. Floyd, Jr. provided updates on pending cases.
- Candidates for the legal assistant position will be interviewed next week.
- Six new Commissioners are being confirmed by D.C. Council and the swearing-in ceremony will happen shortly thereafter.
- Several Commissioner reappointments will be coming up and the Commissioners wishing to be renewed should pay attention to the timing of the reappointments.

VIII. REPORT OF THE CHAIR OF THE COMMISSION: Chair Aizawa

- Chair Aizawa provided an update for the December Human Rights Awards Ceremony. All awardees have been informed of their awards and the date of the Ceremony, and various preparations are already underway.

XI. NEW BUSINESS

None.

X. OLD BUSINESS

None.

XI. COMMITTEE REPORTS

None.

XII. AMMOUNCEMENT

None.

XIII. ADJOURNMENT

The Meeting adjourned at 6:55pm.

NEXT MEETING: January 14, 2026 at 6:30 PM

This meeting is governed by the Open Meetings Act. Please address any questions or complaints arising under this meeting to the Office of Open Government at opengovoffice@dc.gov.