



## **Anne Arundel County Community Reinvestment & Repair Commission (CRRC)**

*Monday, November 10, 2025*

*5:30 - 7:30 p.m.*

*Rosenwald Conference Room*

*2666 Riva Road, 2<sup>nd</sup> Floor*

[Zoom Link](#)

I. Call to Order & Introductions

***In Attendance***

*Commission Members*

Dr. Shawn Ashworth, Michael Woldemariam, Pete Hill, Jacquetta Jacobs, Laurie Benner, Brandon Davis, Donald Whitehead, Laticia Hicks.

*Ex. Officio Members*

Jazmyn Covington, Beth Brush.

*County/ACDS Staff*

James Kitchin (County Executive's Office), Elisha Harig-Blaine (ACDS), Maggie Staudenmaier (ACDS).

II. Review of Meeting Norms & Approval of October Minutes and November Agenda  
*Dr. Ashworth, Chair, CRRC (3:15)*

- Motion to accept October Meeting Minutes: Michael Woldemariam.
  - Seconded: Pete Hill.
  - Approved: Unanimously.
- Motion to accept November Meeting Agenda: Jacquetta Jacobs.
  - Seconded: Brandon Davis.
  - Approved: Unanimously.

III. Review of FY27 CRRC Timeline (5:10)

*ACDS Staff*

- Elisha Harig-Blaine: Review of [FY27 Timeline](#).
- Elisha: Decisions needed during November 2025 meeting to meet the outlined timeline:
  - Potential application changes.
  - Maintaining, shrinking, or expanding DIA's.

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IV. Discussion of Potential Changes to the Fiscal Year 2027 Application (9:45)

*CRRC Commissioners, ACDS Staff*

- Laurie Benner: The application asks applicants to identify what type of grant they are applying for in multiple places.
- Laurie: The application requests a lot of information regarding other grants that applicants are seeking.
- Jacquetta Jacobs: Is the Diversity, Equity, and Inclusion section (section F) factored into the rubric?
  - Dr. Ashworth: Yes.
  - Laurie Benner: Asking for the definitions of Diversity, Equity, and Inclusion is not particularly useful.
- Jacquetta Jacobs: Suggestion to combine the questions in section F to ask how applicants consider DEI in the design and implementation of their programs.
- Donald Whitehead: Suggestion to add audited financials as a required document in section O.
  - Elisha Harig-Blaine: Yes, we are planning to make that update.
  - Jacquetta Jacobs: Would an independent audit be required?
  - Elisha: A profit and loss statement would be acceptable.
- Laticia Hicks: Request for Pete Hill to restate his suggestion for re-wording the DEI questions in section F.
  - Pete Hill: Suggest that the question “What are Diversity, Equity, and Inclusion” be re-worded as “What does DEI mean to your organization.”
- James Kitchin: Suggestion to provide the Office of Equity and Human Rights’ definition of Diversity, Equity, and Inclusion in section F and ask applicants how their organization implements them.
- Michael Woldemariam: Request for Laurie Benner to elaborate on thoughts on removing questions about other grants that the organization is applying for.
  - Laurie Benner: It doesn’t seem like helpful information in terms of decision making.
  - Michael: Suggestion to streamline section M by removing request for commitment letter and funding table and adding “If so, please explain” language to question M.1.
- Laticia Hicks: Suggestion to update question F.2 to read as “how does your organization apply diversity, equity, and inclusion principles when designing, implementing, and evaluating your programs? Provide one example and its impact.”
- Elisha Harig-Blaine: Do we still want to collect demographic information on the organizations leadership?
  - Dr. Ashworth: Yes.

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- V. Discussion of Maintaining Existing Disproportionately Impacted Areas (49:47)  
*ACDS Staff, CRRC Commissioners*
- Dr. Ashworth: The question was raised during the application trainings on why there were not any DIA zip codes in the South County area.
  - Dr. Ashworth: The census tract data that was previously shared was redistributed ahead of this meeting.
    - Maggie Staudenmaier: [Census Tract Mapping Presentation](#). (1:02:11)
  - Pete Hill: For the purposes of this fund, we are interested in the people that were impacted by the war on drugs, not the area where they lived at that time.
    - James Kitchin: By focusing on the zip codes in which the affected residents reside, we are doing a hybrid of both.
  - Michael Woldemariam: Suggestion to maintain existing DIA's.
- VI. Discussion of Approaches to Review Committee Funding Allocations (1:02:50)  
*Dr. Ashworth, Chair, CRRC*
- Laticia Hicks: Suggestion for an equity-based model to approach review committee funding allocations:
    - Step 1: Baseline Allocation - Ensure each category receives a minimum allocation (e.g., 15–20% of the total funds) to guarantee that no category is left without support.
    - Step 2: Demand Adjustment - Distribute the remaining funds proportionally, based on the number of applications received. For example, if one category receives three times as many applications as the others, it would receive a proportionally larger share of the flexible portion of funding.
    - Step 3: Equity Lens Review - Review the allocations to ensure they do not unintentionally reinforce disparities. For instance, if the category with the highest number of applications already has significant resources, adjustments can be made to prevent underfunded areas from being overlooked.
  - Dr. Ashworth: Request for elaboration on Step 3.
    - Laticia Hicks: Step 3 provides some flexibility to alter allocations after Step 2, in the event that they don't seem equitable.
  - Laticia Hicks: Motion that the CRRC adopt and utilize the above outlined 'Equity-Based Model' for funding allocation decisions. (1:13:20)
    - Seconded: Pete Hill.
    - Approved: Unanimously.
- VII. [Public Comment](#) Period (1:12:51)  
*Dr. Ashworth, Chair, CRRC*  
*Community Members*
- No public comment.

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VIII. Review of Housekeeping Items & Next Meeting Date (1:14:08)

*Dr. Ashworth, Chair, CRR*

- Next Meeting Date: Monday, December 8, 2025

IX. Adjourn (1:15:48)

- Motion to adjourn: Michael Woldemariam.
  - Seconded: Jaquetta Jacobs.
  - Meeting adjourned (1:16:32).