International Association of Official Human Rights Agencies

70th Annual Conference

“IAOHRA AT 70: MADE BY HISTORY, FORGING OUR GLOBAL FUTURE”

August 18-22, 2019

Doubletree Downtown
Orlando, Florida
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Welcome to the 70th Annual IAOHRA Conference
August 18, 2019

Dear Conference Attendees:

We are pleased and honored to welcome you to the 2019 International Association of Official Human Rights Agencies (IAOHRA) Conference in Orlando, Florida, at the Doubletree Hotel Downtown.

This year’s theme “IAOHRA at 70: Made by History. Forging Our Global Future” affords us the opportunity to reflect on the lessons learned from the history of IAOHRA and this nation, while strategically defining a compelling human rights agenda for our member agencies as we face the most challenging time for our work in recent years.

Our wonderful IAOHRA program planning team led by Diane Clements Boyd have planned a conference with provocative speakers and plenary sessions on Fair Housing both nationally as well as its global human rights impact; Race and Equity, its challenges and its benefits; the 2020 Census and the need for a “Complete Count;” Employment Discrimination; Sexual Harassment, a continuing negative impact in the workplace; Religious Discrimination Issues and the specter of Hate Crimes; the impact of gun laws on civil rights; Human Trafficking and the effect on immigrant communities; and employment and fair housing law updates. We want to thank the moderators, speakers and facilitators who will share their expertise with you. We want to acknowledge our sponsors too, and thank them for their ongoing support.

We are excited to offer a tour of the trail through Central Florida’s civil rights history, and have an evening to chat and hear the stories of civil rights icons who will join us at the conference. We have set aside time also for you to see this historic city, to meet its people, discover its landmarks, and enjoy its nightlife.

On behalf of the IAOHRA Board and Conference Planning Committee, we thank you for joining us at this extraordinarily challenging time in the history and evolution of civil and human rights. We hope you will participate actively in the conference plenary and breakout sessions, engaging our expert presenters, and sharing your own experience and expertise.

Our special thanks to host committee chair and IAOHRA board member Gwendolyn Wiggins and her staff at the Orlando Human Relations Commission, Mayor Buddy Dyer, and all folks from the city of Orlando for hosting this year’s conference.

Working together, IAOHRA can harness the power of us all to be a continuing force in the fight for social justice and civil and human rights for all people.

Sincerely
## 2019 IAOHRA
### IAOHRA OFFICERS & BOARD OF DIRECTORS

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<tr>
<th>Position</th>
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<tr>
<td>President</td>
<td>Robin S. Toma</td>
<td>Los Angeles County Human Relations Commission</td>
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<tr>
<td>1st Vice President</td>
<td>Beverly Watts</td>
<td>Tennessee Human Rights Commission</td>
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<tr>
<td>2nd Vice President</td>
<td>Carol Johnson, J.D., M.A</td>
<td>Director, Civil Rights, State of Oregon (BOLI)</td>
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<tr>
<td>Treasurer</td>
<td>Merrill Smith Jr.</td>
<td>Chairman, Prince Georges County Maryland Human Relations Commission</td>
</tr>
<tr>
<td>Secretary</td>
<td>H. Alex Bautista</td>
<td>Deputy Director, Illinois Department of Human Rights</td>
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<tr>
<td>Immediate Past President</td>
<td>Jean M. Kelleher</td>
<td>Director, Alexandria Office of Human Rights</td>
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### BOARD MEMBERS AT-LARGE

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<th>Name</th>
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<tr>
<td>Tamie Dixon-Tatum</td>
<td>Department Head, City of Anderson Human Relations Commission, Anderson, Indiana</td>
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<tr>
<td>Alisa Warren, Ph.D.</td>
<td>Executive Director, Missouri Commission on Human Rights</td>
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<tr>
<td>Rue Landau, Esq.</td>
<td>Executive Director, Philadelphia Commission on Human Relations</td>
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<tr>
<td>Gwendolyn Wiggins, Esq.</td>
<td>Human Rights Official, City of Orlando Human Relations, Orlando, Florida</td>
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### REGIONAL REPRESENTATIVES

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<tr>
<th>Name</th>
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<tr>
<td>James L. Stowe</td>
<td>Atlantic Region</td>
<td>Executive Director, Montgomery County Office of Human Rights</td>
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<tr>
<td>Diane Clements-Boyd</td>
<td>Midwest Region</td>
<td>Executive Director, Evansville-Vanderburgh County Human Relations Commission</td>
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<tr>
<td>Paul Valenti</td>
<td>Southern Region</td>
<td>Executive Director, Pinellas County Office of Human Rights</td>
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<td>Western Region</td>
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Dear Human Rights Colleagues:

On behalf of the Office of Human Relations, it is my pleasure to welcome you to The City Beautiful. It is our pleasure to serve as the hosting agency for the 2019 International Association of Official Human Rights Agencies (IAOHRA) Training Conference.

We are pleased to be the City where IAOHRA celebrates its 70th year of providing opportunities and forums for the exchange of ideas and information among member agencies and other human rights advocates.

As member agencies, we all share the common goal of preventing unlawful discrimination by ensuring that all people have access to equal opportunities in employment, housing and public accommodations. During this conference we will be afforded the opportunity to hear from leading experts and advocates in the field who will share helpful insight and useful tools to work toward fulfilling this goal.

We hope that you enjoy the conference, and all of the wonderful amenities that Orlando has to offer.

Sincerely,

[Signature]
Gwendolyn Wiggins, Esq.
Human Relations Official
Dear IAOHRA Conference Attendees,

On behalf of the City of Orlando, it is my pleasure to welcome you to the 70th Annual International Association of Official Human Rights Agencies Annual Conference. The City of Orlando is honored to be the host city this year.

Here in Orlando, we are proud to be a multicultural community. We attract people from across the country and the globe who want to seek opportunity and call Orlando home. Diversity and inclusion are vital parts of our way of life.

I am proud that the City of Orlando has a long history of protecting the civil rights of all of its residents through advancing policies and initiatives that embrace equal rights, diversity and celebrate our various cultures. The City of Orlando shares your dedication to protecting civil rights and civil liberties. We are deeply and wholly committed to promoting equality, justice and understanding.

As you network and exchange ideas and information with your colleagues, I invite you to explore our community. You probably know that Orlando is America’s most-visited destination, but there is so much more.

Our city includes our 10 Orlando Main Streets districts, which are filled with unique restaurants and shops. Downtown Orlando is experiencing an entertainment and sports renaissance thanks to venues like the Amway Center and Dr. Phillips Center for the Performing Arts, plus our community’s crown jewel, Lake Eola Park.

I hope you have a wonderful conference and enjoy your time in The City Beautiful.

Sincerely,

Buddy Dyer
Mayor

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State of Florida
Florida Commission on Human Relations

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(850) 488-7082
Web Site http://fchr.state.fl.us
United in One Goal: Equal Opportunity and Mutual Respect

July 23, 2019

Dear IAOHRA Members & Conference Attendees,

On behalf of the Commissioners and staff of the Florida Commission on Human Relations, I want to welcome you to the Sunshine State and our beautiful city of Orlando. The Commission is honored and excited to join participants from across this great land, as we celebrate 70 years of IAOHRA commitment to civil rights.

The Florida Commission on Human Relations shares IAOHRA steadfast pledge to ensure the civil rights of all Americans. Established in 1969, the Commission is charged with administering the Florida Civil Rights Act and Fair Housing Act. Fair treatment, equal access, and mutual respect are the benchmarks of the Commission’s commitment. Through education and partnerships, the Commission works to prevent discrimination and costly litigation through teaching best business practices and fostering understanding amongst Floridians.

For more information on the Florida Commission on Human Relations, please visit the FCHR website at http://fchr.state.fl.us or on Facebook.

I wish you a successful and informative conference, and I welcome you to Orlando.

Sincerely,

Michelle Wilson, Executive Director
Florida Commission on Human Relations

Tony Jenkins, Chair
Florida Commission on Human Relations

COMMISSIONERS

<table>
<thead>
<tr>
<th>Commissioner</th>
<th>Position/Location</th>
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<tbody>
<tr>
<td>Dr. Donna Elum</td>
<td>Port Richey</td>
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<tr>
<td>Mario Carza</td>
<td>Lakewood Ranch</td>
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<tr>
<td>Tony Jenkins</td>
<td>Lake Mary</td>
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<tr>
<td>Al McCamby</td>
<td>Lynn Haven</td>
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<tr>
<td>Latanya Peterson</td>
<td>Vice Chair</td>
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<tr>
<td>Jay Pickard</td>
<td>Tallahassee</td>
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<tr>
<td>Gilbert Singer</td>
<td>Tampa</td>
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<td>Rebecca Steele</td>
<td>Jacksonville</td>
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Florida Commission on Human Relations
Celebrating 50 Years
1969—2019

United in One Goal: Equal Opportunity and Mutual Respect

We are dedicated to helping businesses create a more tolerant and productive workforce and avoid costly litigation. The Commission offers mediation services, providing a free and impartial way to solve conflicts, and enforces Florida's Civil Rights and Fair Housing laws. The Commission is the state agency that registers all 55-and-older communities in Florida.

History of the Florida Commission on Human Relations

The Florida Legislature created the Florida Commission on Human Relations in 1969 to enforce the Florida Civil Rights Act and address discrimination issues through education, outreach and partnerships. The Commission has investigated and closed more than 74,000 cases and has negotiated close to $13 million in settlement amounts for more than 1,500 people through its mediation services.

The Florida Commission on Human Relations basic statutory responsibilities are set forth in Chapter 760, Florida Statutes, which addresses the areas of employment discrimination based on race, color, religion, sex, disability, national origin, age and marital status; and discrimination in housing based on race, color, national origin, sex, disability, pregnancy, religion and familial status.

Since 1969, when the Commission was established, state and federal laws have significantly expanded the jurisdiction of the Commission as follows:

- The Florida Human Rights Act of 1977 expanded the authority of the Commission from being a community relations-based agency to also being an enforcement agency. This Act allowed the Commission to investigate and resolve complaints of employment discrimination through administrative and legal channels.
- The Florida Fair Housing Act was passed by the Florida Legislature in 1983, and amended in 1989. This Act declares it illegal to discriminate in the sale, rental, advertising, financing, or providing of brokerage services for housing. The Fair Housing Act parallels the Federal Fair Housing Act.
- The Florida Civil Rights Act of 1992 included a revision of the procedure changes for filing complaints of employment discrimination as well as making compensatory and punitive damages available. The Act also prohibited discrimination in the areas of public lodging, public food service establishments and private clubs.
- In 1999, the Legislature transferred jurisdiction to the Commission for state employee Whistle-blower's Act complaints of retaliation. The law protects public employees from any form of retaliation by the agency for which they work in cases where they disclose information about actual or suspected violations or misconduct.
IAOHRA HISTORY
Tom Trotta, who worked with Hamilton for 30 years as an assistant attorney general and as an administrative law judge, said his colleague had “a sense of justice about him that just wouldn’t quit. If he saw something wrong, he saw to it that it got corrected.”

When H.J. Belton Hamilton died Oregon lost a trailblazing civil rights pioneer whose passion for education and an open society informed every aspect of his life and whose commitment to equal treatment under the law bettered the lives of countless Oregonians.

Hamilton was the grandson of a slave, born in the Deep South when legalized discrimination limited what a black boy could do or even dream of. Yet he became part of a small group of influential black professionals in Portland in the 1950s and 1960s who broke racial barriers in medicine, law, politics and journalism.

Hamilton himself was the first African American to graduate from Stanford University in 1949 and went on to become the first black assistant state attorney general, the first black federal administrative law judge in Oregon, and board president of the Urban League of Portland, all while mentoring future lawyers and judges, serving as a leader in his church and various civic groups, and integrating his interracial family into the fabric of his suburban neighborhood and schools.

Belton Hamilton was one of 10 siblings who grew up on a farm in Mississippi in the 1920s. "Coloreds" could only go to school up to the eighth grade in his small town.

But young Belton didn’t want to be a farmer, he wanted to go to school. He moved to the city by himself at age 13, got a job working nights as a mortician’s assistant and graduated from the all-black high school in Columbus, Miss.

Drafted into the Army as a medic, he served in Europe during World War II and wound up receiving a Purple Heart and three battle stars. Overseas, he saw a world where black and white people could co-exist,
not segregated by race. And that revelation became his compass. After the war, he moved to Portland at the urging of a sister, who had come to work in the shipyards and told him of a place where Negroes had more opportunity. Hamilton attended the University of Portland for two years on the G.I. Bill, then transferred to Stanford, where he was one of two black students in the 1940s.

He got his degree, moved back to Portland and set his sights on law school. He began at the University of Oregon, where he roomed with future state senator Vern Cook of Gresham, and finished at Lewis & Clark College, graduating in 1953.

It was a standing joke amongst family and friends that no matter where he went, he seemed to know every person who had ever gone to any of the colleges he had attended. Whenever you walked down the street with him, he knew everyone.

Though he was known as a tough negotiator and brilliant strategist as a lawyer, -- he was astute about people and problems and politics -- his outgoing nature and sense of humor put co-workers and neighbors at ease. He was about 6 feet tall, a sharp dresser, a great dancer, an eloquent speaker and a formidable debater. He studied the Greek tragedies, knew the Bible inside and out, studied the great philosophers and would draw from all those sources in the courtroom, invoking some moral tenet or quoting Scripture to make a point.

His ability to communicate and his broad contacts, both black and white, served him well as a member of an informal coalition of government officials, ministers, business people and community leaders that sought to ease racial tensions in Portland following the 1968 assassination of Martin Luther King Jr.

John Gustafson, a former assistant state labor commissioner, said Hamilton was one of the most important individuals in the history of civil rights in Oregon. There was probably no piece of state legislation, major court case or state attorney general's opinion involving civil rights, apprenticeship and training, or worker rights from the mid-1950s to 1970 that Hamilton did not affect as an assistant attorney general and chief counsel of the Bureau of Labor. As Attorney General Robert Thornton's lead attorney on civil rights and worker protection issues, he testified before the legislature and argued before the Oregon Supreme Court.

As a lawyer, Hamilton believed he had an opportunity to fundamentally change people's lives and he advocated for workers who hadn't been paid or tenants who'd been discriminated against. And because he worked for the state, he was glad he didn't have to charge the disenfranchised for his services. Later, as an administrative law judge for the Social Security Administration, he saw to it that people received the benefits they were entitled to.

Tom Trotta, who worked with Hamilton for 30 years as an assistant attorney general and as an administrative law judge, said his colleague had "a sense of justice about him that just wouldn't quit. If he saw something wrong, he saw to it that it got corrected."

Hamilton's passionate belief in an open and integrated society, where people were free to make their own choices, and his fearlessness in being a social pioneer, extended famously to his personal life. He married a fellow UO student, Midori Minamoto, whose Japanese American family was sent to an internment camp in Idaho during WWII.

In the late '50s, when they took their vows, interracial marriage in Oregon was rare. The young couple
It was in the West Linn family home where Belton Hamilton, slowed by two major strokes in 1999 and 2007, died of natural causes on April 15.

Mr. Hamilton passed away on April 15, 2011. He was 86.

H.J. Belton Hamilton and Midori Minamoto met as students at the University of Oregon and their marriage in 1957 became the first recorded union between an African American and Japanese American in Oregon.

Credit:
Reported By George Rede | The Oregonian/OregonLive

bought a home in West Linn, then more of a rural refuge than affluent suburb, and raised their two children to celebrate their dual heritage at a time when were often the only students of color in their public school classrooms.

The unusual sight of an African American man and his Asian wife was met at times with hostility or racism, and prompted Hamilton to declare in a published collection of Christmas newsletters that traced the family's doings over more than three decades: "Interracial living is not for sissies."

The Hamiltons' son, Konrad, would obtain a Ph.D from Stanford and become a history professor and department chair at Knox College in Illinois. Their daughter, Camille, would graduate from Stanford and UCLA law school and become a lawyer, working for the city of San Francisco and later moving into private practice.

Both drew life lessons from a dad they idolized. Konrad remembered his father taking him as a young boy to Urban League meetings and even to a jail so he would understand his middle class privileges and develop a social conscience.

"He didn't just generally believe in desegregation. This was a guy who in the '40s and '50s, was doing lunch counter sit-ins in Portland," his son said.

"When he said he was for integration, that's the way he lived. He moved to West Linn and we were the only non-white family in the neighborhood."

Camille said her parents had a strong sense of being an early pioneering couple. "They didn't say to us, 'You're just like everyone else.' They used to tell us, you're not like everybody else. You're special. You have this unique heritage and you represent a coming together of two resilient, ancient cultures, and to use it as a tremendous resource."
# IAOHRA Presidents 1968 – 2019

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<thead>
<tr>
<th>Name</th>
<th>State</th>
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<tbody>
<tr>
<td>Robin Toma</td>
<td>California</td>
<td>2017 - Present</td>
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<tr>
<td>Jean M. Kelleher</td>
<td>Virginia</td>
<td>2012 - 2017</td>
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<td>Shawn Martel Moore</td>
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<td>Leon L. Russell</td>
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<td>James L. Stowe</td>
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<td>2003 - 2007</td>
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<td>Beverly L. Watts</td>
<td>Kentucky</td>
<td>1999 - 2003</td>
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<td>William M. Hale</td>
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<td>Claude R. Rogers</td>
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<tr>
<td>Leah Gaskin-White</td>
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<td>Joyce E. Tucker</td>
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<td>James E. Clyburn</td>
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<td>Galen Martin</td>
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<td>Bobbie Butler</td>
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<tr>
<td>Allen J. Correll</td>
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<tr>
<td>Vivian L. Carver</td>
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<td>1973 - 1975</td>
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<td>James H. Blair</td>
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<td>Frank Kent</td>
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<tr>
<td>Rev. Charles King</td>
<td>Indiana</td>
<td>1969</td>
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<tr>
<td>H. J. Belton Hamilton</td>
<td>Oregon</td>
<td>1968</td>
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IAOHRA BOARD
BIOGRAPHIES
Robin S. Toma is Executive Director of the Los Angeles County Commission on Human Relations Commission, appointed in 2000. He also serves as the head of the Human Relations Branch holding the position of Assistant Director of the department of Community and Senior Services, County of Los Angeles. Under his leadership, the agency is working to transform prejudice into acceptance, inequity into justice, and hostility into peace. By building community capacity and focus in key areas, racialized gang violence has been lessened. Through demonstration projects in high schools, the power of integrating human relations strategies into school campuses have brought about greater inclusion, harmony, reduced fighting and conflict, and improved academic performance. The Commission’s signature annual report on hate crime in the county has shown a long term trend downward in hate crime until recent years, while the Commission has invested in hate violence prevention community partnerships and training peacemakers through the countywide dispute resolution program.

His published writings include A Primer on Managing Intergroup Conflict in a Multicultural Workplace, Day Laborers Hiring Sites: Constructive Approaches to Community Conflict (co-author with Jill Esbenshade), and he contributed a piece on racialized gang violence in the book Uncommon Common Ground: Race and America’s Future.

Robin serves as President on the board of directors of the International Association of Official Human Rights Agencies (IAOHRA), and was President of and is on the Board of the California Association of Human Relations Organizations (CAHRO). He’s been a Senior Fellow at the UCLA Luskin School of Public Affairs since 2009, and had the privilege to be part of the Harvard University’s Kennedy School of Government’s Executive Session on Human Rights Commissions and Criminal Justice (2006-2008), and the Kellogg National Fellowship/Leadership Program (1994-97). He was appointed by the U.S. Commission on Civil Rights to serve on the California State Advisory Committee (2012 to present), and helped create and serves on the L.A. Unified School District’s Commission on Human Relations, Diversity and Educational Equity. He served three years on the national interim leadership team of the Within Our Lifetime Network for Racial Equity and Healing.

In August 2014, Robin spoke in Geneva on the review of the U.S. Government’s compliance with the treaty to eliminate racial discrimination (CERD), and was an invited adviser to the Obama Administration’s delegation to the U.N. Human Rights Council in Geneva, for the U.S. first-ever presentation on its human rights record as part of the United Nations’ Universal Periodic Review process in November 2010. He was also invited to serve on the official U.S. Delegation to the U.N. World Conference Against Racism in Durban, South Africa, in 2001.

Robin is the son of Americans of Japanese and Okinawan ancestry; his mother and her family spent World War II imprisoned in the U.S. internment camps solely because of their Japanese ancestry. Robin’s paternal grandfather was an immigrant Okinawan sugar cane plantation worker in Maui. Robin grew up in the Echo Park/Silver Lake neighborhoods of L.A., attending LAUSD public schools. He received a B.A. with highest honors in Sociology and honors in Economics from University of California at Santa Cruz; and a J.D. degree and M.A. degree in Urban Planning from UCLA. Robin is fluent in Spanish, having studied and worked in Barcelona for two years, and was a teacher in L.A.’s public schools.

Prior to working at the Commission, Robin was a staff attorney at the American Civil Liberties Union Foundation of Southern California for almost 7 years, and
litigated a wide range of human rights and civil liberties cases in federal and state courts.

1ST VICE PRESIDENT

Beverly L. Watts, Nashville Native, was appointed the Executive Director of the Tennessee Human Rights Commission in July 2007. Prior to her current appointment she served as Special Advisor to the Chair at the U S Equal Employment Opportunity Commission responsible for state and local relations. She has more than 30 years of experience in civil rights enforcement and education in the public and private sector. She served as the first Executive Director of the National Fair Housing Training Academy in Washington DC.

Beverly has served as the Executive Director of the Kentucky Commission on Human Rights; Director of Management Advisory Services for the Ralph G. Moore and Associates; Regional Director of Civil Rights, U.S. Department of Agriculture; and Executive Director, Illinois Minority and Female Business Enterprise Council and as one of the first Title IX coordinators in the country during her tenure at the US Office for Civil Rights. She was an adjunct faculty member at Spalding University. She has made presentations to numerous organizations on civil rights, diversity, and leadership at the national and international level.

Beverly is a Past President of the International Association of Official Human Rights Agencies (IAOHRA) where she represented IAOHRA throughout the US, Canada and at the UN World Conference on Racism in Durban, South Africa.

She currently serves as the IAOHRA Southern Region Representative and Annual Conference Planning Chair. She has served as Chair of Women Executives in State Government and currently serves as the Mission Advisor to the Cable Board and on the board of the YWCA of Middle Tennessee and is a life member of the NAACP.

Beverly is the recipient of numerous awards including the 2014 NAACP Frances Dancy Hooks Award, 2014 ECHO Dreamers Award, 2014 YWCA Carrie Hull Award, the City of Louisville Martin Luther King award and induction into the KY Civil Rights Hall of Fame.

She is a graduate of Tennessee State University, Southern Illinois University, and has completed Executive leadership programs at Duke University and the Harvard University John F. Kennedy School of Government.

2ND VICE PRESIDENT

Carol Johnson, J.D., M.A., was named Director of Civil Rights for Oregon (BOLI) in July of 2019. In this role, Johnson is tasked with defending the civil rights of all Oregonians to equal opportunity in employment, housing, public accommodations and career schools across more than 20 protected classes and bases. Johnson serves to ensure Oregonians have access to these rights free from discrimination.

Prior to assuming her current role, Director Johnson served for 14 years as Executive Director of the Arkansas Fair Housing Commission (AFHC), the only state agency specifically charged with protecting the civil rights of Arkansans and the sole civil rights enforcement agency in the state. Director Johnson also had the distinction of serving as a founding Executive Director of the Commission, a quasi-judicial, regulatory, enforcement agency which receives, investigates and otherwise resolves fair housing/fair lending complaints within the State of Arkansas’ 75 counties and nearly 3 million residents.

Director Johnson was named the Commission’s Executive Director in 2005 and began partnering with HUD to enforce fair housing/fair lending statewide and to establish the infrastructure necessary to enforce civil
rights in Arkansas. Director Johnson was instrumental in building the Commission from its infancy stages and transitioning it from a newly formed capacity-building organization under HUD’s Fair Housing Assistance Program to a fully functioning and highly recognized fair housing and fair lending civil rights enforcement agency. Director Johnson worked under the Gubernatorial leadership of Governors Mike Huckabee (R), Mike Beebe (D) and Asa Hutchinson (R).

In 2016, Director Johnson was named to the Arkansas Advisory Committee to the U.S. Commission on Civil Rights and was in 2018 appointed Chair of the Arkansas Advisory Committee by Catherine Lhamon, Chair of the U.S. Commission on Civil Rights and a Barak Obama Presidential Appointee.

During her tenure with AFHC, Director Johnson resolved numerous fair housing/fair lending cases and assisted many Arkansas municipalities in creating and/or amending existing ordinances to comply with zoning requirements and has worked with numerous housing authorities, housing developers, housing providers, lenders, real estate professionals, and others to lend critical technical support aimed at open housing access to protect both the public interest and the needs of the housing industry. Director Johnson led the state in creating fair housing/fair lending education programs and training opportunities for those in the housing community and regularly trains housing providers, architects, property owners, managers, developers, consultants, appraisers, attorneys, municipalities, non-profits organizations, home-seekers and others on applicable fair housing/fair lending laws and regulations.

Director Johnson is committed to designing and promoting educational outreach opportunity for the general public as well as industry leaders and annually hosted a free national conference to highlight issues of import in the civil rights community. In 2019, Director Johnson hosted her 14th national conference with more than 400 attendees and which featured HUD Secretary Dr. Ben Carson.

Director Johnson has served as an Instructor and Subject Matter Expert for the National Fair Housing Training Academy and has developed a number of innovative and creative education outreach initiatives designed to increase fair housing awareness, including the AFHC Fair Housing Ambassador Program—a collaborative effort with colleges and universities throughout the state to assist college students in developing leadership skills to advance civil rights issues statewide. In 2011, Director Johnson spearheaded a unique Memorandum of Understanding to affirmatively further fair housing statewide via collaboration with the state agency responsible for disbursing governmental funding to the housing developers working within Arkansas.

Director Johnson serves on numerous boards and committees, including the National Community Reinvestment Coalition (NCRC), a national organization devoted to developing and harnessing the collective energies of community reinvestment organizations from across the country to increase the flow of private capital into traditionally underserved communities; and the International Association of Official Human Rights Agencies (IAOHR) whose mission is to provide opportunities and assistance in the development of programs for eliminating illegal discrimination in employment, housing, education, public accommodations, public services and commercial transactions.

Director Johnson was named an Advocate Award Finalist for the Annual NextGen Public Service Awards for “superior public service and achievement” by the Young Government Leaders (YGL) and GovLoop for her public service work in advocating for the civil rights of Arkansans and for her national work.

A licensed attorney, Director Johnson has worked
in various areas of administrative, civil and criminal law, including a clerkship with the Arkansas Attorney General’s Office; the Arkansas Workers’ Compensation Commission, performing de novo reviews of Administrative Law Judge decisions; the Arkansas Department of Health and Human Services litigating child dependency-neglect cases; and is a former Deputy Prosecuting Attorney.

Director Johnson holds a Bachelor of Science degree from Texas Christian University in Fort Worth, Texas; a Master of Arts degree from the University of Arkansas at Little Rock and a Juris Doctor from the University of Arkansas at Little Rock William H. Bowen School of Law.

TREASURER

Merrill Smith, Jr., Chairman

Prince Georges County Maryland Commission, 2008 - current
Owner, 1st Class Enterprises, 2008 - current

Born and raised in Milner, Georgia, Merrill Smith, Jr. was elected treasurer of IAOHRA at its 2015 annual conference in Birmingham, Alabama. Smith introduction to civil rights began at a very young age when his family took part in a Civil Rights March in Zebulon, Ga after the assassination of Dr. Martin Luther King, Jr in 1968. That experience is what Smith credits with shaping his commitment to Civil Rights through activism, volunteering and participation.

Mr. Smith has served on the Prince George’s County Maryland Human Relations Commission since 2008. Since joining the commission, he has served in various capacities including Vice-Chair, Interim Chair and was appointed Chairman by Prince George’s County Executive Rushern Baker III and approved by the County Council. In his role as Chairman, he is head of what is considered one of the most significant quasi-judicial agencies of its type because of its statutory independence. The Prince George’s County Human Relations Commission has been enforcing Civil Rights for the past 45 years.

Smith, is the owner of 1st Class Enterprise, a home services company which he founded after leaving the corporate sector after 25 years. During those 25 years, Smith has served in various roles including Vice-President of Training and Store Operations (Atlanta, Ga), Regional Vice-President-Chief Operating Officer ProEx (Chicago, IL., Minneapolis, MN. where he oversaw 2000 employees and a budget of some 100 million dollars and Regional Manager (Beltsville, MD).

Smith believes that volunteerism is a responsibility of each citizen and is a key component of serving the public good. That sense of responsibility is a driving factor for his commitment to commitment to social, economic and human justice.

Mr. Smith is a 1983 graduate and alumni of The Ohio State University in Columbus, Ohio. He also holds a Lean Six Sigma Certification from Villanova University and has attended and participated in numerous conferences and training ranging programs related to civil rights, process management, social inclusion.

Additionally, Smith is a life member of The Ohio State University Alumni Association, The Association of the Study of African American Life and History (ASALH), the NAACP, the Woodmore Civic Association amongst others.

Perhaps most importantly for Smith is a motto of volunteering more, doing more and giving more of oneself for the benefit of others, both known and unknown to you!
SECRETARY

H. Alex Bautista, Deputy Director, Illinois Department of Human Rights.

IMMEDIATE PAST PRESIDENT

Jean M. Kelleher is Director of the City of Alexandria’s Office of Human Rights. Ms. Kelleher has been with the Alexandria Office of Human Rights since May 2000. Before that, she was a Managing Attorney at Legal Services of Northern Virginia, the region’s legal aid program.

Ms. Kelleher graduated from Connecticut College, did postgraduate work at Georgetown, and received her law degree from the Washington College of Law at American University. She has been a litigator and an administrator of pro bono, lawyer referral and children’s law programs. In 2007 she became a Certified Public Manager through the George Washington University/COG (Metropolitan Washington Council of Governments) Institute for Excellence in Public Leadership. She serves on the City Manager’s Management Team and on the City Council’s Legislative Committee. She is a past President of the Alexandria Bar Association, served on the board of directors of the Bar Foundation, and has represented Alexandria on the Virginia State Bar Council and Executive Committee.

Ms. Kelleher she serves on the Board of Trustees of the Scholarship Fund of Alexandria, and served on the Virginia Bar Association Commission on the Legal Needs of Children. She was selected to serve on the Professionalism faculty of the Virginia State Bar, served as an instructor/mentor in the City of Alexandria’s Leadership and Management Institute (LMI), and teaches at COG (Metropolitan Washington Council of Governments).

MEMBERS-AT-LARGE

Tamie Tatum-Dixon, Department Head, City of Anderson Human Relations. Tamie Dixon-Tatum has extensive experience in the fields of Office Management, Office Policies, Procedures, Payroll, Marketing, Human Resources, Public Relations, Radio & Television Broadcasting, Teaching and Municipal/Community Partnerships. She has a Bachelor of Arts Degree in Telecommunications and a Master’s Degree in Public Affairs. Ms. Dixon-Tatum is a former employee of both DRA and Guide Lamp, as well as a former Union Member of Local 662 and Local 663. Her experience, expertise and education make her a well-rounded individual and professional.

Tamie is currently involved in numerous community programs such as the Strengthening Families Program through Intersect, and she is a youth, community, education and equal opportunity advocate. Currently, she works for the City of Anderson as the Human Relations director, and a guest radio personality for Vision for Success and the Bill Jackson Show for WHBU 1240AM/103.7FM. Previously, Tamie worked in Madison County Superior Court 2’s Juvenile Division as the Juvenile Case Manager for the Reclaiming Futures Program and the Madison County Prosecutor’s Office as Office Manager under Thomas Broderick Jr. She has also worked for The Crossing Education Center as the Community & Business Development Coordinator which helped to match youth with job training and community service opportunities.

In addition to her extensive employment and educational background, she has spearheaded the Ollie H. Dixon Back-To-School Picnic and Parade for nearly 25 years. This program has provided school supplies for thousands of disadvantaged children throughout Madison County for over two decades.
Tamie Dixon-Tatum works tirelessly to serve the community as a youth, education, community and equal opportunity advocate as well as a multi-media professional.

**Rue Landau**, Esquire is the Executive Director of the Philadelphia Commission on Human Relations (PCHR) and the Fair Housing Commission (FHC). The PCHR is the quasi-judicial agency empowered to enforce the city’s civil rights laws and handle community and neighborhood conflicts. The FHC is the city agency charged with addressing unfair rental practices in housing and other landlord-tenant disputes. Prior to her appointment, Rue was a senior attorney in the Housing Unit at Community Legal Services (CLS) in Philadelphia. At CLS she specialized in landlord-tenant law with a focus on public and subsidized housing.

Rue has received many awards for her community leadership and commitment to equality and social justice. In 2002, she authored a chapter entitled, “Criminal Records and Subsidized Housing: Families Losing the Opportunity for Decent Shelter,” for Every Door Closed, a publication addressing the barriers facing parents with criminal records.

In 2006, she was named a Pennsylvania “Lawyer on the Fast Track” by The Legal Intelligencer, a distinction given to lawyers under 40 for outstanding professional achievement and community service. In 2019, she received the Cheryl Ingram Advocate for Justice Award from the Philadelphia Bar Association’s LGBT Rights Division.

During her tenure at CLS, Rue was an active member of the Philadelphia Bar Association where she served as co-chair of the Municipal Court Committee and as a member of the Commission on Judicial Selection and Retention. Rue also has served on the boards of Bread and Roses Community Fund, the Women’s Medical Fund and Liberty City Lesbian, Gay, Bisexual and Transgender Democratic Club, the Philadelphia Housing Development Corporation (PHDC) the School District of Philadelphia’s Task Force for Racial and Cultural Harmony, as well as its Safety and Climate Subcommittee, the City of Philadelphia’s Police Community Oversight Board, and the DNCs Diversity Business “Best Practices” subcommittee. She currently serves on the board of the International Association of Official Human Rights Agencies (IAOHRA), a position she has held since 2011.

**Dr. Alisa Warren** is Executive Director of the Missouri Commission on Human Rights. The advancement of equality in our society has been a career cornerstone for Dr. Alisa Warren. Since January 2008, Dr. Warren has served as the Executive Director for the Missouri Commission on Human Rights (MCHR), a state agency housed in the Missouri Department of Labor and Industrial Relations. Under her leadership, MCHR works diligently to prevent and eliminate discrimination in employment, housing, and public accommodations. Her dedication to fighting bias and promoting inclusion manifests itself in her extensive efforts, through education and outreach initiatives, to bring greater understanding about anti-discrimination laws to the four corners of her home state of Missouri and the nation. Building networks between government, business, and advocacy groups is a main focus for Dr. Warren; she believes that vibrant community partnerships are key to advancing social justice — and she strives to foster and strengthen those vital connections as a means to broaden fundamental freedoms.

Throughout her career, Dr. Warren has worn many hats, all fashioned after a common theme: equal opportunity for all. Her professional positions are many and distinguished: Director of Diversity Initiatives for the University of Missouri- College of Engineering; Executive Director for the Missouri Community Service
Commission; Missouri Director of the Office of Equal Opportunity; Director of the State of Missouri Supplier Diversity Program; and Minority Contracts Coordinator for the State of Missouri Division of Design and Construction. Dr. Warren has appeared as a subject matter expert in the field of human rights and social justice on numerous television and radio programs, trained thousands of people on human rights laws and diversity and inclusion, and served as a keynote speaker at local, state, and national events.

A proponent of education for the advancement of civil rights, her own education uniquely establishes a strong basis for her expertise in the field. Dr. Warren holds a Bachelor of Science degree from the University of Missouri-Columbia College of Human Environmental Sciences, (May 1986); Master of Public Administration degree from the University of Missouri-Columbia, Truman School of Public Administration, (August 1995); and a Ph.D. in Applied Social Sciences in the area of Community Development and Social Disparities from the University of Missouri-Columbia, (December 2009).

Dr. Warren has been actively involved with a number of organizations such as: the Board of Directors and the 2nd Vice President for the International Association of Official Human Rights Agencies; the U.S. President’s Initiative on Race “A Day of Dialogue”; Chair of the Missouri Human Rights Conference; Governing Board for Central Missouri United Way; Board of Directors for the Girls Scouts of the Missouri Heartland; Missouri Sociological Association; State of Missouri Personnel Advisory Board; the Association for the Study of African American Life and History; Strategic Leadership for State Executives at the Duke University Governors Center; Advisor to the University of Missouri National Society of Black Engineers; Mentor for the Lincoln University Minority Women’s Leadership Program; Missouri Association for Blacks in Higher Education; and, Chair of the State of Missouri Diversity Council.

Dr. Warren has received many awards and recognitions including: the Martin Luther King, Jr. State Celebration Commission “Women Who Dare to Dream” Distinguished Humanitarian Award; the King Center Certification for Nonviolence; and, the NAACP Roy Wilkins Award to name a few.

Gwendolyn Wiggins, ESQ., MBA is the Human Relations Official for the City of Orlando. She has worked for local governmental agencies in the Kissimmee/Orlando, Florida area for over 25 years. Prior to joining the City of Orlando’s Office of Community Affairs and Human Relations as the Human Relations Official in June of 2016, she had previously worked for the City of Orlando for ten years in the City Attorney’s Office and in the Office of Human Relations. The last four of those ten years she held the position of Assistant Director of the City of Orlando’s Office of Human Relations.

She left the City of Orlando in July of 2010 to pursue a law degree. While attending law school she continued to stay involved with promoting anti-discrimination laws by performing EEO law trainings, diversity inclusion trainings and civil rights presentations for the FBI, Orange County Public School System and various other entities. She also worked part-time during the first year of law school for a local solo practice employment law attorney. She graduated from Florida A&M College of Law in 2014 and was sworn into the Florida Bar as an Attorney at law in 2015.

Prior to returning to the City of Orlando in June of 2016, she practiced as a private attorney in the area of employment, criminal and family law. She is also a Florida Supreme Court Certified Family and County Court Mediator and has been a County Court Mediator for the Ninth Circuit (Orange & Osceola Counties).
since 2007. She has been an adjunct instructor at various local colleges in the Orlando area since 2001. She currently is an adjunct professor at the Maitland, Florida Campus of Strayer University where she teaches both business and law classes.

She holds a Juris Doctorate (J.D.), Masters in Business Administration (MBA), Bachelors of Art in Organizational Management and an Associate Degree (Paralegal).

REGIONAL REPRESENTATIVES

Atlantic Region

James Stowe serves as the Executive Director of the Montgomery County Office of Human Rights. Mr. Stowe is a native of Belmont, North Carolina. Jim and his family relocated to Montgomery County Maryland to serve as the 4th Director of the Office of Human Rights. The agency, established in 1960, provides leadership to the people of Montgomery County and works toward eliminating racism/discrimination; identifying and resolving community tensions; and educating the citizens about cultural diversity. These efforts culminate in our goal of Creating a Culture of Service and a Climate of Fairness and Inclusion.

The office has a rich legacy of human right advocacy and professional competency and continues today as one of the premiere civil and human rights agencies in the nation. Under Jim’s leadership the Office has sets it sights on even greater engagement in the community and heightening professional standards for all involved with the office.

Jim has been instrumental in developing new program initiatives and re-positioning the office for success in the 21st Century. These programs include increased emphasis in enforcement productivity and competency which led to the agency becoming fully certi-
Midwest Region

**Diane Clements Boyd** is the Executive Director of the Evansville-Vanderburgh County Human Relations Commission (EVHRC). Diane was appointed Executive Director of the Evansville-Vanderburgh County Human Relations Commission in January of 2004. Prior to joining the Human Relations Commission, she served as Program Manager at the Evansville Black Coalition, Inc., from 1995 to 2004.

Diane has been in the forefront of advancing social justice and advocacy efforts in the city of Evansville for over 20 years. Under her leadership, the EVHRC civil rights enforcement arm advanced. The EVHRC obtained the status of Fair Employment Practices Agency (FEPA) with the U.S. Equal Employment Opportunity Commission and obtained substantial equivalency status with the U.S. Department of Housing and Urban Development becoming a Fair Housing Assistance Program (FHAP).

In addition to being responsible for enforcing municipal civil rights laws, Diane is responsible for administering several advisory boards. In 2009, Diane worked with disability advocates to create the city’s first Advisory Board on Disability Services. The board provides guidance to the City of Evansville and Vanderburgh County in matters concerning individuals with disabilities and offers a public forum for members of the community to raise issues of concern. Diane also serves as the ADA Coordinator for Vanderburgh County. Diane also advises the Evansville Commission on the Social Status of African Males. The mission is to create practical proposals and workable remedies in the areas of employment, education, health and criminal justice to reduce problems that African American males face. Diane coordinates initiatives to include the Black Barbershop Health Initiative and the Million Fathers March. Diane also advised city officials on the need for civil rights protections for the LGBT community. In 2011, the Evansville City Council passed an ordinance to include protections for LGBT individuals.

Diane serves in the following capacities. Chairperson of the Indiana Advisory Committee to the U.S. Commission on Civil Rights; Past president of the Indiana Consortium of State and Local Human Rights Agencies and a member of the Evansville Homelessness Advisory Committee. Diane received the 2011 Freedom Award from the State of Indiana Martin Luther King Commission, the 2009 Black Women’s Task Force Community Service Award, and the Evansville Chapter of the NAACP Lifetime Community Advocate Award. Diane is a member of Delta Sigma Theta Sorority, Inc., and serves as the Indiana Social Action Coordinator. Diane is a graduate of the University of California Los Angeles with a Bachelors of Arts Degree in Sociology.

Southern Region

**Paul Valenti** became Director of Pinellas County’s Office of Human Rights in January of 2012. As Director, he has worked to include Gender Expression and Gender Identity as protected classes under the Human Relations Chapter of the Pinellas County Codes, and to implement and administer a wage theft program for employees cheated out of wages earned but not paid.

Prior to his tenure with Pinellas County, he served as the Manager of Lee County’s Office of Equal Opportunity, a position he assumed in June of 2005. Prior to working for Lee County, Paul worked for the Connecticut Commission on Human Rights & Opportunities.

Paul is a graduate of the University of Connecticut and Quinnipiac University School of Law. He is licensed to practice law in Florida and Connecticut, and is admitted before the United States Supreme Court.
CONFERENCE AGENDA
<table>
<thead>
<tr>
<th>Time</th>
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<tbody>
<tr>
<td>2:00 PM - 3:00 PM</td>
<td>Conference Planning Meeting</td>
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<tr>
<td>2:00 PM - 7:00 PM</td>
<td>Conference Registration</td>
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<tr>
<td>3:30 PM - 5:30 PM</td>
<td>IAOHRA Board Meeting</td>
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<tr>
<td>6:30 PM - 7:30 PM</td>
<td>OPENING WELCOME &amp; RECEPTION</td>
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<td>Sponsored by National Association of Human Rights Workers</td>
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<td>Recognition of New Members</td>
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<td>Robin Toma, IAOHRA President, Director, Los Angeles County Commission on Human Relations</td>
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<td>7:30 PM - 8:30 PM</td>
<td>REGIONAL MEET &amp; GREET</td>
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<td>History of IAOHRA: A discussion on the history of IAOHRA from former agency members who will recount the significant accomplishments and challenges of the association.</td>
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<td>Alvin Plummer, Former Director, Missouri Human Relations Commission</td>
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<td>Lawrence Myers, Former Director, Nebraska Human Rights Commission</td>
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<td>Louis Martin, Former Director, Connecticut Human Rights Commission</td>
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<td>Jim Stowe, Director, Montgomery County Md. Office of Human Rights</td>
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<td>Carol Johnson, Director, Oregon BOLI Civil Rights</td>
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**MONDAY, AUGUST 19, 2019**

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<tr>
<th>Time</th>
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<tbody>
<tr>
<td>8:00 AM - 5:00 PM</td>
<td>Conference Registration</td>
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<tr>
<td>7:30 AM - 8:30 AM</td>
<td>Continental Breakfast</td>
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| 8:30 AM - 9:00 AM | **OPENING CEREMONY | Lakeside Ballroom**
|               | Robin Toma, IAHPRA President, Director, Los Angeles County Commission on Human Relations  |
|               | Mauro Albert Morales, Staff Director, United States Commission on Civil Rights                  |
|               | William “Frank” Billingsly, Chief of Staff, City of Orlando                                      |
|               | Tony Jenkins, Chairperson, Florida Commission on Human Relations                                   |
|               | Gwendolyn Wiggins, Human Relations Official, City of Orlando                                     |
|               | **CONFERENCE OVERVIEW | Lakeside Ballroom**
|               | Jim Stowe, Director, Montgomery County Md. Office of Human Rights                                 |
|               | Carol Johnson, Director, Oregon BOLI Civil Rights                                                |

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| 9:15 AM - 10:15 AM | **OPENING PLENARY | Lakeside Ballroom**
|               | Leilani Farha, United Nation’s Special Rapporteur on Right to Adequate Housing                  |
|               | Introduction: JoAnn Kamuf Ward, Human Rights Institute, Columbia Law School                     |
|               | Facilitator: Carol Johnson                                                                       |

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<td>10:15 AM - 10:30 AM</td>
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<tr>
<td>10:30 AM - 11:45 AM</td>
<td><strong>BREAKOUT SESSIONS</strong></td>
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<td><strong>SESSION TITLE</strong></td>
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<tr>
<td>Implementing a Racial Equity Lens: Challenges and Benefits (Delaney)</td>
<td>Alfredo Hernandez, Equity Chief, Michigan Department of Civil Rights</td>
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<td>Aguín Arbulu, Executive Director, Michigan Department of Civil Rights</td>
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<td>Lori Vinson, Director of Civil Rights Operations, Michigan Department of Civil Rights</td>
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<td>Gwendolyn Moffitt, Community Engagement Liaison, Michigan Department of Civil Rights</td>
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<td>Michael Pelot, Staff Attorney, Michigan Department of Civil Rights</td>
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<td>Facilitator: Diane Clements-Boyd</td>
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<td>This workshop highlights the importance of a racial equity lens and the required commitment</td>
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<td>and intentionality behind the process. The workshop begins with a review of key factors</td>
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<td>shaping implicit bias and the intersection between systems of advantage and institutional/structural</td>
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<td>inequities. The core section explores the dimensions of systems, the role of history and</td>
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<td>dominant culture and the key role government plays in creating and sustaining diversity, equity and</td>
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<td>inclusion (DEI). The workshop concludes with a panel discussion, formed by leaders of the</td>
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<td>Michigan Department of Civil Rights that explores and presents the level of commitment</td>
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<td>and the learnings that shape the collective willingness required to operationalize equity</td>
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<td>long-term.</td>
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<td>Investigating Sexual Harassment (Orange)</td>
<td>Michael Farrell, Director, Miami Regional Office of U.S. Equal Employment Opportunity Commission</td>
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<td>Facilitator: Gwendolyn Wiggins</td>
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<td>Director Farrell will discuss the findings of EEOC’s Select Task Force Study on Harassment in</td>
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<td>the workplace with an emphasis on those findings regarding cues to identifying sexual harassment in the workplace and practical methods of investigating and addressing such harassment. Director Farrell will also discuss the EEOC’s new Respectful Workplace Training developed based on the findings of its task force study.</td>
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### Census 2020: Complete Count
- **(Citrus)**
- **Facilitator:** Jean Kelleher

This workshop will discuss the importance of ensuring a complete count, provide practical suggestions on handling the aftermath of the Supreme Court’s decision on the citizenship question (given the timing of the ruling, vis-a-vis, the date of the conference); and discuss handling coalition dynamics.

### Reasonable Accommodations, Assistance Animals, and Criminal Records
- **(Osceola)**
- **Facilitator:** Jim Stowe

This workshop will explore legal issues relating to obligations to make reasonable accommodations for assistance animals under the Fair Housing Act, and provide insight on issues that may arise when housing providers use arrest and criminal history records to screen applicants and tenants. Attendees will have an opportunity to learn the legal underpinnings on these issues and to ask questions.

### 11:45 AM - 1:00 PM
**SESSION TITLE:**

**LUNCH PLENARY | Lakeside Ballroom**

**SPEAKERS**

**Call HUD: Because Sexual Harassment in Housing is Illegal**
- **Anna Maria Farías,** Assistant Secretary, Fair Housing and Equal Opportunity
- **DeAndra Cullen, J.D.,** Acting Deputy Assistant Secretary
- **Facilitator:** Alisa Warren

Join HUD’s Assistant Secretary Anna Maria Farías and Acting Deputy Assistant Secretary DeAndra Cullen as they share information regarding the current work of the Office of Fair Housing and Equal Opportunity and HUD’s Sexual Harassment Prevention Training Initiative. In April, HUD launched its Sexual Harassment Prevention Training that focuses on how to address and prevent sexual and other discriminatory harassment in housing. Assistant Secretary Farías will address HUD’s Fair Housing and Equal Opportunity’s work and Acting Deputy Assistant Secretary Cullen will provide an overview of the Training Initiative.

### 1:15 PM - 2:30 PM
**SESSION TITLE:**

**BREAKOUT SESSIONS**

**SPEAKERS**

**Wealth Disparities in Communities of Color**
- **Dedrick Asante-Muhammad,** Chief of Equity and Inclusion, National Community Reinvestment Coalition
- **Marjorie Nemes-Galaza,** Latina Economic Development Center (LEDC)
- **Christina Brooks,** Diversity and Inclusion Officer, City of South Bend, Indiana
- **Facilitator:** Jean Kelleher

A deeper understanding of the depth and breadth of racial economic inequality and how holistic local interventions can help provide a foundation of financial security for economically disenfranchised communities.

**Human Trafficking: Hidden in Plain Sight**
- **Renée Battle-Brooks,** Executive Director, Prince George’s County Human Relations Commission
- **Cheryl Banks,** Community Educator, Domestic Violence and Sexual Assault Center at University of Maryland Prince George’s Hospital Center
- **Facilitator:** Merrill Smith

The workshop will provide insight into the human trafficking industry from the perspective of health care and the State’s Attorney Office. Review of case studies will highlight the dynamics involved in human trafficking.
### Legal Updates (Orange)

**Taylor B. Alsobrooks**, Attorney, U.S. Dept. of Housing and Urban Development, Office of Regional Counsel, Region VI  
**Michael Farrell**, Director, Miami District Office Director, U.S. Equal Employment Opportunity Commission  
**Facilitator: Rue Landau**

Attorney Alsobrooks will explore pertinent civil rights laws in her presentation "Legal Landscape of Housing Civil Rights: A Policy and Case Law Update."

Director Farrell will provide an update of the most recent EEOC Policy Guidance and EEO Federal Court decisions.

### Advancing Diversity in an Organization and in Communities (Osceola)

**Elana Powell**, Certified Diversity Professional, Partner Engagement and Development Lead, National Diversity Council  
**Facilitator: Tamie Dixon-Tatum**

This workshop will explore best practices on how to create a diverse and inclusive work environment internally and how your organization can utilize these practices to influence your local communities.

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<td>3:00 PM - 5:00 PM</td>
<td><strong>PLENARY SESSION</strong></td>
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<td><strong>SESSION TITLE</strong></td>
<td><strong>SPEAKER</strong></td>
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| Manage and Reduce Implicit Bias | Dr. Bryant T. Marks, Sr., Founding Director & Principal Trainer, National Training Institute on Race and Equity  
   **Facilitator: Robin Toma** | Join Dr. Marks as he shows us ways to thoughtfully manage and reduce our inherent implicit bias. |
| 6:00 PM - 8:00 PM | **City of Orlando’s Reception (Hotel rooftop)** | **Music by: DJ Kyle LaRue** |

### TUESDAY, AUGUST 20, 2019

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<tr>
<td>7:30 AM - 8:30 AM</td>
<td>Continental Breakfast</td>
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<td>8:30 AM - 9:30 AM</td>
<td><strong>PLENARY SESSION</strong></td>
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<td><strong>SESSION TITLE</strong></td>
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| Practicing Civic Courage in Difficult Times: Lessons from the Front Lines | Martha McCoy, Executive Director, Everyday Democracy  
   **Facilitator: Jim Stowe** | This is a critical time to fight for human rights. Hate speech and hate crimes are increasing, spurred by racist rhetoric that has become more commonplace than in many years. With economic inequities growing, scapegoating has become more widely accepted, further fueling social distrust and hindering our collective ability to address the real challenges we face. The presentation will share inspiring stories and lessons from several leaders on the front lines in their local communities. |
| 9:45 AM - 10:15 AM | **REGIONAL MEETINGS** | **Lakeside Ballroom** |
| Atlantic Region, Jim Stowe, Regional Representative | Midwest Region, Diane Clements-Boyd, Regional Representative  
   Southern Region, Paul Valenti, Regional Representative  
   Western Region, Regional Representative | |
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<tr>
<th>Time</th>
<th>Session Title</th>
<th>Breakout Sessions</th>
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| 10:30 AM - 11:45 AM | **Empowered and Undivided by Our Different Religious Beliefs** *(Delaney)* | **Speakers & Panelists**
|               | Thania Diaz Clevenger, Esq., Civil Rights Director, Council on American Islamic Relations, Florida
|               | Imam Husman Bacchus, Islamic Center of Clermont, Florida
|               | Rabbi Michael Torop, Temple Beth-El, St. Petersburg, Florida
|               | E. Louis Canter, OEF, Director, Pastoral Care, St. Joseph Catholic Church, Lakeland, Florida
|               | Navtej Khalsa, Past President, Sikh Society of Central Florida, Inc.
|               | Rev. Ngan Ling Lung, Ordained Minister, United Church of Christ, Florida
|               | Facilitator: Paul Valenti
|               | The panel will begin with a historical overview of the use of the term hate crime and the history of legislating these crimes. The discussion will move to the sociological effects of hate crimes on communities and what has been the faith-based resistance to these hate movements. Moreover, the panel will examine the context in which hate movements are emerging now and what can communities do to stop them. |
|               | **Combating Sexual Harassment in Housing** *(Osceola)* | **Speakers & Panelists**
|               | Yohance A. Pettis, Deputy Chief, Civil Division, U.S. Attorney's Office, Middle District of Florida
|               | Facilitator: Jeff Lorick
|               | This will be a presentation on the Department of Justice's initiative to combat sexual harassment in housing pursuant to the Fair Housing Act. |
|               | **Racial Inequities and the Role of Local Government** *(Orange)* | **Speakers & Panelists**
|               | James E. Davis, Jr., Assistant Director, City of Durham Neighborhood Improvement Services, Human Relations Division/Community Relations Division, City of Durham
|               | Lynwood Best, Community Engagement Manager, City of Durham
|               | Laura Biediger, Community Engagement Strategist, City of Durham
|               | Facilitator: Jim Stowe
|               | This session will focus on past discrimination and inequities in municipalities' development projects continue to have inequitable outcomes, including segregation. To make this point, the presenters will show how Urban Renewal, economic dis-investment, placement of incinerators and dump sites, scarcity of trees planted, etc., has resulted in current economic distress and other adverse outcomes within certain communities. Discuss how equitable development must include deliberate efforts to engage. The session will also review the key components of the City of Durham's Equitable Community Engagement Blueprint and best practices towards equitable engagement. |
|               | **Emerging Trends: A Report from the Coasts** *(Citrus)* | **Speakers & Panelists**
|               | Carmelyn P. Malalis, Commissioner and Chair of the NYC Commission on Human Rights
|               | Kevin Kish, Director, California Department of Fair Employment and Housing
|               | Facilitator: Robin Toma
|               | California's Department of Fair Employment and Housing (DFEH) and NYC's Commission on Human Rights (NYCCHR) join together to discuss emerging areas of development under their local laws, and trends they are seeing emerge in light of the current federal political climate. The discussion will center on how the two agencies are interpreting existing protections under their laws in innovative ways to combat discrimination, focusing primarily on religion, race, color, alienage/citizenship/immigration status, and rational origin. |
TUESDAY, AUGUST 20, 2019 – CONTINUED

12:00 PM - 1:30 PM

PLENARY LUNCHEON SESSION | Lakeside Ballroom
(IAOHRA Awards & Honoring Local Civil Rights Leaders)

SESSION TITLE
The History of Redlining in America

SPAKER
David J. Harris, Managing Director, Charles Hamilton Houston Institute for Race and Justice at Harvard University
Facilitators: Alisa Warren and Gwendolyn Wiggins

The film “Segregated By Design” examines the forgotten history of how our federal, state and local governments unconstitutionally segregated every major metropolitan area in America through law and policy. Dr. Harris will offer insight on strategies to undo discriminatory practices that have riddled American cities.

1:45 PM - 3:15 PM

PLENARY SESSION | Lakeside Ballroom

SESSION TITLE
Trends in Hate & Extremism: From Real Places to Virtual Spaces

SPAKERS
Brian Levin, Director, Center for the Study of Hate & Extremism, California State University, San Bernardino
Nadia Aziz, Interim Co-Director and Policy Counsel, Stop Hate Project, Lawyer’s Committee for Civil Rights Under Law
Marshall Wong, Sr., Intergroup Relations Specialists, L.A. County Commission on Human Relations
Facilitator: Robin Torna

This presentation will examine various trends in crime, social science and digital data about what are emerging risk factors in respect to hate crime and extremism.

3:30 PM - 5:30 PM

IAOHRA ANNUAL MEETING (Open to All Member Agencies) | Delaney
Elections, Resolutions, and other organizational actions

Presiding: Robin Torna, IAOHRA President

Enjoy Orlando on your own!

WEDNESDAY, AUGUST 21, 2019

7:30 AM - 8:30 AM

Continental Breakfast

The Honorable Patty Sheehan, Orlando City Commissioner, District 4
Facilitators: Carol Johnson and Gwendolyn Wiggins

Civil Rights Bus Tour (Bus Departs)

PULSE NIGHTCLUB MEMORIAL
The Pulse Memorial is a sanctuary of quiet reflection and love dedicated to honoring the senseless loss of innocent life and remembering the horrible attack that occurred on June 12, 2016.

HARRY T. & HARRIETTE V. MOORE CULTURAL PARK & MUSEUM
The 11.93-acre park is dedicated to the life and legacy of civil rights torch bearers Harry T. and Harriette V. Moore and is built on their original home site. The two were civil rights giants of the modern civil rights movement in Central Florida and throughout the state. The two were slain in 1951 when a bomb exploded on Christmas night in an attempt to stop the progress fought for by the Moores...it was “The Bomb Heard around the World,” one writer recorded.

The guided tour will allow members to explore Central Florida’s civil rights history, see a replica of the Moore’s home and learn about the tireless efforts of Harry and Harriette and other civil rights leaders through the artifacts, memorabilia and outreach exhibits.
### WEDNESDAY, AUGUST 21, 2019 – CONTINUED

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<th>Time</th>
<th>Event Description</th>
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<tr>
<td>1:15 PM</td>
<td>Lunch at Dixie Crossroads Restaurant</td>
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<tr>
<td>5:00 PM</td>
<td>Return to Hotel</td>
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<tr>
<td>7:00 PM</td>
<td>**FIRESIDE CHAT WITH CIVIL RIGHTS LEGENDS</td>
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### THURSDAY, AUGUST 22, 2019

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<tr>
<th>Time</th>
<th>Event Description</th>
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<tr>
<td>7:30 AM - 8:30 AM</td>
<td>Continental Breakfast</td>
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### CLOSING PLENARY SESSIONS | Lakeside Ballroom

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<tr>
<th>Session Title</th>
<th>Speaker(s)</th>
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<tr>
<td><strong>8:30 AM - 9:30 AM</strong> Florida’s Stand Your Ground Law: The Politics, The Law and Human Rights</td>
<td>Kenneth B. Nunn, Esq., Professor of Law, University of Florida Levin College of Law&lt;br&gt;Facilitator: Jim Stowe&lt;br&gt;This talk will discuss the operation of Florida’s Stand Your Ground Law, its origins, and human rights consequences. Particular attention will be paid to legal issues that may implicate human rights questions in Florida and other jurisdictions with similar provisions.</td>
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<td><strong>9:45 AM - 11:00 AM</strong> State and Local Best Practices</td>
<td>Randy Duque, Deputy Director, Philadelphia Commission on Human Relations&lt;br&gt;Chad Lassiter, MSW, Executive Director, PA Human Relations Commission&lt;br&gt;Nikki Quintana, Esq., Executive Director, Fort Wayne Metropolitan Human Relations Commission&lt;br&gt;Facilitator: Diane Clements-Boyd&lt;br&gt;A panel discussion on best practices from agencies that are on the cutting-edge of addressing human relations or intergroup conflict as well as civil rights enforcement.</td>
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### 11:30 AM | CONFERENCE ADJOURN
PRESENTERS
Taylor B. Alsobrooks is an attorney with the U.S. Department of Housing and Urban Development, Region VI, in Fort Worth, Texas, where she primarily works in fair housing discrimination and the enforcement of the Fair Housing Act. Prior to joining HUD, Taylor interned at the Texas Civil Rights Project, the U.S. Dept. of Justice, Executive Office of Immigration Review, the Univ. of Mississippi Low Income Housing Civil Legal Clinic, among others. Taylor graduated summa cum laude with B.A. degrees in Spanish and Political Science from Auburn University, and received her Juris Doctor cum laude from the University of Mississippi School of Law.

Dr. Agustin V. Arbulu is the chief executive officer of the Michigan Department of Civil Rights (MDCR) and a member of the cabinet of Governor Gretchen Whitmer of Michigan. He oversees a statewide workforce of approximately 100, an annual budget of over $17 million and three offices in Lansing, Grand Rapids and Detroit. MDCR serves as the operational arm of the Michigan Civil Rights Commission, enforcing the Elliott-Larsen Civil Rights Act and related disability laws in Michigan.

Dr. Arbulu also serves as Chair of the State Advisory Committee for the U.S. Commission on Civil Rights. During his tenure at MDCR, the Commission released its groundbreaking 2017 report, The Flint Water Crisis: Systemic Racism Through the Lens of Flint. Dr. Arbulu is also leading an initiative centered on embedding racial equity within local government to reduce disparities affecting underserved communities.

Before joining MDCR, Dr. Arbulu held various senior management positions in an integrative, post-acute care network aimed at reducing re-hospitalization and maximizing patient satisfaction. Dr. Arbulu earned an executive doctorate degree in management from Case Western Reserve University’s Weatherhead School of Management. He also holds two MBAs – the first from Thunderbird School of Global Management and the second from Lawrence Technological University - as well as a JD from University of Detroit School of Law and an LLM in Taxation from New York University Law School.

Dr. Arbulu has been involved in a variety of civic and community organizations. He was President and Founder of the Hispanic Bar of Michigan and Hispanic Business Alliance and has served on a number of boards including Boys and Girls Clubs of Southeastern Michigan, Leadership Detroit and Lyric Chamber Ensemble. He is a member of the Board of Trustees of St. Joseph-Oakland Hospital, a part of Trinity Health System.

In 2013 Dr. Arbulu was appointed to the Civil Rights Commission by Governor Snyder and held the office of Secretary and member of the Executive Council until October of 2015.

Dedrick Asante-Muhammad is Chief of Equity and Inclusion at NCRC, the National Community Reinvestment Coalition. He oversees NCRC's Fair Housing, Fair Lending and Small Business programs. Dedrick is known for his racial economic inequality analysis particularly as it relates to the racial wealth divide.
Dedrick comes from Prosperity Now where he was Senior Fellow and founder of the Racial Wealth Divide Initiative. Before Prosperity Now, Dedrick worked for the NAACP, where he was the Sr. Director of the Economic Department and Executive Director of the Financial Freedom Center. Dedrick has also worked for Rev. Al Sharpton’s National Action Network and the Institute for Policy Studies.

Nadia Aziz serves as Interim Co-Director and Policy Counsel of the Stop Hate Project at the Lawyers’ Committee for Civil Rights Under Law. The Lawyers’ Committee, which was founded in 1963 at the request of President John F. Kennedy, is one of the nation’s leading civil rights and racial justice organizations. Nadia works to strengthen the capacity of communities to combat hate. In doing so, she works to ensure resources and response to hate crime are directly responsive to the needs identified by survivors and communities directly impacted by hate. Prior to joining the Lawyers’ Committee in 2017, Nadia worked at the Arab American Institute in Washington, DC as Director of Government Relations where she represented the interests of nearly 3.7 million Arab Americans to their elected and public officials. Nadia is a graduate of Clemson University and Charlotte School of Law. She writes and speaks on issues relating to the representation of minorities in politics, hate crimes, and the securitization of communities of color. She is licensed to practice law in North Carolina.

Cheryl Banks has worked as a Community Educator on sexual violence since 1976. She has been the Community Educator/Volunteer Coordinator at the Domestic Violence/Sexual Assault Center at UM Prince George’s Hospital Center since 1992, providing training for police, medical personnel, social workers, attorneys, and many other professionals, as well as hundreds of presentations to elementary, middle and high school students and community members.

Ms. Banks is also an instructor for the NOVA (National Organization for Victim Assistance) Victim Assistance Academy and an advisor for NOVA’s National Advocacy Leadership Center.

For 25 years (1989-2014) Ms. Banks served as a consultant to the Montgomery County, MD Department of Health and Human Services Child Welfare Program. She worked with Montgomery County Child Welfare Services to develop programs and trainings for child care providers, teachers, guidance counselors, clergy and other professional organizations on child abuse and neglect.

Ms. Banks also worked with the Montgomery County Victim Assistance and Sexual Assault Program (1989-2015) to develop trainings and presentations on sexual assault and acquaintance rape. In twenty six years, she has successfully delivered nearly 4,000 sexual assault prevention presentations to over 100,000 high school and college students.

She has a B.S. in Education from Miami University, Oxford, Ohio.

Renée Battle-Brooks attended Middle East University in Beirut, Lebanon and earned her Bachelor of Science degree in Business Administration from Columbia Union College, now Washington Adventist University, in Takoma Park, Maryland. Ms. Battle-Brooks earned her Juris Doctor at the University Of Baltimore School Of Law. She worked for a number of years at the with the Public Defend-
er’s Office for the State of Maryland and subsequently spent nearly nineteen years as an Assistant State’s Attorney for Prince George’s County, Maryland. Her duties have included Chief of the Child Abuse and Sexual Assault and Vulnerable Adult Unit where she prosecuted those who sought to harm children, including sexual exploitation and child pornography cases. Her final assignment in the Office of the State’s Attorney was serving on the Community Prosecution team where she dealt with a variety of issues to include human trafficking and other community issues.

In December 2019, Ms. Battle-Brooks began a new assignment as she was appointed the Executive Director of the Prince George’s County Human Relations Commission. The Human Relations Commission is the county’s civil and human rights education and enforcement agency and is responsible for eradicating discrimination in all forms for all who work, live, play and visit within the boundaries of Prince George’s County. Additionally, the Human Relations Commission is responsible for organizing and managing the task force identifying and recovering victims of human trafficking, increasing prosecution of traffickers and education the public in its role as the chair of the Prince George’s Human Trafficking Task Force. Finally, the Human Relations Commission is responsible for overseeing initiatives that protect through legal representation county residents in federal custody under threat of deportation and is responsible for developing, implementing and enforcing an equal language access protocol for all residents to access equally county agencies, programs and benefits.

**Lynwood D. Best** is a public servant who has been employed by the City of Durham for 22 years. He has over 30 years of work experience in housing and community involvement. Lynwood loves working with community members to achieve their goals. He is committed to make Durham a city that anyone would love to live in. He earned an undergraduate degree in Business Administration with a concentration in Accounting and a Master of Public Administration from North Carolina Central University. In 2014 the PAC 3 Executive Committee initiated the "Lynwood Best Award"—named in honor of the first recipient—to recognize a resident of District 3 or City Employee for their outstanding leadership, service, and dedication to promoting sustainable solutions to reduce crime and improve the quality of life for residents in Durham’s District 3.

**Laura Biediger** is a Community Engagement Coordinator with the City of Durham. She is passionate about connecting people, organizing towards a strategic goal, and fostering an environment of learning and innovation. She created and manages the City’s Neighborhood Matching Grant program and co-authored the City’s Equitable Community Engagement Blueprint. Laura currently serves as the Chair and South Region Representative on Code for America’s National Advisory Council, Code for America 2019 Community Fellow, and a Brigade Organizer with Code for Durham. She received her MPA and BA from the University of North Carolina at Chapel Hill.
William F. Billingsley, III (Frank) was appointed Chief of Staff by Orlando Mayor Buddy Dyer in November 2010. As Chief of Staff, he serves as a liaison between the Mayor’s Office, City Commissioners and community partners, identifying emerging issues of importance to the City and its residents and advising on ways to address them.

Billingsley is responsible for directing the staff of the City’s Executive Offices on implementation of major policy initiatives and for ensuring the vision and goals for the City correspond with those of residents and community partners.

Under Mayor Dyer’s leadership, Orlando has emerged as America’s new home for inclusiveness and diversity, opportunity and quality of life.

The City’s unity was on display following the June 12, 2016, Pulse Night Club tragedy that took the lives of 49 people and injured more than 50. Mayor Dyer vowed that Orlando would not be defined by one hateful act and the community responded with love and compassion.

Through a culture of collaboration, Mayor Dyer and the City have had a series of remarkable, transformational accomplishments, like the Lake Nona Medical City, which is home to some of the nation’s leading hospitals, universities, research institutions and health and science companies. Similarly, a new University of Central Florida-Valencia College campus in Downtown Orlando will anchor the Creative Village innovation cluster, which will benefit all of Central Florida.

The accomplishments include the opening of three community venues – the Amway Center, the Dr. Phillips Center for the Performing Arts and Camping World Stadium – and a new Major League Soccer Stadium, all in Downtown Orlando. Successes under Mayor Dyer also include SunRail, Central Florida’s first commuter rail system, and the revitalization of Downtown Orlando with investment, jobs and quality of life amenities.

Billingsley started with the City of Orlando in 1994 and previously served as the Director of Economic Development, the Executive Director of the Downtown Development Board and Community Redevelopment Agency and the Director of the Office of Permitting Services.

Christina Brooks is a results-driven diversity and inclusion professional with twenty years of experience working with underrepresented populations in public, private, local, national and international settings.

Ten years of her experience is grounded in organizational inclusion policy and process change. As the City’s first Diversity and Inclusion Officer and LGBTQ liaison, she is responsible for overseeing the creation and implementation of inclusive workforce, workplace, talent, community and diversity purchasing policy development and programs. Before joining the Mayor’s Office as the first Diversity and Inclusion Officer for the City of South Bend, she held positions at Notre Dame in the Gigot Center for Entrepreneurial Studies, Undergraduate Admissions, TRIO Programs, and Human Resources as Notre Dame’s first Program Manager for Staff Diversity Recruiting. Prior to that Christina was the co-founder and Executive Director of Brooks Running Start Foundation in Washington, D.C. which focused on inner-city youth development. She also held leadership positions for the A. Phillip Randolph Institute, Tulsa, Oklahoma Chapter, and School Redesign Task Force with Tulsa Public Schools. Locally, Christina’s other leadership positions include, Board of Directors for Goodwill Industries of Michiana, Black Catholic Advi-
sory Board-Diocese of Ft. Wayne/South Bend, Community for Peace and Nonviolence, and Black Faculty and Staff Association, University of Notre Dame. Christina holds a bachelor’s degree from Indiana University at South Bend with concentrations in Political Science and History and a Master’s in Non Profit Administration from Mendoza College of Business, University of Notre Dame. Christina also holds Contract Compliance Associate certification from Morgan State University. She is married to her best friend of nearly 30 years, Reggie Brooks, and together, they have five children.

**Josh Boatwright**, Marketing Project Coordinator, Pinellas County Marketing & Communications. Josh manages long-term public information campaigns aimed at fostering open communication with the public and trust in local government. A professional Accredited in Public Relations, Josh has led successful public education efforts on the renewal of the Penny for Pinellas 1% infrastructure sales tax, the fiscal impact of Florida Amendment 1, hurricane season preparedness, animal welfare and other issues. He currently chairs the Public Information Subcommittee for Pinellas County’s Complete Count Committee, a coalition of government, nonprofit and community leaders focused on ensuring everyone is counted in the 2020 Census. His professional experience spans more than 13 years in journalism, teaching and government public relations. Josh lives in St. Petersburg, FL, with his wife and two young boys.

**Louis Canter**, OEF is a Pastoral Assistant for Saint Joseph Catholic Church in Lakeland, Florida. He is a member of the Order of Ecumenical Franciscans and founder of Franciscan Ministry of Peace. Louis has been involved with ecumenical and interfaith dialogue. His work as a composer and concert artist for International Liturgical Publications has offered him a wide variety of opportunities for dialogue with many faith communities. He assists the diocese as a representative on the board for the Interfaith Council of Central Florida. He is a member of the National Association of Lay Ministry, the National Association of Pastoral Musicians, and the Federation of Diocesan Liturgical Commissions, published composer with Oregon Catholic Press, World Library Publications and International Liturgical Publications. He also sits on the Diocesan Music Committee and the Diocesan Liturgical Commission for the diocese of Orlando.

**Thania Diaz Clevenger Esq.**
Since December 2011, Thania Diaz Clevenger has served as CAIR-Florida’s Civil Rights Director. Thania directs CAIR-Florida’s legal program that fields hundreds of yearly complaints on a broad range of civil liberties issues. She manages staff attorneys, support staff, and student interns. She also oversees the organization’s litigation docket, determines case strategies, implements the department’s proactive programs, and conducts “Know Your Rights” seminars throughout Florida. Thania is honored to lead the organization in its mission to protect the civil liberties of all Americans through legal advocacy.
Ms. Clevenger was born and raised in Key West, Florida. Her parents, who were entrepreneurs in the restaurant industry, taught her the value of hard work and persistence. As Cuban immigrants who lived under a communist regime, they also taught her to treasure and defend the freedom and equality that they found in the United States.

Thania graduated Magna Cum Laude from Saint Leo University with a degree in Criminal Justice. She subsequently graduated from Stetson University College of Law where she received an award for her outstanding commitment to community service and many hours of pro bono work. Thania was admitted to the Florida Bar in July 2012.

During her time at Stetson University College of Law, Thania rediscovered her passion for justice and equality and she concentrated her studies on the protection and furtherance of civil rights. She participated in a formative, experience-based travel course centering on the role of the judiciary in the Civil Rights Movement. Along with her class, Thania travelled the American South and visited cities with connections to the Civil Rights Movement. She had many moving, personal conversations with Freedom Riders, activists, civil rights lawyers, and others involved in the Movement.

These experiences cemented Thania’s commitment to advocate for equality and the protection of civil rights.

Prior to joining CAIR-Florida, Thania was a member of the Equal Employment Opportunity Commission where she investigated employment discrimination claims.

During her free time, Thania enjoys spending quality time with her family in the Tampa Bay Area.

DeAndra J. Cullen, J.D. is the Acting Deputy Assistant Secretary for the U.S. Department of Housing and Urban Development (HUD), Office of Fair Housing and Equal Opportunity (FHEO). This office leads the federal efforts to end housing discrimination and promote equal access to opportunity by administering and enforcing civil rights laws and educating the public on fair housing rights and responsibilities. DeAndra has oversight of three divisions: 1) Policy and Legislative Initiatives, 2) Program Standards and Compliance, and 3) Education and Outreach. Her office also oversees the HUD-wide Limited English Proficiency (LEP) program. In her capacity, DeAndra supports the Assistant Secretary on all mission-critical civil rights activities. Her office is responsible for fair housing policy development, education and outreach activities, and media and press coordination. She coordinates fair housing policy issues with the Assistant Secretary and, at the direction of the Assistant Secretary, formulates department-wide strategic plans, program objectives, policies and standards in support of policy objectives. Under DeAndra’s leadership, OPILO prepares the Assistant Secretary for fair housing policy planning guidance for HUD; serves as the senior executive on policy, legislative initiatives and national outreach; supports the Assistant Secretary and other Department Heads in the execution of their statutory civil rights responsibilities; acts as directed for the Assistant Secretary and other senior officials and agencies of the United States Government, as well as conduct national outreach to civil rights allies, partners and the public.

DeAndra has a law degree from Maurer School of Law-Indiana University in Bloomington. She has a Bachelor of Science degree in economics from North
Carolina A&T State University in Greensboro. She is the recipient of several honors including the Trumpet Awards Foundation High Heels in High Places Award for excellence in civil rights, Secretary’s Exceptional Achievement Award from the U.S. Department of Labor, and the Assistant Secretary Distinguished Award in recognition of excellence, hard work and commitment to the mission of HUD.

**James E. Davis, Jr.** has worked in the human relations field for over 18 years. His work has included enforcement of the federal and local fair housing laws, choreographing human relations-related forums and programming, and instituting actions to address impediments to equity for individuals with disabilities. Prior to launching his career in human relations, he earned an undergraduate degree in accounting from Knoxville College (TN) and a law degree from the University of Tennessee. Other experiences include serving as a Disease Intervention Specialist for a local health department where he was trained to counsel newly diagnosed HIV patients and their contacts. He also served as a volunteer on various boards that addressed such issues as health disparities, teen pregnancy, and access for individuals with disabilities. These experiences, coupled with personal experiences, has instilled within him a passion to promote equal access and opportunities for all demographics. James currently serves as an Assistant Director for the Department of Neighborhood Improvement Services where he provides strategic direction for the Human Relations and Community Engagement divisions.

**Randy Duque** is the Deputy Director for the Philadelphia Commission on Human Relations (PCHR) in which he oversees the operations of the Community Relations Division. As an expert in conflict resolution and management, Duque has mediated cases in family and neighborhood disputes, workplace issues, intergroup conflicts, and international military affairs. He has designed and conducts trainings locally, nationally, and internationally to a variety of audiences, such as, local law enforcers, international government officials, religious leaders, and community stakeholders in a multitude of conflict subject matters including mediation, conflict resolution, restorative justice, critical incident response and de-escalation; intractable conflict, intercultural communication and conflict; implicit bias and cultural competency; and conflict coaching. He has also guest lectured at various universities and colleges nationally and internationally and was also an adjunct professor for the College of Psychological Studies in Education at Temple University.

As Deputy Director, Randy Duque works on various collaborative issues and initiatives with groups, organizations, and agencies from the grass root to federal levels. His responsibilities cover a wide range of areas including civil rights and race relations; immigrant and refugee issues; victim services; anti-violence initiatives; police-community relations; conflict intervention; and issues relating to changing neighborhoods. Duque also chairs an interagency civil rights taskforce that brings local organizations and governmental agencies together to discuss civil rights trends and issues that are affecting the local community. In addition, he has led the effort to create and chair the Philadelphia Civil Rights Rapid Response Team—an interdisciplinary group of civil rights focused individuals from city, state, and federal agencies, the school district, and advocacy groups—that
focus on responding to hate crime and bias incidents; as well as, to educate stakeholders about various related topics. Through Duque’s work and leadership, PCHR was presented the 2016 FBI Director’s Community Leadership Award; and in 2018, he received the PA Governor’s Advisory Commission on Asian Pacific American Affairs “Outstanding Asian Americans and Pacific Islanders” recognition; the Mastery Charter School, Thomas Elementary “Community Partner of the Year” award; and was bestowed a knighthood by the Knights of Rizal – a prestigious organization officially recognized by the Philippine government. Prominent members include the presidents in the Philippines’ history and foreign recipients including King Juan Carlos I of Spain and Henry Kissinger.

Randy Duque’s education and experience covers a full spectrum of conflict theory and practice. He received his master’s degree in Applied Communication and Conflict Processes through the School of Allied Health Professions at Temple University; is a practitioner and instructor in a traditional style of Kung Fu and student of Filipino martial arts; is a past president for the Association for Conflict Resolution – Greater Philadelphia Chapter; and served ten years in the infantry with the Pennsylvania Army National Guard. In his spare time, he plays bass and other instruments for a blues based jam band, the 24th Street Band (a classic rock trio), and the Philippine Folk Arts Society, Inc. Rondalla Ensemble.

Leilani Farha, the UN Special Rapporteur on the Right to Adequate Housing, the world’s top watchdog on housing, has set out to reignite the idea that housing is a social good not an asset or commodity. In the role since 2014, Farha has presented reports to the UN on homelessness, the connection between housing and life itself, and the treatment of housing as a commodity and its consequences for people who are poor as well as the middle class. She has traveled to India, Chile, Portugal among other places to investigate whether governments are meeting their human rights obligations with respect to housing. Farha launched a new initiative called The Shift, a global movement which calls for everyone to approach housing as a human right, not a commodity. A lawyer by training, Farha has worked to advance the rights of poor and marginalized groups throughout her career. She is the Executive Director of the NGO Canada Without Poverty and was instrumental in launching a historic constitutional challenge to government inaction in the face of rising homelessness in Canada. She was awarded an honorary doctorate by a Canadian university in recognition of her work, the Barbra Schlifer Award for her commitment to advancing women’s rights, and most recently the Jack Layton Social Progress Award for Leadership.

Anna María Farías serves as the Assistant Secretary for Fair Housing and Equal Opportunity (FHEO) at the Department of Housing and Urban Development (HUD), where she leads the President’s efforts to combat housing discrimination and promote equal opportunity throughout the nation. Since assuming her current position, Ms. Farías has secured an increase in funding to FHEO partner agencies to conduct fair housing enforcement and education and outreach activities; led the Department’s increased focus on addressing discriminatory sexual harassment in housing; stepped up HUD’s efforts to fight discrimination against families with children; strengthened the Department’s commitment to combating discrimination impacting persons with
disabilities; and expanded FHEO’s determination to take on other forms of discrimination that prevent some individuals and families from obtaining the housing of their choice. During her previous tenure at HUD, from 2001 to 2008, Ms. Farias served in several capacities, including Senior Counsel to former HUD Secretary Mel Martinez, Deputy Assistant Secretary for Special Initiatives, Deputy Assistant Secretary for Grant Programs (CDBG), and Director of the Center for Faith-Based and Community Initiatives.

Michael Farrell has worked exclusively in the area of labor and employment law in both Florida and California for over twenty years. Mr. Farrell received a Bachelor’s Degree in Business Administration from Georgetown University and his Juris Doctor Degree from the University of Miami. He has worked for the Miami District Office of the U.S. Equal Employment Opportunity Commission (the “EEOC”) in a variety of different roles including Investigator, Trial Attorney, Supervisory Trial Attorney and Acting Regional Attorney. He also served as a Supervisory Trial Attorney for the EEOC’s Los Angeles District Office. During his career, Mr. Farrell also worked in private practice for Jill S. Schwartz & Associates, P.A. in both Orlando and Miami handling a wide variety of employment matters for both employers and employees including FLSA claims, Unfair Labor Practices, EEO claims and Retaliation cases under Florida’s Whistleblower Statutes. In addition, Mr. Farrell owned and operated his own employment law firm in Miami Beach, Florida, from 2012 through 2015. In February of 2016, Mr. Farrell returned to work for the EEOC and currently serves as the District Director for the EEOC’s Miami District Office.

David Harris has been the managing director of the Charles Hamilton Houston Institute for Race and Justice since 2006. Under his leadership, the Houston Institute has created a national platform with its Houston/Marshall Plan for Community Justice, an initiative that seeks to change the way public policy is conceived and implemented. The project is designed to amplify the voices, knowledge and expertise of people living in communities devastated by decades of underdevelopment wrought by the war on crime and war on drugs.

David has extensive experience in many facets of civil rights issues, from police practices, to redistricting and domestic violence, as well as voting rights, fair housing, community development and justice reform. He is recognized as a leading voice for civil rights in the Boston region and has spoken extensively at local, regional and national forums on civil rights and justice, regional equity, fair housing, and the complex challenges facing American society in the 21st century. Prior to his current position he served as founding executive director of the Fair Housing Center of Greater Boston. During his tenure, the Fair Housing Center became nationally recognized among fair housing organizations. The center’s work generated several original analyses of housing discrimination patterns in Greater Boston and the organization became a leading force for fair housing and regional equity. He previously served with the U.S. Department of Housing and Urban Development (HUD) and with the U.S. Commission on Civil Rights. His cases at HUD, including the landmark Jane Doe v. BHA, garnered some of the largest damage awards and most extensive affirmative relief in New England. While at the
Commission on Civil Rights he conducted studies of the civil rights implications of domestic violence in Connecticut, legislative redistricting in Rhode Island and highway construction on integrated neighborhoods. He holds a Ph.D. in sociology from Harvard University and a B.A. from Georgetown University. He has served as adjunct faculty at Cambridge College and a lecturer at Harvard Law School. He currently serves as the Chair of the Massachusetts Advisory Committee to the U.S. Commission on Civil Rights and as Vice Chair of the Unitarian Universalist Urban Ministry.

**Alfredo Hernandez** was born and raised in Panama. He moved to the United States in 1990 after graduating from high school and joined the US ARMY at the age of twenty. He spent 5 years stationed in Hawaii before moving to Illinois in 1997 and Michigan in 1998. Alfredo obtained his bachelor’s degree in Liberal Studies and Philosophy at Grand Valley State University where his work, Language, Culture, Perception and Knowledge, was published in the McNair Scholar Journal. He pursued his graduate studies at Western Michigan University where he earned a master’s degree in Comparative Religion. As a McNair Scholar and Thurgood Marshall Fellowship Recipient, Alfredo believes that knowledge of our history and culture help us understand how we experience our experiences and the variables that shape inclusive and exclusive practices. Alfredo has worked in the field of equity for numerous years developing inclusive strategies for organizational change; he teaches philosophy and anthropology courses at the College level, and he is currently the Equity Officer for the Michigan Department of Civil Rights.

**Imam Husman Bacchus** resided in New York City from 1980 to 2004, before relocating to Florida. He currently resides in Clermont, Florida and is the Religious Director and Imam of the Islamic Center of Clermont. He is a Director of CAIR, Orlando and a Volunteer Chaplain of the Federal Correctional Complex, located in Coleman, Florida. Before establishing the Islamic Center, Imam Husman worked in the Corporate world. He likes to explain that the reason for his transition is because he feels he can better serve humanity in a religious capacity and setting.

**Tony Jenkins** is the Market President, Florida Blue, Central Florida region. In his appointed role as Market President, Tony is instrumental in leading this region in developing a business plan to increase and retain membership, enhance brand visibility and coordinate employee engagement. Prior to Florida Blue, Jenkins served as Director of Diversity for CSX Corporation, the largest rail network in the eastern United States. Before joining CSX, Jenkins spent 20 years with the Walt Disney World Company in various management roles. Tony is very active in the Orlando Community. He is the past Chair for both United Arts of Central Florida and Leadership Orlando Class 89. He also serves on the Orlando Economic Partnership, Central Florida Foundation and he is a Board Trustee at Stetson University.

In January 2014, Tony was appointed by Governor Rick Scott to serve on the Florida Commission on Hu-
man Relations (FCHR). The Commission possesses policy-making responsibilities to identify and eliminate unlawful discrimination in employment, housing and public accommodations in the State.

He holds a Bachelor of Arts in Hospitality Management from Morris Brown College in Atlanta, GA. Florida Blue is a leader in Florida’s health industry. Since 1944, our members have counted on us to continuously develop better solutions that promote more affordable health care across the state. Our mission is central to all that we do. Helping people in their pursuit of health reflects Florida Blue’s commitment to ensuring affordable plans, providing personal support for health and wellness and building strong communities that enable health and wellness for all Floridians. Florida Blue is a not-for-profit, policyholder-owned, tax-paying mutual company. Headquartered in Jacksonville, Fla., it is an independent licensee of the Blue Cross and Blue Shield Association, an association of independent Blue Cross and Blue Shield companies.

JoAnn Kamuf Ward is the Director of the Human Rights in the U.S. Project at the Columbia Law School Human Rights Institute, where she is a lecturer-in-law and a supervisor in the Human Rights Clinic. Ms. Ward focuses on promoting the use of human rights standards and strategies to foster racial, gender, and socioeconomic justice in the United States. Her work aims to strengthen awareness of human rights and to build domestic mechanisms to monitor, promote, and implement human rights. This includes research and writing, as well as international and domestic advocacy to improve access to basic rights, such as housing and sanitation, focusing on communities living in poverty. JoAnn engages in strategic litigation in domestic courts as well as advocacy at the Inter-American Commission on Human Rights (IACHR) to address systemic discrimination and inequality. She also leads the Institute’s efforts to create resources on state and local human rights implementation, and raise awareness of the value added of human rights in local governance. Prior to joining the Human Rights Institute, JoAnn worked in the general litigation group at Cleary Gottlieb Steen & Hamilton LLP, as well as an attorney at MFY Legal Services, Inc. Ms. Ward received her J.D., magna cum laude, Order of the Coif, from Fordham University School of Law in 2006. Ms. Ward’s publications include From Principles to Practice: The Role of US Mayors in Advancing Human Rights, in GLOBAL URBAN JUSTICE, published in June 2016; Using Human Rights Mechanisms of the United Nations to Advance Economic Justice in the Clearinghouse Review (2011) (with Risa Kaufman); and Human Rights Developments at the State and Local Level in the United States: A Bird’s-Eye View in The Pennsylvania Bar Association Quarterly (April 2016) (with Sarah Paoletti). Of particular interest to IAOHRA members is her recent article, Challenging a Climate of Hate and Fostering Inclusion: the Role of U.S. State and Local Human Rights Commissions, published in the Columbia Human Rights Law Review in the Fall of 2017.

Khalsa Navtej – No bio/photo

Willie Pearl Mackey King retired after six years as a Contractor for the U.S. Office of Compliance for Capitol Hill.

Ms. King retired from the U.S. Equal Employment Opportunity Commission after serving 32 years. She served as the Financial Manager for eleven years. Prior to becoming the Financial Manager for the Commission, she served as the Accounting Officer.
Ms. King worked for the Southern Christian Leadership Conference under the leadership of the late Dr. Martin Luther King, Jr. for four years — February 1962 until February 1966 — as a member of his Executive Staff. She performed a variety of administrative duties that included traveling with Dr. King across the country. While in Birmingham, Alabama with Dr. King, during the Direct Action Protest Movement, she typed and helped Dr. Wyatt Tee Walker transcribe the famous Birmingham Jail Letter. The Birmingham Jail Letter was transcribed and typed from newspaper edges, table napkins, toilet paper and whatever writing materials Dr. King could find.

Ms. King is a member of the Montgomery Hills Baptist Church of Silver Spring, Maryland and Chair of the Trustee Board. She served as Chair of the Deacon Board, Member Heritage and Hope Fund, and Teacher AGAPE Sunday School Class.


Ms. King attended at Dmercy College, Georgia State, University of Maryland, Montgomery College and LaSalle University. She earned a bachelor’s degree in business management.

Willie King is married and has one daughter, three grandchildren and two great grandchildren.

Kevin Kish is a civil rights attorney whose career has been dedicated to public service and advancing justice for disadvantaged communities. He was appointed by Governor Edmund G. Brown Jr. as Director of the California Department of Fair Employment and Housing (DFEH) in February 2015 and confirmed by the California Senate in January 2016. With 220 staff, DFEH is the largest state civil rights agency in the nation and is the institutional centerpiece of California’s commitment to protecting its residents from unlawful discrimination in employment, housing and public accommodations and from hate violence and human trafficking.

Prior to his appointment, Kish served as director of the Employment Rights Project at Bet Tzedek Legal Services, one of the nation’s premier public interest law firms. During his nine years at Bet Tzedek, Kish led the firm’s employment litigation, policy, and outreach initiatives. His cases focused on combating violations of minimum labor standards in low-wage industries and human trafficking for forced labor, and included individual and class-action lawsuits on behalf of workers in the garment, warehouse, carwash, trucking, restaurant, and janitorial industries, among others. He led trial and appellate teams in employment and trafficking suits. Among other important civil rights achievements, in 2009 Kish prevailed in the first civil case to reach a jury verdict under the California Trafficking Victims Protection Act.

Kish has been recognized for a creative approach to advocacy that complements legal strategies with innovative collaborations involving non-profit organizations, law schools, public agencies, industry leaders, and organizing campaigns. He has frequently been named to top-lawyer lists including California Lawyer’s “Super Lawyers” and the Daily Journal’s “Top 75 Labor and Employment Lawyers.” In 2016,
Kish was a recipient of the California Lawyer’s Clay “Attorney of the Year” Award.
Kish developed and taught an employment-law clinic at Loyola Law School. A graduate of Swarthmore College and Yale Law School, he began his legal career as a Skadden Fellow and as a law clerk for Judge Myron Thompson of the United States District Court for the Middle District of Alabama.

Kyle LaRue, TenShare Media, is a client-focused mobile DJ proprietorship based in Orlando, FL. Founder Kyle LaRue combines over 30 years experience as a radio announcer, club/mobile/radio mix show DJ, program producer and voiceover talent.
Kyle can be heard on Orlando’s Star 94.5 as host and DJ for “The Thunderstorm” on Friday nights...and also on hip-hop sister-station Power 95.3. Through the course of his radio career, Kyle has also held influential on-air and programming positions in Baltimore, MD and his native Philadelphia, PA.
Kyle has been moving crowds of all types as a DJ since the age of 15...having played for wedding receptions, private “basement” parties, capacity-filled warehouse-style dance clubs, intimate upscale jazz networking sets, and everything else imaginable.

Chad Dion Lassiter began serving as the Executive Director of Pennsylvania’s top civil rights agency on May 24, 2018. Mr. Lassiter came to the Commission with his expertise and passion for equality, fairness and human rights. He is mentored by the works and teachings of Dr. W.E.B. DuBois, Rev. Martin Luther King, Jr. and civil rights leader Ida B. Wells. Chad is eager to engage Pennsylvania in conversations to find solutions to the problems facing our Commonwealth and the Nation around these issues.
Chad Dion Lassiter brings all of his expertise and experience as a nationally recognized expert in the fields of American Race relations and violence prevention. His work in Africa, Canada, Haiti, Israel and Norway have led to his being called upon to provide trainings and presentations and to comment to various media on race relations, peace and poverty-related issues on both national and international stages.
Since joining PHRC, Mr. Lassiter has initiated a “NO HATE IN OUR STATE” town hall series, a “Social Justice Lecture Series”, a racial reduction response team and implemented the Lean Management program at PHRC. Chad has also scheduled several specific trainings for the staff to be better equipped to do their work including HUD and EEOC trainings and Implicit Bias training with the ADL. He has been consulted on not only legislation directly related to PHRA but has offered his expertise to community and school trauma legislation and is working on prison reform. Recently from suggestions made by Mr. Lassiter, the Department of Corrections began making arts and crafts available in all 24 State Correctional Facilities visiting rooms to diminish the trauma children feel when visiting incarcerated family. This simple step will also encourage positive bonding experiences for families. Mr. Lassiter is presently working on building community coalitions between Black and Jewish students and community members. “It’s a natural Partnership that needs some attention”—he says.
Chad Dion Lassiter holds a Master’s Degree from the University of Pennsylvania Graduate School of Social Work where he was the A. Phillip Randolph Award winner in 2001. He has been recognized as one of the “Young Leaders of the Future Under 30 by Ebony

**Brian Levin, J.D.**, Director of the Center for the Study of Hate & Extremism at California State University at Bernardino. Professor Levin serves as Director of the Center for the Study of Hate & Extremism at California State University, San Bernardino, where he specializes in the analysis of hate crime, domestic and international terrorism, and related legal issues. Previously, Professor Levin supervised Klan, militia and hate crime data research efforts as an Associate Director at the Southern Poverty Law Center; as well as serving as an adjunct professor of constitutional law and as a corporate litigator. He was also a New York City Police Officer in the 1980s. Prof. Levin received his law degree from Stanford, where he received the Block Civil Liberties Award. He graduated Summa Cum Laude from the University of Pennsylvania with honors and a B.A. in history. He is the author, editor or co-author of books, scholarly articles, training manuals, technical reports, U.S. Supreme Court briefs and studies on extremism and hate crime. Prof. Levin has testified before Congress and state legislatures and makes frequent presentations at universities, international conferences, legal fora, civic group functions, and law enforcement training events. He is widely cited in top legal and social science journals and has appeared in major newspapers on six continents and on every network and most cable television evening news broadcasts as well as various network magazine programs including 60 Minutes and Dateline NBC and ABC 20/20.

**Channa Lloyd, Esq.**, is the Central Florida Partnership Specialist for the Census. She previously served as a partnership specialist for South Florida in the 2010 Census. As a Partnership Specialist, she is responsible for working with Counties, Cities, Municipalities and Community Organizations to create Complete Count Committees and public initiatives that promote awareness of the 2020 Census. These initiatives are designed to educate constituents through workshops, educational seminars, and press events that articulate and promote the importance of the 2020 Census. Beyond her service with the Decennial Census she is the Managing Partner of a law firm that is committed to representing clients that have been severely injured. Ms. Lloyd earned a bachelor’s degree from Florida International University and her Juris Doctorate from Barry University, Dwayne O. Andreas School of Law.

**Rev. Ngan Ling Lung** is an ordained minister of United Church of Christ, a Board-Certified Chaplain and a Certified Clinical Pastoral Educator. She was born and raised in Hong Kong. Ngan Ling earned a Bachelor Degree of Social Work and a Master Degree of Divinity. She worked as a social worker, served in ecumenical ministry, campus and hospital chaplaincy before coming to the U.S. in 2006. Ngan Ling completed Supervisory Clinical Pastoral Education in California. Currently, she works in hospital setting to offer pastoral education to student chaplains as well as provide spiritual and emotional care to patients, families and staff of diverse backgrounds. Ngan Ling cares for her soul by spending time with herself, poetry writing and art making. “Lung,” her family name, means Chinese dragon. The first character of her given name, “Ngan,” means a
wild goose. The two flying animals in her name foretold the long journeys she has travelled in life.

Carmelyn P. Malalis was appointed Chair and Commissioner of the New York City Commission on Human Rights (the Commission) by Mayor Bill de Blasio in November 2014 following more than a decade in private practice as an advocate for employees’ rights in the workplace. Prior to her appointment, Commissioner Malalis was a partner at Outten & Golden LLP where she co-founded and co-chaired its Lesbian, Gay, Bisexual and Transgender Workplace Rights Practice Group and its Disability and Family Responsibilities Discrimination Practice Group; and successfully represented employees in negotiations, agency proceedings, and litigation involving claims of sexual harassment, retaliation, and discrimination based on race, national origin, sex, gender identity, gender expression, sexual orientation, age, pregnancy, disability, and religion. Throughout her career, Ms. Malalis has demonstrated a fierce commitment to promoting diversity and inclusion and preventing and prosecuting discrimination and intolerance. Since she assumed her role as Chair and Commissioner at the Commission in February 2015, Commissioner Malalis has revitalized the agency, making it a recognized venue for justice for all New Yorkers through increased enforcement and robust public education and outreach to prevent discrimination in New York City. She has previously served on the New York City Bar Association's Executive Committee, the Human Rights Watch’s Advisory Committee of the LGBT Rights Project, the American Bar Association’s Section on Labor and Employment Law Committee on Diversity in the Legal Profession, the New York City Bar’s Committee on LGBT Rights, and the board of Queers for Economic Justice.

Dr. Bryant T. Marks, Sr. is a minister, researcher, trainer, and award-winning educator. His personal and professional mission is to develop the knowledge, wisdom, and skills of others that will allow them to reach their full potential and live their lives with purpose and passion. Dr. Marks is the Founder and Chief Training Officer of the National Training Institute on Race and Equity and he is a professor in the Department of Psychology at Morehouse College. He served on President Obama’s Board of Advisors with the White House Initiative on Educational Excellence for African Americans and as senior advisor with the White House Initiative on Historically Black Colleges and Universities. Dr. Marks was a contributor/trainer with the Obama Administration’s My Brother’s Keeper (MBK) and 21st Century Policing programs. Dr. Marks has provided implicit bias training to over 2,000 Police Chiefs and executives via a series of briefings at the White House in 2016, and several thousand patrol officers in local police departments including the entire Los Angeles Police Department. He has also provided training related to diversity and implicit bias to individuals in education (K-12 and higher education), corporations, philanthropy, non-profits, local and federal government, and several other sectors. He serves on several national boards and is a highly sought after speaker and trainer. He holds a B.A. in psychology and a minor in economics from Morehouse College, and an M.A. and Ph.D. in Social Psychology from the University of Michigan. Dr. Marks conducts research and professional development in the areas of diversity and implicit bias, Black male psychology and development, the academic achievement of minority college students, innovations in STEM education, and personal passion and produc-
tivity. Dr. Marks is married to Kimberly Marks and father to Kim, Zion-Trinity, and Bryant II.

**Louis Martin, JD** is founder, CEO, and chief trainer of HRComplianceTraining.Net, a Human Resource, Legal Training and Consulting Group. A skilled Legal and Human Resource trainer and consultant, Mr. Martini develops and presents training programs to a wide variety of satisfied clients, including businesses, government and not-for-profit organizations, ranging from Fortune 500s to small companies and from federal agencies to municipalities. Martin's training course offering include Equal Employment Opportunity Compliance, Harassment Prevention, Workplace Violence Prevention, Workplace Investigations, Workplace Law, Conducting Meetings, Negotiations, Effective Communication and Interviewing. Additionally, Mr. Martin has served as an Expert Witness, investigated claims of discrimination and conducted Organization Climate Survey and Diversity Assessments. Louis Martin has extensive experience in the administration of civil rights law and thorough knowledge of Affirmative Action Opportunity Assurance Programs (at all levels of government), Federal Contract Compliance Programs and Equal Employment Opportunity Commission (EEOC) reporting responsibilities. Martin had directed and developed affirmative action and equal employment opportunity programs and policies as amended by statute. Louis has also directed the review, monitored and enforced affirmative action compliance by state agency corporate vendors as well as the appropriateness of affirmation action plans submitted by corporate entities in defense of human rights violations and cited in complaints of discriminations. Louis served as a Reginald Herber Smith Community Fellow, a partner in the law firm of Mahon and Martin, a former Executive Director of the Connecticut Commission on Human Rights and Opportunities (CHRO), and as an administrative law judge. In his new full-length book, *Productivity and the Law*, Employment Law Attorney Louis Martin provides the knowledge of today's business professional needs to not only comply with critical employment laws but to simultaneously improve productivity...and the bottom line. It is important to note that his book has been called, the only HR book you'll ever need!

**Martha McCoy** is President of The Paul J. Aicher Foundation and Executive Director of its primary project, Everyday Democracy. The organization and its network are recognized for advancing participatory democracy with a racial equity lens throughout the U.S. Their tools, advice and training support grass-roots, public non-profit and business leaders in working across sectors to create inclusive dialogue for sustained, equitable change and democratic governance. Through their assistance, communities across the country are building their capacity for community engagement that leads to meaningful and measurable change in areas such as policing and the larger criminal justice system, K-12 education, early childhood development, and poverty reduction. Everyday Democracy partners with local, regional and national organizations that are dedicated to expanding and deepening democratic capacity and infrastructure. McCoy writes and speaks on grass-roots civic engagement, participatory governance, racial and intersectional justice, and on strengthening the emerging U.S. and global movements for participatory, equitable democracy. She serves on several advisory committees, including the Philanthropic Initiative for Racial Equity, the Sillerman Center for the Advancement of Philanthropy at Brandeis, and the Deliberative Democracy Consortium. McCoy is also a member of the American Academy of Arts and Sciences' Commission on the Practice of Democratic Citizenship.
Gwendolyn Gaines Moffitt joined the Michigan Department of Civil Rights (MDCR) in 2008 as Civil Rights Investigator. During her tenure, she has investigated complaints of violations of the Michigan Elliott-Larsen Civil Right Act, EEOC, ADA and HUD’s Fair Housing Act. As an investigator, Gwen excelled in resolving complaints using the department’s tool of Resolution and Fact-Finding Conferences. She currently works as a Community Engagement Liaison and engages community members on behalf of the department on the west side of the State of Michigan facilitating meetings of the department’s Advocates and Leaders of Police and Community Trust (ALPACT), a community policing initiative; or facilitating “Cracking the Codes: the System of Racial Inequity”; or conducting community Racial Healing Circles as part of the W.K. Kellogg Foundation’s Truth, Racial Healing and Transformation (TRHT) Process, as well as participating in the ongoing work of the Kalamazoo TRHT Law and Separation Design Teams. Gwen additionally represents MDCR’s membership in the local Government and Racial Equity (GARE) 5-member Collective, comprised of the Kalamazoo Community Foundation, the Fair Housing Center of Southwest Michigan, the City of Kalamazoo, and a local nonprofit, ISAAC (Interfaith Strategy for Advocacy and Action in the Community). Gwen has extensive experience working in the disciplines of Process Facilitation, Strategic Planning, Human Resources Recruitment and Selection, Organization and Workforce Development, Team Building, Training, Human/Employee Relations, Multiculturalism, Diversity, Business Management Education and Professional/Cross-Cultural Communications. She has worked directly for companies in various capacities (including Reynolds Aluminum, Amway Corporation, Herman Miller, Inc., Seyfert, Spaulding, Tennyson, Inc. (a public relations firm) and Mary Free Bed Rehabilitation Hospital). Gwen holds a Bachelor of Arts degree from Alfred University (Alfred, NY) and a Master of Business Administration degree from Western Michigan University (Kalamazoo, MI). She has also worked as an adjunct faculty member teaching graduate and undergraduate business management courses at the University of Phoenix and Cornerstone University.

Mauro Albert Morales, Staff Director, United States Commission on Civil Rights The U.S. Commission on Civil Rights swore in Mr. Mauro Albert Morales as its new Staff Director on April 28, 2015. Prior to his appointment, Mr. Morales previously served the Obama Administration as an Assistant Director in the Office of Public Engagement at the Office of Personnel Management (OPM), a position he held since 2014. From 2009 to 2014, he served as Attorney Advisor in the Office of the General Counsel at OPM. Before joining the Administration, Mr. Morales founded The Morales Law Group in 2006, where he served as Managing Partner until 2009. Previous roles included serving as General Counsel and Director of Public Affairs for Verches Associates from 2004 to 2006, and General Counsel for Lambco Engineering, Inc. from 2000 to 2004. Mr. Morales also possesses Capitol Hill experience, having served from 1997 to 2000 as Legislative Director, and then as District Director, for Congresswoman Lorreta Sanchez. From 1993 to 1997, he was a Senior Associate Attorney at McGuiness & Williams, and an Associate Attorney at Pereyda, DelNick and Ruedafloros from 1992 to 1993. He began his career as a Legislative Assistant for Congressman Esteban Torres from 1983 to 1988, and later served from 1990 to 1992 as a Senior Law Clerk with the Orange County, California District Attorney’s Office. Mr. Morales received a B.S. from Georgetown University and a J.D. from the University of Southern California. Mr. Morales is married to Ms. Janet Murga.
Joan Trumpauer Mulholland
Her Freedom Rider mugshot has been called one of the most iconic in American history. By the time she was 23 years old, Joan Trumpauer Mulholland had participated in over 50 sit-ins and demonstrations including the Freedom Rides, the Jackson Woolworth’s Sit-in, the March on Washington, the Meredith March and the Selma to Montgomery March. Her path has crossed with some of the biggest names in the Civil Rights Movement: Martin Luther King, Medgar Evers, Fannie Lou Hamer, John Lewis, Diane Nash and Julian Bond to name a few. Joan is a recipient of the 2015 National Civil Rights Museum Freedom Award, the 2018 “I Am a Man” Award, the Delta Sigma Theta Sorority, Incorporated Annual Award of Honor and the Anti-Defamation League Annual Heroes Against Hate Award. She has appeared in several books including “Coming of Age in Mississippi”, “Breach of Peace”, “We Shall Not Be Moved”, and, “She Stood For Freedom”. She has appeared on television and news programs like the “CBS Nightly News” and award-winning documentaries including “An Ordinary Hero”, PBS’s “Freedom Riders”, “Standing On My Sister’s Shoulders” and the groundbreaking film “Eyes on the Prize”.

Lawrence (Larry) Myers is a 50 year veteran of the civil and human rights profession beginning his career with the Omaha Human Relations Department. His professional journey took him on to a long term career with over 30 years at the Nebraska Equal Opportunity Commission where he established an agency reputation for professionalism and a dogged pursuit of equal justice and fair treatment for both the complainant and the respondent. He retired from the state of Nebraska but still wanted to stay in the field so he took a position with the Connecticut Commission on Human Rights; later retiring from the field. Larry is a proud graduate of the University of Nebraska at Omaha with a B.A. Degree in Sociology and Business Administration and a Master’s Degree in Public Administration. Larry was a long time member of the board of IAHOHA and coordinated a nationwide training program for employers sponsored by IAHOHA. He was a long time member of National Association of Human Rights Workers. Other noteworthy affiliations include the Texas State NAACP, Regional Executive Council on Civil Rights (Nebraska, Iowa, Kansas and Missouri), Nebraska Civil Liberties Union and United Contractor Association of Nebraska.

Marjorie Nemes-Galarza comes to LEDC with over 17 years of experience in the community development field. As LEDC’s Chief Development Officer, in partnership with the Executive Director, she oversees the sustainability and growth of the organization. Ms. Nemes is responsible for building and executing the organization’s development, communications, and evaluation plans; implementing information technology systems to support development, evaluation, and communications functions; managing funder relationships; monitoring government, foundation, and corporate reporting; and organizing special events. Prior to joining LEDC, Ms. Nemes’ work focused on assessing the needs of vulnerable and marginalized communities and the programs designed to minimize the social inequities these communities face. She has directed, consulted, and supported research and evaluation projects related to immigrant and refugee integration, public health, community change processes (policy change, race, and ethnic relations, organizing, advocacy), and
economic development. Ms. Nemes is bilingual and has extensive experience conducting field work with ethnic communities - gaining access and recruiting community members in the research process, and designing and administering culturally and linguistically appropriate data collection instruments. Having served as a research consultant to foundations, government agencies, and non-profit organizations, Ms. Nemes is well versed in the program development and organizational capacity building. She received her Bachelor of Arts from the University of Maryland College Park in Psychology and a Master’s of Science in Cross-Cultural Psychology from Brunel University in London, England.

Barbara Newton is a Partnership Specialist with the US Census Bureau Atlanta Region. She has worked in Field Operations for three Decennial Census Operations. As a Partnership Specialist for Orange County and Brevard County Florida, her duties include providing knowledge and information for the 2020 Census to Government, Schools and Universities, Faith Based and Community Organizations. Barbara has worked in Corporate, Community and Organizational relations for more than 30 years throughout the U.S. A native New Yorker she presently resides in Orlando Florida.

Professor Nunn received an A.B. degree from Stanford University in 1980, and a J.D. degree from the University of California, Berkeley School of Law in 1984. Before joining the University of Florida faculty in 1990, Professor Nunn was a public defender in San Francisco and at the Public Defender Service in Washington, D.C. From 1986 to 1987, Professor Nunn served as a staff attorney for the Southern Africa Project of the Lawyers’ Committee for Civil Rights Under Law. Professor Nunn also served on the Florida Innocence Commission, which was established in 2010 by the Florida Supreme Court to investigate the causes of wrongful convictions in the State of Florida. He has written over 20 articles and book chapters on race and jury selection, racial disparities in juvenile cases, the war on drugs, and other criminal justice issues.

Michael J. Pelot is a Wisconsin native and graduated from the University of Wisconsin-Milwaukee with a degree in Political Science. In his Senior year he taught learning-disabled children life-skills at Jewish Vocational Services. He earned his Juris Doctor from now Western Michigan University - Cooley Law School. In 1989 he became a member of the State Bar of Michigan. In law school he worked for Legal Aid of Central Michigan in the Consumer Rights and Landlord Tenant Sections. In 1990 he accepted an appointment as a 1LT in the US Army Reserves JAG Corp as a military lawyer. Between 1990 and 2000 he worked in County and City government as a Judicial Law Clerk. In 2000 he became a Staff Attorney at the Michigan Department of Civil Rights (MDCR). Shortly after 911, while working for MDCR, he was deployed to Guantanamo Bay, Cuba and worked on implementing Military Commissions to hear detainees’ cases. In 2007, he was deployed again to Baghdad, Iraq, and worked in develop-
veloping the Iraqi Judiciary system. He retired from the military after 28 years as a Lieutenant Colonel in 2018. He continues to pursue his passion at MDCR and lives in the Lansing, MI area. He enjoys spending as much time as he can with his son, Clayton, who resides in the Orlando area.

**Yohance Pettis** is an Assistant United States Attorney for the Middle District of Florida (MDFL), where he serves as the Deputy Chief for the Middle District of Florida’s Civil Division. He has been an Assistant United States Attorney in the MDFL since 2011. His areas of practice include civil rights and defensive litigation. In addition to his role as Deputy Chief, Mr. Pettis is also the District’s Civil Rights Coordinator and serves as co-chair of the Federal Law Enforcement and Prosecution subcommittee for the U.S. Attorney’s Civil Rights Working Group (MDFL). Prior to his time at the U.S. Attorney’s Office, Mr. Pettis was an Associate Attorney with the law firm of Haliczer, Pettis, & Schwamm, P.A. in Ft. Lauderdale, Florida. Mr. Pettis graduated from the University of Florida where he obtained his undergraduate degree in Criminology and the University of Florida Levin College of Law.

**Alvin A. Plummer** holds degrees from Lincoln University (Jefferson City, Missouri).

Al began his employment with the Missouri Commission on Human Rights as an Investigator in 1973. He served the Commission in various supervisory and management capacities. In 1981 he was appointed the agency’s Executive Director. He worked tirelessly in that post for nineteen (19) years. He remains the longest serving director in the Agency’s history.

From April 2000 through July 2001 Al was the Director for the Office of Equal Opportunity for the State of Missouri, Office of Administration. His responsibilities there were:

- facilitate the implementation, planning and monitoring of state agency affirmative action programs;
- conduct statewide diversity employment recruiting;
- and assist and certify minority/women’s business enterprises.

He founded ASUNPLUMMER, LLC, a management coaching and diversity company. Currently he enjoys mentoring student athletes at the University of Missouri, Columbia.

Al places high priority on his efforts to assist others – whether as individuals, groups, or organizations. He approaches civil rights and human relations issues with untiring perseverance.

In addition to his work with the Commission and the Office of Administration, some of the boards of directors Al is or has served on are:

- International Association of Official Human Rights Agencies (IAOHRA) – Regional Representative & Canadian Liaison;
- Regional Executive Council on Civil Rights (RECCR) – past President;
- Columbia (MO.) Mayors Race Relations Task Force – Co-Chair;
- Prison Parents and Their Children (PATCH);
- Region VII Advisory Council for the Great Plains Disability and Business Technical Assistance Center
- Missouri Association for Social Welfare (MASW);
Nikki Quintana is the Executive Director of the Fort Wayne Metropolitan Human Relations Commission. She is responsible for representing the Commission, directing the staff, and overseeing operations of the civil rights agency to eliminate unlawful discrimination. Quintana has played an integral role in reducing case age, improving the investigative process, and promoting the agency through outreach. Quintana holds a bachelor's degree in Business Administration from the University of Saint Francis and a Juris Doctorate from Indiana University McKinney School of Law. She was admitted to practice law in the state of Indiana in 2010. In 2018, Quintana was named Up and Coming Lawyer by Indiana Lawyer. Quintana is active in her community and is a member of the Mayor’s Commission on Domestic Violence, Rape and Sexual Harassment, Women’s Entrepreneurial Opportunity Center Advisory Council, Multicultural Council of Fort Wayne, Indiana Consortium of State and Local Human Rights Agencies, Northeast Indiana Human Resources Association, Young Leaders of Northeast Indiana, and Allen County Bar Association.

Commissioner Patty Sheehan was first elected to the Orlando City Council in 2000. She served as President of the Colonialtown North Neighborhood Association, and is proud to come from a servant leadership background. Commissioner Sheehan attended Seminole State College and the University of Central Florida and earned her B.A. in art. A former Administrator with the Florida Department of Agriculture and Consumer Services, she serves her constituents full time. Commissioner Sheehan was

- N.A.A.C.P. (Columbia, MO. Chapter) – Executive Committee; Silver Certificate of Life Membership
- State of Missouri Americans with Disabilities Act Advisory Council;
- Columbia Chamber of Commerce – Board of Directors;
- United Way Board; and
- Job Point Board of Directors --- Past Chair

Elana Powell is a teacher, listener, trainer, and learner. Elana acts as the Partner Engagement and Development Lead at the National Diversity Council where she works with several companies of all sizes including GameStop, SunTrust, Southeastern Grocers, Walmart, and many more, to create and maintain best practices in diversity and inclusion. She brings individuals and companies together to continue the courageous conversations around many difficult diversity and inclusion topics.

Prior to her work with the National Diversity Council, Elana worked for multiple international non-profits that focused on providing support and development to individuals in underdeveloped nations. During this time, Elana saw firsthand the impact that non-inclusive and discriminatory practices can have on an individual, a family, a community, and a nation. Elana has since vigorously studied the connection between communication and identity and has applied this knowledge to lead workshops on intersectionality, local diversity trends, bias, and more.

Elana is a Certified Diversity Professional (CDP) and holds her Bachelor’s Degree in International Cultural Communication. She currently lives in Brandon, FL and enjoys delicious food, playing on the beach with her niece and nephew, and strength training at the gym.
the first openly gay elected official in Central Florida. She championed non-discrimination ordinances and the domestic partner registry. She was a first responder during the Pulse tragedy.

Commissioner Sheehan has been recognized multiple times as Best Elected Official. She was in Orlando Life Magazine’s Top 25 Inflectional Women. She was awarded the Diversity Champion Award by the Asian American Chamber of Commerce. She was recognized as a Woman of Distinction by the Girl Scouts of America, Citrus Council. She has also been awarded the Pet Alliance’s Humane Hero Award along with the Chuck Hummer Visionary Award from the Hope and Help Center of Central Florida.

Commissioner Sheehan is well known for her advocacy of pedestrian safety, neighborhoods and historic preservation and a thriving downtown. She is the founder and chairperson for the Wheels for Kids program, which provides bicycles to needy elementary and middle school students living in Reeves Terrace public housing.

Commissioner Sheehan enjoys many outdoor activities including painting, silk screen printing, glassblowing, pottery, gardening and paddleboarding. She is a huge proponent of the arts and culture in Orlando, and is also a local artist who exhibits her “Bad Kitty” paintings in local restaurants, clubs and shops. She lives in a 1928 bungalow home with her rescue puppy Sienna, a diva kitty (also a rescue), Nina Simone along with her mini flock of urban chickens.

**Rabbi Michael Torop** has been serving as the Rabbi of Temple Beth-El, a diverse Reform congregation of approximately 400 families in St. Petersburg, Florida since 2001. Previously he served as the Associate Rabbi and Educator at The Community Synagogue in New York, and the Rabbi of the Leo Baeck Centre in Melbourne, Australia.

Rabbi Torop is currently leading a paradigm shift that will transform the TBE community by creating a new model of congregational life (both on and off-site) grounded in meaningful engagement based on relationships, impact and meaning. His forward vision ensures that experimentation and innovation are core values underscoring his work. Rabbi Torop’s rabbinate is focused on creating connected and engaged communities of learning where Jewish life is explored intellectually and celebrated with joy and a sense of partnership with God. Central to his vision for Temple Beth-El is to create change and pursue justice in our local community, fixing what is broken in our world while becoming the best selves we can be.

After St. Petersburg Mayor Kriseman’s election in 2014, Rabbi Torop served on the Transition Team advising the Mayor-Elect. He is serving a second term as President of the Pinellas County Board of Rabbis, and he also co-chairs the Criminal Justice and Mental Health Services Committee of FAST—Faith and Action for Strength Together, an interfaith coalition working on local social justice issues. Rabbi Torop co-chairs the Advisory Board of Gulf Coast Jewish Family Services and Chairs the Trokey Student Loan Fund. He is a member of the Board of Trustees for Palms of Pasadena Hospital. He has been a supporter of the Fair Food Program after visiting with and meeting the leaders of the Coalition of Immokalee Workers as is one of the “#TomatoRabbis”!

As a recognized leader in the St Petersburg community, he is able to call upon colleagues and officials to rally to causes of central concern. In the aftermath of the tragic shooting at Tree of Life Synagogue in Pittsburgh last year, Rabbi Torop organized an interfaith vigil to offer comfort to our local community and to stand in solidarity with victims of hate everywhere. Dozens of clergy colleagues answered the call to participate and over 1000 community members were part of the SRO crowd at the Temple that evening.
Rabbi Torop received his BA Magna Cum Laude in Political Anthropology and Legal Studies from Brandeis University (1984), his Master of Education Degree from Harvard University (1985), and his Master of Arts in Hebrew Letters (1989) as well as Rabbinic Ordination (1990) from Hebrew Union College-Jewish Institute of Religion (HUC-JIR). In 2015, he received the Honorary Degree of Doctor of Divinity from HUC-JIR, citing his achievements in the congregational rabbinic and community advocacy. He is married to Rabbi Betsy Torop, Director of Rabbinic Engagement and Growth for the Reform Movement’s Central Conference of American Rabbis. They have three adult children: Gideon, Aaron and Hannah.

Lori Vinson is a committed and dedicated public servant whose passion to serve and assist the people of Michigan has been both a personal and professional goal. With over 30 years of service to the State of Michigan, Lori has utilized her skills and talents in a few state departments which include the Michigan Department of Corrections and the Michigan Department of Health and Human Services.

With continual career development, Lori joined the Michigan Department of Civil Rights (MDCR) where she has worked for over 23 years. Here she has honed her skillset in numerous critical areas which have allowed her the opportunities to advance her service to the residents of Michigan.

Due to Lori’s leadership, strategic and organizational abilities, her path at MDCR includes Civil Rights Investigator, Civil Rights Manager, Enforcement Division Director, and she currently serves as the Director of Civil Rights Operations. As the Director of Civil Rights Operations, she oversees the department’s eight Enforcement Units throughout the state of Michigan.

These units investigate allegations of unlawful discrimination and ensure equal protection for everyone residing or doing business in Michigan.

Lori holds an undergraduate degree in Business Administration from Davenport College (University) and a Masters of Public Administration from Western Michigan University.

Mr. Hezekiah Watkins, a lifelong resident of Jackson, MS, has also been a civil rights activist since the age of thirteen. He graduated from Lanier High School and continued his education at Utica Junior College, Southern Illinois and East Tennessee State University.

Mr. Watkins became a proponent of justice after his involvement in the Civil Rights Movement. In 1961, the ’Freedom Riders’ banned together in Jackson, MS to demonstrate against state segregation laws, and for doing so, 328 people were arrested with the charge “breach of peace.” Mr. Watkins was the youngest to be arrested on July 7, 1961 and placed on ‘Death Row’ at Parchman Prison. He was 13 years of age and an eighth grader attending Rowan Junior High School. After spending time with and learning from great leaders of this movement such as James Bevel, Dave Dennis, Jerome Smith, Jessie Davis, and Jessie Harris, Watkins continued his involvement in Mississippi’s fight for civil rights and justice which resulted in more than 100 arrests. These experiences strengthen his commitment to improving the quality of life and opportunities for young African American youth and all of mankind.

Mr. Watkins career began as a young entrepreneur, opening a houseware and appliance store. Economics being hard lead him to seek full time employment with Jackson Hinds Comprehensive Health Center for
some years and, then later, with Hinds County Human Resources Agency. He presently works with The Civil Rights Museum and was the owner of the Corner Food Market and Deli of Jackson for 28 years until a heart attack in 2012 forced him to close the business.

He continues his activism for justice as a community leader who promotes community and civic involvement in African American youths of Mississippi. His dedication to the cause of Civil Rights was recognized by Congressman Bennie Thompson in 2012.

Mr. Watkins and his wife of 30 years, Chris, have been blessed with three children, four grandchildren, and two great-grandchildren.

Marshall Wong is a Senior Inter-group Relations Specialist for the Los Angeles County Commission on Human Relations. A native of Los Angeles, Marshall has coordinated anti-hate crime activities since 1999. He is the principal author of the agency's annual Hate Crime Report. Marshall also staffs a countywide coalition, the Network Against Hate Crime, and provides training for law enforcement and service providers. He is also an adjunct professor of Asian American Studies at Pasadena City College. Marshall is founding member and former co-chair of API Equality-LA, an organization that works to advance LGBT equality in the Asian Pacific American community.

Previously, Marshall held positions with the Smithsonian Institution and the Mayor of Washington, D.C. He was a Fellow in the Kellogg National Leadership Program and was named Social Worker of the Year by the National Association of Social Workers. Marshall received his Bachelor of Arts in Sociology and his Master of Social Welfare from the University of California at Los Angeles. Additionally, he has studied Spanish in Cuernavaca, Mexico and Antigua, Guatemala, has written articles for Social Justice, the Washington Times and Asian Week.

Marshall also authored a biography about his father Delbert Wong, the first Chinese American judge.

Jeanine Worden is the Associate General Counsel for Fair Housing in the U.S. Department of Housing and Urban Development’s Office of General Counsel. Since joining HUD in 2011, she has been responsible for enforcing the Fair Housing Act, Title VI of the Civil Rights Act, Section 504 of the Rehabilitation Act, and the Americans with Disabilities Act. Before joining HUD, Ms. Worden was a Deputy Chief in the Housing and Civil Enforcement Section and the Disability Rights Section in the Civil Rights Division of the U.S. Department of Justice. Ms. Worden managed fair housing, fair lending, and ADA investigations and litigation and directed the Justice Department’s Project Civic Access initiative to improve state and local government noncompliance with disability rights laws. Before joining the Department of Justice, Ms. Worden worked at a major Washington, D.C. law firm, specializing in civil litigation and advising clients about federal, state and local civil rights laws. She received her J.D. from Columbia University School of Law, masters degrees from Middlebury College and The Johns Hopkins University, and an undergraduate degree from the University of Chicago. She is a member of the Virginia, District of Columbia, and Maryland bars.
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The NYC Commission on Human Rights is excited to gather with our fellow human rights agencies at the 2019 IAOHRA Conference. Now, more than ever we must stand together to ensure all people are treated with dignity and respect. Please visit our website at NYC.gov/HumanRights, follow us at @NYCCHR or contact us at policy@nycchr.nyc.gov to learn about our work.

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Office of Human Rights & Human Rights Commission
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The mission of the Louisville Metro Human Relations Commission is to promote unity, understanding and equal opportunity among all people of Louisville Metro and to eliminate all forms of bigotry, bias and hatred from the community.

We monitor equal access programs, enforce equal access laws, and educate the public.

We investigate complaints of discrimination based on race, sex, religion, disability, age, color, sexual orientation, gender identity and national origin through enforcement of employment, public accommodation, housing and hate crime laws.

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Evansville-Vanderburgh County Human Relations Commission

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KEYNOTE SPEAKER

FANIA DAVIS
LEADING NATIONAL VOICE ON
RESTORATIVE JUSTICE

Fania Davis is a leading national voice on restorative justice, a quickly emerging field that invites a fundamental shift in the way we think about and do justice. She is a long-time social justice activist, civil rights trial attorney, restorative justice practitioner, writer, and scholar with a Ph.D. in Indigenous Knowledge.

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