

REQUEST FOR PROPOSALS

THE JOINT IAOHRA/NAHRW TRAINING CONFERENCE September 15-19, 2008 – MotorCity Casino Hotel, Detroit, Michigan

Training proposals are due no later than July 11, 2008

IAOHRA is the *International Association of Official Human Rights Agencies* (www.iaohra.org)
NAHRW is the *National Association of Human Rights Workers* (www.nahrw.org)

We are now seeking qualified Human Rights Trainers to plan and teach either a Leaders Institute (16 to 20 hours—runs the entire conference), a Skill Building Institute (6 hours), or a Skill Building Workshop (3 hours) for our upcoming Joint IAOHRA/NAHRW training conference to be held at the Motor City Hotel in Detroit, Michigan from September 15-19, 2008. The majority of the training offered will be 3 hour workshops. These training programs comprise the core of the NAHRW Professional and Master Skills Certification Program Curriculum.

The Joint IAOHRA/NAHRW Training Conference will bring together human rights directors, human rights investigators, diversity professionals, human resources professionals, community relations specialists, equal employment opportunity staff, HUD staff, EEOC staff, housing providers, advocates, lenders, employers, public agencies, non-profit social service agencies, state and local civil rights enforcement agencies, and attorneys. Participants will represent communities across the United States and Canada. The theme of this year's conference is "***GATEWAY TO FREEDOM: HONORING THE PAST. MARCHING TOWARDS THE FUTURE.***"

What kind of sessions are we looking for?

The planning committee favors highly participatory, interactive and engaging sessions led by experienced trainers, practitioners, scholars, or activists. All training proposals must contain: the name of the Leaders Institute, Skill Building Institute, or Skill Building Workshop) which you are interested in conducting (a list of the courses that we would like to be offer can be found on the attachment); a brief narrative description of your course content; a biographical sketch or resume that includes other training you may have conducted; and, financial requirements, if any, that you are seeking.

How do I submit my proposal?

Proposals should be submitted by e-mail to Delilah Donaldson, Training Co-Chair of the Conference Planning Committee, by email to: Ddonaldson1@nc.rr.com

When are proposals due?

July 11, 2008

Costs?

Over the past few years, NAHRW and IAOHRA have attempted to keep the cost of attending their Annual Training Conferences to a minimum. *It's a bargain!* We have been able to do this in large part because our members have been willing to share their expertise with us for little or no compensation. We would like to do that again this year for this special joint conference.

Request for Proposals
TRAINING CURRICULUM
IAOHRA/NAHRW 2008

Leaders Institutes are 16 - 18 hours of learning experiences that are designed to give participants advanced knowledge of a civil/human rights substantive area.

LEADERS INSTITUTES

Diversity Promotion/Prejudice Reduction teaches participants unique diversity methodology to prepare them to provide diversity training workshops. This institute emphasizes the emotional and institutional impact of discrimination and teaches how to remove the hurt, misinformation and powerlessness which keeps racism, sexism, anti-Semitism, homophobia, heterosexism, and other forms of discrimination in place.

Employment Discrimination Complaint Investigation Practicum will teach the information and skills necessary for conducting prompt and thorough investigation of charges of illegal claims of discrimination. Participants will explore how personal background and experiences may affect their investigation, while learning the process and purpose of the investigation.

Other Practicums may be developed by the potential trainer and submitted to Training Committee for consideration. Please use the attached Proposal Form.

SKILL BUILDING WORKSHOPS AND INSTITUTES: *Skill Building Workshops* include 3 hour sessions as well as Plenary Sessions between 90 minutes and 3 hours, and provide a general abbreviated overview of a topical area. *Skill Building Institutes* are 6 hour sessions that provide participants with in depth information on an area of human relations or civil/ human rights.

Issues In Human Relations:

- **Developing and Implementing a Workforce Diversity Initiative** – This session will explore developing a workforce diversity initiative beyond building diversity awareness, with a focus on strategies to integrate diversity into organizational processes and practices.
- **Effective Outreach With Diverse Immigrant Communities** – Participants will have the opportunity to learn about recent immigrants to the United States, including the impact of culture, language, religion, and regional history resulting in discrimination against immigrants. Participants will learn about issues of particular importance to immigrant communities, and effective techniques and strategies for improving their outreach to the immigrant communities to help reduce bias crimes and discrimination against our immigrant neighbors.
- **The Role of Sexual and Gender Minorities in Civil and Human Rights** – Participants will have the opportunity to learn about issues pertaining to the gay, lesbian, bisexual and transgender communities, including their representation as part of the expansion of civil and human rights. Participants will learn effective techniques and strategies for improving their outreach to the diverse GLBT communities, target civil rights issues concerning the communities, and how to effectively broaden the scope of civil and human rights to ensure inclusion of GLBT people.
- **The Escalation of Hate Crime and the Role of Civil and Human Rights Workers** - Participants will have the opportunity to learn about the escalation of hate crime across the country and the various pro-active measures available to prevent such crime. Participants will also learn of intervention strategies designed to diffuse situations involving community tension and unrest and to assure that all people enjoy equal rights under the law.
- **Affirmative Action...Where Do We Go From Here?** - Participants will have the opportunity to learn about the aftermath of the ban on affirmative action in Michigan, ways in which equal opportunity tools can remain in place despite the ban, and ways to address the strategic elimination of affirmative action nationally.
- **Health Care Disparities** - Participants will learn of the health care challenges that exist for communities of color. The sessions will include exploration of the disproportionate burden of premature death and preventable illness that exists for racial and ethnic communities as well as other populations.
- Workshops may be developed by the potential trainer and submitted to Training Committee for consideration. Please use the attached Proposal Form.

Enforcement/Compliance (sessions offered):

- **EEOC Types and Theories of Discrimination** – Explore the burden of proof required to establish a claim of discrimination under the various statutes enforced by the EEOC. Models of proof will be discussed with respect to claims of discrimination under Title VII (race, sex, color, religion and national origins), ADEA (age), ADA (physical or mental disability) and EPA (sex). Discussion will also include information about the proposed Employment Non-Discrimination Act, which, if enacted, could prohibit employment discrimination on the basis of sexual orientation and gender identity.

- **ADA Investigative Agencies** - Nine Federal agencies are designated to investigate disability-related discrimination complaints filed against State and local government programs under Title I or Title II of the Americans with Disabilities Act (ADA). This session will focus on what each agency is responsible for and their procedure for investigating complaints involving the programs they fund.
- **Voter Suppression Strategies of the 21st Century** - Participants will have the opportunity to learn about the strategic dismantling of voting rights through the imposition of photo identification requirements and other voter suppression strategies across the country. Civil and human rights workers will be given strategies designed to fight the implementation of such efforts (e.g., photo identification restricting voter registration, purging the voter rolls, voting machine vulnerabilities) along with public awareness strategies designed to inform and prepare the public.
- **Human and Civil Rights Challenges in the Disability Community** - Participants will learn of the basic challenges and protections that exist for persons with disabilities. Additionally participants will have the opportunity to learn of the emerging issues presently affecting this community.
- **Emerging Issues on the Civil Rights Enforcement Landscape** – Participants will learn how to look for and investigate discrimination on the internet and how to use the internet and technology to enhance investigations of civil rights and EEO violations. In addition, participants will explore how to look at policy decisions under a civil rights lens, such as the role discrimination in transportation, health care, education and voting policy.
- Workshops may be developed by the potential trainer and submitted to Training Committee for consideration. Please use the attached Proposal Form.

[Use this form to Submit a Proposal & Attach Separate Sheets if Necessary](#)

Proposals should be submitted by e-mail to Delilah Donaldson, Training Co-Chair of the Conference Planning Committee, by email to: Ddonaldson1@nc.rr.com no later than **July 11, 2008**

Proposal Form for 2008 Joint IAOHRA/NAHRW Conference

Workshop Title: _____

Name of Trainer: _____

Address: _____

Phone Numbers: _____

E-Mail: _____

For “Skill Building Workshop/Institute”, please provide a description/brief overview, of the session and its expected outcomes (*not to exceed 50 words*):

For “Leaders Institute,” please provide a description of proposed institute topic and expected outcomes (*not to exceed 100 words*):

The Joint IAOHRA/NAHRW Planning Committee places a high value on diversity, and as such, requests that each session demonstrate a commitment to diversity. Please explain how your session will deal with this issue in both content and panel makeup:

The Joint IAOHRA/NAHRW Planning Committee favors highly participatory, interactive and engaging sessions. Please explain how your session will achieve this expected outcome: