



BIOGRAPHIES





Stella Adams
Director
Patricia Roberts Harris National Fair Housing Training Academy

Stella Adams is the director for the Patricia Roberts Harris National Fair Housing Training Academy that trains fair housing professionals to improve their investigative skills and to strategically enforce fair housing laws in an effective and efficient manner. The Academy seeks to serve as the nation's leading center of excellence, research and training for advancement of the principles of fair housing and equal opportunity.

Ms. Adams is a nationally recognized expert on the Fair Housing Act and its implementing regulations. She is also one of the leading authorities on Predatory Lending and Mortgage Fraud Investigative techniques.

Ms. Adams has testified before Congress on many occasions and is the recipient of the 2008 City of Durham Lifetime Achievement Award in Fair Housing; the 2006 Individual Achievement Award of the International Association of Official Human Rights Agencies; the 2005 Civil Rights Award granted by the National Association of Human Rights Workers; the 2004 HUD FHEO Pioneer Award for her work in fighting predatory lending; and the 2004 National Fair Housing Alliance Fair Lending Advocacy Award.



Tom Anable
President
Fairness Fort Worth Inc.

Thomas R. Anable is president of Fairness Fort Worth Inc, an organization formed in September 2009 to represent the interests of the LGBT community. He is actively working with the Human Rights Campaign on behalf of the Fort Worth community.

Mr. Anable received a B.B.A. in Finance in 1976 from the University of Texas at Arlington and an M.B.A. in Quantitative Financial Analysis in 1977 from Virginia Tech University.

His professional career includes serving as Senior Tax Manager at KPMG; PriceWaterhouseCoopers, trust tax and operations; chief financial officer of a multi-state engineering firm; and the managing partner of Anable & Associates, a certified public accounting firm.



Jonathan Bernstein
Executive Director
Not In Our Town

Jonathan Bernstein is executive director of Not In Our Town which counters hate by producing media that connect and inspires people to create inclusive communities. As director,

Mr. Bernstein leads the staff in guiding community responses to hate incidents; recruiting volunteer leadership; collaborating with civil rights and community organizations; and fundraising.

Prior to his present post, Mr. Bernstein served as regional director of the Anti-Defamation League for 17 years. In late 1995 while at ADL, Mr. Bernstein was targeted for murder by a group of right-wing extremists who felt threatened by his efforts to expose their bigotry. The conspirators were arrested with bomb-making materials and later given lengthy jail sentences.

Mr. Bernstein also led community responses to the racially-motivated dragging murder of James Byrd Jr. in Texas and assisted with the prosecution of a group of neo-Nazi skinheads who were planning to instigate a race war in Orange County.

From 1985–1988 he served as ADL's assistant director in Los Angeles, where he coordinated the "A World of Difference" prejudice reduction project. He was also communications director for Texas State Rep. Sherri Greenberg and wrote for the Jerusalem Post in Israel and KABC-TV in Hollywood.

Mr. Bernstein holds a B.A. in English and Political Science from the University of California, Berkeley as well as an M.A. in Communications and an M.B.A. from the University of Texas at Austin.



Samuel T. Biscoe
County Judge
Travis County, Texas

Judge Samuel T. Biscoe was born and reared in Tyler, Texas, where he graduated from Emmett Scott High School in 1965 and Tyler Junior College in 1967. In 1969, he earned a B.A. in History from North Texas State University in Denton (now the University of North Texas).

Upon graduating from North Texas, he studied law at the University of Texas School of Law, and received a Doctorate of Jurisprudence in 1973. While in law school, he was elected president of the Student Bar Association and the Law Class of 1973.

Judge Biscoe was admitted to the Texas Bar in 1973. He was an Earl Warren Fellow, with the NAACP Legal Defense and Educational Fund from 1973-1974. He was in private law practice from 1974 to 1983. In 1983, he became General Counsel and Special Assistant to the Texas Department of Agriculture, a position he held through 1988.

Judge Biscoe was elected Travis County Commissioner for Precinct One in 1988. He was Commissioner for nine years, before resigning in December of 1997 to seek the office of Travis County Judge. On Nov. 3, 1998, he was elected Travis County Judge, and has served in this capacity since Dec. 1, 1998.

Judge Biscoe has received numerous awards and honors, including Who's Who in American Junior Colleges, NAACP Dewitty/Overton Award and many others. Most recently, Judge Biscoe received the Texas Local Leader of the Year Award from the John B. Sheppard Leadership Institute of the University of Texas-Permian Basin.

During his tenure as Travis County Judge, he served as the chairman of the Community Action Network and a member of the City of Austin

Social Equity Commission. He is Chairman of the Executive Committee of the Capital Area Planning Council of Governments and serves on the Capital Area Metropolitan Planning Council and numerous other committees and boards.

Judge Biscoe is married to his lovely wife Donalyn.



Gary Bledsoe
President
Texas State Conference of NAACP Branches

Austin lawyer Gary L. Bledsoe is president of the Texas NAACP and has held that position since being elected in 1991. He also is a member of the National Board of the NAACP since 2003.

As NAACP President, Mr. Bledsoe has been involved in activities that have led to important changes including handling the racial discrimination complaints against the Department of Public Safety that broke the racial barriers preventing minorities and women from being Texas Rangers; removing racist names from maps of Texas; and helping to get laws passed in racial profiling, employment discrimination, housing discrimination, student's access to higher education, hate crimes, indigent defense and other important areas.

He was also the lead lawyer for the NAACP in the recent Congressional litigation and has handled landmark police excessive force litigation and charter school discrimination litigation. Besides representing many African-American doctors and one of the last two known African-American-run hospitals in the country, he has worked extensively to assist minority and other professionals in their battles with state and local governments.

Many local and national groups have recognized Mr. Bledsoe for his legal acumen and for his civil rights works including the Texas Peace Officer's Association, the Thurgood Marshall Legal Society of the University of Texas School of Law, the Travis County Bar Association, the Austin NAACP, the Houston NAACP, the national NAACP and the Austin Area Urban League among others.

Mr. Bledsoe graduated from the University of Texas in 1973 with honors and special departmental honors and earned a Doctorate of Jurisprudence from the University of Texas School of Law in 1976, where he is the permanent class president of the Class of 1976.

He was a Big Brother and is a member of the Social Justice Committee for his church, Holy Cross Catholic Church in East Austin. Mr. Bledsoe also is a member of the Knights of St. Peter Claver that mentors young men and does charity work in Austin and Texas. Mr. Bledsoe also is a member of the Texas Southern University Board of Regents. Mr. Bledsoe has received the Kelly Alexander State President of the Year Award, the Juanita Jackson Mitchell Award for Legal Advocacy and the Benjamin Hooks Keeper of the Flame Award from the National NAACP.



Clifford A. Brown
State District Court Judge
147th District Court in Travis County, Texas

Clifford A. Brown is an attorney with 22 years of experience. Mr. Brown received his B.B.A. in Business Management and Finance from Adelphi University in New York. He earned a Doctorate of Jurisprudence from the George Washington University- National Law Center (Washington, D.C.) in 1989.

Mr. Brown has extensive litigation experience, having worked both sides of the aisle as both a defense attorney and prosecutor. Upon graduating law school, he accepted a position as an assistant district attorney with the Bronx District Attorney's Office in New York City. This position proved to be a great training ground where he prosecuted a wide variety of crimes including child abuse, sexual assault, domestic violence, robbery and homicide.

Mr. Brown and his family relocated to Austin, Texas, from the New York Metropolitan Area in 2000, whereupon he accepted a position with the Travis County District Attorney's Office. He once again began to prosecute the most serious of cases in the District Courts of Travis County including, but not limited to, homicide, aggravated robbery and child, as well as adult, sexual assaults.

In 2004, Mr. Brown was selected to serve in a newly created position as a Community Prosecutor in the North Central area of Austin. This position was that of a non-traditional prosecutor, where he served as a liaison working in partnership with various community residents, groups and organizations, as well as the Austin Police Department, seeking to help facilitate solutions to local problems thereby strengthening neighborhoods.

In January 2007, Mr. Brown was selected by the City Manager to serve as the City of Austin Police Monitor. His office was the vehicle for citizens to file complaints of misconduct against the Austin Police Department. The office oversaw the investigation of those complaints to provide a sense of transparency to that process in an effort to enhance public confidence and support of the Police Department.

In November 2010, Mr. Brown was elected to serve as a State District Court Judge of the 147th District Court in Travis County. He took the bench in January 2011 and now presides over the most serious felony cases ensuring that all participants in the criminal justice system are treated with fairness, dignity and respect.

Robert Canino
EEOC Regional Attorney-District Office
Dallas, Texas

Robert Canino is the regional attorney for the Dallas District Office with responsibility for the EEOC's litigation program in parts of Texas and New Mexico.

In August 2006, Mr. Canino was honored as a first recipient of the ABA's Federal Labor and Employment Attorney of the Year award. He received his bachelor's degree in Speech/Communications from Southern Nazarene University in Oklahoma City and his Doctorate of Jurisprudence Doctor in 1986 from the University of Oklahoma School of Law.

In 1998 and 1999, Mr. Canino served at EEOC headquarters as special assistant/attorney advisor to Chairwoman Ida L. Castro. In that capacity, Mr. Canino was involved in the development and implementation of both policy and operational initiatives through interaction with civil rights advocacy groups, employer organizations, federal agencies and the bar.

He has personally litigated and directed court action under Title VII, the ADEA, the ADA and the Equal Pay Act. Mr. Canino currently serves

on the Council for the Labor and Employment Law Section of the Dallas Bar Association.



Marty Castro
Chair
U.S. Commission on Civil Rights

President Barack Obama appointed Marty Castro to the United States Commission on Civil Rights in January 2011. In March 2011, President Obama elevated Mr. Castro to the position of Chairperson of the USCCR, making him the agency's eighth Chair since the formation of the Commission, and the first Latino Chairperson in its history.

The USCCR is an independent, bipartisan Federal agency whose mission is to investigate complaints alleging that citizens are being deprived of their right to vote by reason of their race, color, religion, sex, age, disability, national origin or by reason of fraudulent practices; to study and collect information relating to discrimination or a denial of equal protection of the laws under the Constitution because of race, color, religion, sex, age, disability, national origin or in the administration of justice; and to submit reports, findings and recommendations to the President and Congress.

In December 2009, Mr. Castro was appointed by Illinois Gov. Pat Quinn to Chair the Illinois Human Rights Commission. The Human Rights Commission is the state's public body that arbitrates complaints of discrimination in housing, employment, public accommodations and financial credit in violation of the Illinois Human Rights Act.

Mr. Castro is also the president of Castro Synergies, LLC, which provides strategic consulting services to corporations, entrepreneurs and non-profit organizations seeking to have a positive social impact on diverse communities.

He is chairman of the National Board of Advisors and serves on the corporate board of directors of New Futuro, LLC, a purpose-driven company providing Latino families with the knowledge, guidance and professional social network they need to get their students into college and beyond.

The son and grandson of Mexican immigrants, he was the first in his family to graduate from high school and the first to obtain a higher education. He is the proud product of Head Start and affirmative action programs in higher education. He received his B.A. in Political Science in 1985 from DePaul University and his Doctorate of Jurisprudence degree from the University of Michigan Law School in 1988.

Mr. Castro practiced law and was a partner at several prestigious law firms including Baker & McKenzie, then the world's largest international law firm. HeHeHhh was also the vice president of external affairs for Aetna Inc., where he was responsible for Aetna's diverse markets strategy and philanthropy in the Chicago regional market, with a special emphasis on helping to overcome health care inequalities in under-served communities.

In 2001-2002, Mr. Castro ran in the Democratic primary for U.S. Congress in Chicago's Fourth District. In endorsing him, the Chicago Tribune said that he has "built an impressive résumé of community activism. He has given back to the community by getting involved in a wide variety of public service causes."

The constant thread running throughout Mr. Castro's career has been his personal commitment to give back to the community. He has been an active leader in community, civic and philanthropic organizations, and blue-ribbon and governmental committees.



Sheryl Cole
Mayor Pro Tem
City of Austin, Texas

First elected in 2006, Sheryl Cole is the first African-American woman elected to the Austin City Council. She was chosen Mayor Pro Tem in June 2011.

A resident of Austin for more than 25 years, Ms. Cole earned her B.A. in accounting from the University of Texas and became a certified public accountant in 1986, working for two years with the "big five" accounting firm Ernst & Young. In 1989, she returned to the University of Texas for law school, earning her J.D. in 1991 and joining the law firm Wright & Greenhill. In 1995, Ms. Cole became staff counsel at the Texas Municipal League, where she served until 2001.

Married to Austin attorney Kevin Cole, she is the mother of three boys-- Marcus, Nelson and Femi. The Coles live in the Wilshire Woods neighborhood in Austin and are members of the Cherrywood Neighborhood Association. The family belongs to David Chapel Missionary Baptist Church.

Ms. Cole is a past president of the Lee Elementary School PTA and a former board member of Leadership Austin, the Austin Area Urban League and Communities in Schools. She also served as Tri-Chair of the 2004 Austin Independent School District's Citizen Bond Committee, and was appointed by former Austin Mayor Kirk Watson to serve on the 1998 City of Austin Citizen Bond Committee.



Dennis Coleman
Executive Director Equality Texas and the Equality Texas Foundation

Dennis Coleman is the executive director of Equality Texas, the only nonpartisan statewide political advocacy organization lobbying the Texas Legislature for the elimination of discrimination based on sexual orientation and gender identity/expression, and the Equality Texas Foundation.

As executive director, Mr. Coleman is responsible for leading a professional staff and hundreds of volunteers who advocate for inclusive policies at the local and statewide level.

Before assuming this position he spent the past seven years as the regional director for the south central regional office of Lambda Legal in Dallas, the oldest and largest national legal organization that advocates for civil rights of LGBT people and people with HIV. His responsibilities included managing a region comprised of eight states: Texas, Oklahoma, Louisiana, Arkansas, Kansas, New Mexico, Colorado and Nebraska.

Much of his work was built on the success the office had in June 2003 with the Lawrence v. Texas case in which the U. S. Supreme Court overturned the state's sodomy ban. While at Lambda Legal, Mr. Coleman successfully fulfilled his vision. As director, one of his goals was to

tell the story of the organization and how it, along with the better-known pantheon of GLBT organizations, was making a significant difference in the continued rights of all Americans regardless of sexual orientation or gender identity. Because of his dedication, hard work and a great team, Lambda Legal is now a vital part of the Texas community.

To read more about Equality Texas, click on www.equalitytexas.org.



Judy Cortez
Commissioner
Austin, Texas, Human Rights Commission

A native from El Paso, Texas, Judy Cortez comes from a family of seven children where she grew up constantly debating fair access and an equal voice when it dealt with house rules between her and her four brothers.

Ms. Cortez played the Scottish bagpipes for her local high school band. She lived and worked throughout various countries in Europe for more than 10 years but now calls Austin her home.

She received her graduate degree in political science-legal studies from Texas State University and her undergraduate degree in criminal justice with a minor in sociology from Southwest Texas State University (now Texas State University). She holds a paralegal certification from Texas State University and two mediation certifications.

Ms. Cortez is a Leadership Austin alumnae (Class of 2002), a member of Leadership Austin and an Hispanic Austin Leadership Inaugural Class alumni. She is a member of the NAACP and serves as first vice president for the American Federation of State, County and Municipal Employees Local 1624. She was recently appointed by AFSCME to serve as a delegate on the Central Labor Council.

Ms. Cortez was unanimously re-appointed by the Austin City Council to serve as a commissioner on the Human Rights Commission and currently serves as Chair. She also serves on the Austin/Travis County/Austin Independent School District Sub-Committee's Judicial System Task Force to address the fragmentation of the juvenile justice court system with the goal of ensuring the silent voices of all youth in Austin and Travis County receive fair and just treatment and are afforded equal rights to education.

She is employed by Travis County as a systems administrator and has proudly served the citizens of Travis County for 14 years.



Lee Crawford
Attorney
City of Austin, Texas

Lee Crawford is a labor and employment attorney with executive management experience in human resources and operations. He has been board certified as a specialist in labor and employment law by the Texas Board of Legal Specialization since 1992. He is a frequent speaker on a variety of legal and human resources topics, and a founding member of the Planning Committee for the

University of Texas Advanced Labor and Employment Law Conference.

Mr. Crawford is currently the Division Chief for the Employment Law and Public Safety Division in the City of Austin's Law Department. Prior to working for the City, he was the chief labor counsel for Temple-Inland Inc. for 10 years, and also held positions as vice president of human resources for Temple-Inland and chief operating officer for a financial division of that company. Prior to working for Temple-Inland, he was in private law practice law in Atlanta, Los Angeles and Austin.

Mr. Crawford is a licensed attorney in Texas, California and Georgia. He is a graduate of Brandeis University and the Emory University School of Law. He also holds a certification as a labor relations specialist from the Michigan State University School of Labor and Industrial Relations, is a trained six sigma process improvement leader, and a certified EEO trainer.



Tom Davis
Commissioner
Austin, Texas, Human Rights Commission

Tom Davis is a retired computer scientist, with a B.A. in math from Rice and an M.S. in computer science from Purdue. He sits on the Austin Human Rights Commission, but as a "professional volunteer," he also gives his time to the Central Texas Red Cross, the Covenant of the Goddess, Interfaith Action of Central Texas, and Transition Austin.

He was raised in the United Methodist Church, but he has followed the Wiccan path since 1992. Since that time, he has encountered a wide variety of receptions of his spiritual path, from "so?" to one employer whose upper management ordered his direct management to "allow him to resign" because of it.

Mr. Davis is the leader and teacher of a small Wiccan group in Austin, the Living Earth Grove of the Gaia Tradition of Wicca. For more information about Mr. Davis, Living Earth, and Wicca in general, see www.Gaia-Web.org



Martin Ebel
EEOC Deputy Director -District Office
Houston, Texas

Martin S. "Marty" Ebel is the deputy director of the Houston District Office of the Equal Employment Opportunity Commission, responsible for the district's day-to-day operations, including Enforcement and Investigation, ADR, and Federal Hearings.

Mr. Ebel serves as the co-chair of the district's Labor-Management Counsel and is also a member of the agency's National Labor-Management Council.

Before joining the EEOC, Mr. Ebel was general counsel, and later, commissioner of the Massachusetts Commission Against Discrimination,

where he ran the Commission's Springfield office; directed the agency's employment testing project; spearheaded a review and revision of the agency's regulations; and adjudicated employment discrimination cases. Before moving to Texas, he was twice named a Massachusetts Super Lawyer.

Prior to joining the EEOC and MCAD, he practiced discrimination law for more than a decade. Mr. Ebel's private practice included employment law for both management and employee clients, as well as defending public accommodation lawsuits. He also served as a member and vice chair of the Massachusetts Architectural Access Board.

He has appeared before state and federal trial and appellate courts and has written, argued, and won two cases that were included in Massachusetts Lawyers Weekly's list of "The Most Important Opinions of 2001."

Before moving to Houston, Mr. Ebel was also an adjunct professor at Boston College Law School where he taught employment discrimination, lectured and conducted seminars before numerous businesses and organizations. He was a regular member of the faculty of the Massachusetts Bar Association's annual employment and labor conference and the Massachusetts Continuing Legal Education Foundation's Employment Law Conference. He has been a featured speaker on multiple panels for the EEOC's annual FEPA conferences.

Mr. Ebel is a 1994 graduate of Boston College Law School, where he was a member of the Jessup International Law Moot Court Team and was honored with the St. Thomas More Award. He is a long-time member of the board of Boston College Law School's Alumni Association and currently serves as its president.



Tom Esparza
Attorney
Austin, Texas

Thomas Esparza Jr. has been a board certified specialist in Immigration and Nationality Law since October of 1985 and a practicing attorney since 1977.

He became interested in immigration law in 1977 as a court-appointed defense lawyer. Legacy INS would place "holds" on aliens in jail on any criminal case. The sheriff's office would stamp the word "wet" on the inmate booking card. He became familiar with the immigration benefits available to prevent deportation and in dealing with the insecurities and fears of the aliens trying to obtain residency.

At an immigration conference in San Antonio, he and his best friend attorney Adan Vega surveyed the lawyers in attendance and found no Hispanics present. Together they decided that their career path was to be in immigration law. With Vega's encouragement and tutelage, Mr. Esparza did the grunt work to become a specialist in the field.

Mr. Esparza graduated from Texas A & M University in 1974 and the University of Texas School of Law in 1977. A former high school teacher and Travis County Justice of the Peace, he had been a sole practitioner until last year. He is a member of the American Immigration Lawyer's Association since 1980, and a past chairman of the Texas, Oklahoma, and New Mexico AILA Chapter. He is also an Oak Hill Youth Sports Association manager and coach of his twin daughters Helena and Carina.

He is especially thankful for the guidance and support of his mentors in the field; Laurier McDonald, Robert "Bob" Shivers, Harry Gee, Harry Joe, Charles Foster and Lionel Perez. Thomas salutes the work of one pioneer in the immigration field in particular; Laurier B. McDonald who recently retired and is living in Edinburg, Texas. When I was young, thin, with no gray hair and just starting out in the field of immigration law, Laurier took Thomas under his wing and "showed him the ropes." Laurier remains an inspiration to me and to countless other immigration lawyers throughout Texas and the world.



Gilberto "Gibby" Espinoza
Management Analyst
City of Forth Worth Human Relations Unit

Gilberto "Gibby" Espinoza is a native of San Antonio and a veteran of the United States Air Force where he served his country for 22 years. Since retirement he worked for the City of Dallas for two and one-half years and has been with the City of Fort Worth for four years, bringing extensive experience in leadership, management, mentorship and business consultation.

Currently he serves as management analyst II for the Human Relations Unit where he assists with all administrative matters concerning the unit. He also helped develop and launch a new community engagement initiative for the Fort Worth Human Relations Commission called "Movies That Matter: A Human Rights Film Series."

Mr. Espinoza has earned a Bachelor of Science degree in Business Management through the University of Phoenix and a Master of Business Administration through Touro University International.

He is a Desert Storm, Desert Shield and Iraqi Freedom veteran, as well as a licensed minister.



Gerald Foday
Executive Director
Metropolitan Human Relations Commission; Fort Wayne, Indiana

Gerald Foday is the executive director of the Metropolitan Human Relations Commission in Fort Wayne, Ind., after having first served as the Commission's legal counsel. He currently serves as first vice president of the International Association of Official Human Rights Agencies.

He was previously IAOHRA's second vice president and board member-at-Large. Mr. Foday also served as a board member of the National Association of Human Rights Workers, and is currently president of the Indiana Consortium of State and Local Human Rights Agencies.

Mr. Foday received a Bachelor of Arts Degree in Sociology from Huntington College, Huntington, Ind., and his law degree from the University of Detroit Mercy School of Law. He also worked for the City of Detroit Law Department.

While in law school, he served as law clerk in the Federal District Court for the Northern District of Indiana, Fort Wayne Division. He is a civil mediator having completed all certification requirements of the Indiana Supreme Court, including the completion of courses in advanced negotiation, conflict resolution and leadership development. He has also served as adjunct professor of Gender and Diversity Management, for the Division of Organizational Leadership and Supervision, and as adjunct professor of Philosophy of Law, at the Indiana University-Purdue University Fort Wayne campus.

Mr. Foday has been very active in civil and human rights issues in the State of Indiana and beyond. He has conducted numerous seminars and workshops on civil and human rights issues including "Legal Writing for Investigators," "Conducting Effective Fact Finding Conferences," "Best Practices for Investigating Title VII Discrimination Complaints," "Employment Law," "Fair Housing Training," "How to Conduct a Fair Fair Housing Investigation," "Harassment and Diversity Management in the Workplace," "Effective Communication for Mediators" and a "Dash Board Diversity" workshop for the International Association of Fire Fighters Conference in New Orleans 2008.

Among the numerous awards received is a Certificate of Recognition for Dedicated Service to the Community and Invaluable Contribution to the State of Indiana, and also recognition for "Visionary Leadership of the State of Indiana in the Area of Civil and Human Rights."

Beth Frank
Attorney
U.S. Department of Justice

Beth Frank is a trial attorney in the Housing and Civil Enforcement Section of the Civil Rights Division of the U.S. Department of Justice. Prior to joining the Housing and Civil Enforcement Section in 2010, Ms. Frank spent three years as an assistant attorney general in the Civil Rights Bureau of the New York State Attorney General's Office and five years as a litigation associate at Paul, Weiss, Rifkind, Wharton & Garrison LLP.

Ms. Frank graduated from Washington University in St. Louis School of Law and received her B.A. in Women's Studies and Psychology from the University of Michigan.



Dr. Susan M. Glisson
Executive Director
William Winter Institute for Racial Reconciliation

In 1998, Susan Glisson coordinated the only Deep South public forum for President Clinton's One America: An Initiative on Race, which led to the creation of the Institute for Racial Reconciliation. Glisson was appointed director of the William Winter Institute for Racial Reconciliation in November 2002 and has supported community projects throughout the state for the institute since its inception.

Dr. Glisson is a native of Evans, Ga., who earned bachelor's degrees in Religion and History from Mercer University; a master's degree in Southern Studies from the University of Mississippi; and a Ph.D. in American Studies from the College of William and Mary.

She specializes in the history of race and religion in the United States, especially in the black struggle for freedom.

Dr. Glisson is the co-author (with Sam Chaltain and Charles Haynes) of "First Freedoms: A Documentary History of First Amendment Rights in America" (2006). She edited "The Human Tradition in the Civil Rights Movement," also published in 2006. She is a contributor to "Telling Stories That Change the World" (2008) and to the "Encyclopedia of U.S. Labor and Working Class History" (2006).

Dr. Glisson is a Salzburg Fellow and has been quoted widely in the media, including in the Jackson Clarion-Ledger, the Memphis Commercial-Appeal, the Atlanta Journal-Constitution, USA Today, the Washington Post, the New York Times, the Miami Herald, The Economist, Le Monde, CNN, NBC and CourtTV.



Margaret J. Gomez
County Commissioner, Precinct 4
Travis County, Texas

Margaret Gomez is a product of the Austin Independent School District, having attended Becker Elementary, Fulmore Junior High before graduating from William B. Travis High School.

She has labored for the Austin community on issues ranging from the South Texas Nuclear Power Plant to the Save Our Springs Initiative as well as many other community infrastructure needs. For more than 25 years, she has been politically active.

Her work on various campaigns runs the gamut from Austin City Council, local Democratic Party races and presidential races. She has served on the City of Austin Campaign Reform Task Force and twice on the City of Austin Charter Revision Committee. She is a graduate of the Citizens Police Academy.

Ms. Gomez was elected constable in 1980 against a 14-year incumbent. She was re-elected in 1984 and 1988 with 60% and 62% of the vote, respectively. In 1991, she was elected to another term as constable, receiving 75% of the vote. She resigned from her post in the fall of 1993 to successfully seek the office of county commissioner for precinct four. On Jan. 1, 1995, Travis County Commissioner Margaret Gomez was sworn into office, the first Mexican-American woman to ever serve in this capacity in Travis County.

Ms. Gomez has received numerous awards including "Woman of the Year," by the Texas Women's Political Caucus, (1980); "Outstanding Hispanic Woman" from LULAC, (1993); and has twice been named "Fund Raiser of the Year," by the East Austin Optimists Club. She is actively involved throughout her community in promoting the importance of education. She volunteers with Reading is Fundamental and has participated in career day events at several elementary and junior high schools.

She is a summa cum laude graduate from St. Edward's University in Austin. In December 2004, Commissioner Gomez received her Master's in Liberal Arts from St. Edward's.



Paula Haley
Executive Director
Alaska State Commission for Human Rights

Paula M. Haley has been the executive director of the Alaska State Commission for Human Rights since 1988. Prior to 1988, Ms. Haley worked as staff attorney for the Anchorage Equal Rights Commission. She began her civil rights career more than 30 years ago in Biloxi, Miss.

Ms. Haley has served as a member of the Board of Directors of the International Association of Official Human Rights Agencies since 1992. Her volunteer work includes service as a Governor's appointee to the Council on Domestic Violence and Sexual Assault, and as a board member for Hospice of Anchorage and the Alaska Dance Theater.

She received her B.A. and Doctorate of Jurisprudence Doctorate at Northeastern University, Boston, Mass., and is a member of the Alaska Bar Association.



Barbara Hall
Chief Commissioner
Ontario Human Rights Commission

Barbara Hall has more than 40 years of experience as a community worker, lawyer and municipal politician. She served three terms as a Toronto City Councillor beginning in 1985 and as Toronto's mayor from 1994 to 1997. From 1998 to 2002 she headed the Canadian government's National Strategy on Community Safety and Crime Prevention.

She was appointed chief commissioner of the Province of Ontario's Human Rights Commission in 2005. She is currently president of the Canadian Association of Statutory Human Rights Agencies, a network that brings together Canada's territorial, provincial and federal human rights agencies to protect, promote and advance human rights across the country.

Ms. Hall has also practiced criminal and family law, been a member of the Province of Ontario Health Ministry's Health Results Team, and lectured nationally and internationally on urban and social issues. She has extensive experience on non-profit boards and committees, and has a strong record of bringing diverse groups together to build safe and strong communities.



Glenn Harris
Manager
City of Seattle Race and Social Justice Initiative

Glenn Harris is the manager of the City of Seattle Race and Social Justice Initiative, which works to eliminate institutionalized racism in city government and promote multiculturalism and full participation by all residents.

Mr. Harris previously served four years as the Southeast District coordinator for the City of Seattle Department of Neighborhoods. Southeast is one of Seattle's most diverse neighborhoods - 80% of residents are people of color and of those 40% are recent immigrants.

As the liaison between the city and the many diverse communities within Southeast Seattle, Mr. Harris worked with residents, neighborhood groups, business associations, and issue-based organizations to inform the community of city programs and policies, while also responding to residents' interests.

Mr. Harris came to city government after four years association with Western States Center, a Portland-based nonprofit that provides technical assistance, training, research and policy analysis in an eight-state region to organizations working to achieve social change. He was the center's development director and anti-racism trainer.

The City of Seattle Race and Social Justice Initiative builds on the work of the civil rights movement and the ongoing efforts of individuals and groups in Seattle to confront racism. The initiative's long-term goal is to change the underlying system that creates race-based disparities in the community to achieve racial equity.



Risa Kaufman
Executive Director
Human Rights Institute

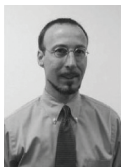
Risa E. Kaufman is the executive director of the Human Rights Institute at Columbia Law School and a lecturer in law. At the institute, she works to develop and advance international human rights norms and strategies in the United States through research, advocacy, network building and training.

Ms. Kaufman also teaches a seminar on economic justice and human rights in the United States. As part of the institute's treaty implementation initiative, she serves on the steering committee of the Human Rights at Home Campaign that seeks to build stronger infrastructure for human rights monitoring and enforcement at the federal, state and local level. The Human Rights Institute chairs the campaign's state and local government coordination subcommittee.

Ms. Kaufman has extensive experience in public interest litigation, advocacy and legal education with a special focus on women's rights, poverty law and access to justice. Prior to joining HRI, she engaged in impact litigation, policy initiatives and public education focusing on welfare, housing rights, racial profiling, access to legal services, rights of incarcerated persons, and voting rights.

She served as associate counsel at the Community Service Society of New York; a Gibbons Fellow in Public Interest and Constitutional Law at the law firm of Gibbons, P.C.; and a Skadden Fellow at NOW Legal Defense and Education Fund (now Legal Momentum). She has taught at Fordham Law School, Seton Hall Law School and New York University School of Law, where, immediately prior to joining Columbia, she was an acting assistant professor in the Lawyering Program.

She holds a B.A. from Tulane University and a J.D. from NYU School of Law, where she was a Root-Tilden-Snow Scholar. She clerked for Judge Ira DeMent in the U.S. District Court in Montgomery, Ala., and has published several articles on access to courts and poverty.



Rodney Klein
Education and Training Manager
U.S. Equal Employment Opportunity Commission

Rodney Klein graduated from the University of Texas at San Antonio, and was hired by the U.S. Equal Employment Opportunity Commission as an investigator in 1992. Mr. Klein investigated individual complaints of employment discrimination, along with large class and systemic cases.

He worked as a liaison between the EEOC and various fair employment practice agencies. He was also the San Antonio Office's charge receipt supervisor, responsible for receiving and processing all incoming discrimination complaints. Currently, Mr. Klein is the Dallas District's outreach and training manager. He speaks to audiences about employment-related matters, the civil rights statutes, and EEOC procedures, and he is a featured speaker at his office's yearly training seminars for employers.



Ramey Ko
Municipal Judge
Austin, Texas

Ramey Ko is an activist, attorney and judge in Austin, Texas. Mr. Ko previously practiced housing and domestic violence law with Texas Rio Grande Legal Aid and the Texas Advocacy Project.

In January 2010, the Austin City Council appointed Mr. Ko to the Austin Municipal Court, making him the first Asian-American judge in Travis County. In January 2011, he began teaching as a lecturer in Asian-American Studies at the University of Texas, focusing on Asian-Americans and the law.

In December 2006, he founded Asian-Americans for Obama, a national grassroots organization dedicated to organizing Asian-Americans in support of Obama's presidential campaign. Mr. Ko also co-founded the Capital Area Asian-American Democrats in April 2007 and has since served as its president. In September 2010, he was appointed to the President's Advisory Commission on Asian-Americans and Pacific Islanders, which advises the Obama Administration and federal agencies on how to better serve the AAPI community.

He previously chaired the Austin Commission on Immigrant Affairs and currently serves on the Austin Public Safety Commission, which oversees the budgets and policies of police, fire and emergency medical services. He also serves as a board member of Asian-Pacific Americans for Progress and an honorary board member of the Texas Asian Chamber of Commerce.

He is a recipient of the 2010 Emerging Leader Award from the Texas Asian Chamber of Commerce, the 2010 Excellence in Public Interest Award from the Texas Law Foundation, and was named a "Gold Star Texan" for 2009 by the Texas Progressive Alliance.

He received a 2009 Best of Austin award from the Austin Chronicle for his encounter with Texas State Rep. Betty Brown, who suggested that Asian-Americans should change their names to make them easier after he testified against a proposed "Voter ID" bill. He was also recognized by the University of Texas Asian/Asian-American Faculty and Staff Association with the 2011 RAISE Excellence Teaching Award.

Mr. Ko grew up in Carrollton, Texas, and graduated from Yale University and the University of Chicago Law School. He loves cooking, karaoke, geek culture and eating Texas barbecue, enchiladas and Chinese dumplings.



Rue Landau, Esquire
Executive Director
Philadelphia Commission on Human Relations and the Fair Housing Commission

Rue Landau, Esquire, is the Executive Director of the Philadelphia Commission on Human Relations and the Fair Housing Commission.

The PCHR is the quasi-judicial agency empowered to enforce Philadelphia's civil rights laws and deal with all matters of community conflicts. The FHC is the city agency charged with addressing unfair rental practices in housing and other landlord-tenant disputes.

Prior to her appointment, Ms. Landau was a senior attorney in the Housing Unit at Community Legal Services in Philadelphia where she specialized in landlord-tenant law with a focus on public and subsidized housing.

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 September 2006, she was named a "Pennsylvania Lawyer on the Fast Track" by American Lawyer Media.

During her tenure at CLS, Ms. Landau 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. In addition to her professional accomplishments, she 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. She currently serves on the board of the Philadelphia Housing Development Corporation.



Lee Leffingwell
Mayor
City of Austin, Texas

Lee Leffingwell is a native of Austin, and grew up in the Bouldin neighborhood in South Austin. His father was an Austin firefighter and later a Travis County Deputy Sheriff and his mother worked as an admissions clerk at the University of Texas.

Mayor Leffingwell attended Austin public schools and graduated from the University of Texas with a degree in mechanical

engineering. After college, he became an officer and pilot in the United States Navy and served on active duty in the Vietnam War. He subsequently joined the Naval Reserves and retired from the Armed Forces after 20 years of service with the rank of commander.

Mayor Leffingwell was a pilot with Delta Air Lines for more than 30 years, ending his career as an international Boeing 767 and MD-11 captain. After retiring from Delta, he became a full-time community volunteer in Austin with a focus on environmental causes. He was appointed to the city's Environmental Board by the Austin City Council in 1999, and subsequently elected chair of the board by his colleagues.

In 2005, he ran for and won the Place 1 seat on the Austin City Council and was re-elected to that seat in 2008 with 68% of the vote. In 2009, he ran successfully for Austin mayor, winning the support of every endorsing Democratic, neighborhood and environmental group in Austin.

As both Council member and mayor, he has been focused on job creation, transportation, public safety, social services, environmental protection and making City Hall more transparent and accountable.

Mayor Leffingwell is married to Julie Byers, a registered nurse at Seton Northwest hospital. The couple is parents of three and the grandparents of six. Mayor Leffingwell runs five miles most mornings, and is a USSF-accredited soccer referee.



Dr. Joe Leonard Jr.
Assistant Secretary for Civil Rights
U.S. Department of Agriculture

Agriculture Secretary Tom Vilsack swore in Dr. Joe Leonard Jr. as assistant secretary for civil rights on April 6, 2009. Nominated by President Barack Obama and confirmed by the U.S. Senate on April 2, 2009, Assistant Secretary Leonard has a strong academic, legislative and working history in civil rights.

Assistant Secretary Leonard is a native of Austin who holds a Ph.D. in American History with a specialization in civil rights history from Howard University, Washington, D.C.; an M.A. from Southern University, Baton Rouge, La.; and a B.A. from Huston-Tillotson University in Austin.

Before joining USDA, Assistant Secretary Leonard served as executive director of the Congressional Black Caucus under the leadership of Rep. Carolyn Cheeks Kilpatrick (D-MI). While at the CBC, he managed the daily activities of the Caucus and helped guide the legislative policy for its 43 congressional members.

Prior to his role at the CBC, Assistant Secretary Leonard served as the executive director of the Black Leadership Forum, an umbrella organization of 32 member groups that together work to develop and implement progressive public policies for social change. He has also served as the Washington, D.C. Bureau Chief of the Rainbow/PUSH Coalition and director of the Arthur Fleming Institute of the Center for Policy Alternatives.

Assistant Secretary Leonard and his wife, Dr. Natasha Cole-Leonard, are proud parents of 8-year-old son, Cole.



Emilio Alvarez Icaza Longoria
Human Rights Consultant

Emilio Álvarez Icaza Longoria is the former president of the Human Rights Commission of Mexico City, the third most populous city in the world, with more than 20 million residents.

He served two terms in the role of its chief executive. In 2001, the legislature appointed him unanimously as President of the Human Rights Commission of the Federal District (Mexico City) and he was subsequently ratified unanimously to a second term, with more than 2,000 staff.

He has received more than 50 awards, prizes and awards nationally and internationally. He has been lecturer in more than 300 forums within and outside the country, including the U.N. High Commissioner's Dialogue on Protection Challenges in Geneva, Switzerland; the Global Exchange on National Human Rights Commissions in Bellagio, Italy; the Current Situation of Human Rights in Mexico at the University of Montreal, Canada; presentation of the "Diagnóstico y Programa de Derechos Humanos del Distrito Federal" at the Inter-American Commission on Human Rights in Washington, D.C.; the Human Rights Program of the School of Law, Harvard University; and the Executive Session on Human Rights Commissions and Criminal Justice, Harvard University.

Also, the workshop "Media and Ruler. A Reform Agenda in Latin America," in Washington; Course on Human Rights in Mexico at the University of Chicago; and Presentation of "Human Rights Diagnostics and Program in Mexico City" (Diagnóstico y Programa de Derechos Humanos del Distrito Federal) at the Human Rights Council of the U.N., Geneva, Switzerland.

He has published more than eighty collaborations in Mexican and foreign media. He is author of the book "Para Entender los Derechos Humanos en México" ("Understanding Human Rights in Mexico"). He stands out for his participation in civil society as general director of Centro Nacional de Comunicación Social and co-founder of Alianza Civica, AC., an organization dedicated in the defense and promotion of human rights and democratic transition in Mexico.

He is currently an independent consultant expert in human rights. He has been a professor at the Centro de Investigación y Docencia en Humanidades del Estado de Morelos at the Universidad Nacional Autónoma de México, the Universidad Iberoamericana Campus Santa Fe; the Universidad Autónoma de Tlaxcala and the Centro de Estudios para el Desarrollo Rural.

He was born in Mexico City, and graduated in Sociology from the Universidad Nacional Autónoma de México and obtained a master's in Social Sciences from the Facultad Latinoamericana de Ciencias Sociales.



David Lopez
General Counsel
U.S. Equal Employment Opportunity Commission

P. David Lopez was sworn in on April 8, 2010, as General Counsel of the U.S. Equal Employment Opportunity Commission after his nomination by President Obama on Oct. 22, 2009.

He was given a recess appointment on March 27, 2010, and confirmed by the Senate on Dec. 22, 2010. Mr. Lopez is the first

field staff attorney to be appointed as General Counsel.

Mr. Lopez has served in the Commission for 16 years in the field and at headquarters. Prior to this, Mr. Lopez was a supervisory trial attorney at the Commission's Phoenix District Office, where he oversaw the litigation of a team of trial attorneys. When Mr. Lopez initially joined the Commission 1996, he served as special assistant to then-Chairman Gilbert F. Casellas in Washington, D.C. In this capacity, he advised Chairman Casellas on policy and litigation matters and helped develop the agency's strategic plan for development of pattern or practice cases.

He also represented the EEOC in an inter-agency working group commissioned by the Clinton White House to monitor potentially discriminatory immigration legislation. In addition, as special assistant, he oversaw the development and coordinated the implementation of the Commission's National Enforcement Plan, which is still in effect today.

Immediately prior to joining the Commission, Mr. Lopez was a senior trial attorney with the Civil Rights Division, Employment Litigation Division, of the U.S. Department of Justice in Washington, D.C., between 1991 and 1994. In this capacity, he litigated employment discrimination cases against state and local governments in numerous jurisdictions throughout the United States on behalf of the Department of Justice.



Jeffery Paul May
Assistant Director
National Neighbors

Jeffrey Paul May is a national expert on fair housing planning and affordable housing and serves as the assistant director of National Neighbors, a program of the National Community Reinvestment Coalition.

His responsibilities include providing oversight of all education, planning, compliance and enforcement activities occurring across the United States. In his previous post, he was the project director of the Fair Housing Program for DB Consulting Group Inc., a minority-owned firm that provides support and technical assistance to federal agencies.

Mr. May managed the firm's fair housing investigation, research, planning, enforcement and education activities throughout the country.

Prior to joining DB Consulting Group, Inc., he was the municipal services consultant at Iconographx Inc. with responsibilities to provide clients with technical assistance, census data mapping and analysis services on affordable housing, fair housing, and urban and regional planning projects. Before joining Iconographx, he served as the executive director of the Greater New Orleans Fair Housing Action Center, a private non-profit organization established to address and eradicate housing discrimination throughout the state of Louisiana.

In the past 14 years of employment, Mr. May has received extensive training as a testing coordinator from the National Fair Housing Alliance and the U. S. Department of Housing and Urban Development concerning rental, sales, insurance and lending investigations.

He holds a B.A. in Sociology and a master's in Urban and Regional Planning. He was a member of the Fannie Mae Housing Impact Advisory Council and the National Fair Housing Alliance's Board of Directors. He is a member of the national, community development division, and State of Louisiana American Planning Associations



Taylor McCaslin
Participant
Texas Civil Rights Project, Safe Schools Program

A student at the University of Texas at Austin, Taylor McCaslin is studying Stage Management in the Department of Theatre and Dance. He actively speaks out against bullying in schools as a guest speaker for the Texas Civil Rights Project Safe Schools Program.

He shares his story of growing up gay in a community that didn't accept him. He hopes his story can help other LGBTQ youth be proud of who they are, find a safe space in their community and to spread the message of acceptance, compassion and understanding.

Living by his motto, "just be you," Mr. McCaslin hopes to eventually create a theater company for LGBTQ youth as a safe place to explore and express one's identity. More information about his story, future goals and human rights activism can be found at www.taylormccaslin.com/standup

The TCRP Safe Schools Program is a free, curriculum-based seminar series for middle and high school students aimed at preventing harassment and discrimination in school. Safe Schools exists to protect all students, with a focus on the LGBT (Lesbian, Gay, Bisexual, Transgender) community. Safe Schools is currently adding teacher training and parent workshops to its free seminar series. More information on the TCRP Safe School's program can be found at www.texascivilrightsproject.org/go/safeschools



Jan McNerney
Director
NeighborWorks Business and Community Lenders of Texas

Jan McNerney is the homeownership director of NeighborWorks Business and Community Lenders of Texas in the Dallas/FortWorth Metroplex. BCL is a non-profit focusing on financial capabilities/homebuyer education; counseling on foreclosure avoidance; establishing partnerships with lenders to rehabilitate communities hardest hit by foreclosures and SBA loans for minorities. She has 30 years of mortgage banking experience, beginning in secondary marketing, through loan processing, underwriting and quality control.

She was a branch manager for the Central Texas Region of Ryland Mortgage, Pulte Mortgage, Bank of America and Wells Fargo all in Austin. In 2004 she obtained her mortgage broker's license and was the managing mortgage broker for Highland Capital Lending Inc. in Dallas.

She was chosen by Fannie Mae as a lead broker for a program called Nuestro Hogar in partnership with Home Depot and CITI. A total of 1,025 low-to-moderate income families qualified for housing in the Metroplex. Also during that time Bank of America selected her as a participating mortgage broker for its Community Affordable Housing Commitment.

In 2005, she joined the Dallas Hope Committee, a committee operating through the servicers and treasury department in Washington to

obtain statistical analysis on mortgage foreclosures. She sits on the HUD roundtable, Hope Committee, Hope Alliance, the State of Texas Foreclosure Task Force, and an advisory committee of non-profits for a project with public television station KERA.

Her certifications and training include Graduate of Center for Creative Leadership, Greensboro, N.C.; Austin Institute of Real Estate, Real Estate Instructor; Mortgage Bankers Association, Auditing and Quality Control; FNMA Underwriters, Quality Control and Program Development; HUD Underwriting Classes; V.A. Underwriting Classes; and Texas Real Estate Approved Instructor (NeighborWorks and HUD-certified).

She is married and has two children.



Kurt Cadena-Mitchell
Activist
Austin, Texas

Kurt Cadena-Mitchell, a former Catholic seminarian and AmeriCorps alumnus, holds a Bachelor of Social Work from Texas State University and is currently pursuing a Master of Science in Social Work with a concentration in Community and Administrative Leadership from the University of Texas at Austin.

He completed his undergraduate social work internship with Communities in Schools at Eastside Memorial High School in Austin, Texas. In this setting, he developed and strengthened the campus Gay-Straight Alliance to become the largest Communities in Schools peer group on site.

Prior to that experience, he served Hays County, Texas, as an advocate for comprehensive sexual education policies on the Youth Leadership Council for the Texas Freedom Network and worked for several faith-based non-profits in Austin, Texas.

He is a huge fan of female vocalists including Whitney Houston, Cher, Barbra Streisand, Patti Labelle and other classic divas. His interests include liberation theology, post-colonial feminist theory and the work of political organizing within communities of color.



Laura Morrison
Council Member
City of Austin, Texas

Laura Morrison was elected to serve as an Austin City Council Member in June of 2008. Although she works on all issues, her primary focus has been neighborhoods/zoning, local businesses, the environment, budget, affordable housing, public health and social services.

Council Member Morrison also led the effort to create a Hate Crimes Taskforce, which is perusing measures to reduce bias and discrimination that leads to hate motivated incidents. When working on an issue, she always integrates transparency, collaboration and community involvement.

As a Council Member, she serves on several Council subcommittees:

Emerging Technology and Telecommunications Committee, Chair

Audit and Finance Committee

Comprehensive Planning and Transportation Committee

Public Health and Human Services Committee

In addition, she represents the City on the Community Action Network Board of Directors and the City of Austin/Travis County/Austin Independent School District Subcommittee.

Prior to taking office, Council Member Morrison was engaged in many civic arenas. She served as president of the Austin Neighborhoods Council, which provided an opportunity to get to know Austinites all across the city and to become familiar with a broad range of issues. Under her leadership, ANC neighborhood membership doubled to include more than 80 neighborhood associations across the city.

She also served with several organizations dealing with areas of particular interest to her, including affordable housing and health and human service concerns. Those include the McMansion Taskforce, Community Action Network Community Council, HousingWorks Policy Committee and the Pandemic Flu Taskforce.

Her professional career has included working as an engineer for Lockheed Martin, as a consultant in export compliance, and in the field of pandemic flu preparedness. She holds a Graduate Certificate in Community Preparedness and Disaster Management from the School of Public Health at the University of North Carolina, Chapel Hill; a Master's in Mathematics from the University of California, San Diego; and a Bachelor's in Mathematics from the University of California, Berkeley.

She moved to Austin in 1981 with her husband, Phil Morrison, who is a professor on the physics faculty at the University of Texas. They have two sons: Will, who lives in San Francisco with his wife Minjia; and Benny, who lives in Portland with his wife Dayna and their daughter, Edalyn Louise, otherwise known as "Eddy."

To relax, Council Member Morrison tap dances with friends every Sunday, and enjoys the great jewels of Austin by regularly rowing on Lady Bird Lake and swimming at Barton Springs.



Julie Nelson
Director
City of Seattle Office for Civil Rights

Julie Nelson currently serves as the director of the Office for Civil Rights for the City of Seattle, a position she has held since 2007. She originally joined the Office for Civil Rights in 2005 as the director of policy and outreach.

The Seattle Office for Civil Rights envisions a city where all people enjoy equal rights, equal opportunity and freedom from illegal discrimination. The office promotes racial and social justice for everyone in Seattle through education, policy work and enforcement of civil rights laws.

Applying both federal and local laws, SOCR addresses illegal discrimination in employment, housing, public accommodations and contracting within the Seattle city limits. From filing a charge through the investigation of a case, SOCR provides a forum for resolution and remedies against

discriminatory conduct. Seattle currently includes these protected classes: age, ancestry, color, creed, disability, gender identity, marital status, national origin, parental status, political ideology, race, religion, sex, sexual orientation, use of a Section 8 certificate, use of a service animal, and military or veteran status.

In addition, under Ms. Nelson's direction, SOCR leads the Race and Social Justice Initiative, an initiative that envisions a city where racial disparities have been eliminated and racial equity achieved. The mission of the Race and Social Justice Initiative is to end institutionalized racism in city government and promote multiculturalism and full participation by all residents. The initiative's long-term goal is to change the underlying system that creates race-based disparities in Seattle community and to achieve racial equity.

Ms. Nelson has worked for the City of Seattle for more than 20 years, beginning her career as an intern in the Seattle Water Department. Her positions have ranged from an analyst of conservation programs for the city's utilities, to a budget analyst for the Department of Administrative Services to the director of Planning and Evaluation for the Seattle Human Services Department.

She moved to Seattle in 1986 to obtain her Master's in Economics from the University of Washington. Prior to her time in Seattle, Ms. Nelson lived in Tucson, Ariz., working as a policy analyst for Pima County Community Services and receiving her B.A. from the University of Arizona with a double major in Economics and Finance.

Ms. Nelson has served on the boards of many non-profits and worked with many community-based organizations.



Ken Neubeck
Commissioner
Oregon Human Rights Commission

Ken Neubeck is a member of the Eugene (Ore.) Human Rights Commission and chairs its Human Rights City Work Group. He also serves as a co-coordinator of the Community Coalition for Advancement of Human Rights, an informal network of local community social justice groups and their allies, and volunteers as executive director of Amigos Multicultural Services Center, a nonprofit organization that advocates for the human rights of immigrants.

Mr. Neubeck is an emeritus professor of sociology at the University of Connecticut-Storrs, where he co-founded and directed the university's interdisciplinary Human Rights Minor. His published works include "When Welfare Disappears: The Case for Economic Human Rights," which addresses poverty in the United States as a human rights violation; and "Welfare Racism: Playing the Race Card Against America's Poor," an analysis of the role played by racism in shaping contemporary U.S. welfare policy.

Mr. Neubeck's current advocacy work and writing projects focus on implementation of universal human rights at the local community level.



Cathy Norman
Minister
Church of Scientology

Cathy Norman is an ordained minister of the Church of Scientology and the director of special affairs for the Church of Scientology of Texas in Austin. She serves as a delegate for the Church to Interfaith Action of Central of Texas (iACT), and served for five years on its board of directors. She has worked for the church for more than 30 years in the areas of public affairs, legal, interfaith relations, and community involvement.

She is currently president of University Area Partners, a neighborhood organization west of the University of Texas. She has served on the Community Action Network's Homeless Task Force, the Austin Police Department Chief's Forum on Community Policing, and the Downtown District Attorney's Advisory Board.

She is involved in coordinating the efforts of Church of Scientology Volunteer Ministers and is the local director of Churches of Scientology Disaster Response, currently representing that group with the Central Texas VOAD (Voluntary Organizations Active in Disaster).



Tina Patterson
Commissioner
Montgomery County, Maryland, Human Rights Commission

Tina Patterson, commissioner with Montgomery County (Maryland) Human Rights Commission is a seasoned alternative dispute resolution professional providing mediation, arbitration services to a wide range of clients.

Committed to serving her community and increasing human rights awareness, Ms. Patterson was the first African-American female to serve as president of the United Nations Association Dallas, Texas, Chapter. She has been a speaker and guest lecturer on various topics, including human trafficking, minority leadership, and women's rights.

She has been featured in the Association for Conflict Resolution's ACResolution magazine for her alternative dispute resolution work as well as the United Nations Association of United States Interdependent magazine, Rolling Out magazine and the George Washington University's Center for Excellence in Public Leadership newsletter for her community service work.

Ms. Patterson currently serves on the board of the Human Rights Initiative of North Texas and is a member of the White House Project's Washington, D.C., Leadership Circle.

A graduate of Brown and Southern Methodist universities, Ms. Patterson credits her parents with her love of learning. That love of learning has led to her completing Leadership America (2003), Leadership Texas (2004), the White House Project's Go Run program (2007) and Leadership Montgomery (Maryland) (2011).

Ms. Patterson works for a privately-held, global information technology company that provides support and services to the federal government as a proposal management director.



Sara K. Pratt
Deputy Assistant Secretary
U.S. Department of Housing and Urban Development

Sara Pratt has been Deputy Assistant Secretary for Enforcement and Programs at HUD's Office of Fair Housing and Equal Opportunity since September 2010.

She oversees HUD's enforcement of the Fair Housing Act and other civil rights laws, the Fair Housing Assistance Program, the Fair Housing Initiatives Program and HUD's enforcement of Section 3 of the Housing and Urban Development Act. She has worked as an attorney, trainer and fair housing and civil rights expert for 34 years.

Before her return to HUD, Ms. Pratt staffed the National Commission on Fair Housing and Equal Opportunity, co-chaired by former HUD Secretaries Jack Kemp and Henry Cisneros, and helped prepare a report issued in December 2009 on the future of fair housing. She assisted with the development of the report to the United Nations Committee on the Elimination of Racial Discrimination "Residential Segregation and Housing Discrimination in the United States," issued in January 2008. She was a member of the faculty of the National Fair Housing Training Academy and the National Fair Housing Alliance's Fair Housing School and served on the Leadership Conference on Civil Rights Fair Housing Task Force.

Her recent publications also include "Disparate Impact under the Fair Housing Act: A Proposed Approach," co-authored with Robert Schwemm and available at http://papers.ssrn.com/sol3/papers.cfm?abstract_id=1577291. (December 2009).

Ms. Pratt has been an expert witness in a number of fair housing cases including *United States ex rel Anti Discrimination Center v. Westchester County, N.*, and *United States v. Village of Island Park*, as well in *National Fair Housing Alliance v. Prudential Insurance Company*.

As director of enforcement at the Department of Housing and Urban Development between 1993 and 1999, Ms. Pratt participated in a number of initiatives relating to discrimination in housing and lending including leading FHEO's enforcement of the Fair Housing Act and other civil rights laws. She personally participated in the development of the FFIEC Policy Statement on Fair Lending.

Her office, under her direct supervision, reviewed and analyzed fair lending issues and developed and settled HUD's first case involving predatory lending. In the past, she has been outside counsel for Fannie Mae and Freddie Mac, for which she provided fair lending advice and consultation.

Ms. Pratt served as director of enforcement and compliance for the National Fair Housing Alliance from May 1999 to December 2000. She was director of the Office of Enforcement in HUD's Office of Fair Housing and Equal Opportunity in Washington, D.C., from 1993-1999 and deputy assistant general counsel for Fair Housing in HUD's Office of General Counsel from 1991-1993.

She also practiced civil rights law in Louisville, Ky., held a variety of positions with the Kentucky Commission on Human Rights, and has served as a national and international consultant on fair housing matters. She is editor and primary author of "Damages for Embarrassment and Humiliation in Housing Discrimination Cases."



Rose Pulliam
Director
aligo

Rose Pulliam is the Director of Capacity Building at aligo, a queer people of color organization.

She is the former president of the National Domestic Violence Hotline and the former Executive Director of the Vermont Network Against Domestic Violence and Sexual Assault.

She also served as the associate director of the Alabama Coalition Against Domestic Violence; executive director of the Family Service Center of Talladega; and the executive director for Second Chance Inc. a local domestic violence shelter program.

Ms. Pulliam has more than 20 years experience designing and leading social change organizations and programs impacting domestic and sexual violence, child abuse, HIV, substance abuse, economic deprivation and mental health issues.

She has served as a consultant for many national organizations including the CDC, NIJ, OVW and the National Women of Color Network while maintaining her grassroots advocacy philosophy. She earned her Master of Social Work from the University of Alabama. She is currently a social work doctoral student at the University of Texas at Austin.

Sandy E. Robinson II
Director of Community Relations
City of Springfield, Illinois

Sandy Robinson II is the director of the City of Springfield, Ill., Office of Community Relations that focuses on employment discrimination issues, fair housing, landlord/tenant disputes and education/outreach programs. He is also the current president of the Illinois Municipal Human Relations Association, an organization focused on civil/human rights issues throughout out the state of Illinois. He is also the co-founder of Perfecting Word Ministries Inc. of Springfield.

In 1996, Mr. Robinson joined SOCR as a contract compliance officer. He was appointed the director in 1999 and has served two different mayors during his tenure. He sees his role in the Springfield community as an extension of ministry in that he is able to devote his entire life to working with and for individuals that have many times been overlooked and under-represented by governmental bodies.

Mr. Robinson has been married to Jeleta L. Robinson for 16 years and they have been blessed to be the proud parents of three lovely children: Mina (15), Abraham (8) and Christopher (6).

Steven H. Rosenbaum
Chief, Housing/Civil Enforcement Section
U. S. Department of Justice

Steven H. Rosenbaum is a 32-year veteran of the Civil Rights Division of the United States Department of Justice who has been chief of the Housing and Civil Enforcement Section since 2003. During the first six months of the Obama Administration, he served as an acting deputy assistant attorney general with responsibility for reviewing the work of the Appellate, Housing and Civil Enforcement, and Voting Sections.

He also has served as chief of the Special Litigation Section (1996-2003) and the Voting Section (1992-1994). Mr. Rosenbaum has been the lead counsel on some of the division's most demanding and complex litigation in positions in the Appellate, Voting and Employment Litigation Sections.

A recipient of the division's Walter W. Barnett Award, the division's highest recognition for achievement in litigation, he also has been honored with numerous Special Achievement, Special Commendation and Senior Executive Service Performance Awards.

Mr. Rosenbaum was born and raised in Brooklyn, N.Y. He received his B.A. in History, with Honors, from Harpur College at Binghamton University in New York, and was enrolled in Phi Beta Kappa. He attended the University of Michigan Law School and received a J.D., cum laude.



Angela S. Rush
Human Relations Administrator
City of Fort Worth, Texas

Angela S. Rush is a native Texan and grew up in Fort Worth. She has been married for 27 years and has two sons and one daughter.

Ms. Rush joined the City of Fort Worth in 2001 after working in the private sector for 10 years as property manager for a chain of antique malls. During her current tenure with the City of Fort Worth, Ms. Rush has performed in many different roles. She has served as the public education coordinator for the Neighborhood and Youth Outreach Office; neighborhood education and outreach manager; assistant director of community relations; and currently serves as the City of Fort Worth's Human Relations administrator.

Additionally, Ms. Rush has staffed or served on numerous committees on behalf of the City of Fort Worth, including serving as staff lead on the Fort Worth Complete Count Census Committee and administrator to the Fort Worth Human Relations Commission.

In addition to her professional roles, Ms. Rush is a firm believer in neighborhood empowerment, civic engagement and community building and as such is an elected board member to Neighborhoods, USA, a national non-profit organization committed to building and strengthening neighborhood organizations.

Ms. Rush holds a B.A. degree in Business from Tarleton State University and is finishing up her M.A. in Leadership and Management from Tarleton.



Nina Schou
Attorney
U.S. Department of State

Nina Schou is an attorney adviser in the Office of the Legal Adviser at the U.S. Department of State. She joined the office in 2000 after graduating from New York University's School of Law, where she was a Junior Fellow at the Center for International Studies and an Articles and Notes Editor on the Journal of International Law and Politics.

Since 2002, she has served as an attorney adviser in the Office of Human Rights and Refugees, handling a wide range of portfolios, including refugee protection, asylum and non-refoulement. She has represented the United States in numerous multilateral fora, including the U.N. General Assembly and the Organization of American States.

She has also served on U.S. delegations to meetings of U.N. human rights treaty bodies in which the United States presented its periodic reports on implementation of the Convention Against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment, the International Covenant on Civil and Political Rights, and the International Convention on the Elimination of All Forms of Racial Discrimination.



Lisa Scheps
Transgender Education Network of Texas

Lisa is a former chair of the City of Austin Human Rights Commission and has a background in professional theater in New York as well as business communications in New York and Chicago. In 2003 she moved to Texas and joined a group of five transgender activists working work for greater acceptance for the transgender community. That was the birth of Transgender Education Network of Texas.

Transgender Education Network of Texas is dedicated to furthering the cause of gender diverse people in Texas, pledging to accomplish this through education in both public and private forums. It states: "Through our efforts we will strive to halt discrimination through social, legal, legislative and corporate education."

John D. Schmelzer
Attorney
U.S. Equal Employment Opportunity Commission

For most of his career, John Schmelzer has been the attorney advisor in the Office of Field Programs. The Office of Field Programs oversees and provides support to EEOC's 53 field offices where charges of employment discrimination are investigated, mediated, conciliated and litigated.

Mr. Schmelzer has provided these offices with guidance on novel legal issues and also counseled field directors on the administrative investigation of charges.

Mr. Schmelzer began his career with the EEOC as an appellate attorney in the Office of General Counsel. He successfully argued cases before most of the federal Circuit Courts of Appeal. He then served as a special assistant to an EEOC Commissioner and the special assistant to the acting chairman of the agency.

Mr. Schmelzer served as deputy director of the agency's Office of Systemic Programs which investigates pattern and practice allegations against the country's largest corporations. He then served as director of the Eastern field offices overseeing 26 EEOC field offices east of the Mississippi River.

He also served in field offices as the acting director of both the Birmingham and Detroit District offices. In 2004, Mr. Schmelzer completed a year-long detail as counsel to the chief operating officer of EEOC and to the chair of EEOC.

He currently serves as the acting director of Field Coordination Programs. In this role, he supervises EEOC's mediation program in EEOC field offices, oversees administrative hearings for complainants in the federal sector, and directs the free outreach and technical assistance programs to agency stakeholders.



Imam Asim Shareef
Resident Imam, East Austin Community of Al-Islam
Austin, Texas

Imam Shareef is the Resident Imam of the East Austin Community of Al-Islam. He has taught and lectured in several churches and mosques throughout Houston. He has extensive experience in interfaith and religious affairs and has contributed and participated in interfaith dialogues that have united Muslims with people of other faiths in Houston.

While in Austin, he has participated in dialogue with the Red Bench Interfaith Conversations program of Interfaith Action of Central Texas and with the "Green by Faith" program of the Interfaith Environmental Network.

He is the founder of Humanity Cares, where education and training are provided to inform the community of health benefits and employment opportunities.



Charlotte Sobel
President/CEO
Fort Worth Partnership for Community Development

Charlotte B. Sobel has spent her entire 43-year professional career in pursuit of expanding the supply of affordable housing for low-and-moderate income persons and improving center city neighborhoods. She has worked at the state level for a governor, at the federal level for the U.S. Congress and for local and national non-profits across the country involved in local and neighborhood-based community economic development efforts.

Ms. Sobel began her career in public service as a VISTA volunteer in New Hampshire and then a Peace Corps volunteer in Honduras. She then began working at the local level in the field of affordable housing and community economic development.

She has a B.S. in Architectural Studies from Louisiana State University and a Master's in Architecture from the University of Wisconsin-Milwaukee. Concurrent with her work in the field of affordable housing and community economic development, she has worked on federal, state and local housing policy issues.

Today, she serves as the President/CEO of the Fort Worth Partnership for Community Development, as the board chair of the North Texas Fair Housing Center and is a volunteer trainer for the City of Fort Worth in its LGBT diversity training initiative for all of its employees.

Wherever she has lived, Ms. Sobel has involved herself with local improvement and neighborhood efforts, serving as a volunteer on numerous boards and commissions as well as being involved in local neighborhood governance.



Vladlen Stefanov
Chief, National Institutions and Mechanisms Section
U.N. Office of the High Commissioner for Human Rights

Vladlen Stefanov, a native of Bulgaria, has worked for the United Nations Office of the High Commissioner for Human Rights since 2000, where he has held various positions in the field and headquarters levels.

Since 2010, he is the Chief of the National Institutions and Regional Mechanisms Section at OHCHR's headquarters in Geneva. From 1988 to 2000, Mr. Stefanov worked for the Ministry of Foreign Affairs of Bulgaria. From 1998 to 2000, he was counsellor at the Permanent Mission of the Republic of Bulgaria to the United Nations in New York.

Mr. Stefanov holds a Master of International Law from the Institute for International Relations in Moscow. He is fluent in Bulgarian, English, French and Russian, with working knowledge of Spanish, Croatian/Bosnian/Serbian and Macedonian.

Karen L. Stevens
Acting Chief, Policy/Strategy Section
U.S. Department of Justice

Karen Stevens joined the Civil Rights Division at the U.S. Department of Justice in 1999 and currently serves as acting chief of the Policy and Strategy Section.

The Policy Section, established in 2010, supports and coordinates the division's policy, legislative, regulatory and human rights programs.

Before moving to launch the new Policy Section, Ms. Stevens served as a counsel to Assistant Attorney Generals Thomas Perez and Bill Lann

Lee. She worked with teams on the passage of the Matthew Shepard and James Byrd Hate Crimes Act and combating biased policing.

In 2009, she was a member of the United States' delegation for its first Universal Periodic Review by the United Nations Human Rights Council in Geneva, Switzerland.

As an attorney advisor in the division's Appellate and Disability Rights Sections, she worked on rulemakings revising the Americans with Disabilities Act Title III regulations and served as lead attorney on appeals involving human trafficking, the ADA, and equal protection challenges to federal programs.

Before joining the Civil Rights Division, Ms. Stevens worked in the Department's Office of Legal Counsel and clerked for the Honorable David S. Tatel of the U.S. Court of Appeals for the D.C. Circuit.

A native of Detroit, Ms. Stevens is a graduate of the University of Michigan, with a degree in Mathematics and Economics, and the University of Michigan Law School, where she participated in the community economic development clinic and graduated magna cum laude. She has a longstanding interest in education and is a past board member of the School for Friends, Teach for America D.C., and the Ellington Fund Development Council, all located in Washington, D.C.



Veronica Stidvent
Program Director and Lecturer
Department of Business, Government and Society at the McCombs School of Business.
University of Texas at Austin

Veronica "Ronnye" Vargas Stidvent is a lecturer in the Department of Business, Government and Society at the McCombs School of Business.

She is also the program director for the Hispanic Leadership Initiative and Subiendo: The Academy for Rising Leaders. She previously served as the inaugural director of the Center for Politics and Governance at the Lyndon B. Johnson School of Public Affairs.

From 2004-2007, she served as the assistant secretary for policy at the U.S. Department of Labor, where she provided advice and counsel to the Secretary of Labor on issues including immigration reform, worker health and safety, and job training. Her office was responsible for the management and implementation of policy development, regulations, and program implementation.

Prior to her appointment as assistant secretary, Stidvent served in the White House as special assistant to the president for policy, where she helped develop policy on a wide range of issues including labor, education, justice, homeland security, and regulatory reform. Before that, she served as a policy adviser in the Office of Management and Budget's Office of Information and Regulatory Affairs. In that position, she provided counsel on federal regulatory policy.

A native of El Paso, Texas, Stidvent received her B.A. in the Plan II Honors Program and American Studies from the University of Texas at Austin, where she was honored as a Dean's Distinguished Graduate. After earning her law degree at Yale, she served as a judicial clerk for the Honorable Sidney Fitzwater, U.S. District Court for the Northern District of Texas.

She served on the University Texas Commission of 125, a group of citizens convened to express a vision of how the University of Texas can best serve Texas and society during the next 25 years. In 2006, Stidvent was honored by the National Association of Hispanic Publishers as a Latina Role Model. In 2011, she received the Outstanding Young Texas Ex Award from the University of Texas Ex-Students' Association.

Stidvent has served on the Travis County Elections Study Group. She is a member of the Dean's Advisory Council for Indiana University School of Public Affairs. She currently serves as an at-large representative to the Texas Exes Council and chairs the Hispanic Alumni Steering Committee for the organization. She also sits on the Boards of Directors for The Texas Tribune and the Texas Exes Scholarship Foundation. In 2009, she was appointed to a six-year term on the Texas Commission on Human Rights.



James L. Stowe
Director
Montgomery County, Maryland, Office of Human Rights

James L. Stowe, a native of Belmont, N.C., became the fourth director for the Montgomery County Office of Human Rights when he and his family moved to make their home in Montgomery County Maryland in September 2008.

The office was established in 1962 to meet head-on issues of discrimination and unfair treatment occurring in the county. The office has a rich legacy of human right advocacy and professional competency and continues today a one of the premiere civil and human rights agencies in the nation. Under Stowe'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 as it strives to create a culture of service and a climate of fairness and inclusion.

Mr. Stowe has worked to revamp the administrative operational procedures for the Office of Human Rights creating greater efficiencies for staff and the client and increase in overall case production. He created the Mediation and Conference Center to better serve staff and the community. Mediations and conciliation of complaints are at an all-time high.

In addition, the new conference center has been used by such groups as the U.S. Census Team, Montgomery County Public Schools, Montgomery County Branch of NAACP and the Maryland Human Relations Commission.

Mr. Stowe has also brought to the community the Civil Rights Educational Freedom Tour, an event focused on bridging the gap among and between various ethnic and racial groups as events of the Civil Rights Movement are explored. Under his leadership, the agency has been recognized by the State and Local Program Division of the U.S. EEOC as a "certified agency," eliminating the need for federal oversight of dual-filed cases.

Mr. Stowe serves as a member of the Montgomery Branch of the NAACP, member of the Dr. Martin Luther King Committee for Montgomery County and a member of the African-American Employees Association.

He has received numerous awards and recognition for his efforts in community service and advocacy for human and civil rights.



Garry L. Sweeney
Fair Housing and Equal Opportunity Office-Regional Director
Fort Worth, Texas

Garry L. Sweeney joined the U. S. Department of Housing and Urban Development’s Office of Fair Housing and Equal Opportunity in 1978. During his FHEO tenure, Mr. Sweeney has investigated and conciliated complaints, conducted monitoring and compliance activities, and has negotiated and monitored grants and cooperative agreements involving FHEO funded fair housing programs. Mr. Sweeney has also assisted a number of state and local governments in establishing fair housing enforcement programs. Since 1989, he has served in various management positions and is currently the regional director of the Fort Worth Regional Office of FHEO that is responsible for all FHEO activities in the states of Texas, New Mexico, Oklahoma, Arkansas, and Louisiana.



Lisa Thomas
Commissioner
Fort Worth, Texas, Human Relations Commission

Lisa Thomas’s appointment to the Fort Worth Human Relations Commission was confirmed in early 2008. Since the summer of 2009, she has also been active as an appointed member of the Fort Worth Diversity Task Force and as a board member of Fairness Fort Worth, whose mission is to ensure everyone in the Fort Worth area is treated fairly with dignity and respect. Statewide, she has served as a member of the Democratic Party’s Executive Committee as the female representative of the LGBT (lesbian, gay, bi-sexual and transgender) community and is currently a member of the board for Equality Texas, a group that educates the public and lobbies the state legislature about policies and their effect on Texans of all sexual orientations and gender identities/expressions. Ms. Thomas says: “As a female and a lesbian I have encountered discrimination in the workplace and my personal life. To overcome the fear and fight the hypocrisy I have become a civil rights advocate and activist. My hope is that I am helping to make inroads into acceptance in our city and state.” Ms. Thomas graduated from Texas A&M as a civil engineer and works in the transportation field. When not working or volunteering, she enjoys time with her partner and poodles in their 1914 craftsman bungalow.



Robin Toma
Executive Director
Los Angeles County Human Relations Commission

Robin S. Toma is executive director of the Los Angeles County Human Relations Commission. Since 1999, he’s led this county government agency which works with communities, schools, law enforcement, cities, media, faith communities and other key stakeholders to collaborate and strengthen their roles in creating healthier, more harmonious, just and equitable relations among more than 10 million residents in one of the most culturally diverse places in the world. Born and raised in L.A., Mr. Toma attended public schools, and received a B.A. in Sociology (highest honors) and Economics (honors) from UC-Santa Cruz. He lived in Barcelona for two years, and taught in Los Angeles public schools. He received a J.D. and M.A. in Urban Planning from UCLA, and litigated a wide range of human rights and civil liberties cases as a staff attorney at the American Civil Liberties Union of Southern California. Mr. Toma was invited to join the official U.S. delegation to the U.N. Human Rights Council in 2010, the U.N. World Conference Against Racism in 2001, and was a member of the Climate of Trust Delegation to Russia. He was selected to be a Kellogg National Leadership Program Fellow, a member of the Harvard University KSG’s Executive Session on Human Rights Commissions and Criminal Justice, and a Senior Fellow at UCLA School of Public Affairs. Currently, Mr. Toma is on the Board of Directors of IAOHRA and the California Association of Human Relations Organizations. His writings include being a contributor to “Uncommon Common Ground: Race and America’s Future” (2010) and author of “A Primer on Managing Intergroup Conflict in a Multicultural Workplace” and Day Laborers Hiring Sites: Constructive Approaches to Community Conflict (2001). His honors include the CAHRO Leadership Award, the IAOHRA President’s Individual Achievement Award, the 50th Anniversary Civil Rights Hero Award from the California Department of Fair Employment and Housing, the Founder’s Award from The Coalition to Abolish Slavery and Trafficking, and the Day of Remembrance Community Service Award from Japanese American Citizens League Pacific Southwest District.



John Trasvina
Assistant Secretary
Fair Housing and Equal Opportunity

John Trasvina was nominated by President Obama to be assistant secretary for Fair Housing and Equal Opportunity on April 20, 2009, and confirmed unanimously by the U.S. Senate on May 1, 2009. The Office of Fair Housing and Equal Opportunity administers and enforces federal laws and establishes policies that make sure all Americans have equal access to the housing of their choice. Before joining the Obama Administration, Assistant Secretary Trasvina served as president and general counsel of the Mexican American Legal Defense and Educational Fund where he led the law firm for the Latino community by advancing litigation and public policy in the areas of civil rights, immigration, education and related issues.

Assistant Secretary Trasviña, a native of San Francisco, California, is a graduate of Lowell High School, Harvard University, and Stanford Law School. He began his legal career at San Francisco City Hall as a deputy city attorney in 1983.

He later worked for U.S. Sen. Paul Simon as general counsel and staff director for the U.S. Senate Judiciary Subcommittee on the Constitution. In 1997, President Clinton appointed Assistant Secretary Trasviña as special counsel for Immigration Related Unfair Employment Practices. As special counsel until 2001, he led the only federal government office devoted solely to immigrant workplace rights and was the highest ranking Latino attorney at the U.S. Department of Justice.

After returning to California, Assistant Secretary Trasviña taught immigration law at Stanford Law School and was director of the Discrimination Research Center in Berkeley. Previously, he was a member of the San Francisco Elections Commission, president of the Harvard Club of San Francisco, and a board member of the La Raza Lawyers Association, Latino Issues Forum, Campaign for College Opportunity, Lowell High School Alumni Association and Pacific Coast Immigration Museum.



Estrus Tucker
President/CEO
Liberation Community Inc.

Estrus Tucker is an independent consultant and keynote speaker specializing in small and large group facilitation, designing and leading conversations and retreats across the country in support of personal, professional and community renewal, transformation, healing and reconciliation.

Mr. Estrus is a seasoned practitioner of the Circles of Trust, Social Change for Leadership Development and other models of civic engagement. For the past 12 years, he has served as president and CEO of Liberation Community Inc., a social justice network. He is past president and moderator of the Minority Leaders & Citizens Council, hosting a weekly live audience, Cable and Radio Leadership Forum that encourages dialogue and action.

He has also served as president and CEO of the Metropolitan Black Chamber of Commerce and Vice President of United Way of Tarrant County. Mr. Estrus' volunteer service includes commissioner and chair of the Fort Worth Human Relations Commission and member of the Tarrant County Workforce Development Board, the International Association of Official Human Rights Organizations and the National Center for Courage and Renewal North Texas Board.

He is a Vietnam-era veteran and an ordained minister, active in interfaith and ecumenical initiatives, and has served congregations in Baptist, Presbyterian and non-denominational churches. He is an alumnus of the University of Texas at Arlington, Leadership Fort Worth and the John Ben Shepherd Texas Public Leadership Forum.

His mission is to inspire courage and life-giving values that promote community, nonviolence and justice, in service of a world that works for all.



Joyce Tucker
Vice President of Global Diversity & Employee Rights
The Boeing Company

Joyce E. Tucker is the vice president of Global Diversity and Employee Rights for The Boeing Company. In that role, she is responsible for overseeing implementation of innovative initiatives and compliance across the company's Affirmative Action, Cultural Diversity and Inclusion, and Equal Employment Opportunity programs.

Ms. Tucker is a nationally recognized expert in EEO and affirmative action in both the public and private sectors. Former President George H. W. Bush appointed her as commissioner of the U.S. Equal Employment Opportunity Commission where she served from 1990 to 1996. Prior to leading the EEOC, she was Illinois' first Department of Human Rights director and served for 10 years in the Illinois governor's cabinet.

Ms. Tucker received her Bachelor of Science from the University of Illinois and a Doctorate of Jurisprudence from the John Marshall Law School.

In 2001, she was appointed by President George W. Bush to serve on the White House Initiative Advisory Board for Historically Black Colleges and Universities.



Fred Underwood
Director of Diversity
National Association of Realtors

Fred Underwood is Director of Diversity at the National Association of Realtors. Since 1990, Mr. Underwood has staffed NAR's Equal Opportunity - Cultural Diversity Committee, and leads the development of NAR's policy on fair housing and diversity.

He initiated a comprehensive program on diversity in the housing market and developed partnerships with the U.S. Department of Housing and Urban Development, the National Association of Real Estate Brokers, the National Association of Hispanic Real Estate Professionals and the Asian Real Estate Association of America to jointly address issues diversity, fair housing and outreach to the community.

Mr. Underwood has a 30-year career in promoting fair housing and inclusive communities. Prior to coming to the National Association of Realtors, he was an Equal Opportunity Specialist in HUD's Chicago Regional Office. He previously coordinated the Fair Housing Program for the City of Evanston, Ill., and was a tester and testing supervisor with Chicago's Leadership Council for Metropolitan Open Communities.

In the early 1980s, Mr. Underwood was director of the Southwest Community Congress, an interracial coalition of grassroots organizations on Chicago's southwest side.

Mr. Underwood was raised in Seoul, Korea, and has a master's in Urban Planning and Policy from the University of Illinois at Chicago. He serves as secretary for the Asian Pacific American Institute for Congressional Studies, as a board member of the Asian Real Estate Association of America and as a member of the Board of Governors of the National Association of Hispanic Real Estate Professionals. He and his family live in

Alexandria, Va.



Leticia Van de Putte
Texas State Senator
District 26

Texas State Sen. Leticia Van de Putte, a pharmacist for more than 31 years, represents a large portion of San Antonio and Bexar County. A former-five term state representative, she is now serving her fifth term as a Texas State Senator for District 26. From 2003 to 2011, she served as the Chair of the Texas Senate Democratic Caucus.

Nationally, Sen. Van de Putte served as Co-Chair of the 2008 Democratic National Convention, joining the ranks of Texas women Barbara Jordan and Ann Richards. She has been actively involved in the National Conference of State Legislatures, serving as president from 2006 to 2007. She is an active member of the National Assessment Governing Board, the American Legacy Foundation Board and the National Hispanic Caucus of State Legislators where she served as president from 2003 to 2005.

In October 2008, she was the subject of a book published by Texas A&M University Press, titled "Latina Legislator: Leticia Van de Putte and the Road to Leadership," by Dr. Sharon A. Navarro, a professor of political science at the University of Texas-San Antonio.

Sen. Van de Putte is a strong advocate for children, veterans and quality education. She has consistently authored and sponsored bills to assist families in securing opportunities. Multiple civic organizations and community groups have recognized her as one of the most effective and influential legislators in Texas.

She serves as Chair of the Veteran Affairs and Military Installations Committee and is also a member of the Senate Committees on Education, State Affairs and Business and Commerce.

Sen. Van de Putte was a Kellogg Fellow at Harvard University's John F. Kennedy School of Government in 1993. She received her Bachelor of Science from the University of Texas at Austin College of Pharmacy, and is a 1973 graduate of Thomas Jefferson High School in San Antonio.

She lives in San Antonio with her husband of 33 years, Pete, and has six children: Nichole, Vanessa, Henry, Gregory, Isabella and Paul. She is also the proud grandmother of two adorable grandsons, Julian Claiborne and Jove Sebastian Stiles.



John Vasquez
Municipal Judge
City of Austin, Texas

John Vasquez is a graduate of the San Antonio public school system earning his high school diploma at age 16. He earned his Bachelor of Business Administration (Accounting) from the University of Texas at Arlington in 1974 at age 19. He graduated from the University of Texas Law School and became a lawyer in 1980. Upon graduation from law school, he was awarded a Reginald

Heber Smith Community Lawyer Fellowship.

He has worked as a bank accountant, legal services attorney, assistant Texas attorney general, special counsel for the Texas State Auditor's Office, and as a private attorney. He has been a municipal judge since 1996.

Judge Vasquez has spoken at numerous events ranging from attorney legal education seminars to judicial training conferences. As a member of the faculty of the Texas Municipal Courts Education Center, Judge Vasquez has instructed municipal judges from across the state.

Judge Vasquez regularly volunteers his time for community organizations in Austin. He has served as a PTA president, board chair of Austin Families Inc., board president of Avance-Austin and as secretary of the Avance Inc. National Board. He has received awards from LULAC and Shots Across Texas for his work on educational and children's health issues.

Judge Vasquez is a past chair of the Municipal Judges Section of the State Bar of Texas and former legislative chair for the Texas Municipal Courts Association. Presently, he is immediate-past chair of the State Bar of Texas and is chair of the KLRU-TV Citizens Advisory Board.

Judge Vasquez has also taught Juvenile Justice/Delinquency at St Edward's University as an adjunct professor.



Veronica Villegas
Human Relations Unit
City of Forth Worth, Texas

Veronica Villegas is a long-time communications professional who currently works for the City of Fort Worth's Human Relations Unit, a division of the City Manager's Office.

She came to the City of Fort Worth in 2008 with a wealth of news marketing savvy after working for more than a decade as a journalist in the Dallas-Fort Worth area. A graduate of the University of North Texas, she brings insight for managing a variety of media platforms and capitalizing on opportunities to not only tell the City of Fort Worth's story but also engage the public.

She also has worked as a consultant for government and non-profit organizations where she provided full-service communications planning and project management. In her current role, she helped create and launch a new community engagement initiative for the Fort Worth Human Relations Commission: "Movies That Matter: A Human Rights Film Series."



Dr. Gregory J. Vincent
Vice President for Diversity and Community Engagement
The University of Texas at Austin

Dr. Gregory J. Vincent was named vice president for diversity and community engagement in 2006, when President William Powers Jr. began creating an entirely new division as one of his four strategic initiatives for the University of Texas at Austin.

A native of New York City, Dr. Vincent has also served as vice provost for inclusion and cross cultural effectiveness at UT-

Austin. He is currently a professor in the School of Law and in the Department of Higher Education and holds the W. K. Kellogg Professorship in Community College Leadership.

The Division of Diversity and Community Engagement encompasses more than 50 units, programs and projects, including the exemplary-rated UT Elementary School, the university's Office of Institutional Equity, the University Interscholastic League, and the Hogg Foundation of Mental Health as well as numerous educational pipeline initiatives to foster equity and access for all students.



Mark A. Washington
Director of Human Resources
City of Austin, Texas

Mark Washington is director of Human Resources and Civil Service for the City of Austin's diverse workforce of approximately 12,000 employees. He is responsible for providing leadership for 100 employees in the City's Human Resources Department.

Mr. Washington directs all recruitment, hiring, classification, compensation, employee relations, training, benefits, risk management and equal employment and fair housing programs. He also oversees the Civil Service Office which administers promotional and disciplinary processes of firefighters and police officers.

Prior to his current position, Washington was employed for the City of Fort Worth for 13 years where he began his career as a graduate intern and rose to the rank of Assistant Director. During his year tenure he provided direction for recruiting, staffing, diversity, safety, workers compensation and benefit programs for a total workforce of approximately 6,700. In addition, he developed a Cultural Competency and Diversity program and provided leadership in establishing an accident prevention program to reduce injuries and claims.

Mr. Washington holds a Master of Business Administration with an emphasis in management from Amberton University and also has a Master of Arts from Southwestern Baptist Theological Seminary. He graduated magna cum laude from Tarleton State University with a Bachelor of Business Administration (Human Resources Management). He is near completion of his doctorate in educational ministry, working on the final stages of his dissertation, also from Southwestern Baptist Theological Seminary. Mark possesses the SPHR (Senior Professional in Human Resources) Certification by the Society for Human Resources Management, the CGBA (Certified Government Benefit Administrator) by the State and Local Government Benefit Administration and the IPMA-CP (International Public Management Association-Certified Professional) designation.

Mr. Washington is a member of the Austin Human Resources Management Association, board member of the Austin Area Urban League, and served as Civil Service Commissioner for the City of Benbrook. He has made several presentations on emerging issues related to the HR profession to the Fort Worth Human Resources Association, Austin Area Human Resources Management Association, International Public Management Association executive round table for major cities and counties, National Association for Black Public Administrators, and Texas Association of Black City Council Members Association. He is on the advisory board for the TSU College of Business Administration.



Bobbie Wanzo
Deputy Director
Illinois Department of Human Rights

Bobbie Wanzo is the Deputy Director for the Illinois Department of Human Rights, a state agency charged with the responsibility to administer and enforce the Illinois Human Rights Act.

The department's primary activities include investigating and attempting to resolve charges alleging violations of the statute; monitoring the employment practices and affirmative action efforts of State executive agencies and of private employers doing business within Illinois; providing training and technical assistance to employers and others who seek to comply with the statute; and conducting research, holding hearings, and otherwise studying problems, in order to promote better community relations.

Since beginning her career in state government, she has served in a number of capacities, and considers it an honor and a privilege to have the opportunity to serve the citizens of Illinois.

Ms. Wanzo is on the Board of the International Association of Official Human Rights Agencies (IAOHRA) serving a second term as the Midwest Regional Representative for 13 states. She also serves as the nominating chairperson for this organization. Ms. Wanzo is the first vice president of the Illinois Municipal Human Relations Association (IMHRA) and is a member of the following organizations: National Association of Human Rights Workers (NAHRW), Illinois Public Employer Labor Relations Association (IPELRA); and, the Society for Human Resource Management (SHRM).

In 2010, Ms. Wanzo was named one of the Chicago Defender's "Women of Excellence."



Raquel Wells
Human Rights Manager
City of Eugene, Oregon

Raquel Wells is the City of Eugene Equity and Human Rights Manager and works with the Human Rights Commission. She is a social worker and teaches part-time at local colleges and volunteers as a counselor with the Center for Community Counseling, a non-profit mental health organization for low-income and uninsured adults in Lane County.

She also serves as a grant maker on the McKenzie River Foundation, an organization that is funding social change in Oregon. Her current work and projects focus on implementation of universal human rights at the local municipal level and successful implementation of the City's Diversity and Equity Strategic Plan.



Jenny R. Yang
Partner at Cohen Milstein Sellers & Toll PLLC
Washington, D.C.

Jenny R. Yang is a Partner at Cohen Milstein Sellers & Toll PLLC in Washington, D.C., representing workers in large-scale class and collective actions under Title VII, the FLSA, and other civil rights statutes.

She served as second chair for the Supreme Court argument in *Wal-Mart Stores, Inc. v. Dukes*, and continues to represent current and former female employees of Walmart who are pursuing claims of sex discrimination in pay and promotion in various forums.

Ms. Yang also represents women bringing sex discrimination claims in *Jock v. Sterling Jewelers Inc.*, where they recently prevailed in an expedited appeal before the Second Circuit, establishing that the arbitrator properly held that the arbitration agreement permitted pursuit of a class action.

In addition, Ms. Yang represented the women in *Beck v. The Boeing Company* (W.D. Wash.), a certified class alleging gender discrimination, which was resolved in a settlement of \$72.5 million. Ms. Yang has litigated and resolved complex wage and hour cases, including *In re: Pilgrim's Pride Fair Labor Standards Act Litigation* (W.D. Ark.), a multi-district litigation proceeding on behalf of thousands of workers across the company who obtained redress for unpaid overtime.

Ms. Yang is a contributing editor of the "Fair Labor Standards Act" (Kearns, Ed.-in-Chief 2d. ed. 2010) and "Employment Discrimination Law," Lindemann & Grossman, (4th ed. 2007).

Before joining the firm in 2003, Ms. Yang served as a senior trial attorney with the United States Department of Justice, Civil Rights Division, Employment Litigation Section, where she worked for five years. She earlier worked as a fellow at the National Employment Law Project on joint-employer liability litigation in the garment industry.

She clerked for the Honorable Edmund Ludwig in the Eastern District of Pennsylvania. Ms. Yang serves as vice chair of the Board of Directors of the Asian Pacific American Legal Resource Center. She graduated from Cornell University and New York University School of Law where she was a Root-Tilden Public Interest Scholar and an editor of the Law Review



Special Performance

HUSTON-TILLOTSON UNIVERSITY CONCERT CHOIR AUSTIN, TEXAS

The Huston-Tillotson University Choir, under the direction of Dr. Gloria Quinlan, continues the university's proud heritage of world-class performing ensembles, and the tradition of the historically black college and university choirs as ambassadors for their respective schools. The current 35-student member choir, the greater number of whom are music majors, performs a wide variety of music, including works from the classical choral repertoire, spirituals, gospel, and jazz.

The HT choir is a much-beloved institution in the Austin, Texas, area and is currently completing a recording for release.

In recent years, the choir has toured Washington, D.C., New York, and St. Thomas, United States Virgin Islands, to great acclaim. During February 2008, in the Virgin Islands, the choir joined with alumni from the University of the Virgin Islands Concert Choir for a UVI Choir reunion concert.