



76th

*International Association of
Official Human Rights Agencies*

ANNUAL CONFERENCE

OCTOBER 5–9, 2025

***“Strength in Unity:
Human Rights in
the Present”***

**Hilton Anchorage
Anchorage, Alaska**

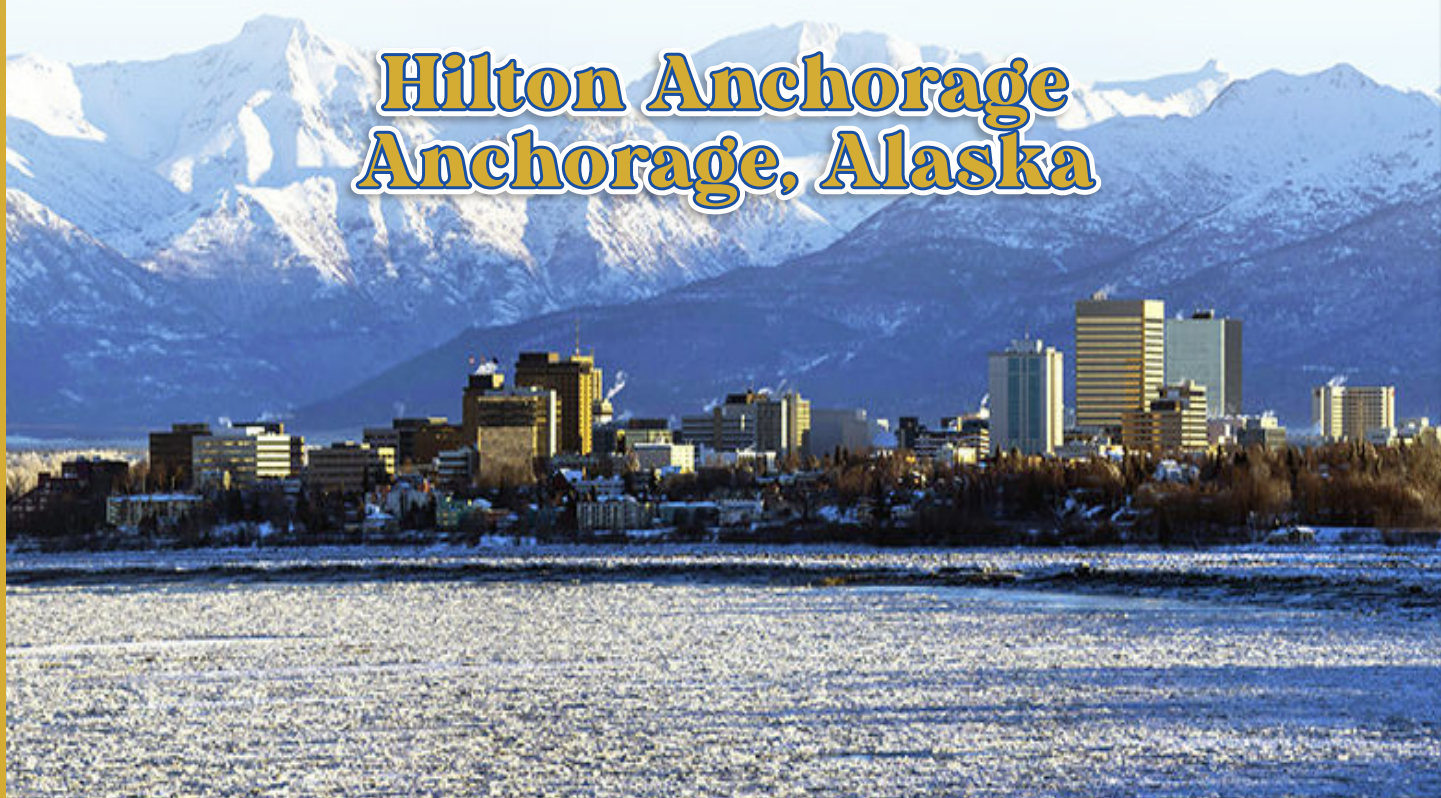




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INTERNATIONAL ASSOCIATION OF OFFICIAL HUMAN RIGHTS AGENCIES

"The most enduring network of U.S. government human and civil rights agency leaders serving over 250 million people."

INTERNATIONAL ASSOCIATION OF OFFICIAL HUMAN RIGHTS AGENCIES

Dr. Alisa Warren

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Angela Phelps-White

Midwestern Region

Columbus, OH

Dr. Love Jones

Southern Region

Greensboro, NC

Heather McVay

Western Region

Honolulu, HI

MEMBERS-AT-LARGE:

Robert Corbisier

Anchorage, AK

Cleveland L. Horton

Baltimore, MD

Anthony Lewis

Detroit, MI

Dr. Leah Raby

Baton Rouge, LA

October 5, 2025

To the Esteemed Members of IAOHRA and Conference Attendees,

We're happy to welcome you to the 76th International Association of Official Human Rights Agencies (IAOHRA) Annual Training Conference, returning to Anchorage, Alaska, for the first time in nearly 40 years! With the theme "Strength in Unity: Human Rights in the Present," we aim to highlight IAOHRA's important role during pivotal times. As a voice for nearly 250 million people, IAOHRA continues to be a strong advocate for human rights to unite and uplift all people.

This year's conference offers a warm and engaging experience for our members. Industry experts will share their insights on important topics like fair employment practices, housing discrimination, addressing hate, and exploring global human rights issues. The Human Rights tour, a perennial favorite, will showcase the rich Alaskan culture, helping everyone gain a deeper understanding and fostering mutual respect. The event will close with the prestigious IAOHRA Awards Dinner, celebrating the everyday heroes in human rights.

We sincerely thank our partners at The Carter Center, the National Association of REALTORS®, our sponsors, presenters, and workshop leaders who are dedicated to making this event a great success. We also deeply appreciate our local host, the Alaska State Commission for Human Rights, along with our many volunteers for their invaluable support.

The insightful and inspiring conference program is a result of the dedicated efforts of the IAOHRA Conference Planning Committee, led by Chair Diane Clements-Boyd, along with co-chairs Cleveland Horton and Tierra Thompson, and many member agency representatives. The IAOHRA Board of Directors and Conference Planning Committee appreciate your participation. Let's engage, share insights, and take advantage of the opportunity to learn and collaborate while reconnecting with old acquaintances and forming new connections.

In strength, unity, and alignment with our mission, we persist in advancing strength through unity for all. Welcome to the 76th Anniversary IAOHRA Conference!

Sincerely,

Alisa Warren

Alisa Warren, Ph.D.
IAOHRA President





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Baltimore, MD

Anthony Lewis
Detroit, MI

Dr. Leah Raby
Baton Rouge, LA

October 5, 2025

Greetings, IAOHRA Members and Friends,

On behalf of the 2025 Conference Planning Committee, we extend a heartfelt welcome to the International Association of Official Human Rights Agencies (IAOHRA) Annual Training Conference in Anchorage, AK. Anchorage has a rich history that reflects its diverse cultures and traditional arts. We encourage you to enjoy the unique restaurants and majestic scenery as we come together and fellowship under our theme, "Strength in Unity: Human Rights in the Present".

The IAOHRA Annual Training Conference was last held here in 1986, and it brings us great pride to return almost 40 years later. As we continue to navigate the changing human and civil rights landscape, we hope that the sessions will provide you with useful information that educates, challenges, and encourages you to continue this important work.

We have worked to provide a thoughtful conference program and inspiring speakers to engage over the coming days. Despite the challenges that we face, we are confident that the speakers will bring clarity and useful insights to move the human and civil rights needle. We must not underestimate the importance of community and coming together in purpose and power.

Our distinguished lineup of speakers includes Charles F. Coleman, Jr., MSNBC Guest Anchor, William Dyson, Creator of Sojourner AI, renowned author and strategist, Tim Wise, Colette Massengale, Senior Policy Representative, NATIONAL ASSOCIATION OF REALTORS®, and Joshua Barr, Chief Strategist & President, Raising the Barr, LLC.

Many thanks to all the members of the Conference Planning Committee for their steadfast commitment and support. Your dedication and commitment to the field of human and civil rights are a source of inspiration and pride.

Thank you, colleagues, for continuing to find strength in unity. Although we face challenges not experienced in decades, we will press forward. Your presence at this year's conference is a testament to your unwavering commitment to IAOHRA and its mission to provide opportunities and forums for the exchange of ideas and information. We look forward to a riveting conference experience and hope that you leave rejuvenated and equipped to persevere and champion human rights.

Sincerely,

Diane Clements-Boyd, Conference Chairperson

Cleveland Horton, Conference Co-Chair

Tierra Thompson, Conference Co-Chair





THE STATE
of **ALASKA**
GOVERNOR MICHAEL J. DUNLEAVY

**Alaska State Commission
for Human Rights**

1901 Bragaw Street, Ste. 300
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Main: 907.274.4692 / 907.276.7474
TTY/TDD: 711 for Alaska Relay

October 5, 2025

Dear IAOHRA members, participants, speakers, and guests,

Welcome to Anchorage. Alaska has long been a leader in advancing human rights, from our earliest territorial legislature to the landmark decisions that shaped equality nationwide.

Ours is one of the most culturally diverse states in the country, with more than 112 languages spoken in our schools and communities rooted in Alaska Native traditions and global heritage.

This diversity strengthens our shared commitment to equity and opportunity. As you gather here, I hope you experience both the beauty of Alaska and the spirit of resilience and inclusivity that defines our people.

Sincerely,

A handwritten signature in black ink, appearing to read "Dorene Lorenz".

Dorene Lorenz
Chairperson
Alaska State Commission for Human Rights



Mayor Suzanne LaFrance
Municipality of Anchorage

September 17, 2025

Dear Conference Attendees:

On behalf of the Municipality of Anchorage, I am honored to welcome you to the 2025 Annual Conference of the International Association of Official Human Rights Agencies (IAOHRA).

Anchorage is proud to host this year's gathering of leaders and professionals dedicated to advancing civil and human rights. Our community is home to a rich history of advocacy and resilience—from the trailblazing efforts of Elizabeth Peratrovich in securing passage of Alaska's Anti-Discrimination Act of 1945, to the present-day vibrancy of our diverse communities. That legacy continues to inspire us as we work together to ensure fairness, dignity, and opportunity for all.

Although I am unable to join you in person, I extend my gratitude to the Alaska State Commission for Human Rights and IAOHRA for bringing this important event to Anchorage. I hope your time here is filled with meaningful dialogue, renewed partnerships, and a chance to enjoy all that our city and state have to offer.

Thank you for your commitment to this vital work. I wish you a productive and inspiring conference.

Sincerely,

Suzanne LaFrance



NATIVE VILLAGE OF EKLUTNA

Tribal Government

September 22, 2025

Dear Members of the International Association of Official Human Rights Agencies,

Welcome to Dena'ina Etnena, the traditional homeland of the Eklutna Dena'ina. It is a pleasure to welcome you to *the International Association of Official Human Rights Agencies (IAOHRA) Annual Training Conference, in Anchorage, Alaska, in collaboration with the Alaska State Commission for Human Rights*. This training conference provides an opportunity to hear presentations from human rights agencies, academia, and non-profit organizations, who are doing critical and important work in the realms of Human Rights, Fair Housing, Employment Discrimination, Disability Rights and Leadership

I am glad that this conference is being held our traditional homeland and has created a forum that addresses key issues affecting Human Rights and addressing discrimination. We are looking forward to a successful conference and I wish I was able to join you in person.

I hope you have several takeaways, are recharged, and leave with the inspiration to continue your important work.

Chin'an gu ninyu (Thank you, you came here)

Aaron Leggett

President and Chair, Native Village of Eklutna



International Association of Official Human Rights Agencies

BOARD OF DIRECTORS' BIOGRAPHIES



DR. ALISA WARREN

*President
St. Louis, MO*

Dr. Alisa Warren serves as President of the International Association of Official Human Rights Agencies, a professional organization composed of state and local government agencies dedicated to human rights and relations, collectively serving nearly 250 million people. She was appointed by the governor in 2008 as the Executive Director of the Missouri Commission on Human Rights, a state agency focused on preventing and eliminating discrimination in employment, housing, and public accommodations.

Dr. Warren's dedication to service is clear through her extensive educational and outreach efforts on both domestic and international levels. As a leader in her field, she emphasizes building strong partnerships essential for advancing human rights. She is recognized as an expert in human rights, frequently appearing on television, radio, and as a keynote speaker. She often lectures at universities and offers training for government agencies, organizations, communities, and businesses. She actively promotes compliance with

international human rights treaties and has presented her arguments before the United Nations High Commission on Human Rights in Geneva, Switzerland.

Dr. Warren serves on the Board of Directors for FOCUS St. Louis and the Gateway Empowerment Institute. She is appointed to the Missouri Supreme Court Commission on Race and Ethnic Fairness in the Courts, as well as the U.S. Equal Employment Opportunity Commission Joint Standing Committee, the Urban League of Metropolitan St. Louis Fair Housing Task Force, and the U.S. Commission on Civil Rights Missouri State Advisory Council. Her awards include the St. Louis Business Journal "Most Influential Business Women" Award and the Martin Luther King, Jr. State Commission "Women Who Dare to Dream" Distinguished Humanitarian Award. She proudly belongs to the Omicron Eta Omega Chapter of Alpha Kappa Alpha Sorority, Inc. Dr. Warren earned a Master of Public Administration and a Ph.D. in Applied Sociology, with a specialization in Community Development and Social Disparities, both from the University of Missouri.



DIANE CLEMENTS-BOYD

*1st Vice President
Evansville, IN*

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

Most recently, Diane completed the 2025 Bloomberg/Harvard City Leadership Initiative Innovation Track and was appointed to serve on the Evansville Habitat for Humanity Board of Directors. Diane also serves as Chairperson of the Indiana Advisory Committee to the U.S. Commission on Civil Rights;

1st Vice President of the International Association of Official Human Rights Agencies; Past President of the Indiana Consortium of State and Local Human Rights Agencies; Evansville Commission on Homelessness. Diane received the Freedom Award from the State of Indiana Martin Luther King Commission, the Black Women's Task Force Community Service Award, and the Evansville Chapter of the NAACP Lifetime Community Advocate Award. Diane is a member of the Evansville Alumnae Chapter of Delta Sigma Theta Sorority, Inc., where she serves as the Social Action Chairperson. Diane is a graduate of the University of California Los Angeles with a Bachelor of Arts Degree in Sociology.



TAMIE DIXON-TATUM

*2nd Vice President
Anderson, IN*

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

Tamie is currently involved in numerous community programs such as the Strengthening Families Program through Intersect, and she is a youth, community, education, and equal opportunity advocate. Currently, she works for the City of Anderson as the Human Relations director, and a guest radio personality for Vision for Success and the Bill Jackson Show for WHBU

1240AM/103.7FM. Previously, Tamie worked in Madison County Superior Court 2's Juvenile Division as the Juvenile Case Manager for the Reclaiming Futures Program and the Madison County Prosecutor's Office as Office Manager under Thomas Broderick Jr. She has also worked for The Crossing Education Center as the Community & Business Development Coordinator which helped to match youth with job training and community service opportunities.

In addition to her extensive employment and educational background, she has spearheaded the Ollie H. Dixon Back-To-School Picnic and Parade for nearly 25 years. This program has provided school supplies for thousands of disadvantaged children throughout Madison County for over two decades.

Tamie Dixon-Tatum works tirelessly to serve the community as a youth, education, community, and equal opportunity advocate as well as a multi-media professional.



KENNETH GUNN

*Secretary
Chicago, IL*

Kenneth Gunn, First Deputy Commissioner, Chicago Commission on Human Relations. For more than 30 years, Ken Gunn has dedicated his career to public service, specifically civil rights law. He currently serves as the First Deputy Commissioner of the Chicago Commission on Human Relations. The Commission serves as the City of Chicago's civil rights agency responsible for investigating and adjudicating complaints of discrimination, aiding hate crime victims, mediating racial and ethnic tensions, and providing anti-bias training

As the First Deputy, Ken is responsible for managing the day-to-day operations of the agency under the direction of the commissioner. He is involved in all aspects of the Commission's work including reviewing complaints of discrimination, strategizing to address hate crimes and community tensions, and directing personnel and fiscal operations. He also provides legal counsel to the staff and Board of Commissioners and works with the Mayor and City Council to draft and review legislation.

Before coming to the Commission, Ken worked for the Office of the Cook County Public Guardian where he represented abused and neglected children. While in law school, he served as an intern with the Illinois Attorney General's Office where he assisted in the investigation and resolution of consumer fraud complaints.

He is a graduate of the University of Illinois, Champaign-Urbana where he received his Bachelor of Arts (BA) Degree in History, and his Law degree (JD).

Ken devotes much of his time to several volunteer activities. He serves on several boards and committees including the Center for Conflict Resolution Board of Directors (President), Durban Social Service Committee of Chicago Sister Cities International (Co-Chair), Housing Choice Partners of Illinois Inc. (Co-Chair), Chicago Bar Association Judicial Evaluation Committee, Emmanuel Baptist Church Board of Trustees (Chair). He is also the past Chair of the Cook County Commission on Human Rights where he served for ten years. He is a certified court mediator and serves as a volunteer mediator for the Center for Conflict Resolution.



JAMES E. DAVIS, JR.

*Treasurer
Durham, NC*

James E. Davis, Jr. is currently the Assistant Director of Neighborhood Improvement Services, City of Durham. He has over 20 years experience in human rights/relations-related work.

Mr. Davis has experiences in the health, legal and community outreach fields. Combining law school education, public health administration experiences and public speaking flair to encourage and empower

others. Since 2001 he has also worked to promote fair and equal opportunities in housing and has worked with youth (individually and in groups), which includes volunteering and coaching youth.



LaTARNYA "TARNYA" WHITMIRE

Assistant Treasurer
Columbia, SC

LaTarnya "Tarnya" Whitmire, is currently the EEO Enforcement Director for the South Carolina Human Affairs Commission. Tarnya Whitmire is a distinguished Veteran of the United States Army, where she served in key roles within Human Resources and Equal Employment Opportunity (EEO). During her military career, she also held the position of Assistant Inspector General, where her responsibilities included conducting regulatory compliance inspections and leading formal investigations into allegations of misconduct and abuse of authority.

Upon her retirement from the Army, Ms. Whitmire joined the South Carolina Human Affairs Commission. She currently serves as the EEO Enforcement Director, where she is responsible for managing a team of EEO investigators, overseeing investigations into employment discrimination complaints, and

developing and implementing policies and procedures to ensure adherence to EEO and South Carolina employment laws.

Ms. Whitmire is widely respected for her leadership and unwavering commitment to civil rights enforcement. In February 2024, she was a featured speaker at the South Carolina Bankers Association Human Resources Conference, sponsored by Travelers, where she provided valuable insights on workplace fairness and compliance with equal employment opportunity regulations.

She holds a Master of Business Administration (MBA) with a concentration in Criminal Justice Administration (CJA) and is a graduate of the South Carolina Certified Public Manager® (CPM) program—a nationally accredited professional development program for managers and supervisors in South Carolina state government.



ROBIN S. TOMA

Immediate Past President
Los Angeles, CA

Robin S. Toma is Executive Director of the Los Angeles County Commission on Human Relations Commission, appointed in 2000. He also serves as the head of the Human Relations Branch holding the position of Assistant Director of the Department of Community and Senior Services, County of Los Angeles. Under his leadership, the agency is working to transform prejudice into acceptance, inequity into justice, and hostility into peace. By building community capacity and focus in key areas, racialized gang violence has been lessened. Through demonstration projects in high schools, the power of integrating human relations strategies into school campuses has brought about greater inclusion, harmony, reduced fighting and conflict, and improved academic performance. The Commission's signature annual report on hate crime in the county has shown a long-term trend downward in hate crime until recent years, while the Commission has invested in hate violence prevention community partnerships and training peacemakers through the countywide dispute resolution program.

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

Robin serves as First Vice President on the board of directors of the International Association of Official Human Rights Agencies (IAOHRA), and was President of and is on the Board of the California Association of Human Relations Organizations (CAHRO). He's been a Senior Fellow at the UCLA Luskin School of Public Affairs since 2009 and had the privilege to be part of Harvard University's Kennedy School of Government's Executive Session on Human Rights Commissions and Criminal Justice (2006-2008), and the

Kellogg National Fellowship/Leadership Program (1994-97). He was appointed by the U.S. Commission on Civil Rights to serve on the California State Advisory Committee (2012 to present) and helped create and serve on the L.A. Unified School District's Commission on Human Relations, Diversity, and Educational Equity. He served three years on the national interim leadership team of the Within Our Lifetime Network for Racial Equity and Healing.

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

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

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



ROB CORBISIER

*Member-At-Large
Anchorage, AK*

Rob Corbisier is the Executive Director for the Alaska State Commission for Human Rights (ASCHR). A graduate of MIT and Vermont Law School, Rob started his career in the U.S. Senate working for Frank Murkowski. After graduating from law school and passing the bar, Rob returned to his home state of Alaska as the Special Assistant to the Attorney General and then was tapped to be one of Governor Murkowski's policy advisors. He went on to serve 5.5 years as an Assistant District Attorney in Anchorage before transitioning to private civil practice at Reeves Amodio, LLC. In 2018,

the incoming administration of Governor Dunleavy recruited Rob to come back to the Governor's Office to assist with a significant crime bill. With that accomplished, the following year the Alaska State Commission for Human Rights asked him to apply to serve as the Executive Director to rebuild the agency after a period of significant turmoil. There, Rob oversees all day-to-day operations of the agency and serves as litigation director enforcing the Alaska Human Rights Act with a dedicated team of investigators and attorneys. Under his leadership, the agency accomplished a 40-year goal to bring average investigation times to under one year and significantly expanded outreach.



CLEVELAND L. HORTON

*Member-At-Large
Baltimore, MD*

Cleveland L. Horton serves as Executive Director of the Maryland Commission on Civil Rights, serving the citizens of the State of Maryland as one of the leaders of the state's leading civil rights agency. In this capacity, Mr. Horton is responsible for establishing and maintaining strategic partnerships and overseeing MCCR's investigative efforts throughout the state. Throughout his years of experience as a leader in civil rights and fair housing, Cleveland has gained a keen understanding of the importance and impact that civil rights and equity for all individuals has on the community at large. Most notable is his recent work with the Baltimore Regional Partnership on the Regional Assessment of Fair Housing. Cleveland Horton is a graduate of the Community College of Baltimore County with an Associate of Arts Degree in Business Administration

Specializing in Human Resources Management. Mr. Horton went on to continue his education at the University of Baltimore obtaining both a bachelor's in business administration and a master's degree focusing on Human Resources Management.

Mr. Horton is the owner of The Homes by Horton Group, a real estate consulting firm that assists potential buyers and sellers achieve their financial goals and dreams of homeownership. He is also the owner and CEO of Venture Property Management which helps individuals and organizations develop and maintain residential real estate portfolios.

A strong connection to his community is extremely important to Cleveland as he participates in various civic and community groups. Mr. Horton is currently working on establishing a non-profit that will help transition homeless families out of homelessness and into hopefulness.



ANTHONY LEWIS

*Member-At-Large
Detroit, MI*

Anthony Lewis is Director of the Community Engagement and Education Division for the Michigan Department of Civil Rights (MDCR). He serves as part of the senior leadership team and has held previous roles as Community Relations Specialist and an Investigator with the department.

Anthony leads the department's community engagement programming and initiatives throughout the State of Michigan. Under his leadership the division has built statewide coalitions through creative initiatives like Advocates and Leaders for Police and Community Trust (ALPACT), which includes the acquisition and distribution of \$500,000 in grant funds to support local communities. Other impactful initiatives under Anthony's division include the Michigan Alliance Against Hate Crimes (MIAAHC) and the MI Response to Hate, Hate Crimes and Bias Awareness Campaign.

As a passionate advocate for the next generation, Anthony also leads the Department's Education and Youth Initiatives, working with school districts on cultural awareness programming and policy development, and he was instrumental in developing the Michigan Civil Rights Youth Leadership Academy. Additionally, Anthony serves as a commissioner for the Michigan Commission on Law Enforcement Standards (MCOLES), the Gun violence Prevention Task Force and he is a highly requested trainer - facilitating numerous townhalls, community forums, presentations and administering programs on cultural competency and civil rights law. He began his career and ascended to management with FedEx Express Corp, serving in leadership roles at multiple locations across Michigan, New Jersey and Ohio.

Anthony Lewis is a proud graduate of Florida A&M University with a bachelor's degree in business economics/labor Relations and a member of Kappa Alpha Psi Fraternity Inc.



DR. LEAH RABY

*Member-At-Large
Baton Rouge, LA*

Dr. Leah Raby is a dynamic leader with a fervent commitment to justice and equality. As the Executive Director at the Office of the Governor/Louisiana Commission on Human Rights (LCHR), she leads the charge in combating discrimination across the state, overseeing investigations and resolutions in employment, banking, lending, and public accommodations. With over two decades of experience, Dr. Raby's expertise is rooted in her 17-year tenure as an investigator at LCHR, followed by her ascension to Executive Director in 2016. Her profound impact extends beyond her role at LCHR, as she is a certified mediator, trained by the Justice Center of Atlanta, with 22 years of experience in resolving disputes and fostering dialogue.

Dr. Raby's passion for human rights and education is evident in her 22-year career as an adjunct professor, where she has imparted knowledge in human rights, public policy, healthcare, and business across four universities, both

online and on-ground. Her academic prowess is bolstered by a Ph.D. in Public Policy with a concentration in Healthcare Policy from Southern University A&M College in Baton Rouge, Louisiana.

A sought-after speaker and trainer, Dr. Raby has presented at conferences nationwide, sharing her insights on Louisiana's Equal Employment Opportunity laws. Her leadership extends to her role as the former Diversity Director of the Louisiana Chapter of the Society for Human Resource Management. She is also an active member of the National Coalition of 100 Black Women of Metropolitan Baton Rouge and Delta Sigma Theta Sorority, Incorporated.

Recently, Dr. Raby was elected as the Member-at-Large Representative for the International Association of Official Human Rights Agencies, further solidifying her influence in the human rights arena. Her career is a testament to her unwavering dedication to fostering equality, empowerment, and positive change.



KYLA HANINGTON

*Atlantic Regional Representative
Upper Marlboro, MD*

Kyla Hanington currently serves as the Public Outreach and Engagement Division Manager with the Prince George's County Office of Human Rights. Under her leadership, the division has developed social justice conversations across the region, from holding both in-person and virtual panel discussion and guest speaker engagements to meeting with constituents and stakeholders to presenting bias awareness trainings. Kyla believes in a boots-on-the-ground, person-to-person approach to building understanding across diverse peoples. In addition to her work in the outreach division, Kyla serves as a mediator, the agency's Public Information Officer, and other roles.

Prior to her work with the Office of Human Rights, where she has been since 2016, Kyla worked as a family mediator (Family Justice Counsellor) for the Government of British Columbia, Canada, and is a certified family mediator through Family Mediation Canada. In addition to significant ADR and mediation training from the Justice Institute of British Columbia, Kyla holds an undergraduate degree in History, with a minor in First Nations Studies, from Vancouver Island University and an MFA in Creative Writing from Mississippi University for Women. Kyla brings her expertise in strategic partnerships for social justice engagement to her role at IAOHRA and is incredibly grateful for the opportunity to serve the Atlantic region and the IAOHRA body as a whole in this role.



ANGELA PHELPS-WHITE

*Midwestern Regional Representative
Columbus, OH*

Angela Phelps-White assumed duties of Executive Director of the Ohio Civil Rights Commission on March 16, 2020. Director Phelps-White's professional and personal achievements demonstrate a commitment to public service and upholding the rule of law. She has broad experience in the public sector, including nearly seven years with the State Employment Relations Board, seven years at the Ohio Attorney General's Office, and thirteen years as a magistrate with the Franklin County Common Pleas Court. Director Phelps-White also served as a Judge for the Franklin County Common Pleas Court.

Director Phelps-White earned both her Bachelor of Science in Political Science and her Juris Doctorate from the University of Dayton. She has served on many boards and commissions, including Women Lawyers of Franklin County, Jack and Jill of America - Columbus Chapter, Amethyst, Inc., Kids Voting, and the League of Women Voters of Metropolitan Columbus. She has received numerous accolades and awards, including the Editor's Choice Award from the National Library of Poetry, Member of the Year Award from the League of Women Voters of Metropolitan Columbus, and Black Women of Courage honors.



DR. LOVE JONES

*Southern Regional Representative
Greensboro, NC*

Dr. Jones currently serves as the Executive Director of the Human Rights Department with the City of Greensboro. Her role is dedicated to leading the arm of government focused on promoting community harmony, meeting the needs of marginalized populations, and directly addressing acts of discrimination. Specifically, the departmental focus includes discrimination investigation for Fair Housing and Public Accommodations, Landlord-Tenant mediation, Justice Served Support, International Support, and administrative support for five human rights focused boards/commissions. Additionally, she serves as the project manager for the City of Greensboro's Five-year Strategic Framework.

Dr. Love Jones has dedicated her entire professional journey to understanding the personal and professional needs of people. She is a social science expert with a particular focus in the relationship between individual satisfaction and

the establishment of healthy cultures. As a professionally trained systems thinker, with over 20 years of experience in seminar curriculum design and facilitation, she maintains a genuine interest in the way that people establish identity and build community. In addition to her experience as an executive leader, she continues to serve as a professor of social sciences for 15 years. While not practicing at present, Dr. Jones is also a provisionally licensed Marriage and Family Therapist.

Dr. Jones earned a BA, as a double major in Psychology and Communication Studies, at the University of North Carolina Greensboro. She then earned an MS from East Carolina University in Marriage and Family Therapy from the School of Human Ecology. She returned to UNCG to earn a Doctorate in Cultural Studies with a concentration in Communication Studies. Her research focus includes political economy, most specifically, in the context of race, class, and gender.



HEATHER McVAY

*Western Regional Representative
Honolulu, Hawai'i*

Heather McVay is the Deputy Executive Director of the Hawai'i Civil Rights Commission, whose mission is to eliminate discrimination and increase diversity by enforcing Hawaii's laws prohibiting discrimination in the areas of housing, employment, public access, and access to state funded services.

Ms. McVay graduated from the William S. Richardson School of Law, University of Hawai'i at Mānoa during which time she worked in the compliance department of the Office of Hawaiian Affairs and worked as a legislative researcher for Hawai'i State Senator (then Representative) Jarrett Keohokalole.

Prior to joining the Hawai'i Civil Rights Commission, Ms. McVay worked as a law clerk to the Honorable Keith K. Hiraoka focusing on civil trials and administrative appeals, and the Honorable Jeannette H. Castagnetti focusing on foreclosure.

Prior to attending law school, Ms. McVay worked as an insurance defense litigation paralegal. Ms. McVay holds a B.A. in Linguistics from the University of Hawai'i at Mānoa.



International Association of
Official Human Rights Agencies

2025 IAOHRA CONFERENCE PLANNING COMMITTEE

Thank You

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Conference Chairperson
Evansville-Vanderburgh Human Relations Commission

CLEVELAND HORTON

Conference Co-Chairperson
Maryland Commission on Civil Rights

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ROBIN TOMA

Los Angeles County Commission on Human Relations

PAUL VALENTI

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Missouri Human Rights Commission

TARNYA WHITMIRE

South Carolina Commission on Human Affairs

ANGELA PHELPS-WHITE

Ohio Civil Rights Commission

*Local Host Committee



International Association of Official Human Rights Agencies

CONFERENCE AGENDA

OCTOBER 5-9, 2025

"Strength in Unity: Human Rights in the Present"
Hilton Anchorage • Anchorage, Alaska

SUNDAY, OCTOBER 5, 2025

12:00 pm–2:00 pm	IAOHRA BOARD OF DIRECTORS' MEETING Prince William Room
2:00 pm–6:00 pm	CONFERENCE REGISTRATION Alaska Ballroom
4:00 pm–5:00 pm	OPENING WELCOME & RECEPTION Top of the World (Rooftop) Dr. Alisa Warren , IAOHRA President <i>Executive Director, Missouri Commission on Human Rights</i>
5:00 pm–6:00 pm	FIRESIDE CHAT Top of the World (Rooftop) Dr. Calvin E. Williams <i>Bartlett Community Forum</i>

MONDAY, OCTOBER 6, 2025

7:00 am–5:00 pm	CONFERENCE REGISTRATION Alaska Ballroom
7:00 am–8:00 am	BREAKFAST (ON YOUR OWN)
9:00 am–5:00 pm	Alaska Native Artisan Vendors (Monday only, Mezzanine Level)
8:00 am–9:00 am	OPENING CEREMONY
Alaska Ballroom	Alaska Native Dance Group Dr. Alisa Warren, <i>IAOHRA President</i> <i>Executive Director, Missouri Commission on Human Rights</i> Robert W. Corbisier, <i>Executive Director</i> <i>Alaska Commission for Human Rights</i>
	CONFERENCE OVERVIEW Diane Clements-Boyd, <i>Conference Planning Committee Chairperson</i> <i>Executive Director, Evansville-Vanderburgh Human Relations Commission</i>
9:00 am–10:10 am	OPENING PLENARY
Alaska Ballroom	Bringing Human Rights Home: We Rise Together Charles F. Coleman Jr. <i>Civil Rights Attorney/Legal Analyst/Guest Anchor, MSNBC</i> Introduction: Dr. Alisa Warren, <i>IAOHRA President, Missouri Commission on Human Rights</i>
10:10 am–10:20 am	REMARKS Jordan Long, <i>The Carter Center</i>
10:20 am–10:30 am	BREAK
10:30 am–11:45 am	BREAKOUT SESSIONS/TRAINING AREAS
Leadership	
Resilient Leadership: Building Bridges in a Divided Era Dillingham Room Cleveland L. Horton, <i>Executive Director, Maryland Commission on Civil Rights</i> <i>In today's climate of heightened polarization and uncertainty, leadership in human and civil rights work requires more than resolve—it demands resilience and a commitment to bridge-building. This session will explore how leaders can remain grounded in their mission while navigating divisive challenges, fostering collaboration across differences, and maintaining trust in the communities they serve. Participants will gain insight into strategies that strengthen resilience, inspire unity, and ensure that our collective pursuit of equity and justice continues even in the most challenging times.</i> Facilitator: James Davis, <i>City of Durham Community Partnerships & Engagement</i>	

Enforcement

"No Section 8": The Impact of Housing Choice Voucher Discrimination | Katmai Room

Kenneth Gunn, *First Deputy Commissioner, Chicago Commission on Human Rights*

This session will examine the far-reaching impact of Housing Choice Voucher discrimination on communities.

Facilitator: Tarnya Whitmire, *South Carolina Human Affairs Commission*

Policy

Leveraging International Human Rights Mechanisms to Advance and Promote State & Local Progress | King Salmon Room

Amy Bergquist, *Associate Program Director for International Justice, The Advocates for Human Rights*

Janica Puisto, *United Nations (UN) Office of Human Rights*

Robin Toma, *Executive Director, Los Angeles County Commission on Human Relations*

Learn about the potency of the UN's global human rights accountability mechanisms, principally the UN Human Rights Council's Universal Periodic Review (UPR) process, by reviewing the U.S. participation in the process since the UPR's inception in 2007. A case study of Los Angeles County will provide an example of the potential value of IAOHRA member agencies to be engaged with the UN human rights system. Also highlighted will be the UN Human Rights Office's efforts to engage local and regional governments, such as the core human rights treaty on economic, social, and cultural rights.

Facilitator: Kyla Hanington, *Prince Georges County Office of Human Rights*

Social Justice

Building Capacity to Fight Misinformation | Iliamna Room

Theo Dolan, *Director, Civic Resilience Consulting, LLC*

This practical session will provide guidance for human rights agencies on how they can build their resilience to manipulative information of all kinds. The session will provide a building block for training staff (and citizens) on digital and media literacy and the psycho-social factors which shape human vulnerability to mis-and disinformation.

Facilitator: Heather McVay, *Hawai'i Civil Rights Commission*

11:45 am–1:00 pm

PRESIDENT'S LUNCHEON

Alaska
Ballroom

Greetings: Leon Russell, *Chairperson, National Association for the Advancement of Colored People (NAACP)*

Artificial Intelligence: AI's Perils and Promise for Human Rights

Keynote Speaker: William Dyson, *Tech Visionary and Creator of Sojourner AI*

Presiding: Dr. Alisa Warren, *IAOHRA President*

1:15 pm–2:30 pm

BREAKOUT SESSIONS/TRAINING AREAS

Leadership

Harnessing the Power of the Next Generation of Human Rights Advocates | Dillingham Room

Melody Vidmar, *Dash-Muse Teaching Fellow & Supervising Attorney*
Georgetown Law Human Rights Institute

This session will address the changing role of state & local human rights agencies; discuss current trends in law students and recent graduates regarding human rights careers; cover strategies to begin building relationships between human rights agencies and law school programs to create pipelines and increase sustained student interest in working for human rights agencies.

Facilitator: Dr. Leah Raby, *Louisiana Commission on Human Rights*

Enforcement

Beyond Boundaries: Navigating Intersectionality in Discrimination Law Compliance | Katmai Room

Jennifer Booz, *Executive Director, Anchorage Equal Rights Commission*

This interactive workshop explores intersectionality and its impact on discrimination. Participants will engage in hands-on activities, analyze case studies, and develop inclusive strategies. The session aims to enhance understanding and practical application of intersectional approaches in ensuring compliance with discrimination laws, fostering empathy and solidarity across diverse communities.

Facilitator: Tierra Thompson, *Philadelphia Commission on Human Relations*

Policy

2024 Survey: A Snapshot of Alaskan Perspectives on Discrimination | King Salmon Room

Rob Corbisier, *Executive Director, Alaska Commission for Human Rights*

Diane Hirshberg, *Director of the Institute of Social and Economic Research, University of Alaska Anchorage*

Ivan Moore, *Public Opinion Research, Alaska Survey Research*

Learn what people across Alaska think about discrimination in their communities.

Facilitator: Keoki Kim, *Alaska Commission for Human Rights*

Social Justice

Tools for a Week of Action: Uniting Your Community to Address Hate and Bias | Iliamna Room

Justin Lock, *Executive Director, Not in Our Town; former Interim Director of Community Relations Service (CRS), U.S. Department of Justice*

Robin Toma, *Executive Director, Los Angeles County Human Relations Commission*

The goal of the session is to provide examples and tools for IAOHRA members to take back to their communities for a week of action and awareness on how to address hate and bias.

Facilitator: Anthony Lewis, *Michigan Department of Civil Rights*

2:30 pm–2:45 pm

BREAK

2:45 pm–4:00 pm

BREAKOUT SESSIONS/TRAINING AREAS

Leadership

**Navigating Inclusion in a Polarized Climate: Tools for
Courageous Leadership in Human Rights Work** | Dillingham Room

Tawana Marie Bhagwat, CEO, Organization At Its Best, Inc.

This session will equip public sector and nonprofit human rights professionals with tools to advance inclusive values that align with workplace culture while navigating political scrutiny and resistance. Participants will explore how to reinforce fairness, belonging, and equity through strategies grounded in legal compliance, policy alignment, and courageous leadership.

Facilitator: Cleveland Horton, Maryland Commission on Civil Rights

Enforcement

**Resolving Disputes in 2025: A Guide to Housing and Employment Mediations and
Conciliations in this New Frontier** | Katmai Room

Marci Y. Anavitate-Jordan, EEO and Housing Mediator/Conciliator
Texas Workforce Commission-Civil Rights

Join our roundtable discussion on mediating housing and employment cases. We will explore best practices, common fears, and challenges that can either lead to a successful resolution or an impasse.

Facilitator: Dr. Leah Raby, Louisiana Commission on Human Rights

Policy

Conflict Resolution and its Role in Threat Assessment and Targeted Violence Prevention | King Salmon Room

Randy Duque, Deputy Director, Community Relations Division, Philadelphia Commission on Human Relations

Learn about behavioral assessment and management and its function to prevent targeted violence. Expand understanding of how conflict resolution skills can be applied to targeted violence and extremism prevention. Discover possibilities to begin engaging in the space of critical incident prevention and response.

Facilitator: Tierra Thompson, Philadelphia Commission on Human Relations

Social Justice

Bridging Law and Practice: Collaborative Safeguards for Protecting Individual Rights | Iliamna Room

Steven R. Bryson, Attorney, van der Veen, Hartshorn, Levin & Lindheim

By the end of the session, participants will understand how foundational federal laws such as Title VII, the ADA, the Fair Housing Act, Title VI, and § 1983 provide a framework for rights-centered investigations. They will learn how to translate these legal principles into practical safeguards investigators can apply in their daily work, including trauma-informed interviewing, language access, retaliation prevention, disability accommodations, and bias-mitigation tools. The workshop will also highlight collaboration models that strengthen agency capacity and public trust, while allowing participants to practice applying safeguards through case studies and scenario-based exercises.

Facilitator: Anthony Lewis, Michigan Department of Civil Rights

MONDAY, OCTOBER 6, 2025 (CONTINUED)

4:00 pm–6:00 pm

RECEPTION (Hors d'oeuvres) | Alaska Ballroom
Hosted by the Anchorage Visitor and Convention Bureau

ENTERTAINMENT: Pamuya
An Inuit-soul musical group that blends Yup'ik culture
with influences from around the world.

TUESDAY, OCTOBER 7, 2025

7:00 am–8:00 am

BREAKFAST (ON YOUR OWN)
Please grab coffee in the Alaska Ballroom

HUMAN RIGHTS CULTURE TOUR (Bring a coat)

8:00 am–5:00 pm

Buses will load on 3rd Street (1st level)

Ship Creek/Grandma Olga Statue
25 Small Boat Launch Road, Anchorage, AK 99501

Anchorage Museum
625 C Street, Anchorage, AK 99501

LUNCH

Alaska Native Heritage Center
8800 Heritage Center Drive, Anchorage, AK 99504

Mountain View Community Council
3701 Mt. View Drive, Anchorage, AK 99503

DINNER (ON YOUR OWN)

WEDNESDAY, OCTOBER 8, 2025

8:00 am–9:00 am

BREAKFAST (ON YOUR OWN)

9:00 am–10:15 am

REGIONAL MEETINGS

Atlantic Region, **Kyla Hanington**, *Regional Representative* | Dillingham Room
Midwest Region, **Angela Phelps White**, *Regional Representative* | Katmai Room
Southern Region, **Dr. Love Jones**, *Regional Representative* | King Salmon Room
Western Region, **Heather McVay**, *Regional Representative* | Iliamna Room

10:20 am–10:30 am

BREAK

WEDNESDAY, OCTOBER 8, 2025 (CONTINUED)

10:30 am–11:45 am	PLENARY SESSION
Alaska Ballroom	Legal and Policy Updates Jurisdictional Justice: Rethinking Civil Rights from the Ground Up Carol Johnson, Attorney, Johnson Consulting Group <i>An examination of 2025 Executive Orders to end DEI and other protections, and the Department of Justice Civil Rights Fraud Initiative with discussion on national responses to the Department of Justice May 19, 2025, memo leveraging the False Claims Act against states and municipalities. How are state and local jurisdictions responding to its impact and what does this mean for DEI and Civil Rights?</i> Immigration Legal Update Daniel Cortes, Assistant Professor of Law, Villanova University School of Law <i>Participants will learn about common forms of immigration relief, an overview of recent changes, and practical application of the immigration law. Participants will have an opportunity to share some of the needs the immigrant community is facing, and panelists will provide resources for common needs within the immigrant community.</i> Facilitator: Paul Valenti, Office of Human Rights, City of Alexandria, VA
12:00 pm–1:15 pm	FAIR HOUSING LUNCHEON
Alaska Ballroom	Fair Housing Forward: NAR's Efforts to Advance Fair Housing & Home Ownership Opportunities in the Current Climate Keynote Speaker: Colette Massengale, Senior Policy Representative Fair Housing Policy, NATIONAL ASSOCIATION OF REALTORS® <i>Use NAR research to paint a picture of the obstacles first-time/first generation buyers are facing around discrimination, supply, accessibility and affordability, discuss NAR's legislative efforts, talk about the Fair Housing Policy Committee's priorities, highlight our progress with NAR's Fair Housing ACT! initiative, share success stories with NAR's fair housing grants, describe the fair housing resources we are developing, emphasize solutions that are having an impact.</i> Facilitator: Diane Clements-Boyd, Evansville-Vanderburgh Human Relations Commission



1:30 pm–2:45 pm

BREAKOUT SESSIONS

Leadership

Why and How to Implement Human Rights in Your City, County or State Agency | Dillingham Room

Moderator: *Jordan Long, The Carter Center*

Aneisa Bolton and Robin Toma, *Los Angeles County Human Relations Commission*

Dr. Alisa Warren, *IAOHRA, Missouri Human Rights Commission*

Domenico Zipoli, *Geneva Academy of International Humanitarian Law and Human Rights*

Why should human rights be a priority for state and local governments? And as a practical matter, how can this be done? This will be an interactive workshop that will highlight a case study of a local government implementing human rights (such as major sports events); provide examples of the impact that state and local governments can have on national government; and identify useful resources for IAOHRA agencies (including tribal/indigenous nations) such as partner networks, digital tools, internet sites, to facilitate engagement with the UN's global human rights system. We will invite the audience to ask questions and present challenges as to how they can carry out human rights education and implementation in their cities, counties, and states.

Enforcement

What's In Your Toolbox? | Katmai Room

Jamie Reyes, *Human Rights Director, Lincoln Commission on Human Rights*

Rob Rowan, *Senior Civil Rights Investigator, Lincoln Commission on Human Rights*

Cailin Daly Dejillas, *Director, Omaha Human Rights and Relations*

Laura Aryeetey, *Senior Investigator, Omaha Human Rights and Relations*

To provide an opportunity to learn about different tools available to enforcement agencies during an investigation, discuss best practices, and take away ideas.

Facilitator: *Nikki Quintana, Fort Wayne Metropolitan Human Relations Commission*

Policy

Reimagining Human Relations for Success in a New Sociopolitical World | King Salmon Room

Anne Little, *Community Engagement Director, City of Salisbury, NC*

Dr. Anthony Wade, *Senior Consultant, Pontifex Consulting Group*

Public sector human relations and departments have historically promoted fairness within organizations and communities. However, the current political environment has led to reductions in staff and funding and/or the elimination of departments and commissions. If your commission or department is facing challenges, it is crucial to develop a new business case for its sustainability, taking this opportunity to adapt to changing sociopolitical climates and refocusing on effective practices that allow the continuation of the work.

Facilitator: *Ray Sexton, Lexington-Fayette County Human Rights Commission*

WEDNESDAY, OCTOBER 8, 2025 (CONTINUED)

Social Justice

Rise Up Against Racism | Iliamna Room

Elyse Applegate, Founder, Elysian World Editing

Alex Roider, Special Projects Attorney, Alaska Commission for Human Rights

The Heroes of the Last Frontier graphic novel represents collaboration between the US Equal Employment Opportunity Commission, the Alaska State Commission for Human Rights, and the Anchorage Equal Rights Commission to bring to life the struggles and triumphs of individuals that changed Alaska's history. This commission required writing and illustrating stories from the ground up through months of research and interfacing with descendants of these real-life heroes to create storylines designed to entertain middle school-aged children while inspiring them about human rights and teaching Alaska history.

Facilitator: Charles Johnson, Henderson County Human Rights Commission

2:45 pm–3:00 pm

BREAK

3:00 pm–5:00 pm

IAOHRA ANNUAL BUSINESS MEETING | Fireweed
RESOLUTIONS, AND OTHER ORGANIZATIONAL ACTIONS

6:30 pm–8:00 pm

AWARDS DINNER

Alaska
Ballroom

KEYNOTE SPEAKER: TIM WISE

*Tim Wise is among the most prominent anti-racist writers and educators in the United States. He has spent the past 25 years speaking to audiences in all 50 states, on over 1500 college and high school campuses, at hundreds of professional and academic conferences, to dozens of corporate, government, entertainment, media, law enforcement, military, non-profit, and medical industry professionals about issues of systemic racism and methods for dismantling racial inequity in their institutions. Wise is the author of nine books, including his latest, *Dispatches from the Race War*, and his highly acclaimed memoir, *White Like Me: Reflections on Race from a Privileged Son*. He has appeared on hundreds of radio and television programs and is a regular contributor to discussions about race on CNN and MSNBC.*

8:00 pm–10:00 pm

UNITY CELEBRATION: DJ Ondago

THURSDAY, OCTOBER 9, 2025

9:00 am–10:00 am

PLENARY SESSION (BREAKFAST PROVIDED)

Aleutian Room

How Fair Are You: A Fair Housing Decision-Making Lab

Joshua Barr, Chief Strategist & President, Raising The Barr, LLC

Data-Driven Insights: Understand the prevalence and impact of housing discrimination through compelling real-life cases and statistical data. Identify your own potential biases and how they might influence your professional decisions. Learn how to navigate complex fair housing scenarios with confidence and legal compliance. Commit to specific actions to promote fair housing and create a more equitable housing market.

Facilitator: Tarnya Whitmire, South Carolina Human Affairs Commission

THURSDAY, OCTOBER 9, 2025 (CONTINUED)

10:15 am–11:15 am	PLENARY SESSION
Alaska Ballroom	Why International Human Rights Should Matter to State and Local Governments, Especially Now Moderator: Dr. Alisa Warren, <i>Executive Director, Missouri Human Rights Commission</i> Jamil Dakwar, <i>Director, Human Rights Program, American Civil Liberties Union (ACLU)</i> Robin Toma and Aneisa Bolton, <i>Los Angeles County Commission on Human Relations</i> Felix Kirchmeier, <i>Geneva Academy for Humanitarian Law and Human Rights</i> <i>Civil rights are human rights. The moral/ethical and legal responsibilities of city, county, and state governments to protect and strengthen human rights protections for our most vulnerable communities are supported and complemented by global human rights systems, especially when federal, state, and local civil rights programs are under attack. There are practical ways for state and local governments to engage, and a growing number of specific tools and resources available, and partnerships with nongovernmental organizations (NGOs) can be effective. The upcoming FIFA World Cup (2026) and the Olympics (2028) require human rights action plans of participating host cities/nations like Los Angeles, providing a chance to promote and strengthen human rights for our most vulnerable communities.</i>
11:30 am–12:00 pm	CLOSING REMARKS
	CONFERENCE ADJOURNMENT





International Association of Official Human Rights Agencies

SPEAKERS', PRESENTERS' & MODERATORS' BIOGRAPHIES



MARCI Y. ANAVITARTE-JORDAN, MA-CRR

*Credentialed Distinguished Mediator (TMCA)
ADR Mediator/Conciliator for Employment & Housing
Texas Workforce Commission-Civil Rights Division*

With over two decades of experience in mediation as well as conducting over 2700 mediations and conciliations, Marci Anavitarde-Jordan, MA-CRR, has established herself as a knowledgeable EEO and Housing Mediator/Conciliator at the Texas Workforce Commission Civil Rights Division for the past eleven years. Her foundation in mediation began at the Neighborhood Justice Center in Las Vegas. Marci's comprehensive understanding of Alternative Dispute Resolution (ADR) has made her a sought-after speaker, presenting at conferences for the Texas Association of Mediators, Austin Mediators Association, and the Florida Commission on Human Rights.

Marci's qualifications are built upon an Associate of Applied Science in Legal Assistance from the College of Southern Nevada, a Bachelor of Arts in Business Administration from University of Mary Hardin Baylor (UMHB), and a Master of Arts in Conflict Management and Resolution from Abilene Christian

University. She is a Certified Human Rights Consultant (USIDHR) and has earned the Texas Mediators Credentialing Association's (TMCA) distinguished Credentialed Mediator status. Her commitment to professional growth is evident through her LAMP (Leadership and Management Program) Certificate from TWC and her arbitration certification. This certification allows her to serve as an arbitrator for the Better Business Bureau, FINRA, the American Arbitration Association, and numerous federal, city, county, national, and international arbitration bodies. Demonstrating a forward-thinking approach, she is currently pursuing certifications in Cybersecurity and Generative AI Leadership through Google Cloud Skills Boost.

Marci actively contributes to her professional community as a member of the Texas Association of Mediators, an Individual Sponsoring Member of IAOHRA (International Association of Human Rights Agencies), and through her involvement as a 20-year member of Delta Sigma Theta Sorority, Inc.



ELYSE APPLGATE (SHE/HER)

Elysian World Editing (Founder/Content Creator)

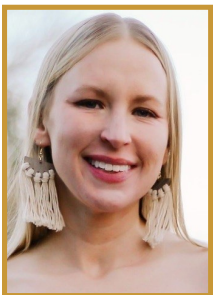
Elyse's content creation and management skills are reflected in the variety of projects she has completed for her clients. Her professional experience includes project management for the Alaska Department of Natural Resources in cooperation with the Alaska Department of Transportation and Public Facilities and the Federal Highway Administration. She has also served as project manager in the oil and gas sector. Elyse's writing and graphic design experience includes multiple projects for organizations such as the University of Alaska and the National Park Service. She has worked as a freelance illustrator and graphic designer since 2006. She continues to offer these services to her clients in the form of marketing materials, graphic novels,

book illustrations, children's educational materials, and individual artworks for collectors.

Most recently she completed *Heroes of the Last Frontier* graphic novel, a collaboration between the US Equal Employment Opportunity Commission, the Alaska State Commission for Human Rights, and the Anchorage Equal Rights Commission to bring to life the struggles and triumphs of individuals that changed Alaska's history. Her portfolio is available at www.elysianwe.com.

Furthermore, Elyse has completed the following educational achievements:

M.S., Project Management
M.A., Cultural Resource Management
B.A., Journalism and Public Communications



LAURA ARYEETAY

*Senior Investigator
Omaha Human Rights and Relations Department*

Laura has been with the Omaha Human Rights and Relations Department for over six years and currently works as the Senior Investigator in the Enforcement Division. She has ten years of

experience as an Investigator, previously working at the Nebraska Equal Opportunity Commission, as well as a background in human services and a master's degree in social work. Laura is a native Nebraskan and enjoys calling Omaha home.



JOSHUA V. BARR

*Chief Strategist & President
Raising The Barr LLC*

Joshua V. Barr is an *Emmy* and national award-winning transformational leader, human rights attorney, and public speaker that has trained people in all 50 states and five continents. After trying to force a corporate career, he decided to pursue his true passion: working to create a fairer

world for all people.

Joshua has worked on policy change at the local, state, and federal levels as a civil and human rights executive director, attorney, and consultant. As the executive director of the Des Moines Civil & Human Rights Commission, he revitalized the city's community engagement. His Bridging the Gap initiative utilized community dialogues to craft, develop, and implement over 20 new city policies and practices designed to improve community-government relations and help residents move up the socioeconomic ladder.

In 2020, Joshua debuted his *Emmy* award-winning documentary, *Breaking Bread, Building Bridges*, where nearly 40 strangers were matched up based on their differences to have dinners together over the course of a few months to see if they could form bonds and find common ground.

Joshua now serves as the Chief Strategist and President of his own organization, Raising The Barr, where he collaborates with and counsels government entities and other organizations committed to transforming their cultures and improving socioeconomic outcomes for their community stakeholders. In this role, Joshua developed the Citizen Participation & Equitable Engagement (CPEE) Toolkit for the US Department of Housing and Urban Development (HUD) Community Block Grant Development Disaster Recovery (CDBG-DR) Program and continues to speak and conduct community dialogues nationwide in his ongoing efforts to make every corner of the country a better place.



AMY BERGQUIST

*Associate Program Director, International Justice
The Advocates for Human Rights*

Amy coordinates advocacy at the United Nations and with regional human rights bodies, focusing on the death penalty. She collaborates with partners in the United States and around the world to amplify their voices, leveraging the United Nations to press governments to respect, protect, and fulfill

human rights. Amy draws inspiration from the courage and creativity of The Advocates' clients and partners.

Amy clerked for the Honorable Ruth Bader Ginsburg, Associate Justice of the U.S. Supreme Court, the Honorable William A. Fletcher of the U.S. Court of Appeals for the Ninth Circuit, and the Honorable John R. Tunheim, District Judge of the District of Minnesota. She was an associate at Faegre & Benson, LLP. While in law school, she was Editor-in-Chief of the Minnesota Law Review. Before attending law school, Amy worked for 11 years at Minneapolis

South High School, where she taught social studies and Russian and coached debate and speech.

Amy received her law degree summa cum laude from the University of Minnesota Law School, graduating order of the coif and receiving the William B. Lockhart Award for Excellence in Scholarship, Leadership, and Service. She graduated magna cum laude from Amherst College with a degree in political science and received her teaching certification through Macalester College.

Amy represents The Advocates on the Steering Committee of the World Coalition Against the Death Penalty and chairs the Coalition's World Day Against the Death Penalty working group. Since 2014, she has served as a commissioner on the Minneapolis Commission on Civil Rights. She is admitted to practice before Minnesota state and federal courts and before the U.S. Supreme Court and the Ninth Circuit Court of Appeals.



TAWANA M. BHAGWAT, SHRM-SCP

*CEO & Principal Consultant, Organization At Its Best, Inc.
Certified Mediator*

Tawana Bhagwat is a nationally respected HR executive, certified mediator, and workplace culture strategist with over 25 years of experience guiding organizational change in nonprofit, public, and global humanitarian sectors. As CEO of Organization At Its Best, Inc., she helps mission-

driven institutions build equitable systems, resolve workplace conflict, and align people strategy with purpose.

Tawana has led global workforce transformation efforts across 25+ countries and served as Interim Chief People Officer for international NGOs including

Global Communities and Mercy Corps. Her work focuses on integrating accountability, fairness, and inclusion into leadership practices and HR infrastructure—especially in politically sensitive or compliance-driven environments.

She is the author of *The Weaponization of DEIB*, a bold framework for reclaiming human dignity and justice in organizational systems. Tawana's approach is deeply rooted in the belief that advancing human rights must begin with how we lead, hire, and care for people within our institutions.



ANEISA BOLTON

*Human Rights Monitoring and Advocacy Manager
LA County Commission on Human Relations*

Aneisa Bolton, a native of Long Beach, California, is Manager of the Human Rights Monitoring and Advocacy Team for the LA County Commission on Human Relations. She leads efforts to promote and protect the human rights of all LA County residents.

Growing up in a vibrant multicultural community, she developed a deep appreciation for diversity and inclusivity, which she brings to her professional endeavors, including over twenty years of experience enhancing criminal justice and human relations.

Aneisa began her career as a teacher in the Compton Unified School District. She then joined Peace Builders as the Director of Training, where she spearheaded violence prevention and anti-bullying programs across various school districts in the United States. In this role, she successfully developed comprehensive curricula and training programs designed to foster peace, harmony, and inclusion among K-12 students.

Her extensive background also includes managing reentry programs for youths and adults. Through her innovative Camp to Community program, she facilitated the transition of youths released from probation camp into Long Beach by providing essential work readiness training, paid work experience, and supportive services. Additionally, during her twelve-year tenure with the LA County Probation Department, she implemented training initiatives that enhanced probation officers' communication skills, promoting therapeutic approaches to supervision and reducing recidivism.

Aneisa holds a Master of Arts degree in Negotiation, Conflict Resolution, and Peacebuilding from California State University, Dominguez Hills, with a specialization in mediation. To further refine her mediation skills, she completed mediation training with the LA County Bar Association and the Equal Employment Opportunity Commission (EEOC). Throughout her graduate studies, Aneisa actively contributed to social justice initiatives and served on the City of Long Beach Hate Crime Response Team and the Youth and Gang Violence Prevention Task Force.



JENNIFER M. BOOZ

*Executive Director,
Anchorage Equal Rights Commission*

Jennifer M. Booz is the Executive Director of the Anchorage Equal Rights Commission, where she leads efforts to analyze complaints, direct investigations, and resolve disputes related to equal rights. With a robust background in promoting fairness, justice, and representation, Jennifer has held significant roles

such as Chief Diversity Officer at the University of Alaska, Anchorage, and Director of Diversity & Inclusion at The University of Toledo, OH.

Her extensive experience includes developing strategic plans for fairness and representation, creating and assessing workshops, and fostering community relationships. Jennifer's academic credentials include a Certificate in Public Policy from the London School of Economics and Political Science, and advanced

studies in Higher Education from The University of Toledo, OH. She also holds a Master of Arts in Sociology from The University of Texas, El Paso, and a Bachelor of Arts in Psychology from California State University, Fullerton.

Jennifer is recognized for her leadership in various community and professional organizations, including serving on committees and boards focused on representation and justice. She has presented at numerous national and international conferences on topics such as cultural equity, shared leadership, and social justice. Her commitment to fostering inclusive environments and her strategic approach to promoting fairness and representation make her a sought-after speaker and leader in the field.

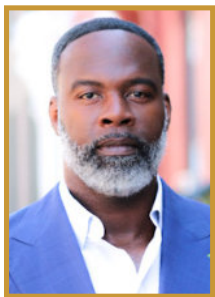


STEVEN BRYSON, ESQ.

Attorney, van der Veen, Hartshorn, Levin & Lindheim

Steven Bryson, Esq. is a civil litigation attorney based in Philadelphia, Pennsylvania. He has represented survivors of institutional abuse, workplace harassment, and discrimination, and has extensive experience translating legal frameworks into practical advocacy tools. Steven has lectured nationally on

issues of LGBTQIA+ rights, HIV decriminalization, and trauma-informed legal practice. Named to the National Black Lawyers' "Top 40 Under 40" and as a 2024 Pennsylvania Rising Star by Super Lawyers, he is passionate about equipping emerging leaders with collaborative, rights-centered approaches that bridge law, policy, and investigative practice.



CHARLES F. COLEMAN, JR.

Civil Rights Attorney/Legal Analyst/Guest Anchor, MSNBC

A respected authority on issues of race, law, and equity, Charles has become one of the most prominent figures shaping America's modern discourse on justice and society, with his expertise as a strategist further amplifying his influence.

Beyond the screen, Charles has built a lasting legacy through impactful community work. In 2010, he founded EDGE Movement NYC, an award-winning nonprofit mentoring program serving Black and Latino young men. His commitment to uplifting underserved communities continued in 2019 with the launch of CFC40 Inc., a nonprofit whose flagship initiative, The Black Superhero Project, completed ten community-specific service projects in ten different cities within a single year.

Charles's thoughtful and relatable approach to legal analysis earned him the opportunity to co-host MSNBC's first special under his byline: Black Men in

America: The Road to 2024, alongside Trymaine Lee. Premiering in February 2024 and currently streaming on Peacock, the hour-long special provides a powerful exploration of Black male perspectives during the weeks leading up to the most recent presidential election.

A prolific writer and commentator, Charles has been featured in *The New York Times*, *Rolling Out* and *NYC Media*, and has appeared on Showtime's *The Circus*. His written work includes contributions to *Slate*, *Yes! Magazine*, *EBONY*, *The Root*, *MSNBC.com*, *HuffPost*, *Blavity*, *NBC BLK*, *The Grio*, and other major media outlets.

In addition to his legal and media work, Charles serves as Executive Producer and host of The Charles Coleman Podcast, where he continues to dissect pressing cultural and political issues with clarity, depth, and purpose. A respected authority on issues of race, law, and equity, Charles has become one of the most prominent figures shaping America's modern discourse on justice and society, with his expertise as a strategist further amplifying his influence.



DANIEL CORTES

*Assistant Professor of Law
Villanova University School of Law*

Daniel Cortes is a lawyer and professor whose work focuses on the intersectionality of immigration and social justice. His personal experience as an immigrant has shaped his passion in advocating for an equitable immigration system. His legal career has focused on a holistic centered approach and

community empowerment. He is passionate about advocating for creative and systemic solutions to immigration issues. Daniel directs the Clinic for Asylum, Refugee and Emigrant Services (CARES), where he teaches the clinic seminar and supervises student advocates working on asylees and their families.



JAMIL DAKWAR

*International Human Rights Lawyer
Adjunct Professor, New York University and Hunter College*

Jamil Dakwar is an international human rights lawyer and adjunct professor at New York University and Hunter College. Currently, he leads the American Civil Liberties Union's Human Rights Program, which conducts research, litigation, and advocacy to hold the U.S. government accountable for its international

human rights obligations and commitments. His expertise frequently appears in domestic and international media, including the *New York Times*, *Washington Post*, *Wall Street Journal*, *Associated Press*, *Reuters*, *AFP*, *The Hill*, *The Intercept*, *Middle East Eye*, and *Al Jazeera English*. He serves as the ACLU's main representative to the United Nations and leads the ACLU's international advocacy before other regional and international bodies, including the Inter-

American Commission on Human Rights. Notably, in 2004, Mr. Dakwar was one of the ACLU's first observers to the military commission system at Guantanamo Bay. In 2025, he was reappointed as a member of the New York State Advisory Committee to the U.S. Commission on Civil Rights. Prior to joining the ACLU, Mr. Dakwar worked at Human Rights Watch, where he conducted research, advocated, and published reports on issues of torture and detention in Egypt, Morocco, Israel, and Palestine. Before coming to the United States, he was a senior attorney with Adalah, a leading human rights group in Israel, where he filed and argued human rights cases before Israeli courts and advocated before international forums. Mr. Dakwar serves on the boards of several organizations, including the International Service for Human Rights (ISHR), the Foundation for Middle East Peace (FMEP), and Adalah Justice Project (AJP).



CAILIN DALY DEJILLAS

Director, Omaha Human Rights and Relations Department

Cailin Dejillas is the Director of the City of Omaha Human Rights & Relations Department, where she leads the Department to administer economic development programs, investigate allegations of discrimination in housing, employment and public accommodations, support a restorative justice diversion program, coordinate ADA Title II and Title

VI of the Civil Rights Act and advance the Poverty Elimination Action Plan.

Cailin's dedication to public service, law school education and experience as a public defender inform her work. She spent seven years investigating or leading investigators in housing and employment matters for the Seattle Office for Civil

Rights and Office of Labor Standards. During Cailin's tenure at Amazon, she led multiple teams in Disability and Leave Services.

Cailin emphasizes teamwork, positive impacts and efficiency and continuously strives for excellence. Her optimistic approach infuses hope and joy whenever possible.

Cailin grew up in Omaha and earned a Bachelor of Arts in Spanish and Sociology at the University of San Francisco and a Juris Doctor from the University of Washington School of Law. She is fluent in Spanish. Outside of work, Cailin enjoys yoga, gardening and spending time with her family and dog in Omaha's great parks.



THEO DOLAN

Director, Civic Resilience Consulting LLC

Theo Dolan is the founder and director of Civic Resilience Consulting LLC. He is also a Senior Advisor for Information Disorder at BBC Media Action. He has twenty years of experience working at the intersection of media, technology and peacebuilding, including by designing and leading international initiatives to address digital threats such as disinformation and hate speech.

Mr. Dolan has collaborated with local partners in Iraq, Afghanistan, South Sudan and Somalia to produce entertaining multimedia programs to educate youth

audiences about their roles in building peace and help them feel empowered to take up those roles. While working for international NGOs such as IREX, FHI 360 and the United States Institute of Peace (USIP), he has led projects designed to prevent election violence, counter violent extremism, and support civil society's role in engendering good governance. From 2013-2018, he lived in Nairobi, Kenya while heading the regional office of PeaceTech Lab, an offshoot of USIP.

He is a seasoned expert in educating youth and marginalized groups about media literacy as a tool for building resilience to manipulative information and served on the board of Media Literacy Now, a US-based advocacy organization.



RANDY DUQUE, MA, KCR

*Deputy Director of Community Relations Division
Philadelphia Commission on Human Relations*

Randy Duque is the Deputy Director of the Philadelphia Commission on Human Relations (PCHR)'s Community Relations Division—the “peacemaking” unit of the agency. He served as Acting Executive Director in 2025 and 2021 as the first Asian American to lead the department.

Randy's responsibilities cover several areas including: civil rights, intercultural relations, hate and extremism prevention and response, victim services, immigrant and refugee issues; and conflict intervention, mediation, and de-escalation. He has presented at national and international forums and consulted for agencies in the US and Europe on strategies to combat hate and create strong community-government-law enforcement partnerships.

Through Randy's work and leadership, PCHR was given the 2016 FBI Director's Community Leadership Award. In 2018 he received the PA Governor's Advisory

Commission on Asian Pacific American Affairs (PAGACAPAA) “Outstanding Asian Americans and Pacific Islanders” recognition and was later appointed as a commissioner where he chaired the PAGACAPAA Civil Rights Committee; and was bestowed a knighthood by the Knights of Rizal – the official civic knighthood of the Philippines.

Randy's background covers the full spectrum of conflict management. He received his master's degree in communication and conflict; and bachelor's degree in anthropology at Temple University where he was also an adjunct instructor. He is a skilled martial arts practitioner and instructor; and served ten years in the infantry with the Pennsylvania Army National Guard. In his spare time, Randy plays bass and guitar in several groups of different genres of music including a Filipino folk string ensemble and a Ukrainian band.



WILLIAM DYSON

Found & Tech Visionary, Sojourner AI

William Dyson is a technology visionary based in Los Angeles, California. He is the founder of Sojourner, a groundbreaking initiative named for the spirit of resilience and liberation. Sojourner is conscious intelligence. While the world builds machines that calculate, Sojourner is intelligence that understands.

Through Sojourner, Dyson is committed to creating inclusive economic and political spaces, driving culture change, enabling systemic transformation, and redefining the very meaning of computing.

For more than 20 years, Dyson has worked at the frontier of artificial intelligence and distributed systems, developing patented innovations in decentralized micropayment services and distributed virtual reality systems. His career reflects a deep commitment to harnessing technology not for exploitation, but for the empowerment of communities worldwide.

With technology finally catching up to his imagination, Dyson stands at the threshold of transforming computing into a domain of liberation and possibility. His work through Sojourner seeks to empower communities everywhere to shape their own political and economic realities, forging a future that honors both human dignity and collective flourishing.

Dyson is also the creator of the Beloved Community License (BCL), a pioneering ethical framework for technology. Rooted in the teachings of Dr. Martin Luther King Jr.'s vision of the Beloved Community, the license explicitly prohibits technologies that support violence, surveillance, or systems of incarceration. Its terms affirm the spiritual dignity of all people, with a particular emphasis on uplifting the hungry, the homeless, and the oppressed. The BCL ensures that advanced technologies are aligned with values of justice, accountability, and compassion.



DIANE HIRSHBERG

Director, Institute of Social and Economic Research

education, circumpolar education issues, and the role of education in sustainable development in the Arctic.

Diane Hirshberg has been Director of the Institute of Social and Economic Research for almost four years, and a Professor of Education Policy at the University of Alaska Anchorage for twenty two years. She also serves as Vice-President Academic for the University of the Arctic (UArctic). Her research includes education policy analysis, Indigenous

Dr. Hirshberg's current work, outside of her administrative role, focuses on the role of education and knowledge sharing in supporting efforts to build energy security and sustainability in northern and Indigenous communities. Dr. Hirshberg teaches in the Master of Public Policy Program at the UAA College of Business and Public Policy.

She has a Ph.D. in Education from UCLA, a Master of Public Administration from Columbia University, and two bachelor's degrees from UC Berkeley.



CAROL JOHNSON

Attorney, Johnson Consulting Group

Johnson has spent most of her professional career advocating for housing protections, affordable housing, educational equality, fair wages, safe labor standards, workers' compensation for injured workers, police reform, fair access to credit and minority businesses, fair housing (Title VIII), fair employment (Title VII), public accommodations, ADA (Titles II and III), and Title VI. She has worked with federal, state and local governments to create and improve civil rights enforcement efforts. Johnson's federal sector experience includes work

A licensed attorney specializing in civil rights, labor law, and diversity initiatives, Johnson served for nearly 15 years as a founding Executive Director of a state civil rights quasi-judicial, regulatory, enforcement Agency. She was appointed and served in a cabinet-level position, working for three consecutive Governors in a bi-partisan capacity.

with U.S. Department of Housing and Urban Development (HUD) and the U.S. Department of Justice (DOJ).

Johnson previously served as the first African American Deputy Prosecuting Attorney in Garland County and was the inaugural Austin Civil Rights Director helping the city to amend its civil rights ordinance and pass its CROWN Act.

Johnson currently serves as Board Chair of the National Community Reinvestment Coalition (NCRC), and previously served as Chair of the Arkansas Advisory Committee to the U.S. Commission on Civil Rights and as 2nd Vice President of the International Association of Official Human Rights Agencies (IAOHRA). Johnson also holds the position of Political Advocacy Chair for the Tarrant County Realists, a chapter of the National Association of Real Estate Brokers (NAREB).

Johnson holds a Juris Doctor, a Master of Science and Bachelor of Arts degrees.



FELIX KIRCHMEIER

Executive Director

Geneva Academy of International Humanitarian Law and Human Rights

anchored in international Geneva. This includes liaising with diplomatic missions, United Nations human rights experts, civil society actors and academia, identifying institutional issues needing coordination and a multi-stakeholder approach, hosting expert meetings and public conferences, including the flagship annual conference of the GHRP.

Felix Kirchmeier is the founding Executive Director of the Geneva Human Rights Platform, a project of the Geneva Academy of International Humanitarian Law and Human Rights.

In this role he leads the development of this platform

Before joining the Geneva Academy, he worked at Friedrich-Ebert-Stiftung where he served as Senior Programme Officer for Human Rights and Development and Focal Point for international human rights projects. There he organized conferences on the development of human rights law and coordinated training on international human rights mechanisms in Geneva and in the field.

Felix holds a master's degree in Political Science from the University of Freiburg, Germany.



ANNE LITTLE

*Director of Community Engagement
City of Salisbury*

city departments.

She previously served as the City's Human Relations Manager where she led community affairs programming and directed activities to maintain and improve community relations. She played a key role in many City initiatives and community events. In her current role, Little is responsible for developing and implementing programs that foster a thriving community and organizational environment, actively engages employees and the public, builds strong relationships internally and externally, and manages City communications and media functions.

Anne Little was named the City of Salisbury's inaugural Director of Community Engagement in July 2025 after serving as Director of Diversity, Equity and Inclusion (DEI) since November 2021 when she was appointed to provide staff oversight at the executive level for the coordination of DEI programs across all

Prior to her position with the City, Little served as an adjunct instructor and coordinator of community education centers for Davidson County Community College (DCCC) in Lexington. Anne has held positions with the National Collegiate Athletic Association (NCAA), Winston-Salem State University and Livingstone College and served as a consultant with various government, public affairs and social concerns groups.

She currently serves on the Board of Directors for Meals on Wheels Rowan and is Secretary of the North Carolina Chapter of the National Association of Human Rights Workers, and previously served on the Little Rock Community Development Corporation. In 2024 Anne was recognized with United Way's Spirit of NC Award "Leading through the Diversity, Equity and Inclusion Lens".

Little is a Salisbury native and graduate of Livingstone College.



JORDAN LONG

*Senior Associate Director, Human Rights Program
The Carter Center*

managing the Human Rights Support Mechanism (HRSM), one of USAID's premier funding streams for democracy, human rights, and governance. Under

Jordan Long joined The Carter Center in December 2022. As senior associate director of the Human Rights Program, he focuses on expanding the program's portfolio by creating efficient, impactful projects both internationally and in the United States.

From 2020-2022, Long worked at Freedom House

his leadership, the HRSM consortium — comprising Freedom House, ABA ROLI, Internews, Pact, and Search for Common Ground — accessed more than \$12 million in rapid response funding to respond to emergent human rights situations throughout the world.

Prior to Freedom House, Long ran a global anti-violence program at the American Bar Association. He also supported the Human Rights Campaign in setting up its global programs and worked across Europe in youth empowerment.



COLETTE MASSENGALE, ESQ., AHWD, GSI

*Senior Policy Representative, Fair Housing Advocacy
National Association of REALTORS®*

at Maryland REALTORS®. In that role, she served as staff liaison to the DEI Advisory Group, the REALTOR® Institute GRI Advisory Group, the Leadership Academy Advisory Group, the Professional Standards Committee, and the Grievance Committee.

Colette Massengale, Esq., AHWD, GSI, joined NAR's Advocacy Team on September 1st, 2022, where she serves as Senior Policy Representative for Fair Housing.

Prior to joining NAR, Colette was Director of Professional Development & Member Engagement

She also spent over ten years serving as Senior Attorney in the Legal Affairs Department at Maryland REALTORS® where she enjoyed staffing the Statewide Forms Committee, engaging with members on the Legal Hotline, training on the NAR Code of Ethics, and teaching legal courses.

Colette is a native Washingtonian. She attended Oberlin College in Oberlin, OH and received her Juris Doctorate Degree from the Washington College of Law at American University.



IVAN MOORE

Founder, Alaska Survey Research

Ivan Moore is Alaska's most experienced public opinion researcher. Mr. Moore spent his early years in Singapore and his school years in the UK, before washing up in Alaska in 1988 at the age of 23! He began his career in the research business in 1990 and founded Alaska Survey Research in February 1996.

For the very nearly 30 years since, Mr. Moore has provided countless Alaska companies, non-profits, governmental agencies and political groups with high quality and accurate surveys, measuring the pulse of Alaskans' opinions, perceptions and behaviors.

Mr. Moore lives in Anchorage with his wife and business partner, Denali Daniels.



JANICA PUISTO

*Human Rights Officer, Economic, Social and Cultural Rights Section
Office of the United Nations High Commissioner for Human Rights (OHCHR)*

Ms. Janica Puisto, Human Rights Officer, Economic, Social and Cultural Rights Section, Office of the United Nations High Commissioner for Human Rights (OHCHR). Ms. Puisto has worked for over 10 years in the field of human rights, sustainable development and migration in various organizations.

Before joining OHCHR's Economic, Social and Cultural Rights Section in 2022 in Geneva, Switzerland, she worked at OHCHR's Sustainable Development Section

(2020-2022), and OHCHR's Regional Office for Southern Africa (2018-2020) in South Africa. On migration issues, she led a team of Vulnerability Experts at the European Union Agency for Asylum in Greece, and she worked as a Senior Adviser at the Finnish Immigration Service in Finland.

Her prior work experience also includes the Ministry for Foreign Affairs of Finland, UNITAR and a development NGO Concord.

Ms. Puisto holds a European Master's Degree in Human Rights and Democratization.



JAMIE REYES

Director, Lincoln Commission on Human Rights

Jamie Reyes serves as Director of the Lincoln Commission on Human Rights for the City of Lincoln, Nebraska. LCHR is charged with ensuring equal opportunity for all Lincoln residents and investigating allegations of discrimination based on a protected class in housing, employment, and public accommodations.

Before joining the City of Lincoln, Jamie worked for the Nebraska Public Service Commission, where she held several positions including General Counsel. She also served as Legal Counsel/Deputy Clerk of the Nebraska Commission on Industrial Relations.

Jamie earned both a bachelor's degree in Sociology and Juris Doctorate degree from the University of Nebraska-Lincoln.



ALEX ROIDER

*Special Projects Attorney
Alaska State Commission for Human Rights*

Alex Roider is a Special Projects Attorney with the Alaska State Commission for Human Rights. In this role he represents the Commission at outreach events and drafts public materials.

Prior to this role, he worked with the Tribal Legal Development Clinic providing free legal services

to federally recognized tribes. Alex was Senior Notes Editor with the Public Contracts Law Journal, the American Bar Association's official government contracts publication.

He received a J.D. with a concentration in Government Contracts from George Washington University Law School in 2023.



ROB ROWAN

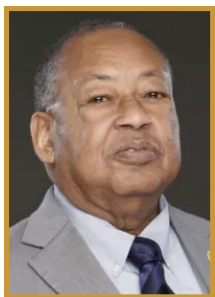
*Senior Civil Rights Investigator
Lincoln Commission on Human Rights*

Rob Rowan, Sr. Civil Rights Investigator, Lincoln Commission on Human Rights Rob holds a BA in Political Science from UNL and an MBA from Doane University. As a Senior Civil Rights Investigator with the Lincoln Commission on Human Rights, Rob is charged with investigating fair housing discrimination

complaints as well as teaching landlords, housing providers, real estate companies, etc. about fair housing laws and considerations.

Rob worked for about a decade in HR management before taking the opportunity to work in civil rights investigations at the Nebraska Equal Opportunity Commission. There, he was part of the Housing Unit, investigating alleged complaints of discrimination within housing as well as employment and public accommodations.

Rob has a strong passion for educating the community on the rights and responsibilities of housing providers and tenants.



LEON W. RUSSELL

Chair, NAACP National Board of Directors

Leon W. Russell has dedicated his life to fighting for human rights and has served on the National Board of Directors since 1990 in various roles, including Assistant Secretary, Chair of the Convention Planning Committee, and Vice Chair. His peers recognized his decades of work and leadership when they elected him as chair in 2017.

Before joining the board, Russell served as president of the NAACP Florida State Conference of Branches for 4 years after serving for 15 years as the first vice president.

After 35 years of public service as the Director of the Office of Human Rights for Pinellas County in Clearwater, Florida, Russell retired in 2012. During his time as a civil servant he was responsible for implementing the county's affirmative action and human rights ordinances. These ordinances continue to ensure a racially and sexually diverse workforce and support the implementation of the county's equal employment opportunity programs.

From 2007 to 2011, Russell served as President of the International Association of Official Human Rights Agencies (IAOHRA). The IAOHRA membership consists of

statutory human and civil rights agencies throughout the United States and Canada and other nations. These agencies enforce state and local civil rights laws and are actively engaged in reducing and resolving intergroup tension and promoting intergroup relations.

As part of his lifelong work and leadership, Russell has served as a member of several organizations including the International City Management Association and the National Forum for Black Public Administrators. He served as a board member of the Pinellas Opportunity Council, president and board member of the National Association of Human Rights Workers, and as a member of the Board of Directors of the Children's Campaign of Florida.

As the Chairman of Floridians Representing Equity and Equality (FREE), a statewide coalition, Russell worked to oppose the Florida Civil Rights Initiative, an anti-affirmative action proposal. Ultimately, the initiative failed to get on the Florida ballot for voter consideration, because of the strong legal challenge spearheaded by FREE.

Russell has received numerous civic awards and citations for his work ensuring equality and equity across the U.S.



TIERRA THOMPSON

*Human Relations Representative II
Philadelphia Commission on Human Relations (PCHR)
Conference Co-Chair, IAOHRA*

Tierra Thompson is a seasoned human relations professional with more than a decade of experience advancing equity, providing conflict resolution, and improving community relations in the City of Philadelphia. As a Human Relations Representative

with the PCHR, she works to ensure fair treatment for all residents by addressing neighborhood complaints, mediating disputes, and developing strategies to de-escalate tensions between diverse communities.

A trained mediator, Tierra has designed and facilitated conflict resolution trainings for community-based organizations, schools, civic associations, and local businesses. She serves as a trusted liaison between city agencies,

community leaders, and residents, building collaborative solutions to strengthen communication and cooperation across racial, ethnic, and religious groups.

Tierra holds a Master of Science in Global Fashion Enterprise from Thomas Jefferson University and a Bachelor of Science in Sociology from Millersville University, graduating from both with honors. Her professional background also includes human resources and community outreach, equipping her with strong skills in strategic planning, communication, and organizational development.

Passionate about social justice and community empowerment, Tierra continues to dedicate her career to fostering inclusion, dialogue, and meaningful change in urban communities.



MELODY VIDMAR

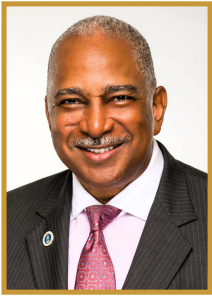
*Dash-Muse Teaching Fellow & Supervising Attorney
Georgetown Law Human Rights Institute*

Melody Vidmar (she/her) is a human rights attorney and educator. She currently serves as the Dash-Muse Teaching Fellow and Supervising Attorney for Georgetown Law's Human Rights Institute, where she has the incredible opportunity to work with law students from the United States and all

over the world passionate about human rights. In 2024-2025, she and her co-teachers led students in a year-long practicum project developing litigation and public campaign strategies in support of restitution for Haiti for the so-called "Independence Debt." This year, her students are working to support litigation development to advance children's rights to a livable, stable climate.

Before coming to Georgetown Law as a teaching fellow, Melody was an impact litigator right here in Alaska, as a Staff Attorney at the ACLU of Alaska; her work focused mainly on the rights of incarcerated people, the rights of unhoused people, LGBTQIA2S+ equity, and government accountability. She has also worked as an impact litigator for Capital Area Immigrants' Rights Coalition (now Amica Center for Immigrants' Rights) in Washington, DC, bringing federal cases and appeals on behalf of detained immigrant adults and children.

Melody earned her J.D., cum laude, and Certificate in Refugees and Humanitarian Emergencies from Georgetown University Law Center. She is barred in Virginia and Alaska.



ANTHONY W. WADE, PH.D., SHRM-CP, PHR

Senior Consultant

WPR Consulting LLC and the Pontifex Consulting Group LLC

Anthony W. Wade, Ph.D., SHRM-CP, PHR, is a retired U.S. Air Force veteran and retired N.C. local government executive with over 40 years' military and public sector experience in Civil Rights, Human Relations, Fair Employment / Fair Housing Enforcement, and Diversity, Equity, and Inclusion (DEI).

Presently a senior consultant with WPR Consulting LLC and the Pontifex Consulting Group LLC, he has held senior leadership positions in four local governments in North Carolina as well as higher education in Texas.

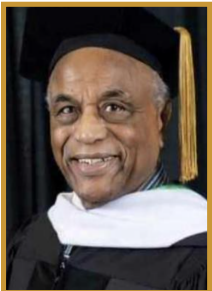
A Wilmington, North Carolina native and a past president of the National Association of Human Rights Workers, Dr. Wade has served in multiple roles during his career. Those roles included, but are not limited to, Base / Installation Director of Equal Opportunity Treatment and Human Relations Education (Lowry Air Force Base, Colorado), County Chief Human Resources Officer (Cumberland County, N.C.), City/County Human Relations Director (Greensboro and Fayetteville N.C.; New Hanover County, N.C.) and College Executive Director of Human Resources (Dallas College, Texas). He served as the Manager of Employment, Compensation, Equal Opportunity, and Community Outreach for a multibillion-dollar public enterprise (Denver Water) in Colorado, a County Fair Employment / Fair Housing Enforcement Director (New Hanover County), and a City Fair Housing Enforcement Director (Greensboro, N.C.). Additionally, Dr. Wade has served as a former Regional Vice President of the National Association of African Americans in Human Resources.

Dr. Wade's experience as a consultant and/or presenter has been utilized by numerous national and international organizations. This includes, but is not

limited to, the International Association of Official Human Rights Agencies, Network of Schools of Public Policy, Administration, and Affairs, International Association of Fire Chiefs, Charlotte-Mecklenburg Police Department, N.C., City of Winston-Salem, N.C., City of Salisbury, N.C., City of High Point, N.C., U.S. National Guard Bureau, U.S. Air Force, U.S. Equal Employment Opportunity Commission, U.S. Army, U.S. Department of Housing and Urban Development, North Carolina Public Transit Association, Black Economic Success Trust, Society of Human Resources Management (SHRM), the Academy of Human Resources Development, and others.

The recipient of numerous awards and commendations, Dr. Wade's most recent recognition was in 2023 when he became the recipient of the Lifetime Achievement Award from the Fayetteville-Cumberland Human Relations Commission in North Carolina. This award is given to an individual who has amassed a body of work over 20 years or more which resulted in human relations efforts that promoted community and human betterment and demonstrated involvement in local and/or state human relations affairs.

Dr. Wade holds an earned PhD in Education and Human Resource Studies from Colorado State University at Fort Collins. A graduate of the Defense Equal Opportunity Management Institute in Florida, he also holds a program certificate in Diversity and Inclusion from Cornell University. Additionally, Dr. Wade is also a graduate of the UNC School of Government's City/County Administration Program and is certified by the U.S. Army as an Equal Employment Opportunity Counselor with reciprocity to serve in the same role across all federal agencies.



CAVIN WILLIAMS

Human Rights Advocate, Bartlett Community Forum

Community activist Cal Williams was born on November 30, 1941, in Monroe, Louisiana. Cal attended Grambling State College, served in the United States Air Force, integrated Northeast Louisiana State College, served as a field worker for the Congress of Racial Equality (CORE).

Cal moved to Anchorage, Alaska on January 5, 1965, and became the President of the Anchorage Branch of the NAACP in 1968. Cal was an organizer of the Ad Hoc Young Democrats. Cal attended the Million Man March in 1995 and the Million More March 2005. Cal was a delegate to the Democratic National Convention in 2000 and 2008. Cal holds the record for having served as a District Chairman for more than 35 years. He received the Lifetime Achievement Award from the Democratic Party in 2008.

Cal served on numerous boards and commissions, chiefly the Governors Correctional Industries Commission, Governor's Commission on Juvenile Crime

and Violence. Cal has worked as a Bodily Injury Insurance Investigator, an Environmental Investigator, Psychiatric Nursing Assistant, Communication and Production Director and an Equal Employment Opportunities Investigator. Cal served in various positions within the Alaska Council of the Knights of Columbus. He received the Star Council Award twice under Williams leadership as Grand Knight. He sings with and directs the Saint Anthony's Filipino/Gospel choir. Cal is the Chaplain for the Chappie James American Legion Post 34, is on the Anchorage Senior Activity Center board of directors. He received the Saint Francis of Assisi Award in 2017.

Cal has performed a weekly concert at Providence Extended Care for the past fourteen years and does a four-hour concert annually and the local shelter on Christmas Day. Cal is a performing historian and is often called upon to speak on various subjects for schools, church groups and corporations.



TIM WISE

Activist, Educator, Author

Tim Wise is among the most prominent anti-racist writers and educators in the United States. He has spent the past 25 years speaking to audiences in all 50 states, on over 1500 college and high school campuses, at hundreds of professional and academic conferences, to dozens of corporate, government, entertainment, media, law enforcement, military,

non-profit, and medical industry professionals about issues of systemic racism and methods for dismantling racial inequity in their institutions.

Wise is the author of nine books, including his latest, *Dispatches from the Race War*, and his highly acclaimed memoir, *White Like Me: Reflections on Race from a Privileged Son*. He has appeared on hundreds of radio and television programs and is a regular contributor to discussions about race on CNN and MSNBC.



DOMENICO ZIPOLI

Senior Research Fellow & Project Coordinator

Geneva Academy of International Humanitarian Law and Human Rights

Dr. Domenico Zipoli is a Senior Research Fellow and Project Coordinator at the Geneva Human Rights Platform, a project of the Geneva Academy of International Humanitarian Law and Human Rights. His research focuses on the question of connectivity among international human rights mechanisms

and on national strategies for monitoring, implementation, and follow-up of international human rights obligations and recommendations. He is currently leading a research initiative aimed at advancing digital solutions to improve the efficiency of human rights and SDG monitoring and implementation, leveraging digital human rights tracking tools, databases and artificial intelligence.

At the Geneva Human Rights Platform, Dr Zipoli provides expert input to different Geneva-based international organizations, permanent missions and coordinates the organization and development of GHRP projects, events, workshops and training courses.

Dr Zipoli holds a PhD in International Human Rights Law from the University of Oslo, a Master of Laws (LLM) in International Human Rights Law from Lund University and a Bachelor of Laws (LLB) from the University of Exeter.



The Alaska State Commission for Human Rights...

Welcomes IAOHRA back to Alaska after 39 years!

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Alaska, 1986: Then IAOHRA President, now US Representative James Clyburn, honors former EEOC Commissioner, now Supreme Court Justice, Clarence Thomas

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Commissioner Zackary Gottshall
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Executive Director Rob Corbisier



2025 ANNUAL TRAINING CONFERENCE

IAOHRA

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LOUISIANA COMMISSION ON HUMAN RIGHTS

Office of the Governor

“Strength in Unity: Human Rights in the Present”

...reminds us that justice is not sustained in solitude. It is built in the joining of voices, the weaving of stories, and the unshakable bond of humanity. In standing together, we affirm dignity, uphold equality, and shape a present that honors the rights of all.

Dr. Leah Raby, Executive Director
Tamara K. Jacobson, Esq., Chairperson

CONTACT US



(225) 342-6969



P.O. Box 94094
Baton Rouge, Louisiana 70804



<https://humanrights.la.gov/>



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LIKE THE
PRESENT

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**Ohio
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*Angela Phelps-White
Executive Director*



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NORTH CAROLINA CHAPTER NATIONAL ASSOCIATION OF HUMAN RIGHTS WORKERS

To advocate and encourage in the State of North Carolina the pursuit of and a Commitment to human rights, equal justice, and equal opportunity on the part of Agencies, businesses, and governments operating in the State for all citizens of this State, regardless of age, gender, race, religion, national origin, color, disability, and ancestry.



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☀️ Thank You, Lisa Sims! ☀️

IAOHRA extends sincere gratitude to Lisa Sims, Admin/IT Specialist, for her hard work and dedication in planning and supporting the 2025 Annual Conference.

Your expertise, professionalism, and behind-the-scenes efforts made all the difference. We couldn't have done it without you!

nhriforusa.org

Join the movement to establish a
National Human Rights Institution (NHRI)
in the UNITED STATES to promote and
protect human rights.



NATIONAL human rights INSTITUTE

- ❖ The Campaign for a National Human Rights Institution seeks to create a UNITED STATES based NHRI with SUPPORT from civil and human rights organizations across the country.
- ❖ The United States should establish a National Human Rights Institution (NHRI) to enhance human rights advocacy at state and local levels through education and effective implementation.



NHRI
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Since 1982, The Carter Center has advocated for human rights around the world and in the United States. Our founders, former U.S. President Jimmy Carter and Mrs. Rosalynn Carter, continue to serve as guiding lights for our work.

We are honored to partner with the International Association of Official Human Rights Agencies and its members for its 76th Annual Conference, “Strength in Unity: Human Rights in the Present.”



2025 ANNUAL DINNER & MAYOR'S CELEBRATION OF HUMAN RIGHTS AWARDS

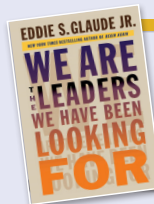
Dr. Eddie Glaude, Jr. is a New York Times bestselling author and the James S. McDonnell Distinguished University Professor at Princeton University. Recognized as one of the nation's most prominent scholars, Dr. Glaude examines the complex dynamics of the American experience. His writings offer powerful insights into the challenges we face as a democracy. Glaude's latest book, *We Are the Leaders We Have Been Looking For*, was released in April 2024. Glaude also delivered the Du Bois Lectures at Harvard University. He holds a master's degree in African American Studies from Temple University and a Ph.D. in Religion from Princeton University.

Glaude is known both for his inspiring oratory and ability to convene conversations that engage fellow citizens from all backgrounds — from young activists to corporate audiences. His 2015 commencement remarks at Colgate University titled, "Turning Our Backs," was recognized by the *New York Times* as one of the best commencement speeches of the year. His writings *Democracy in Black: How Race Still Enslaves the American Soul*, *In a Shade of Blue: Pragmatism and the Politics of Black America* and the *New York Times* bestseller *Begin Again: James Baldwin's America and Its Urgent Lessons for our Own*, take a wide look at Black communities, the difficulties of race in the United States and the challenges we face as a democracy.

Combining a scholar's knowledge of history, a political commentator's take on the latest events, and an activist's passion for social justice, Glaude challenges all of us to examine our collective American conscience, "not to posit the greatness of America, but to establish the ground upon which to imagine the country anew."



KEYNOTE SPEAKER



**DR. EDDIE
GLAUDE, JR.**

Author | Educator | Public Intellectual

OLD NATIONAL EVENTS PLAZA

715 Locust Street, Evansville, IN 47708

**EVANSVILLE-VANDERBURGH COUNTY
HUMAN RELATIONS COMMISSION**

ANNUAL DINNER

FRIDAY, OCTOBER 17, 2025

6:30 PM • Ticket Donation \$65

RSVP by Friday, September 26, 2025

Stephanie Terry, Mayor

Ruby McGlown, Chairperson

Diane Clements-Boyd, Executive Director

For more information and to make reservations, scan the QR code or contact the Evansville-Vanderburgh County Human Relations Commission at **(812) 436-4927** or email hrc@evansville.in.gov.



SCAN ME



Civic Center Complex, Room 209
1 N.W. Martin Luther King Jr. Blvd.
Evansville, IN 47708

Be sure to nominate a business, organization, or individual for the 2025 Mayor's Celebration of Human Rights Awards by Friday, September 19, 2025. Go to <https://www.evansville.in.gov/humanrightsawards> to nominate online.



International Association of
Official Human Rights Agencies

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Thank You

**2025 CONFERENCE
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