



International Association of
Official Human Rights Agencies

BETHESDA, MARYLAND
AUGUST 13-17, 2023

74TH ANNUAL CONFERENCE AGENDA

*Embracing Truth and Healing:
Securing Equity and Justice for All*

SUNDAY, AUGUST 13, 2023

12:00 PM - 2:00 PM	IAOHRA Board of Directors Meeting Cabin John
2:00 PM - 5:00 PM	Conference Registration Foyer A-C
3:30 PM - 4:30 PM	Regional Meetings Atlantic Region - Jim Stowe (White Oak A) Southern Region - Jeffrey Lorick (White Oak B) Midwestern Region - Mitzi Bolaños Anderson (Linden Oak) Western Region - Keoki Kim (Oakley)
5:00 PM - 5:45 PM	Opening Welcome & Reception Salon A-D <i>Hosted by Bethesda North Marriott Hotel & Conference Center</i> Dr. Alisa Warren , IAOHRA President, Executive Director, Missouri Human Rights Commission Recognition of Members & Networking Arnold Umunna Jr. , Cellist, Rising Freshman at American University Tenin Dembele , Spoken Word Poet, Rising Freshman at Vanderbilt University Nylea McGraw-Johnson , Singer, Rising Senior at Richard Montgomery High School

SUNDAY, AUGUST 13, 2023 (CONTINUED)

5:50 PM - 6:30 PM	Reflections of Truth and Healing with Joan Trumpauer Mulholland and Loki Mulholland
6:45 PM - 7:45 PM	Music by DJ Steve

MONDAY, AUGUST 14, 2023

6:00 AM - 7:00 AM	Dancercise with Ariana Stowe
7:30 AM - 5:00 PM	Conference Registration Foyer A-C
7:00 AM - 8:15 AM	Continental Breakfast Foyer A-C
8:00 AM - 9:15 AM	OPENING CEREMONY
(Salon A-D)	<p>Granting Permission & Offering a Blessing for the Conference Hope S. Butler-Khodaei, <i>Piscataway-Conoy Citizen</i></p> <p>Call to Gather Ni Dembaya African Drum & Dance Ensemble (Mali, Guinea, Ivory Coast and Senegal): Earle Bellomee, William Caudle and Robert Myers</p> <p>Posting of Colors The Montgomery County Combined Safety Forces Color Guard</p> <p>National Anthem Pledge Allegiance by Rashaod Crosson Jr.</p>
	<p>Dr. Alisa Warren, <i>IAOHRA President, Missouri Human Rights Commission</i></p> <p>The Honorable Chris Van Hollen, <i>U.S. Senate for Maryland</i></p> <p>Lt. Governor Aruna Miller, <i>State of Maryland</i></p> <p>Delner Franklin-Thomas, <i>Acting Director of Office of Field Programs, U.S. Equal Employment Opportunity Commission</i></p> <p>Marc Elrich, <i>County Executive, Montgomery County, MD</i></p> <p>Evan Glass, <i>County Council President, Montgomery County, MD</i></p>
(Salon A-D)	<p>Conference Overview</p> <p>Jim Stowe, <i>Conference Co-Chair, Montgomery County, MD, Office of Human Rights</i></p> <p>Diane Clements-Boyd, <i>Conference Co-Chair, Evansville-Vanderburgh County Human Relations Commission</i></p>

MONDAY, AUGUST 14, 2023 (CONTINUED)

9:30 AM - 10:15 AM	OPENING PLENARY
(Salon A-D)	<p>Ilana Trachtman, Emmy-Award Winning Producer/Director, <i>Ain't No Back to a Merry-Go-Round</i></p> <p>Keynote: Kristen Clarke, Assistant Attorney General for Civil Rights, U.S. Department of Justice</p> <p>Introduction: Dr. Alisa Warren</p>
<p><i>Ain't No Back to a Merry-Go-Round</i> is an upcoming feature documentary about the unprecedented interracial protests that led to the integration of Glen Echo Amusement Park.</p>	
10:15 AM - 10:30 AM	Break
10:30 AM - 11:45 AM	BREAKOUT SESSIONS
<p>Gun Violence as a Public Health Issue (White Flint Amphitheater)</p>	<p>Josh Horwitz, JD, Professor of the Practice and Co-Director, Johns Hopkins Center for Gun Violence Prevention and Policy</p> <p>Moderator: Ernest Coverson, Director, Gun Violence Prevention, Amnesty International USA</p>
<p><i>Gun violence is a leading public health issue of our time. Gun homicides disproportionately impact communities of color that also suffer from concentrated disadvantage and disinvestment. A public health approach to gun violence prevention recognizes the myriad risk and protective factors driving this issue. This talk will also address the intersection of white supremacy, insurrection, and firearms and how that contributes to gun violence.</i></p> <p>Presiding: Diane Clements-Boyd</p>	
10:30 AM - 11:45 AM	BREAKOUT SESSIONS
<p>LGBTQ+ and Transgender Rights (White Oak A)</p>	<p>Kylar W. Broadus, Esq., Civil Rights Attorney</p>
<p><i>This session will focus on the trend across the nation of statewide legislation that is attacking LGBTQ+ and Transgender Rights in contrast with federal law that provides protection. The session will educate on the issues that are impacting the U.S. as they relate to the LGBTQ+ community.</i></p> <p>Presiding: Dr. Alisa Warren</p>	

MONDAY, AUGUST 14, 2023 (CONTINUED)

10:30 AM - 11:45 AM

BREAKOUT SESSIONS

Adjudicating Human Rights Complaints (Commissioners Track I)
(Great Falls)

Erika Pierson, Chief Administrative Law Judge, D.C. Commission on Human Rights

This two-part workshop will focus on adjudicating human rights complaints in a public hearing in an administrative setting. The workshop will focus on the role of the hearing examiner, compliance with the Administrative Procedures Act, all aspects of the hearing process with an emphasis on managing evidence under the relaxed rules of evidence, the hearing process, application of the McDonnell Douglas burden-shifting framework, types of evidence, writing decisions that withstand appellate review, and challenges facing hearing examiners.

Presiding: Jean Kelleher

Offender Reentry and Employment Within the Community
(Oakley)

Presenter: Benjamin Stevenson, Director, Montgomery County Department of Correction and Rehabilitation

The Montgomery County Department of Correction and Rehabilitation's (DOCR), Pre-Release Center has been a national model work release program for over fifty (50) years and is located in Rockville, Maryland. This correctional rehabilitative pre-release program works with a diverse jail population to transition offenders prior to their release from jail. This workshop will provide an overview of the how offender work release and the development of community relationships assist a diverse jail population gainful lawful employment and help remove community employment barriers.

Presiding: Cleveland Horton

A Discussion with HUD: Advancing Fair Housing Enforcement Together
(Linden Oak)

Erik Steinecker, Director of the Fair Housing Assistance Program (FHAP), U.S. Department of Housing and Urban Development

This workshop will provide updates from HUD's Office of Fair Housing & Equal Opportunity (FHOO) on steps being taken to strengthen fair housing enforcement efforts and facilitate a discussion on challenges facing fair housing enforcement agencies. The goal of the discussion is to provide updates on HUD's Fair Housing Assistance Program, highlight findings and recommendations from recent HUD reviews of the FHAP Program, and facilitate a conversation with participants to identify key challenges and barriers facing fair housing enforcement agencies in a post-pandemic work environment.

Presiding: Jeffrey Lorick

MONDAY, AUGUST 14, 2023 (CONTINUED)

10:30 AM - 11:45 AM	BREAKOUT SESSIONS
Cultivating Organizational Culture to Advance Equity (White Oak B)	Presenter: Robert Sowell , <i>Assistant Executive Director, County of Los Angeles Commission on Human Relations</i>
<p><i>This Session guides participants in understanding how they can help cultivate organizational cultures that workers experience as climates of inclusiveness and belonging. It includes attention to the importance of diversity and equity for effectiveness as well as suggestions for identifying preferred features of organizational culture, assessing current organizational culture, and transitioning from current culture to preferred culture.</i></p> <p>Presiding: Carrie Peace Simmons</p>	
11:45 AM - 1:00 PM	President's Luncheon Salon A-D Congressman James E. Clyburn: Remarks and IAOHRA Reflections Keynote Speaker: Demetria McCain , <i>Principal Deputy Assistant Secretary for Fair Housing and Equal Opportunity, U.S. Department of Housing and Urban Development</i> Presiding: Dr. Alisa Warren
1:15 PM - 2:15 PM	BREAKOUT SESSIONS
U.S. Department of Justice Pattern-or-Practice Investigations of Law Enforcement Agencies (Linden Oak)	Presenter: Paul Killebrew , <i>Deputy Chief, U.S. Department of Justice, Civil Rights Division</i>
<p><i>This presentation will focus on the U.S. Department of Justice's work enforcing 34 U.S.C. 12601, a federal statute that prohibits law enforcement agencies from engaging in a pattern or practice of conduct that deprives people of rights protected by the Constitution or federal law. This presentation will discuss recent findings in Department of Justice investigations and potential remedies to ensure that jurisdictions protect civil rights.</i></p> <p>Presiding: Tamie Dixon-Tatum</p>	

MONDAY, AUGUST 14, 2023 (CONTINUED)

1:15 PM - 2:15 PM

BREAKOUT SESSIONS

**Equity for All Study:
Doing a Discrimination
Study in Your Community**
(Oakley)

Presenter: Nikki Quintana, Esq., Executive Director, Fort Wayne Metropolitan Human Relations Commission

The Fort Wayne Metropolitan Human Relations Commission, better known as Fort Wayne Metro, is a local civil rights agency, investigating discrimination complaints and educating the public about diversity and discrimination issues. Recognizing the importance of equity for all to a community's success, Fort Wayne Metro conducted the Fort Wayne Employment, Housing and Public Accommodations Study to gain a deeper understanding of the unfair experiences their residents face. Metro will provide an overview of how they conducted the study. They will also present the results while discussing how this data is important to the work they do in their local community.

Presiding: Keoki Kim

**U.S. National Plan to
End Gender-Based
Violence**

(White Oak A)

Presenters:

Melina Milazzo, Deputy Director of Public Policy, National Network to End Domestic Violence

Darci Flynn, Director of Gender-Based Violence Strategy and Policy in the Mayor's Office in Chicago

Cailin Crockett, Senior Advisor, White House Gender Policy Council

Lynn Rosenthal, Director of Sexual and Gender-Based Violence, U.S. Department of Health and Human Services

This workshop will discuss the recently launched U.S. National Plan to End Gender-Based Violence and ways it can be adapted and expanded to states and municipalities. Attendees will hear from the White House Gender Policy Council and other senior federal government officials, civil society, and a city official on how to develop local strategic action plans.

Presiding: JoAnn Kamuf Ward

**Adjudicating Human
Rights Complaints
(Commissioners Track II)**

(Great Falls)

Presenter: Erika Pierson, Chief Administrative Law Judge, D.C. Commission on Human Rights

This two-part workshop will focus on adjudicating human rights complaints in a public hearing in an administrative setting. The workshop will focus on the role of the hearing examiner, compliance with the Administrative Procedures Act, all aspects of the hearing process with an emphasis on managing evidence under the relaxed rules of evidence, the hearing process, application of the McDonnell/Douglas burden shifting framework, types of evidence, writing decisions that withstand appellate review, and challenges facing hearing examiners.

Presiding: Jean Kelleher

MONDAY, AUGUST 14, 2023 (CONTINUED)

1:15 PM - 2:15 PM

BREAKOUT SESSIONS

New Strategies to Fight Hate Crimes (White Oak B)

Presenters:

Jason Rosensweig, Director of Legislative Affairs and Policy, Illinois Department of Human Rights and Illinois Commission on Discrimination and Hate Crimes

Ken Gunn, First Deputy Commissioner of the Chicago Commission on Human Relations

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

A panel discussion of recent state and local innovations, new strategies, and potential models for hate crime response and prevention. The session will also focus on the work in Illinois and California as a model.

Presiding: James Davis

Mitigating Bias in Artificial Intelligence (White Flint Amphitheater)

Presenter: Keith Scott, Chief Executive Officer, K.L. Scott & Associates

Machine language, or artificial intelligence (AI), has the potential to both positively and negatively influence social equity. On the one hand, AI can be used to identify and address societal inequalities. Learn the impacts of AI on Social Equity and mitigating algorithmic bias. In this interactive workshop, we will delve into the crucial topic of mitigating bias in artificial intelligence (AI) systems. With the increasing reliance on AI algorithms for decision-making in various domains, it is vital to understand the implications of biased AI and adopt responsible practices to mitigate these biases. This workshop aims to provide participants with a comprehensive understanding of bias in AI, the sources and consequences of bias, and effective techniques to address and reduce bias in AI models.

Presiding: Angela Rush

Get Back to the Counter: Seven Lessons for Making Change (Salon A-D)

Presenter: Loki Mulholland, Executive Director, The Joan Trumpauer Mulholland Foundation

How do we overcome the myriad of challenges faced as change-agents to create a more equitable and compassionate world? Seven dynamic lessons from the life of a civil rights icon that helped change history. On May 28th, 1963, civil rights icon, Joan Trumpauer Mulholland, was pulled off of her stool by an angry mob and dragged outside of the Woolworth's in Jackson, Mississippi. Years later, when asked what she was thinking at the time, she replied, "Get back to the counter." Emmy-winning filmmaker, author and activist, Loki Mulholland, explores seven key principles used by his mother during the Civil Rights Movement (Adaptability, Consistency, Humility, Focus, Risk, Persistence, and Empathy) and how we can incorporate these lessons into our lives and work today to making a lasting difference in our world.

Presiding: Jim Stowe

MONDAY, AUGUST 14, 2023 (CONTINUED)

2:15 PM - 2:30 PM	Break
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2:30 PM - 3:30 PM	PLENARY SESSION
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<p style="text-align: center;">International Labour Organization Convention 190: Stopping Gender-Based Violence in the World of Work (Salon A-D)</p>	<p>Presenters:</p> <p>Kevin Cassidy, <i>Director and Representative to Bretton Woods and Multilateral Organizations</i></p> <p>Robin Runge, <i>Consultant for Futures Without Violence and a Distinguished Professional Lecturer in Law at the George Washington University Law School</i></p> <p>Darci Flynn, <i>Director of Gender-Based Violence Strategy and Policy in the Mayor's Office in Chicago</i></p> <p>Gayle Golden, <i>Deputy Director, Women's Bureau, U.S. Department of Labor</i></p>
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Join the International Labour Organization (ILO) for this interactive session to explore how local government leaders are implementing successful strategies to prevent and address gender-based violence and harassment in the world of work to achieve greater equity and inclusion by using the principles of ILO Convention 190 (C190), the world's first-ever labor standard that gives all workers the right to be free from violence and harassment in the world of work, including GBVH. This session will spotlight models of collaboration and dialogue that have generated impactful education and training, workplace policies, legislation and other initiatives designed to produce culture change. Attendees will learn about C190 principles that have the potential to broaden their perspective on GBVH to achieve a fairer and more inclusive workplace and an opportunity to work in small groups to discuss ways to bring C190 to their communities.

Presiding: Dr. Alisa Warren

3:45 PM - 4:45 PM	PLENARY SESSION
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<p style="text-align: center;">Addressing Historical Environment Injustices in Communities of Color (Salon A-D)</p>	<p>Dr. Carlton Waterhouse, <i>Professor of Law, Howard University School of Law</i></p>
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Covid 19 and the Flint Water Crisis made clear to the nation the disparate health effects suffered by people living in communities of color caused by air, water, and land contamination. Historic and ongoing racial discrimination and economic inequality are the root causes. Participants will learn and share effective ways to right and remedy these wrongs and harms. The workshop will guide participants through an examination of the causes of and contributors to environmental injustices followed by a guided tour of steps and solutions to address it in a local, regional, and national context. The workshop will mix lecture and information sharing with audience-based participation and collective learning to produce practical knowledge for participants.

Presiding: Diane Clements-Boyd

MONDAY, AUGUST 14, 2023 (CONTINUED)

5:15 PM - 7:00 PM	TOWN HALL
<p>The 60th Anniversary of the March on Washington for Jobs and Freedom (Salon A-D)</p>	<p>Panelists: Xernona Clayton, <i>Civil Rights Leader</i> Willie Pearl Mackey King, <i>Civil Rights Leader</i> Joan Mulholland, <i>Civil Rights Leader</i> Jamie Williamson, <i>Philadelphia District Office Director, U.S. Equal Employment Opportunity Commission (EEOC)</i> Moderator: Leon Russell, <i>NAACP Chairman of the Board</i></p>
<p><i>This year marks the 60th Anniversary of the March, in which a quarter of a million people rallied in Washington, DC at the National Mall. People traveled from across the country to join the March. The organizers demanded an end to segregation, fair wages and economic justice, voting rights, education and other civil rights protections. During this session you will hear from individuals that were at the March and worked in civil rights organizations to include the National Association for the Advancement of Colored People (NAACP), Southern Christian Leadership (SCLC) Conference, Student Non-violent Coordinating Committee (SNCC) among others. The panelists will also share their thoughts on the current state and challenges of social justice issues.</i></p> <p>Presiding: Paul M. Booth</p>	

TUESDAY, AUGUST 15, 2023

7:30 AM - 8:30 AM	Continental Breakfast Foyer A-C
8:00 AM - 5:00 PM	<p style="text-align: center;">Truth, Healing & Justice Tour</p> <p><i>There will be a commemorative walk from the hotel to the Josiah Henson Museum & Park. Buses will depart from the Josiah Henson Museum & Park. The tour will include the following sites:</i></p> <ul style="list-style-type: none"> • <i>Josiah Henson Museum</i> • <i>National Museum of African American History & Culture</i> • <i>MLK Memorial</i> • <i>Glen Echo Park</i> • <i>National Mall</i>
5:00 PM - 6:45 PM	Dinner on your own
7:00 PM	FIRESIDE CHAT
(Salon A-D)	<p>The Who We Are Project was founded by attorney and racial justice activist Jeffery Robinson. The organization is an outgrowth of a talk that Robinson has been giving for over 10 years on the history of anti-Black racism and white supremacy in the United States. This talk forms the basis of the feature-length documentary film.</p> <p>Presiding: Jim Stowe</p>

WEDNESDAY, AUGUST 16, 2023

7:30 AM - 8:30 AM

Continental Breakfast | Foyer A-C

8:30 AM - 9:15 AM

PLENARY SESSION

**Unfinished Business:
How Incorporating DEI
Tools into Civil Rights
Work Can Help Us Reach
Our Ultimate Goal**
(Salon A-D)

Presenter: Joshua V. Barr, Chief Strategist & President, Raising The Bar, LLC

Most civil rights offices have a mission to prevent and eliminate discrimination. While many of our civil rights offices were created during or after the civil rights movement, discrimination rages on. In many instances, acts of discrimination have increased over the past few years. We must recognize that discrimination won't disappear with time and that we have to fortify ourselves with the tools to do the systemic work that can help us end discrimination. Incorporating DEI tools into civil rights work can help civil and human rights offices to identify and address systemic issues that may cause individual instances of discrimination. This presentation will use history as a lesson on how we can never get too comfortable and must be ever diligent in doing the work to create communities where all persons have the opportunity to thrive and live free of discrimination. The presenter will also discuss the efforts he took to incorporate DEI into the civil rights offices that he managed and the successes and setbacks experienced along the way as an example for attendees.

Presiding: Tarnya Whitmire

9:30 AM - 10:30 AM

BREAKOUT SESSIONS

A Tale of Two Pay Gaps
(White Oak A)

Joanna Colosimo and Lisa Harpe, DCI Consulting, Inc.

We have all seen the term "Pay Gap" in the media. This session convenes two experts for a discussion on conducting pay equity studies. Presenters will explain the differences between pay gap and pay equity studies, review what the research suggests are the causes, and discuss industry standards in pay equity. The presenters will discuss the differences between the adjusted and unadjusted pay gap, reviewing areas that research suggests are the cause of the gap, and connecting pay gap to broader topics of pay equity and EEO issues.

Presiding: Diane Clements-Boyd

**Understanding
Anti-Semitism**
(Great Falls)

Presenter: Rabbi Abbi Sharofsky, Director of Intergroup Relations, Jewish Community Relations Council of Greater Washington

This workshop explores the alarming rise in antisemitism while providing information and insight on how antisemitism has existed for centuries. Participants will learn about ways antisemitism manifests in today's society and how to identify and address antisemitism when it happens.

Presiding: Terry Vann

WEDNESDAY, AUGUST 16, 2023 (CONTINUED)

9:30 AM - 10:30 AM

BREAKOUT SESSIONS

**Disability Justice:
The Shared Struggle
to End Inequality**

(White Oak A)

Presenter: Marlene Sallo, J.D., Executive Director, National Disability Rights Network (NDRN)

It's time to expand our definition of justice and recognize how disability interconnects with social justice and inequality issues. In order to achieve true Justice for All, we must recognize how diverse systems of oppression interact, amplify and reinforce each other to disproportionately disadvantage multiply marginalized people with disabilities. The session will discuss how the civil rights and disability rights movement are intersectional; will introduce participants to the disability justice framework; and will employ the use of videos, guided discussions, and case studies to highlight the need to build a coalition that fights not just for one narrative, but to fight for everyone living in the margins.

Presiding: Angela Rush

**The Kerner
Commission at 55:
The Road Not Taken**

(White Flint Amphitheater)

Presenter: Steve Menendian, Assistant Director and Director of Research at the Othering & Belonging Institute, University of California at Berkeley

The blue-ribbon Presidential commission known as the Kerner Commission issued a landmark report in 1968 on the causes of and solutions to structural racial inequality. This workshop will overview the work of the Kerner Commission, its investigations, findings, and prescriptions, and the relevance of the Report for addressing racial inequality today.

Presiding: Tamie Tatum-Dixon

**Issues Surrounding
the Transgender &
Non-Binary Communities**

(Oakley)

Presenters:

Jamison Henninger, Executive Director, D.C. Area Transmasculine Society (DCATS)

Karen Holmes, Advocate and Public Speaker

Lee Blinder, Founding Executive Director, Trans Maryland

Moderator: Dr. Amena Johnson, LGBTQ Community Liaison, Montgomery County, MD

The panel will discuss issues of importance, to the transgender and nonbinary communities through personal stories. Attendees will learn about obstacles and how they were overcome. The panel will share ways to engage in allyship personally, through non-governmental organizations, and through governmental entities.

Presiding: Renée Battle-Brooks

WEDNESDAY, AUGUST 16, 2023 (CONTINUED)

9:30 AM - 10:30 AM

BREAKOUT SESSIONS

How Realtors are Overcoming Barriers to Fair Housing

(Linden Oak)

Presenter: Colette Massengale, Esq., *Senior Policy Representative, National Association of REALTORS® (NAR)*

Learn what REALTORS® around the country are doing to overcome barriers to fair housing – learn about the mind science of identity and how to interrupt stereotypical thinking and avoid fair housing pitfalls.

Presiding: Jim Stowe

10:45 AM - 11:45 AM

PLENARY SESSION

Just Action: Creating a Movement That Can End Segregation Enacted Under the Color of Law

(Salon A-D)

Leah Rothstein & Richard Rothstein, Authors

Racial segregation characterizes every metropolitan area in the U.S. and bears responsibility for our most serious social and economic problems. We've taken no serious steps to desegregate neighborhoods, however, because we are hobbled by a national myth that residential segregation is de facto—the result of private discrimination or personal choices that do not violate constitutional rights. The Color of Law demonstrates, however, that residential segregation was created by racially explicit and unconstitutional government policy. Just Action describes how we can begin to address this, providing dozens of strategies local groups can pursue to redress segregation in their own communities. By starting with achievable local victories, we can build a national movement that can remedy our unconstitutional racial landscape.

Presiding: Jean Kelleher

WEDNESDAY, AUGUST 16, 2023 (CONTINUED)

12:00 PM - 1:15 PM	LUNCHEON PLENARY
(Salon A-D)	<p>Keynote Speaker: Lisa Rice, <i>President and CEO, National Fair Housing Alliance</i></p> <p>Remarks: Bryan Greene, <i>VP of Policy Advocacy, National Association of REALTORS®</i> Jeffrey May, <i>Principal, International Development and Planning, LLC</i></p>
<p><i>This session will cover a brief history of housing and lending discrimination as a basis for understanding how structural barriers were created, persisting to today, and formulate the biased data and frameworks used to build technologies in the housing and lending sector. Participants will gain information essential for human and civil rights workers who must investigate and enforce the nation's civil rights laws. Participants will understand how technologies used in housing, employment, education, and other areas perpetuate discriminatory outcomes. Participants will also learn strategies for mitigating algorithmic bias. The session will include a question and answer segment.</i></p> <p>Presiding: Jim Stowe</p>	
1:30 PM - 2:45 PM	PLENARY SESSION
<p>Rage + Resistance: Conversations About the Classroom from Book Banning to Anti-Woke Campaign (Salon A-D)</p>	<p>Presenter: Dr. Kaye Whitehead, <i>Executive Director, Karson Institute for Race, Peace, and Social Justice, Professor, Communication and African & African American Studies, Loyola University Maryland and President, National Women's Studies Association</i></p>
<p><i>As conversations continue to happen around the country about the teaching of issues about race and gender, at least 40 states have either already banned instruction in these areas or are currently considering passing legislation. The work that has been done by the governors of Florida, Texas, and Virginia provides states with a model for introducing and passing said legislation. Some of the bills are so vague and wide-reaching that they are laying the foundation for future legislative attacks against any academic work, person, or group that critiques the U.S. and supports racial justice and gender equality. We are at a critical moment that demands our attention, our critique, and our pushback. Given that the classroom is the most radical space of possibility (bell hooks), it is clear why the fight has been taken to our classroom and why it will not stop unless we stop it.</i></p> <p>Presiding: Robin Toma</p>	

WEDNESDAY, AUGUST 16, 2023 (CONTINUED)

3:00 PM - 4:00 PM

BREAKOUT SESSIONS

The Intersection of the Fair Housing Analysis of Impediments, Language Access and Plain Language
(Linden Oak)

Presenter: Lesley Edmond, J.D., CPM, Housing Compliance Officer, District of Columbia Department of Housing and Community Development

This workshop will briefly explain the regional Analysis of Impediments to Fair Housing Choice, which started shortly after HUD's 2015 Affirmatively Furthering Fair Housing (AFFH) rule. The draft report was released in late January 2023 (after an eight-year journey) before the end of the COVID-19 pandemic. During this time, transparent and inclusive communication became crucial as ever and integral to the Fair Housing engagement process for this regional effort with eight jurisdictions in the nation's capital. Using Plain Language and translating materials for the public meets the spirit of the Fair Housing Act of 1968 and the 2023 Affirmatively Furthering Fair Housing (AFFH) rule. Using Plain Language as part of the Fair Housing Planning Process ensures equity for all citizens impacted by local and federal housing and planning decisions.

Presiding: Jeffrey Lorick

Title VII and Protection of Religious Belief in the Workplace
(Oakley)

Presenter: Andrea R. Lucas, Commissioner, U.S. Equal Employment Opportunity Commission

A discussion on Title VII and the protection of religious belief in the workplace, including discussion of the Supreme Court of the United States' recent decision in Groff v. DeJoy, relating to reasonable accommodation of religious belief in the workplace. A question and answer period may follow if time allows.

Presiding: Paul Valenti

Using Fair Lending and Community Reinvestment Compliance to Further Community Development
(White Flint Amphitheater)

Presenters:

Jeffrey May, Principal and Michael Mitchell, Consultant, International Planning and Development

Michael Mitchell, Consultant, International Planning and Development

The purpose of this training is to examine how compliance with the fair lending laws and the Community Reinvestment Act can yield Community Development plans and commitments that align with the local and state government Housing and Community Development Priorities that improve the quality of life for the most vulnerable residents. Over the past year, Montgomery County, MD Office of Human Rights has been auditing banks within its jurisdiction to assess overall compliance with local and federal fair housing laws and the Community Reinvestment Act (CRA) of 1977. This training will provide an overview of federal fair lending laws, explore the major findings of the mortgage lending audit, and discuss the priorities of the Montgomery County, MD's Department of Housing and Community Development Affairs.

Presiding: Tarnya Whitmire

WEDNESDAY, AUGUST 16, 2023 (CONTINUED)

3:00 PM - 4:00 PM	BREAKOUT SESSIONS
<p>You Have a Choice: Managing the Influence of Bias (White Oak B)</p>	<p>Robert Sowell, <i>Assistant Executive Director, County of Los Angeles Commission on Human Relations</i></p> <p><i>This session guides participants in understanding how bias-based stereotypes influence our decisions and actions and in preparation for managing that influence. Skills highlighted in this session include Self-Management, Relationship-Building, and Cultural Competence (including cultural fluency, cultural versatility, and cultural humility).</i></p> <p>Presiding: James Davis</p>
<p>Beyond Black & White: Exploring the Racialization of Asians, Jews, and Hispanics and Latinos/as in the United States (Oakley)</p>	<p>Presenter: Holly Hoang, <i>Community Outreach Coordinator, Howard County Office of Human Rights & Equity</i></p> <p><i>Conversations about race tend to focus on Black and White Americans to the exclusion of other racial and ethnic groups, but this session will capture a broader understanding of what it means to see race beyond Black & white. This presentation will explore the history of race, ways in which racial understanding evolved over time, the subsequent (trans)formation of racial and ethnic categories, and how conscious/unconscious bias informed the trajectory of this history. We will specifically delve into the histories of Asians, Jews, and Hispanics and Latinos/as in the United States to learn about the challenges and inequities faced by these groups historically and now and reflect on these groups' experiences with race and racism.</i></p> <p>Presiding: Yolanda F. Sonner</p>
<p>4:00 PM - 5:30 PM (White Flint Amphitheater)</p>	<p style="text-align: center;">IAOHRA Annual Meeting (<i>Open to All Member Agencies</i>)</p> <p style="text-align: center;">Business Meeting, Resolutions, and Other Organizational Actions</p> <p>Presiding: Dr. Alisa Warren, <i>IAOHRA President</i></p>

WEDNESDAY, AUGUST 16, 2023 (CONTINUED)

6:30 PM

AWARDS DINNER

(Salon A-D)

Keynote Speaker: Lurie Daniel Favors, Esq., Executive Director of the Center for Law and Social Justice, Medgar Evers College

As the host of the Lurie Daniel Favors Show on SiriusXM's Urban View channel 126, Ms. Daniel Favors brings a wealth of knowledge and expertise on racial and social justice to the airwaves. An activist and attorney with a long-standing commitment to racial and social justice, Ms. Daniel Favors joined the Center for Law and Social Justice at Medgar Evers College CLSJ as General Counsel in 2015, prior to being named Executive Director in 2022. She began her legal career as an attorney in the New York offices of Proskauer Rose LLP and Manatt Phelps and Phillips, LLP. She also served as a federal court law clerk in the chambers of the Honorable Sterling Johnson, Jr., in the U.S. District Court for the Eastern District of New York. She later founded Daniel Favors Law PLLC, a law firm that focused on economic and racial justice. In 2021, Ms. Daniel Favors was appointed as a commissioner to the NYC Racial Justice Commission, a body created by Mayor Bill de Blasio to increase equity among different racial groups by changing city laws that uphold and enable systemic racism and other identity-based systemic discrimination.

In addition to being host of the Lurie Daniel-Favors show on Sirius XM Urban View, Ms. Daniel Favors is a contributing writer to *The Birth of a Nation: Nat Turner and the Making of a Movement*, and author of the acclaimed memoir *Afro State of Mind: Memories of a Nappy Headed Black Girl*.

Presiding: Dr. Alisa Warren

8:00 PM - 9:30 PM

Unity Celebration | Voices of Classic Soul

Music by DJ EASY ED

THURSDAY, AUGUST 17, 2023

8:00 AM - 9:00 AM

Full Breakfast | Salon A-D

9:15 AM - 10:30 AM

PLENARY SESSION

A Case Study: Reclaiming Bruce's Beach: America's Landmark Return of Black Property.

(Salon A-D)

Presenter: George Fatheree, Esq., ORO Impact, Founder & CEO

In 2022, the first time in US history, a government agency returned land to a Black family almost 100 years after it had been wrongfully taken in a racially motivated eminent domain action. Attorney George Fatheree led the fight to recover Bruce's Beach. Learn about the history of Bruce's Beach, the 100-year struggle for its return and what it means for restitution for Black land loss moving forward.

Presiding: Jim Stowe

THURSDAY, AUGUST 17, 2023 (CONTINUED)

10:30 AM - 11:45 AM	PLENARY SESSION
<p>What do We do with the Land... (Salon A-D)</p>	<p>Presenters: Sarah Reddinger, Vice President of Community Development, Habitat for Humanity Metro Maryland Reverend Timothy Warner, Senior Pastor, Emory Grove UMC</p>
<p><i>This workshop will focus on the importance of access to and preservation of affordable homeownership in social justice and racial equity work, through the lens of Habitat for Humanity's unique homeownership model. For too long, lower income families and many families of color have had additional barriers to or have been locked out of homeownership. Since homeownership is the primary way to build wealth in the US, homeownership gaps have lead to significant wealth gaps. We must be intentional in designing ownership programs that provide equitable access to wealth building. The first half of the session will focus on Habitat for Humanity's unique homeownership programs and how those programs help promote the building and preservation of generational wealth for lower income families. Habitat staff will share unique preservation and new construction programs that can be replicated across the country and internationally.</i></p> <p>Presiding: Jeffery May</p>	
12:00 PM	<p>Closing Comments Jim Stowe & Dr. Alisa Warren</p>
	<p>Conference Adjourn</p>