

# IAOHRA

*International Association of  
Official Human Rights Agencies*



## 74<sup>TH</sup> ANNUAL CONFERENCE

**EMBRACING TRUTH AND  
HEALING: SECURING EQUITY  
AND JUSTICE FOR ALL**

**AUGUST 13–17, 2023**  
**BETHESDA, MARYLAND**





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# IAOHRA

## LETTER FROM THE PRESIDENT & CONFERENCE PLANNING COMMITTEE CHAIRS

### INTERNATIONAL ASSOCIATION OF OFFICIAL HUMAN RIGHTS AGENCIES

**Dr. Alisa Warren**  
*President*  
St. Louis, MO

**Diane Clements-Boyd**  
*First Vice President*  
Evansville, IN

**Tamie Dixon-Tatum**  
*Second Vice President*  
Anderson, IN

**Kenneth Gunn**  
*Secretary*  
Chicago, IL

**Angela Rush**  
*Treasurer*  
Fort Worth, TX

**Carrie Peace Simmons**  
*Assistant Treasurer*  
Harrisburg, IN

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### REGIONAL REPRESENTATIVES:

**James L. Stowe**  
*Atlantic Region*  
Montgomery County, MD

**Mitzi Bolaños Anderson**  
*Midwestern Region*  
Des Moines, IA

**Jeffrey Lorick**  
*Southern Region*  
Clearwater, FL

**Keoki Kim**  
*Western Region*  
Anchorage, AK

### MEMBERS-AT-LARGE:

**Paul Booth**  
Cincinnati, OH

**Cleveland L. Horton**  
Baltimore, MD

**Jean Kelleher**  
Alexandria, VA

**JoAnn Kamuf Ward**  
New York City, NY

August 14, 2023

Dear IAOHRA Member Agencies and Conference Attendees:

We are pleased to welcome you to the 74th Annual International Association of Official Human Rights Agencies Conference at the Bethesda North Marriott Hotel and Conference Center in historic Bethesda, MD. As we celebrate the conference theme of “Embracing Truth and Healing: Securing Equity and Justice for All,” we join the nation to reflect on the global impact of the 60th Anniversary of the March on Washington for Jobs and Freedom. The conference will explore the reality of the progress made through social justice efforts since the March on Washington, and explore strategies for healing a society that continues to seek justice for all people.

This year’s conference features leading human and civil rights experts who will take a deep dive into critical issues such as fair employment practices, housing discrimination, disability justice, LGBTQ+ rights, hate violence, artificial intelligence bias, innovative DEI strategies, and global human rights issues. And back by popular demand is our day of cultural immersion entitled the “Truth, Healing, and Justice Tour”, which will highlight a full day experience in Montgomery County and Washington D.C., as we learn about the civil rights history of this community, state and nation. We are also delighted to host a dynamic evening Town Hall featuring an intimate conversation with national civil rights icons, leaders, and freedom riders, and culminating with a very special IAOHRA Awards Dinner!

We would like to extend an extra special thank you to former IAOHRA Presidents Congressman James Clyburn and Leon Russell for their extraordinary support of this year’s conference. We would be remiss if we did not thank our premier sponsor, the National Association of REALTORS® for their continued support. As well, our deepest appreciation to all our sponsors, presenters, workshop leaders and our incredible keynote speakers to include Assistant Attorney General Kristen Clarke, Principal Deputy Assistant Secretary Demetria McCain, Kevin Cassidy, Dr. Carlton Waterhouse, Joshua V. Barr, Leah and Richard Rothstein, Lisa Rice, Dr. Kaye Whitehead, Lurie Daniel Favors, Esq., Dr. Tiffany Manuel, and George Fatheree, Esq.

A special thank you goes out to our local conference host agency from the Montgomery County, MD, Office of Human Rights, their Commissioners, and Director James Stowe. We also send our special thanks to Marc Elrich, County Executive for Montgomery County, MD., and Evan Glass, County Council President for Montgomery County, MD. for their tremendous support of this year’s conference.

We have planned a phenomenal conference especially for you that promises to be informative, thought-provoking, and inspiring! The planning of our program has been coordinated by our IAOHRA Conference Planning Committee led by Co-Chairs Diane Clements-Boyd and James Stowe and with the help of a tremendous team of dedicated agency members from across the United States.

On behalf of the IAOHRA Board of Directors and Conference Planning Committee, we thank each of you for joining us! As we convene again to reconnect and rekindle old relationships with colleagues and initiate new ones—we must continue to focus on the important work before us. We hope you will stay engaged and fully enjoy the conference plenaries, workshops, tours, special programming, and awards! Please take full advantage of the information offered by our expert presenters and, just as importantly, share your own exceptional expertise and experience with your colleagues.

We are united in our efforts, united in our cause, united in our purpose, and we make the difference in securing equity and justice for all! Welcome and enjoy the 2023 IAOHRA Conference!

Peace and Love,



*Alisa Warren*  
Alisa Warren, Ph.D. (She/Her)  
IAOHRA President



*Diane Clements-Boyd*  
Diane Clements-Boyd  
IAOHRA Conference Co-Chair



*James Stowe*  
James Stowe  
IAOHRA Conference Co-Chair





## OFFICE OF THE COUNTY EXECUTIVE

Marc Elrich  
*County Executive*

August 14, 2023



Dear Friends:

Thank you for hosting the 2023 International Association of Official Human Rights Agencies Annual Conference in Montgomery County. We thank you for nurturing and highlighting the work of local, state, and federal agencies in promoting and protecting civil and human rights.

For seventy-four years, you have represented and advocated for over 250 million residents within your member agencies in developing and enforcing anti-discrimination statutes. From urging courts and schools to implementing bias training to supporting civil rights protections for transgender residents, IAOHRA has continued to be a strong voice for safeguarding the human and civil rights of all people.

As the County Executive of a jurisdiction with 1.1 million residents, I am proud of the strides that the County's Office of Human Rights and the Human Rights Commission has made through its Committee Against Hate Violence, the Remembrance and Reconciliation Commission and a number of other programs and activities. Like you, we continue to work toward making our community more inclusive - a home where everyone can find belonging.

Thank you again for convening this conference with a renewed focus on truth and healing, on equity and justice when all are so sorely needed. We look forward to our continued partnership and welcome everyone to Bethesda and Montgomery County!

Sincerely,

Marc Elrich  
County Executive





## COMMISSION ON HUMAN RIGHTS

Dear International Association of Official Human Rights Agencies Conference Attendees:

Welcome to Montgomery County Maryland!



I serve as the Chair of the Montgomery County Human Rights Commission along with 14 other Commissioners appointed by the County Executive and approved by the County Council. We are proud to serve the diverse residents who make Montgomery County home. In this role, we are especially honored to tell you how pleased we are that the International Association of Official Human Rights Agencies (IAOHRA) is holding its annual conference in Bethesda and Montgomery County!

The conference theme of "Embracing Truth and Healing: Securing Equity and Justice for All," captures the essence of the activities the Commission strives to do in our ongoing work. The protection of human rights for all through fairness, equal justice, equity in the allocation of resources, and the hall-mark of inclusion are critical ingredients for a healthy community. In addition, the healthy exchange of communications and intergroup relations based on respect for all groups in our community, especially when it involves difficult and uncomfortable debate and conversation, is one of the highest priorities of our work. Our Commission and the Office of Human Rights take great pride in leading our community in this regard.

We also enthusiastically support the Office of Human Rights in hosting this event. We salute the Office, its outstanding Director Jim Stowe, and the Staff, and all the agencies and community partners who are the heart and soul of this ongoing effort in making the pursuit of truth, fairness, justice and healing their mission.

Through a number of events and activities we vigorously explore opportunities to bring our various communities together. We find that in that space we can work more directly on understanding, communication, respect, acceptance, and appreciation of our cultural and religious differences; all key elements for reconciliation and healing to have a chance. The Human Rights Youth Diversity Camp, the Friendship Picnic, the Maryland Civil Rights Educational Freedom Experience, the Human Rights Hall of Fame are a few examples of our effort to create healing space.

We know that on your program you will tour our community and the DC Metropolitan area and will have the opportunity to experience some of the historic sites of our greater community. However, we also hope that you will add a few days to your stay and take the opportunity to experience the diverse communities that really make Montgomery County a special place to live. In fact, Montgomery County is home to four of the most diversely populated cities in America.

We're glad Montgomery County is now part of the history of IAOHRA, and we look forward to new opportunities to join IAOHRA in your continuing commitment to strive for the high ideals of equal justice and equality for all.

May you have a wonderful and inspiring time with us!

Sincerely,

A handwritten signature in black ink, reading "William E. England Jr.".

William E. England Jr. Chair  
Human Rights Commission  
Montgomery County, Maryland

Office of Human Rights

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# IAOHRA

## BOARD OF DIRECTORS' & OFFICERS' BIOGRAPHIES



### **DR. ALISA WARREN, President | St. Louis, MO**

For Dr. Alisa Warren, the advancement of equality in our society has been a career cornerstone. Since January 2008, Dr. Warren has served as the Executive Director for the Missouri Commission on Human Rights (MCHR), a state agency with four offices statewide. Under her strategic leadership, MCHR works diligently

to prevent and eliminate discrimination in employment, housing, and public accommodations. Her dedication to fighting racism and bias against women and other marginalized communities is in her DNA. Promoting inclusion manifests itself in her extensive efforts, through education and outreach initiatives, to bring a greater understanding of anti-discrimination laws to the four corners of her home state of Missouri and the nation. Building networks between government, business, 10 and advocacy groups is a focus for Dr. Warren; she believes that vibrant community partnerships are key to advancing social justice—and she strives to foster and strengthen those vital connections as a means to broaden fundamental freedoms. Throughout her 20-year career, Dr. Warren has worn many hats, all fashioned after a common theme of equal opportunity for all. She has appeared as a subject matter expert on human rights and social justice on numerous television and radio programs, virtual webinars, and podcasts, trained many thousands of people on human rights, racial justice and women's issues, diversity, and inclusion, and served as a keynote speaker at local, state, and

national events. As a change agent, her executive-level experience also includes such distinguished roles as: Director of Diversity Initiatives for the University of Missouri-College of Engineering; Executive Director for the Missouri Community Service Commission; Missouri Director of the Office of Equal Opportunity; and Director of the State of Missouri Supplier Diversity Program. Dr. Warren has been actively involved over the years with a number of organizations such as the: International Association of Official Human Rights Agencies Board of Directors as President; St. Louis-FOCUS Board of Directors; the Missouri Supreme Court Commission on Race and Ethnic Fairness in the Courts—Public Engagement Co-Chair, Urban League of Metropolitan St. Louis Fair Housing Task Force; U.S. Commission on Civil Rights Missouri State Advisory Council; U.S. President's Initiative on Race; Missouri Human Rights Conference Chair; Governing Board for Central Missouri United Way; Girls Scouts of the Missouri Heartland Board of Directors; Strategic Leadership for State Executives at the Duke University Governor's Center; the State of Missouri Diversity Council Chair; the Ferguson Community Forward Initiative; and the Governor's Diversity and Inclusion Initiative. A proponent of education for the advancement of civil rights, her own education uniquely establishes a strong basis for her expertise in the field. Dr. Warren holds a Ph.D. in Applied Social Sciences in the area of Community Development and Social Disparities; a Master of Public Administration; and a Bachelor of Science degree, all from the University of Missouri-Columbia.



### **DIANE CLEMENTS-BOYD, First 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.

Diane has been in the forefront of advancing social justice and advocacy efforts in the city of Evansville for over 20 years. In addition to being responsible for enforcing municipal civil rights laws, Diane is responsible for administering several municipal advisory boards. In 2009, she worked with disability advocates to create the city's first Advisory Board on Disability Services. The board provides guidance to the City of Evansville and Vanderburgh County in matters concerning individuals with disabilities and offers a public forum for members of the community to raise issues of concern. Diane also advises the Evansville Commission on the Social Status of African Males, whose mission is to create practical proposals and workable remedies in the areas of employment,

education, health and criminal justice to reduce problems that African American males face. Under her direction, the Evansville Commission on the Social Status of African American Males spearheads the Indiana Black Barbershop Health Initiative, the Million Father March and criminal record expungement workshops.

Diane 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; and the Evansville Women's Equality Day Committee. Diane received the 2011 Freedom Award from the State of Indiana Martin Luther King Commission, the 2009 Black Women's Task Force Community Service Award, and the Evansville Chapter of the NAACP Lifetime Community Advocate Award. Diane is a member of the Evansville Alumnae Chapter of Delta Sigma Theta Sorority, Inc., and served as the Indiana Social Action Coordinator from 2018-2022. A product of Evansville public schools, Diane attended Glenwood Elementary and Bosse High School. Diane is a graduate of the University of California Los Angeles with a Bachelor of Arts Degree in Sociology.



## **TAMIE DIXON-TATUM, Second 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 through-out 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***

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 the 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 is a certified court mediator and serves as a volunteer mediator for the Center for Conflict Resolution. He also serves on several boards and committees including Housing Choice Partners of Illinois Inc. (Treasurer), Center for Conflict Resolution Board of Directors (Secretary), Chicago Bar Association Judicial Evaluation Committee, Emmanuel Baptist Church Board of Trustees (Chair), and Durban Social Service Committee of Chicago Sister Cities International. He is also the past Chairman of the Cook County Commission on Human Rights.



## **ANGELA RUSH, Treasurer | *Fort Worth, TX***

Angela Rush is the Assistant Director of Diversity and Inclusion for the City of Fort Worth (City). Ms. Rush joined the city in 2001 after working in executive management in the private sector for ten years. During her tenure with the city, Ms. Rush has performed in many different roles. She has served as the

City's Neighborhood Education & Outreach Manager, Assistant Director of Community Relations, and the City Human Relations Administrator. Ms. Rush currently serves as the Assistant Director of Diversity and Inclusion, with oversight over the City's civil rights enforcement programs.

Ms. Rush also serves as the executive advisor to the Mayor's Committee on Persons with Disabilities (MCPD) and the staff liaison to the Fort Worth Human Relations Commission (FWHRC). The MCPD works to ensure that all persons with disabilities have the opportunity to enjoy full and equitable access to lives of independence, productivity, and

self-determination. 12 The FWHRC, as a federally certified Fair Housing Assistance Program (FHAP) Agency and Fair Employment Practice Agency (FEPA), is charged with enforcing anti-discrimination laws. Staff, under the direction of Ms. Rush, conduct investigations into complaints alleging discrimination in housing, employment, and public accommodations. Enforcement staff is also responsible for ensuring the City's compliance with the American with Disabilities Act and Title VI provisions.

During her time with the city, Ms. Rush has developed and implemented the City's annual neighborhood workshop and awards program; the City's annual neighborhood food drive program; numerous Fair Housing, Fair Employment and ADA conferences, workshops, and training; and assisted the FWHRC, and staff, with developing and implementing the City's award-winning Movies That Matter program. She has both led, and served on, various City committees, including the GIS Steering Committee, Complete Count Census Committee, Call Center Committee, Charitable Giving Committee, City of Fort Worth Employee Food Drive, and more. Ms. Rush also worked with the City's Task Force on Race and Culture



(Task Force) charged with leading community conversations about race and culture, assessing disparities in municipal services, and leadership training. Ms. Rush served as a staff liaison to the Task Force as a whole and served as the liaison to the Task Force's Governance Committee. The Task Force's work culminated with 22 recommendations across criminal justice, economic development, education, governance, health, housing, and transportation. Currently, Ms. Rush is working with the City's Chief Equity Officer and the FWHRC to review, analyze, and update the Task Force's recommendations.

Ms. Rush is a firm believer in civil and human rights, community development, neighborhood empowerment, civic engagement, and community building which has led to her serving two nonprofits dedicated to these values. She served for more than nine years as a board member to

Neighborhoods, USA (NUSA), a national non-profit organization committed to building and strengthening neighborhood organizations. While serving on the NUSA board, Ms. Rush served in various leadership positions including President, Vice President, Treasurer, Assistant Treasurer, Awards Program Committee Chair, Public Affairs Committee Chair, and Membership Services Chair. Currently, Ms. Rush serves as Treasurer of the International Association of Official Human Rights Agencies (IAOHRA). For more than 70 years IAOHRA, a national nonprofit headquartered in Washington D.C., has worked tirelessly: to promote equal opportunity and equal treatment for all, to aid in the elimination of unlawful discrimination, to coordinate member agencies' concerns and interests before all branches of the federal government and to educate the public and private sector on human rights and civil rights issues.



### **CARRIE PEACE SIMMONS, Assistant Treasurer | Harrisburg, IN**

Carrie R. Peace-Simmons is the Executive Administrative Assistant and Agency Procurement/Purchasing Coordinator for the PA Human Relations Commission, who provides discreet, confidential, and administrative support to all senior Management staff of PHRC. Carrie Peace Simmons has been involved in introducing

and supporting The CROWN Act during legislative sessions and the PHRC CROWN Conference held in October 2022. The current House Bill 1394 was passed on Friday, July 7, 2023. The CROWN Act has updated Pennsylvania's anti-discrimination law and prohibits discrimination based on hair type, hair texture, or hairstyle in places of employment, schools, and other public settings, ensuring all Pennsylvanians have greater and equal opportunities. Carrie Peace Simmons, on behalf of the PHRC CROWN planning committee, secured a Social Justice Contract to work hand in hand for the PHRC CROWN Conference with Adjoa B. Asamoah, a trusted advisor to local, state, and federal officials. Adjoa currently serves as the first Black woman to serve as a Senior Advisor for Racial Equity to a U.S. Secretary. Carrie has secured Social Justice procurement contracts with the following: Dr. Eddie Glaude, JuJu Chang, John Quinoes, Anita Hill, Olga E. Custodio, Melissa Harris Perry, Dr. Bernice A. King, Deloris E. Jordan and so much more. Carrie also assists in the areas of HR while professionally assisting PHRC and suppliers choosing to do business with the Commonwealth. Carrie holds an Associate of Applied Science degree in Business Administration Marketing, a Bachelor of Science Degree in Business Management and Accounting, and a Certificate in Professional Leadership Development. Carrie spent Five years in the Banking Industry as a Bank Teller and Customer Services Representative before joining the Commonwealth of PA in May 2011

(Fulton Bank, Sovereign Bank, and TD Bank). Before joining the PA Human Relations Commission, Carrie's career path with the Commonwealth consists of being an Accounting Assistant under Audits for the PA Office of Budget-Bureau of Payable Services, a lateral position as an Accounting Assistant for PA Exec. Offices, Bureau of Payable Services, Vendor Data Management unit. In 2015 Carrie moved on to Audits and Processing for the Commonwealth, under the Office of Administrative Services-Executive Offices Purchasing and Payment Accounting Division, where she first became associated with the PHRC Agency as a partner. As of October 2019, Carrie Peace Simmons is the Executive Administrative Assistant to the Pennsylvania Human Relations Commission.

Carrie's Educational background also surrounds 15+ yrs. around the medical profession as a licensed CNA, Certified Adult Phlebotomist, and Med-Tech (Currently holds a casual position within UPMC to date). Ms. Peace Simmons was Born and raised in Paterson, NJ; moved to the State of Pennsylvania in 2008, Proud Alma mater of John F. Kennedy HS, Katharine Gibbs College, University of Phoenix, and Penn State Harrisburg.

Outside of PHRC Carrie enjoys life with her two sons (Amir Peace and Amar Simmons), Volunteer's within youth sports (Football), Caring for others through the Medical Field, Writing, Fashion

Photography/modeling, Family time, and Cooking.

My goals in life is to every day continue to lead by example; not by a title given and to continue to encourage myself and others to be better person than we were the day before, both personally and professionally.

My greatest achievement is my Education, balancing two careers while being a Mom.



### **ROBIN TOMA, Immediate Past President | Los Angeles, CA**

Robin S. Toma is Executive Director of the Los Angeles County Commission on Human Relations Commission. He also serves as Immediate Past President of the International Association of Official Human Rights Agencies. He's also a Senior Fellow of UCLA's Luskin School of Public Affairs, and was appointed to

serve on the U.S. Civil Rights Commission's California Advisory Committee.

A proud alumnus of Harvard's Kennedy School of Government's Executive Session on Human Rights Commissions and Criminal Justice, as well as the Kellogg National Leadership Program, Robin was honored to serve as an adviser/member of the 2010 Obama Administration's delegation to the U.N. Human Rights Council in Geneva, and invited to serve on the official U.S. government's Delegation to the U.N. World Conference Against Racism held in South Africa in 2001.

A native Angeleno and 'Sansei' of Japanese and Okinawan ancestry, Robin grew up in the Echo Park/Silver Lake neighborhoods, attending

public schools. He holds a B.A. with highest honors in Sociology and honors in Economics from UC Santa Cruz, and earned at UCLA a Juris Doctor degree from its law school and a M.A. in Urban Planning.

Robin has traveled extensively, is fluent in Spanish, lived in Barcelona for 2 years, and later taught in Los Angeles public schools. Prior to working

in LA County government, Robin was an ACLU staff attorney in L.A. for almost 7 years, and litigated a wide range of human rights and civil liberties cases, including international abductions, free speech, voting rights, language rights, unlawful discrimination in public transportation and education, and policing issues.



### **JAMES STOWE, Atlantic Regional Representative | *Montgomery County, MD***

James L. Stowe (Jim) currently serves as the Director of the Montgomery County Maryland Office of Human Rights. Under Jim's leadership, the office has created new and expanded initiatives to combat the incident of hate violence activities through the Committee Against Hate Violence and the convening of a county-wide symposium on "Bullying in Schools"

and a forum on Post 911 Issues and Concerns within the Muslim and Sikh Community; and an increased effort in outreach activities with the Montgomery County Human Rights Commission to convene public forums on Racial Profiling, the Criminal Justice System, Police Community Relations, LGBTQ and the Transgender Community, Stopping Violence A Lesson from Charleston, South Carolina. The Digital Divide; and an increase in programming for youth with an expansion of the Human Rights Youth Diversity Camp for 5th Graders, supporter of the NAACP-ACTSO program and Smart Start back to school program; an initiative with Interfaith Works and the Montgomery County Jewish Community Relations Council to improve faith and community relationship between African American and Jewish Clergy and African American and Jewish

residents and an initiative with the Montgomery County Department of Correction and Rehabilitation on Re-entry to the Employment for Returning Citizens; the Civil Rights Educational Freedom Experience; Veterans programs and the Friendship Picnic which is for an effort to build and foster unity in the entire community.

Mr. Stowe is a member of several community organizations and works with these programs and activities throughout Montgomery County. In addition, Mr. Stowe has served as President of the International Association of Official Human Rights Agencies and the National Association of Human Rights Workers and continues to serve in leadership roles with both organizations. He is the recipient of a number of local and national civic and human rights awards and recognitions.

The Montgomery County Maryland Office of Human Rights provides leadership to the people of Montgomery County enforcement of anti-discrimination laws, educates the citizens about cultural diversity, and identifies and resolves community tensions; as it works toward "Creating a Culture of Service and a Climate of Fairness and Inclusion." Mr. Stowe is the fourth director of the Montgomery County Office of Human Rights in its nearly sixty years of historic existence.



### **MITZI BOLAÑOS ANDERSON, Midwestern Regional Representative | *Des Moines, IA***

Mitzi Bolaños Anderson is the Director of the Des Moines Civil and Human Rights Commission. New to the Midwest, Mitzi moved to Des Moines from Anchorage, Alaska, where she was the Executive Director and Staff Attorney at the Anchorage Equal Rights Commission. Prior to that, Mitzi served as an Attorney

and Mediator at the Alaska State Commission for Human Rights. Mitzi is passionate about creating systemic change, and specifically working

with employers to update policies that create more inclusive workplaces for all employees.

Mitzi received her J.D. from Florida International University, with a certificate in Latin American and Caribbean Studies. She is originally from Miami, Florida, of Cuban descent, and is a native Spanish speaker. Mitzi also has an LL.M. degree in Animal Law and served on the Anchorage Animal Control Advisory Board for several years, contributing to significant changes in local law to strengthen animal welfare provisions, and has a TEDx talk on breed-neutral legislation.



### **JEFFREY LORICK, Southern Regional Representative | *Clearwater, FL***

Mr. Jeffrey D. Lorick serves as Director of the Pinellas County Office of Human Rights, where he has been employed since July 2016. As a dedicated Civil Rights Leader, Mr. Lorick serves as a confidential point of contact for employees to communicate with management, identifies clarification on issues or dilemmas, reports irregularities, identifies compliance issues

that require follow-up or investigation and conducts diversity and inclusion training for Pinellas County. Mr. Lorick has demonstrated a fierce commitment to promoting diversity and inclusion. Mr. Lorick has been

the keynote speaker for national and international civil rights conferences speaking on topics such as Fair Housing as well as cultural diversity. He currently provides a safeguard for civil violation as well as the social, and economic liberties of the citizens of Pinellas County and surrounding communities. Before joining the Office of Human Rights in Pinellas County, Jeffery served as Director of the Human Rights Commission in Terre Haute, Indiana for ten years. Mr. Lorick is a highly respected human rights leader, characterized as having strong entrepreneurial skills, and leadership team-building skills. He is a great leader who possesses a clear vision, is courageous, and has integrity, honesty, humility, and a clear focus.



### **KEOKI KIM, Western Regional Representative | Anchorage, AK**

Keoki Kim is Executive Director for the Anchorage Equal Rights Commission. He spent most of his career focused on litigation in private practice. Now that his children are raised he has joined the civil rights community to focus on his true passion: making our world a better place that treats all people equally.

Keoki's focus is on youth outreach. Specifically, educating children about the history of civil rights in the State of Alaska. Also educating teenagers

and young adults entering the work force about their rights. Keoki is also working with local civil rights groups to strengthen and continue the civil rights progress that Alaska has achieved. As IAOWRA's Western Rep, Keoki hopes to increase membership and help members increase their effectiveness by sharing information.

Keoki graduated from Vermont Law School in 1994 with a JD and an MSL in Environmental Law.



### **PAUL BOOTH, Member-At-Large | Cincinnati, OH**

Paul M. Booth is a seasoned public sector manager with extensive public policy and legislative experience.

Booth has extensive knowledge of local government operations having served in several positions for the city of Cincinnati. He is currently the division manager in the City of Cincinnati Office of Human Relations and formerly served on the

Cincinnati Human Relations Commission and sat on Cincinnati's City Council.

He also worked for more than 20 years in property management before he was appointed by the then-Governor of Ohio to the State Personnel Board of Review. In 2009, he was appointed vice-chair of the State's

Liquor Control Commission and previously served as a special assistant in the First District Congressional Office of Ohio.

Booth is committed to community service and improvement, serving on numerous boards and holding a variety of appointed leadership positions with agencies across the Cincinnati region.

Some of these organizations include the Greater Cincinnati Chamber of Commerce, the Dan Beard Council, Boy Scouts of America, and the Ronald McDonald House. He currently sits on the Board of Trustees of the Cincinnati Symphony Orchestra and on Interact for Health's Community Innovation Committee.

Booth earned a Bachelor of Arts in business administration from Morehouse College in Atlanta, Ga.

Booth and his wife, Cynthia, have two sons and one granddaughter.



### **CLEVELAND HORTON, Member-at-Large | Baltimore, MD**

Cleveland Horton serves as Deputy 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.





### **JEAN KELLEHER, Member-at-Large | Alexandria, VA**

Jean M. Kelleher has been Director of the City of Alexandria's Office of Human Rights since May 2000. Before that, she was a Managing Attorney at Legal Services of Northern Virginia, the region's legal aid program. Ms. Kelleher graduated from Connecticut College, did postgraduate work at Georgetown, and received her law degree from the

Washington College of Law at American University. She has been a litigator and an administrator of pro bono, lawyer referral, and children's law programs. In 2007 she became a Certified Public Manager through

the George Washington University/COG (Metropolitan Washington Council of Governments) Institute for Excellence in Public Leadership. She serves on the City Manager's Management Team and on the City Council's Legislative Committee. She is a Past President of the Alexandria Bar Association, served on the board of directors of the Bar Foundation, and has represented Alexandria on the Virginia State Bar Council and Executive Committee. Ms. Kelleher currently serves on the Board of Trustees of the Scholarship Fund of Alexandria. In 2021 she was selected as a Fellow of the Virginia Law Foundation, recognized for the promotion of public understanding of the law, the encouragement of excellence in the delivery of legal services and the improvement of the administration of justice.



### **JoANN KAMUF WARD, Member-at-Large | New York City, NY**

Joann Kamuf Ward is the Deputy Commissioner for Policy and External Affairs at the NYC Commission on Human Rights. Prior to joining the Commission, Kamuf Ward directed the Human Rights in the U.S. Project at the Columbia Law School Human Rights Institute, where she focused on promoting the use of a

human rights framework to strengthen racial, gender, and socioeconomic justice, and strengthening government accountability. She has written about U.S. human rights policy on Just Security, the Human Rights at Home Blog, and Politico, and co-authored How the Trump Administration's Efforts to Redefine Human Rights Threaten Economic, Social, and Racial Justice for the Columbia Human Rights Law Review in 2019. JoAnn lives in Brooklyn, NY with her husband and two daughters.





International Association of  
Official Human Rights Agencies

# 74<sup>TH</sup> ANNUAL CONFERENCE AGENDA

BETHESDA, MARYLAND  
AUGUST 13-17, 2023

*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 - <b>Jim Stowe</b> (White Oak A) Southern Region - <b>Jeffrey Lorick</b> (White Oak B) Midwestern Region - <b>Mitzi Bolaños Anderson</b> (Linden Oak) Western Region - <b>Keoki Kim</b> (Oakley)
5:00 PM - 5:45 PM	Opening Welcome & Reception   Salon A-D <i>Hosted by Bethesda North Marriott Hotel &amp; Conference Center</i> <b>Dr. Alisa Warren</b> , IAOHRA President, Executive Director, Missouri Human Rights Commission  Recognition of Members & Networking <b>Arnold Umunna Jr.</b> , Cellist, Rising Freshman at American University <b>Tenin Dembele</b> , Spoken Word Poet, Rising Freshman at Vanderbilt University <b>Nylea McGraw-Johnson</b> , 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 <b>Joan Trumpauer Mulholland</b> and <b>Loki Mulholland</b>
6:45 PM - 7:45 PM	Music by DJ Steve

## MONDAY, AUGUST 14, 2023

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

**Ilana Trachtman**, Emmy-Award Winning Producer/Director, *Ain't No Back to a Merry-Go-Round*

**Keynote: Kristen Clarke**, Assistant Attorney General for Civil Rights, U.S. Department of Justice

**Introduction: Dr. Alisa Warren**

*Ain't No Back to a Merry-Go-Round* is an upcoming feature documentary about the unprecedented interracial protests that led to the integration of Glen Echo Amusement Park.

10:15 AM - 10:30 AM

Break

10:30 AM - 11:45 AM

## BREAKOUT SESSIONS

**Gun Violence as a Public Health Issue**  
(White Flint Amphitheater)

**Josh Horwitz, JD**, Professor of the Practice and Co-Director, Johns Hopkins Center for Gun Violence Prevention and Policy

**Moderator: Ernest Coverson**, Director, Gun Violence Prevention, Amnesty International USA

*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.*

**Presiding: Diane Clements-Boyd**

10:30 AM - 11:45 AM

## BREAKOUT SESSIONS

**LGBTQ+ and Transgender Rights**  
(White Oak A)

**Kylar W. Broadus, Esq.**, Civil Rights Attorney

*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.*

**Presiding: Dr. Alisa Warren**

# 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 (DOCOR), 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 (FHEO) 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
<b>Cultivating Organizational Culture to Advance Equity</b> (White Oak B)	<b>Presenter: Robert Sowell</b> , Assistant Executive Director, County of Los Angeles Commission on Human Relations
<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><b>Presiding: Carrie Peace Simmons</b></p>	
11:45 AM - 1:00 PM	President's Luncheon   Salon A-D <b>Congressman James E. Clyburn:</b> Remarks and IAOHRA Reflections <b>Keynote Speaker: Demetria McCain</b> , Principal Deputy Assistant Secretary for Fair Housing and Equal Opportunity, U.S. Department of Housing and Urban Development <b>Presiding: Dr. Alisa Warren</b>
1:15 PM - 2:15 PM	BREAKOUT SESSIONS
<b>U.S. Department of Justice Pattern-or-Practice Investigations of Law Enforcement Agencies</b> (Linden Oak)	<b>Presenter: Paul Killebrew</b> , Deputy Chief, U.S. Department of Justice, Civil Rights Division
<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><b>Presiding: Tamie Dixon-Tatum</b></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

2:30 PM - 3:30 PM

PLENARY SESSION

### International Labour Organization Convention 190: Stopping Gender-Based Violence in the World of Work

(Salon A-D)

#### Presenters:

**Kevin Cassidy**, Director and Representative to Bretton Woods and Multilateral Organizations

**Robin Runge**, Consultant for Futures Without Violence and a Distinguished Professional Lecturer in Law at the George Washington University Law School

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

**Gayle Golden**, Deputy Director, Women's Bureau, U.S. Department of Labor

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

### Addressing Historical Environment Injustices in Communities of Color

(Salon A-D)

**Dr. Carlton Waterhouse**, Professor of Law, Howard University School of Law

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
<b>The 60th Anniversary of the March on Washington for Jobs and Freedom</b> (Salon A-D)	<b>Panelists:</b> <b>Xernona Clayton</b> , <i>Civil Rights Leader</i> <b>Willie Pearl Mackey King</b> , <i>Civil Rights Leader</i> <b>Joan Mulholland</b> , <i>Civil Rights Leader</i> <b>Jamie Williamson</b> , <i>Philadelphia District Office Director, U.S. Equal Employment Opportunity Commission (EEOC)</i> <b>Moderator: Leon Russell</b> , <i>NAACP Chairman of the Board</i>
<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><b>Presiding: Paul M. Booth</b></p>	

## TUESDAY, AUGUST 15, 2023

7:30 AM - 8:30 AM	Continental Breakfast   Foyer A-C
8:00 AM - 5:00 PM	<b>Truth, Healing &amp; Justice Tour</b> <i>There will be a commemorative walk from the hotel to the Josiah Henson Museum &amp; Park. Buses will depart from the Josiah Henson Museum &amp; Park. The tour will include the following sites:</i> <ul style="list-style-type: none"> <li>• Josiah Henson Museum</li> <li>• National Museum of African American History &amp; Culture</li> <li>• MLK Memorial</li> <li>• Glen Echo Park</li> <li>• National Mall</li> </ul>
5:00 PM - 6:45 PM	Dinner on your own
7:00 PM	FIRESIDE CHAT
(Salon A-D)	<b>The Who We Are Project</b> was founded by attorney and racial justice activist <b>Jeffery Robinson</b> . 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. <b>Presiding: Jim Stowe</b>

## 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><b>Keynote Speaker:</b> <i>Lisa Rice, President and CEO, National Fair Housing Alliance</i></p> <p><b>Remarks:</b>  <b>Bryan Greene</b>, <i>VP of Policy Advocacy, National Association of REALTORS®</i>  <b>Jeffrey May</b>, <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><b>Presiding: Jim Stowe</b></p>	
1:30 PM - 2:45 PM	PLENARY SESSION
<p><b>Rage + Resistance: Conversations About the Classroom from Book Banning to Anti-Woke Campaign</b> (Salon A-D)</p>	<p><b>Presenter:</b> <i>Dr. Kaye Whitehead, Executive Director, Karson Institute for Race, Peace, and Social Justice, Professor, Communication and African &amp; 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><b>Presiding: Robin Toma</b></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><b>You Have a Choice: Managing the Influence of Bias</b> (White Oak B)</p>	<p><b>Robert Sowell</b>, Assistant Executive Director, County of Los Angeles Commission on Human Relations</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><b>Presiding: James Davis</b></p>	
<p><b>Beyond Black &amp; White: Exploring the Racialization of Asians, Jews, and Hispanics and Latinos/as in the United States</b> (Oakley)</p>	<p><b>Presenter: Holly Hoang</b>, Community Outreach Coordinator, Howard County Office of Human Rights &amp; Equity</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 &amp; 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><b>Presiding: Yolanda F. Sonner</b></p>	
<p>4:00 PM - 5:30 PM (White Flint Amphitheater)</p>	<p>IAOHRA Annual Meeting (Open to All Member Agencies)</p>
	<p>Business Meeting, Resolutions, and Other Organizational Actions <b>Presiding: Dr. Alisa Warren</b>, IAOHRA President</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><b>What do We do with the Land...</b> (Salon A-D)</p>	<p><b>Presenters:</b>  <b>Sarah Reddinger</b>, Vice President of Community Development, Habitat for Humanity Metro Maryland  <b>Reverend Timothy Warner</b>, 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><b>Presiding: Jeffery May</b></p>	
12:00 PM	<p style="text-align: center;">Closing Comments  <b>Jim Stowe &amp; Dr. Alisa Warren</b></p>
	<p style="text-align: center;">Conference Adjourn</p>



# **IAOHRA**

## **2023 IAOHRA CONFERENCE PLANNING COMMITTEE**

# *Thank You*

### **PAUL BOOTH**

*Cincinnati Office of Human Relations*

### **RENEE BATTLE-BROOKS**

*Prince George's County  
Human Relations Commission*

### **OKIANER CHRISTIAN DARK**

*Vice-Chair, Montgomery County  
Human Rights Commission*

### **JAMES DAVIS**

*City of Durham Neighborhood  
Improvement Services*

### **JUDY DILLANDER**

*Louisville Human Relations Commission*

### **WILLIAM ENGLAND**

*Chair, Montgomery County Human  
Rights Commission*

### **KENNETH GUNN**

*Chicago Commission on Human Relations*

### **CLEVELAND HORTON**

*Maryland Commission on Civil Rights*

### **RAHUL M. JINDAL**

*Montgomery County Human  
Rights Commission*

### **JEAN KELLEHER**

*Alexandria Office of Human Rights*

### **KEOKI KIM**

*Anchorage Equal Rights Commission*

### **SUZANNE LOFHJELM**

*Montgomery County Human  
Rights Commission*

### **JEFFREY LORICK**

*Pinellas County Human Relations Commission*

### **ANGIE RUSH**

*Ft. Worth Department of Diversity & Inclusion*

### **CARRIE SIMMONS**

*Pennsylvania Human Relations Commission*

### **YOLANDA SONNIER**

*Howard County Office of Human Rights*

### **TAMIE DIXON TATUM**

*City of Anderson Human Relations*

### **PAUL VALENTI**

*City of Tampa Office of Human Rights*

### **TERRY VANN**

*Montgomery County Human  
Rights Commission*

### **JOANN KAMUF WARD**

*New York City Commission on Human Rights*

### **TARNYA WHITMIRE**

*South Carolina Commission on Human Affairs*



# IAOHRA

## SPEAKERS', PRESENTERS' & MODERATORS' BIOGRAPHIES



### **JOSHUA V. BARR** | *Chief Strategist & President, Raising The Bar, LLC*

Joshua V. Barr is an Emmy and national award-winning, transformational leader who has trained people on human rights and DEI issues from all 50 states and 5 continents. Joshua has worked in Colombia, South America, conducting investigations on institutional corruption and was a professor at Javeriana Uni-

versity Cali, leading the English language immersion program. He practiced civil rights law with the South Carolina Human Affairs Commission, laying the foundation for the state civil rights department to be more aggressive in its enforcement of civil rights violations.

Joshua has served as the director of the Des Moines Civil and Human Rights Commission. He was responsible for the Bridging the Gap initiative where the Commission conducted community dialogues and through this project, Joshua and his team were able to implement nearly 25 new city policies and practices designed to improve community-government relations and help residents move up the socio-economic ladder. Due to his hard work, Joshua was named Public Servant of the Year in 2019 by

the Des Moines Neighborhood Associations.

In 2020, Joshua debuted his Emmy award-winning documentary *Breaking Bread, Building Bridges* where nearly 40 strangers were matched up together based on their differences to have dinners over the course of a few months. The documentary won the 2020 Governor's Emmy Award by the Upper Midwest Chapter of the National Academy of Television Arts & Sciences.

In 2020, Joshua also won the Traeger Award, listing him as #5 of the top 100 influencers in local government within the United States.

Joshua currently serves as the Chief Strategist and President of his own organization, Raising The Barr, where he collaborates with and counsels government entities, not-for-profits, and other organizations that are committed to transforming their cultures and improving socioeconomic outcomes for their community stakeholders. In this role, Joshua developed the Citizen Participation & Equitable Engagement Toolkit for the US Department of Housing and Urban Development Community Block Grant Development Disaster Recovery Program and continues to conduct community dialogues around the country in his ongoing efforts to make every corner of the country a better place.



### **LEE BLINDER** | *Founding Executive Director, Trans Maryland*

Mx. Lee Blinder (they/them) is the founding executive director of Trans Maryland, and a co-founder of the Maryland Trans Resilience Conference. Lee is the policy chair for the Maryland Commission on LGBTQIA+ Affairs, and they sit on LGBTQIA+ advisory boards around the state. In service to our trans and queer youth, Lee is the state policy fellow for GLSEN National.

They are an openly nonbinary trans-gender and queer Marylander. They facilitate transgender 101 and gender affirming workplace training for government, medical organizations, and private companies, in addition to leading Trans Maryland's peer to peer name and gender marker change program. Mx. Blinder is also a member of the Maryland Judiciary's LGBTQ+ workgroup. They have worked in service to their community for 27 years, helping launch the GSA at Montgomery Blair High School in 1996. They enjoy spending time with their adopted animal companions, their cat Basil Pasta Marinara and their dog Cupcake.



### **KYLAR W. BROADUS, ESQ.** | *Civil Rights Attorney*

Kylar W. Broadus is a Black man of trans experience that has been a pioneer in the movement as an attorney, long-time activist, public speaker, author and professor. Broadus is known worldwide for his avant-garde work in the LGBT and Trans movements. Broadus is member of the Robert F. Kennedy Human Rights

Foundation. He was just awarded the James Baldwin Award by the National Black awarded the Spirit of Justice Award by GLAD on October 21, 2021 in Boston. He was just awarded the Trans Trailblazer Award by the LGBT Bar Association of Los Angeles and issued a Proclamation by

the City Attorney's Office of Los Angeles on March 28, 2019. In 2018 the Gentlemen's Foundation of Atlanta, he was awarded the 2018 Gentleman of Excellence Award. Mastercard in 2018 featured Broadus for Pride Month. In 2017 Liberty Mutual honored him at the GLAAD Awards for his 30 years contribution to the movement. Also, in 2017, he was awarded a Certificate of Legal Excellence by the City of New York, County of Kings, District Attorney's Office. *The Advocate* recognized Broadus as one of "25 Legal Advocates Fighting for Trans Rights." Broadus was honored to stand with President Obama while signing the Executive Order adding protections for millions of workers in 2014. He was named to the Out 100 by *Out Magazine* in 2013. He is the first out transgender American to testify before the United States Senate in favor of the Employment Non-



Discrimination Act in 2012. Broadus was given the Pioneer Award at the Trans Faith of Color Conference by the Freedom Center of Social Justice. In 2011, he was awarded the Sue J. Hyde Activism Award for Longevity in the Movement at Task Force National Conference on LGBT Equality: Conference Creating Change. He has been featured in *Esquire*, *BlackEnterprise.Com* and *Diversity, Inc* and numerous other publications. He is featured in *The Trans List* on HBO Demand and *Still Black: A Portrait of Black Transmen* in 2008.

He is founder and director of the Trans People of Color Coalition, the only national organization dedication to the civil rights of transgender people of color. Broadus is on the board of the National Black Justice Coalition, where for three years he was board chair. He currently serves on the Freedom For All Americans board of directors. Broadus was on the DC Mayor's LGBT Advisory Task Force Committee. In 2012, Broadus was one of thirteen transgender delegates and the first Black transgender delegate to the Democratic National Convention. Additionally, he held the honor of being appointed to the Rules Committee at the Convention. Broadus served on the board of directors on the statewide LGBT group for Missouri PROMO. A founding member of the think thank the Transgender Law and Policy Institute which was the first of its' kind. He served as a Human Rights Commission and Vice Chair in the City of Columbia, Missouri. He's served on numerous other task force and commission. He's had the opportunity to craft legislation and the local, state and federal level and provide testimony on all levels. Some major contributions to the Matthew Shephard and James Byrd, Jr. Hate Crimes Act and the Employment Nondiscrimination Act. He's consulted on numerous legal cases that have been litigated and has been a part of the litigator's roundtable for LGBTQ lawyers.

Broadus has enjoyed a prolific career as an activist, writer, lawyer, professor and public speaker. He's worked as Operations Officer at Transgender Legal Defense and Education Fund. He was Director of the Transgender Civil Rights Project and Senior Counsel at the National LGBTQ

Task Force. As an attorney, Broadus practiced with a focus on LGBTQ law, particularly transgender rights but has represented all types of clients. This was at a time when other lawyers would not take any of these cases. He received referrals from the National Center for Lesbian Rights, Transgender Law Center, Lambda Legal and the ACLU. He was as a full professorship at Lincoln, a historically black college and university in Missouri. He has served as counsel Legislative Counsel and Director the Human Rights Campaign. He authored in the first of its kind the essay "The Evolution of Employment Discrimination Protections for Transgender People", published in "Transgender Rights", the first of its kind by Currah, Juang, Minter 2006. This essay has been used on numerous campuses around the country in Gender, Women's Studies and Law Schools. He has published other work and is currently writing a book to be released late 2019.

He has served as Division Director in the Section of Individual Rights and Responsibilities with the American Bar Association and as a Commissioner on the Sexual Orientation and Gender Identity Commission. Broadus continues to serves as an advisor to the Sexual Orientation and Gender Identity Commission. He's a member of the National LGBT Bar Association. He has conducted numerous trainings and continuing education programs for the American Bar Association and the National LGBT Bar Association. He has presented panels for both entities on cutting edge topics. Additionally, he has done trainings for just about every profession. Broadus worked eight years in corporate America.

This list encompasses some of Mr. Broadus' accomplishments. You can find out more information at [www.kylarbroadus.com](http://www.kylarbroadus.com). In addition to his activism and law practice, teaching at a historically black college and university for two decades helped shape the world in yet another way for Broadus with the proud heritage of inspiring so many students just to be themselves, and many to become lawyers, legislators, business leaders and teachers is one of Broadus' greatest legacy.



## HOPE BUTLER KHODAEI | Human Rights & Social/Racial Justice Activist

Hope is a Piscataway-Conoy Tribal Citizen, and she belongs to the Deer Clan. Hope, whose native name Mechesa which means "Fire Starter" or "Spark of a Flame" is a Human Rights, Social/Racial Justice Activist. Hope has worked in the field of Education since the age of fourteen and is retired from Fairfax County Public Schools.

Hope's main mission it to preserve the past traditions of all Indigenous Peoples and expand the view of how they are perceived in the world today in relation to the areas Civil/Human Rights, Health Care, Environmental Science and Generational/Historical trauma. On November 2, 2020, Hope was named Native American Adult of the Year by the Maryland Commission on Indian Affairs for her work coordinating Mask and Protective Sheild Drives to provide protection for the Maryland Native American Community which included Washington, DC, and Northern Virginia.

Regarding her Activism activities, she has been a speaker for the Indigenous Peoples March and Native American National Unity Youth Conference. Hope as participating on a panel discussion for Alliance of the Chesapeake Bay Conference and Naturally Latino Conferences about Environment and Indigeneity issues respectfully. Furthermore, Hope has shared, produced, present, through leather work demonstrations and classes, cultural speaking, and music presentations with Military (Ft. Belvoir), US Federal Court, Northern Virginia Community College, Hawaiian and Australian Indigenous Peoples, and other various civic, educational and community groups locally, nationally, and worldwide. Through these experiences she has taken the traditional values of the Piscataway people and has learned to incorporate the values and culture of other Indigenous nations across the world.

Currently, Hope is serves as on the Board of Directors for Maryland Indian Tourism Association. She is the former Treasurer on the Board of Directors for Indigenous Vision, President of the American Indian Society of Washington, DC and Board of Advisor/Director Historian for Cedarville Band of Piscataway Indians.



### **KEVIN CASSIDY | Director & Representative to Bretton Woods and Multilateral Organizations**

Kevin Cassidy, with nearly 4 decades of international development experience, is currently the Director and Representative to the Bretton Woods and Multilateral Organizations for the International Labour Organization (ILO) Office for the United States and Canada.

Prior to this appointment, Mr. Cassidy served as the Senior Communications and Economic and Social Affairs Officer for 11 years in the ILO Office for the United Nations. Mr. Cassidy organised Heads of State/Government and

Ministerial level events highlighting decent work as well as introducing policy language into the resolutions and outcomes documents of the UN General Assembly and ECOSOC.

Prior to joining the ILO, Mr. Cassidy worked for the Aga Khan Foundation (AKF-UK) in London as the Operations, Communications and Partnership Director. He has also worked in several UN offices during his career including the Department of Peacekeeping Operations (DPKO) on the issue of landmines, the Office of the Coordination of Humanitarian Assistance (OCHA), the Executive Office of the Secretary-General (Boutros Boutros-Ghali and Ban Ki-moon).



### **KRISTEN CLARKE | Assistant Attorney General for Civil Rights, U.S. Department of Justice**

Kristen Clarke is the Assistant Attorney General for Civil Rights at the U.S. Department of Justice. In this role, she leads the Justice Department's broad federal civil rights enforcement efforts and works to uphold the civil and constitutional rights of all who live in America. Assistant Attorney General Clarke is a lifelong civil

rights lawyer who has spent her entire career in public service.

Assistant Attorney General Clarke began her career as a trial attorney in the Civil Rights Division through the Department of Justice's Honors Program. In 2006, she joined the NAACP Legal Defense Fund, where she helped lead the organization's work in the areas of voting rights and election law across the country. Ms. Clarke worked on cases defending the constitutionality of the Voting Rights Act, presented oral argument to the D.C. District Court in *Shelby County, Alabama v. Holder*, and has provided testimony on federal and state voting rights legislation. In 2011, she was

named the head of the Civil Rights Bureau for the New York State Attorney General's Office, where she led broad civil rights enforcement actions. Under her leadership, the Bureau secured landmark agreements with banks to address unlawful redlining, employers to address barriers to reentry for people with criminal backgrounds, police departments on reforms to policies and practices, major retailers on racial profiling of consumers, landlords on discriminatory housing policies, school districts concerning issues relating to the school-to-prison pipeline and more. In 2015, Ms. Clarke was named the president and executive director of the Lawyers' Committee for Civil Rights Under Law, one of the nation's leading civil rights organizations founded at the request of John F. Kennedy. There, she led the organization's legal work in courts across the country addressing some of the nation's most complex racial justice and civil rights challenges.

Assistant Attorney General Clarke was born in Brooklyn, New York. After graduating from Choate Rosemary Hall, she received her A.B. from Harvard University and her J.D. from Columbia Law School.



### **XERNONA CLAYTON | Civil Rights Leader**

Xernona Clayton is the Founder, President and CEO of the Trumpet Awards Foundation, Inc. and Creator and Executive Producer of the Trumpet Awards. She graduated from Tennessee State University with a Bachelor's Degree in Education and received a scholarship from the University of Chicago for graduate studies. Xernona became the south's first Black person

to have her own television show. Ms. Clayton was employed at Turner Broadcasting for nearly 30 years—she was the highest ranking female executive at Turner. She worked closely with the late Dr. Martin L. King, Jr. and travelled extensively with Mrs. Coretta Scott King on her nationwide concert tours. Xernona's autobiography, *I've Been Marching All the Time*, has been published in several languages. Recently, she was honored by a group of citizens who created a statue of her, and it is placed in downtown Atlanta—the first woman to be so honored.



### **CONGRESSMAN JAMES E. CLYBURN | Assistant Democratic Leader, U.S. House of Representatives**

James E. Clyburn is the Assistant Democratic Leader in the United States House of Representatives and Chairman of the Democratic Faith Working Group. He previously served in the post from 2011 to 2018 and served as Majority Whip from 2007 to 2010 and 2019 to 2022, making him the first African American to serve

multiple terms as Majority Whip. A native son of South Carolina, Clyburn has represented the state's Sixth Congressional District since 1993.

Congressman Clyburn's humble beginnings in Sumter, South Carolina, as the eldest son of an activist, fundamentalist minister and an independent, civic-minded beautician, grounded him securely in family, faith, and public service. A 1961 graduate of South Carolina State he began his professional career as a public-school teacher in Charleston, SC.

He later served as an employment counselor, and director of two youth and community development programs. In 1971, he joined the staff of Governor John C. West, becoming the first African American advisor to a South Carolina governor. In 1974 Governor West appointed him South

Carolina Human Affairs Commissioner where he served until 1992 when he retired from state government to run for Congress.

When he came to Congress in 1993, Congressman Clyburn was elected co-president of his freshman class. He was subsequently elected Chairman of the Congressional Black Caucus, Vice Chair, and Chair, of the House Democratic Caucus. From 2011 to 2018, he served as Assistant Democratic Leader. In addition to serving as Whip, Congressman Clyburn chairs the House Select Subcommittee on the Coronavirus Crisis.

Congressman Clyburn has led efforts to preserve and restore historic buildings on the campuses of Historically Black Colleges and Universities (HBCUs). He sponsored legislation creating the South Carolina National Heritage Corridor, the Gullah/Geechee Cultural Heritage Corridor, the Congaree National Park, the Reconstruction Era National Historical Park and expanding the Brown v. Board of Education National Historic Site to South Carolina, Virginia, Delaware and Washington, DC.

Dedicated to making America's greatness accessible and affordable for all citizens, his 10-20-30 federal funding formula - initially applied to three programs in the American Recovery and Reinvestment Act of 2009 - has

been expanded to 15 accounts of the appropriations bills. Additionally, his Rural Energy Savings Program provides loans to families and businesses to implement durable, cost-effective energy efficiency measures. His "Accessible, Affordable Broadband for All" bill was included in the 2021 bipartisan infrastructure bill and is funded at a level of \$65 billion.

The recipient of 36 honorary degrees, Congressman Clyburn numerous awards including: the Lyndon Baines Johnson Liberty and Justice for All Award in 2015; the Harry S Truman Foundation's Good Neighbor Award in 2021; and the NAACP's highest honor – the Spingarn Medal – in 2022. His endorsement of Joe Biden for president in 2020 is credited with boosting him to an overwhelming victory in the South Carolina and subsequent primaries and setting Biden on path to the presidency.

Congressman Clyburn and his late wife, Emily England Clyburn, met as college student protestors in an Orangeburg, South Carolina jail in 1960. The encounter led to a 58-year marriage, and they became parents of three daughters, grandparents to four grandchildren, and great grandparents to one great grandchild.



### **JOANNA COLOSIMO | Vice President of Workforce Equity & Compliance Strategy, DCI Consulting Group**

Joanna Colosimo, M.A., is the Vice President of Workforce Equity and Compliance Strategy at DCI Consulting Group, where she leads a division of I/O Psychologists, advanced HR practitioners, and analysts who consult with organizations on OFCCP compliance requirements, pay equity solutions, audit strategies, and diversity,

equity and inclusion. Joanna has vast experience in assisting clients with strategically defining their diversity, compliance, and pay equity programs, including communicating findings to executives and board members.

This includes strategies around mitigating risk across industries and institutions of higher education. Working in the field of industrial and organizational psychology since 2006, Joanna presents at national conferences on a variety of pay equity, diversity, and OFCCP topics. She also writes frequently for publications such as Law360 and in partnership with the Institute for Workplace Equality. Joanna earned a M.A. degree in Industrial and Organizational Psychology from Radford University in Radford, VA, and a Bachelor's of Business Administration and Psychology from Roanoke College in Salem, VA. She holds a SHRM-SCP certification and serves on the Board of WMILG as Past President.



### **ERNEST COVERSON | Director, Gun Violence Prevention, Amnesty International USA**

Ernest Coverson serves as the Gun Violence Prevention Director for Amnesty International USA. In this capacity he works to eradicate all forms of gun violence plaguing our country especially in Black and brown communities. This work is being done through the federal and state legislative process as well as direct community organizing. As Director Ernest has been able to forge partnerships with organizations, advocates and community members to advocate

for solutions to end gun violence to support and elevate organizations that typically don't receive national recognition.

Ernest has committed his life to social justice throughout the country. He began his journey for justice as Regional Youth Director with the National Association for the Advancement of Colored People (NAACP) where he built and developed youth leadership across the Midwest. The work and results during that time led to his elevation to Regional Director, where he took his expertise to the east coast and led civil rights work in the DMV where he continued to organize, train activist and led national voter empowerment programs.

With over 20 years of experience in community empowerment work. Ernest continues to build bridges for those in challenging circumstances while making sure their voice is lifted. He is proud father of one daughter and servant to all.



### **CAILIN CROCKETT | Senior Advisor, White House Gender Policy Council**

Cailin Crockett is a Senior Advisor to the White House Gender Policy Council, where she leads initiatives on technology-facilitated gender-based violence, and a Director for Defense Policy on the National Security Council, focused on implementation of military justice reform, conflict-related sexual violence, and

gender equity in the military. Prior to her work in the Biden-Harris White House, Cailin was Senior Advisor to the Chair of the 90-Day Independent Review Commission on Sexual Assault in the Military, and the senior advisor for family violence prevention policy for the Office of the Secretary of Defense Family Advocacy Program, over-seeing integrated violence prevention initiatives in support of active duty military, their partners and children. Cailin has worked to advance national and global policies for the prevention and response of gender-based violence across the lifespan



in the White House, the U.S. Department of Justice, U.S. Department of Health and Human Services, and the UN Development Program. Her work has been published by the World Bank, Foreign Policy, Center for a New American Security, and other outlets. Cailin holds a Master of Public Health

from the Johns Hopkins Bloomberg School of Public Health, where she was a Bloomberg American Health Fellow focused on violence prevention. She also holds an MPhil in Political Theory from the University of Oxford.



### **LURIE DANIEL FAVORS | *Executive Director, Center for Law & 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*.



### **TENIN DEMBELE | *Spoken Word Poet, Rising Freshman at Vanderbilt University***

Tenin Dembele (pronounced Ten in Dem be le) is a poet—a poete, the extra e is because her poetry is used to educate and empower.

She is an ambitious, outspoken poet, and student advocate. Currently a senior at Northwest High School, she is captain of her school's Forensics Speech and Debate team, Co-Captain and Founder

of the Step Team, rising leader of the MSP Chapter, and double local gold medalist in both poetry written and poetry performance in the NAACP's

ACT-SO. Outside of school she works at her local library as a page and engages in numerous causes to expand education in Mail and Burkina Faso.

Tenin was one of four students selected nationally for the National Lancome Write Her Future Scholarship Promotion. Tenin is a firm believer that everyone has the power to change the world if they have the courage to step up and speak out. Tenin is a Questbridge Scholar and will be attending Vanderbilt University on a scholarship in the fall.

Tenin is looking forward to this year's National ACT-SO Competition and will compete in the short story competition.



### **LESLEY M. EDMOND, JD, CPM | *Housing Compliance Officer, District of Columbia Department of Housing & Community Development***

Ms. Edmond has a background in civil rights, social justice, project management, and affordable housing. While at the DC Department of Housing and Community Development (DHCD), she worked in numerous roles, including two management positions. Ms. Edmond has a penchant for business process improve-

ment (focused on local government), efficiency, compliance, and equity. She currently resides in SE Washington, DC, with her son and enjoys cooking, traveling and, gardening.

Ms. Edmond is a Housing Compliance Officer at DCHD. Ms. Edmond manages the agency's federal and local programs requirements, such as Davis Bacon, Fair Housing, HOME, and CDBG compliance and project and program monitoring.

Ms. Edmond previously worked as the Inclusionary Zoning Program Manager at DHCD as well as a Program Analyst. Previously, at a consulting company, she worked on several national fair housing initiatives. Ms. Edmond assisted with overseeing the implementation of enforcement testing methodology and data analysis. As a Program Analyst, she managed the performance of a program evaluation of the quality of the federal fair housing complaint process.

Ms. Edmond is a graduate of the University of Maryland School of Law (now known as the Carey School of Law) and James Madison University. Ms. Edmond completed the District of Columbia Certified Public Manager Program administered through the George Washington University in 2013 and Executive Leadership Program in 2018. She wishes to pursue her Black Belt in Lean Six Sigma soon.





## **MARC ELRICH | *County Executive, Montgomery County, MD***

Marc Elrich serves as County Executive of the most populous and diverse county in the state of Maryland. As County Executive, he oversees a government with an operating budget of over \$6 billion and approximately 10,000 employees that serve the County's more than 1 million residents.

Marc Elrich was elected to serve as Montgomery County's 7th County Executive on Nov. 6, 2018 after serving three terms on the Montgomery County Council as an at-large member from 2006 to 2018.

Throughout his political career, Marc Elrich has been a champion for the people he serves. Whether it is improving renters' rights, equal access to

quality education for all children, fair labor practices or the opportunity for entrepreneurs and business leaders from all backgrounds to succeed, Marc Elrich puts people before politics. Since taking office, County Executive Elrich has been committed to making Montgomery County a more equitable and inclusive place to live and work.

He signed a landmark Racial Equity and Social Justice Bill, which made Montgomery County the first County in Maryland to make racial equity public policy, and he appointed the first-ever Chief Equity Officer to review policies and practices to ensure that they don't adversely affect racial equity and to begin to address the inequities of the past. Recently he championed and signed a Rent Stabilization Bill into law that now makes Montgomery County the only jurisdiction in Maryland to have a permanent rent stabilization law.



## **GEORGE FATHEREE | *Legal Advisor, Social Impact Entrepreneur***

George Fatheree is a social impact entrepreneur and one of the country's leading strategic legal advisers in large and complex real estate transactions. He also advises museums, artists and other organizations in the arts and culture spaces.

Mr. Fatheree has emerged as a preeminent advocate on legal transactions involving Black empowerment and culture: he served as the lead attorney representing the descendants of African-American entrepreneurs Willa and Charles Bruce in the landmark return of the Bruce's Beach property – the first time in U.S. history in which the government has returned property to a Black family; he advised the Black Owned and Operated Community Land Trust, the first in California, in its acquisition of a retail center as part of an effort to “de-gentrify” Leimert Park in South Los Angeles; he represented a consortium of foundation in the acquisition of Ebony and Jet magazine

photography archive, comprised of over 4.5 million images; and he advised Black Lives Matter Los Angeles in its acquisition of a headquarters building and the Debbie Allen Dance Academy in the acquisition and development of the Shonda Rhimes Performing Arts Theatre.

Mr. Fatheree has received numerous recognitions and awards on account of his legal work and advocacy, including the Living Legends Award for Service to Humanity, twice recognized as California Lawyer Attorney of the Year, 40 Acre Conservation League's Land Justice Award, Council for Urban Professional's Legal Trailblazer of the Year and the Daily Journal's Top 100 Lawyers in California. In 2023, he was selected as the Grand Marshal of the Kingdom Day Parade, the nation's largest and longest running celebration of Dr. Martin Luther King Jr.'s birthday.

Mr. Fatheree graduated cum laude from Harvard University and received his law degree from Loyola Law School. He serves on the boards of Loyola Marymount University, Destination Crenshaw and the Smithsonian Institution's National Portrait Gallery.



## **DARCI FLYNN | *Director of Gender-Based Violence Strategy & Policy, Mayor's Office, Chicago, IL***

Darci Flynn has over a decade of experience advocating for survivors of gender-based violence and leading systems-change work at the community level. She is currently the Director of Gender-based Violence Strategy and Policy in the Mayor's Office in Chicago. In this role, Darci led efforts to draft and publish the City's first-ever

citywide strategic plan to address gender-based violence and human trafficking. Prior to this role, Darci was a Senior Policy Advisor in the Mayor's Office as part of the Pathways to Freedom grant from Humanity United and NoVo Foundation to create a coordinated response to address

human trafficking at the local level. In her time in the Mayor's Office, Darci leads strategic planning and partnership to create better systems and policies that prevent gender-based violence and human trafficking and help to intervene in trauma-informed, survivor-centered ways.

Prior to joining the City, Darci was the Associate Director of the Freedom from Trafficking program at Heartland Alliance where she helped to design and grow services for survivors locally and nationally through the Federal Trafficking Victim Assistance Program (TVAP). Throughout her career, she has spoken on several local, regional, and national panels. Darci earned a Master's in Social Work from the University of Chicago and a B.A. Psychology as well as a B.A. in Justice Studies from the University of New Hampshire.



## **DELNER FRANKLIN-THOMAS | Acting Director, U.S. Equal Employment Opportunity Commission Office of Field Programs**

Delner Franklin-Thomas is Acting Director of the U.S. Equal Employment Opportunity Commission Office of Field Programs (OFP). OFP provides overall direction, coordination, leadership and technical assistance to ensure the effective efficient operation of EEOC's Private Sector Enforcement Program, Federal Sector Hearings Program,

State, Local and Tribal Programs, Alternative Dispute Resolution Program, and Outreach and Education Programs. Prior to associating with OFP's national program in 2021, Ms. Franklin-Thomas served as District Director of the Memphis District, where she oversaw the enforcement of the major laws against employment discrimination in the states of Tennessee, Arkansas and the northern seventeen counties in Mississippi.

Ms. Franklin-Thomas joined the EEOC as a Trial Attorney in the New York District Office and was promoted to the Supervisory Trial Attorney of the Office. She was subsequently promoted to the Regional Attorney of the Miami District Office, where she oversaw litigation of cases that furthered the development of the law under the statutes EEOC enforces. During her tenure as Regional Attorney, she also served as a planning and presenting faculty member for EEOC's National Trial Skills Program.

From 2006 to 2018, Ms. Franklin-Thomas served as District Director of the EEOC's Birmingham District Office, where she was responsible for the enf-

orcement of EEOC's anti-employment discrimination laws in the states of Alabama, Mississippi and the panhandle of Florida. During her tenure as Director of the Birmingham District, Ms. Franklin-Thomas served as a member of the Executive Resources Review Board, which serves as an advisor to the EEOC Chair and provides general oversight of the management of all executive resources, the Co-Chair of the Committee of Advisors for Systemic Enforcement, which serves to evaluate and make recommendations for EEOC's systemic program, as a member of EXCEL Executive Committee, and as Chair of the Peer Review Board, charged with reviewing and evaluating the performance appraisal of Senior Executives and making final recommendations to the Chair on each executive's final performance rating and award. Her leadership of the Birmingham District was recognized by the Birmingham Metropolitan NAACP with the 2016 Civil Rights Agency of the Year Award.

Ms. Franklin-Thomas is a four-time recipient of the Chair's Organizational Performance Award, the highest honor conferred within the EEOC. Prior to joining EEOC, Ms. Franklin-Thomas worked as a Legal Consultant and Project Director for Legal Outreach, Inc., a legal education program affiliated with Columbia University, School of Law. She also served as a federal judicial law clerk to the late Honorable Robert M. McRae, Jr., former Chief Judge of the United States District Court for the Western District of Tennessee.

Ms. Franklin-Thomas is a graduate of Yale University and Columbia University, School of Law.



## **EVAN GLASS | County Council President, Montgomery County, MD**

Evan Glass is President and an At-Large member of the Montgomery County Council. He is the first openly LGBTQ+ individual to serve on the Council.

Since his election to the County Council in 2018, Evan has passed the Montgomery County Pay Equity Act, the Housing Justice Act, the LGBTQ+ Bill of Rights, and the Oversight and Small Business

Investment Act. As an environmental and social justice leader, he successfully led the initiative to make public buses free for all children under the age of 18, expanded food composting for residents and restaurants, and amended the county charter to add two additional council districts. More recently, he championed a coordinated and comprehensive

response to addressing an increase on hate crimes and bias incidents through the creation of the County's Anti Hate Task Force.

Evan is chair of the Transportation & Environment Committee and serves on the Economic Development Committee. He previously served as the Council's lead for Homelessness and Vulnerable Communities.

Prior to joining the Council, Evan spent 12 years as a CNN journalist, where he covered the U.S. Congress, presidential campaigns and national politics. He also served as the executive director of Gandhi Brigade Youth Media, an innovative after school youth development organization dedicated to empowering immigrant and low-income students.

Raised in a New York home by a single mother, he came to the Washington area to attend American University. Evan and his husband Jason live in Silver Spring with their two rescue beagles, Daisy and Poppy.



## **GAYLE GOLDIN | Deputy Director, Women's Bureau, U.S. Department of Labor**

Gayle Goldin serves as Deputy Director for the Women's Bureau. Gayle is a policy analyst, strategist and former Rhode Island state senator. Prior to joining the Women's Bureau, Gayle served as campaign advisor to Family Values @ Work, where she helped coalitions around the country pass paid leave legislation while also advocating for a

national paid family and medical leave program. Gayle has also served as the strategic initiatives officer at Women's Fund of Rhode Island, where she developed a gender equity policy platform, ran the Women's Policy Institute and oversaw the grant making process.

In 2001, two things changed Gayle's life: she broke her back and became a mom. Questioning caregiving policies in the U.S., Gayle started organizing and then ran for office. In her first year as a state senator, Gayle successfully championed the passage of Temporary Caregiver Insurance, making Rhode Island the third state with paid leave and the first state to ensure everyone who used it has a right to return to work afterwards. During her legislative career, she also led efforts to increase access to affordable child care, improve health care, protect reproductive rights, raise the tipped minimum wage and address the gender and racial wage gap.

Gayle holds an undergraduate degree from McGill University and earned her master's degree from Tufts University.



**BRYAN GREENE | Vice President of Policy Advocacy,  
National Association of REALTORS®**

Bryan Greene is Vice President of Policy Advocacy at the National Association of REALTORS® where he oversees all legislative and regulatory advocacy on behalf of the association's 1.5 million members.

Bryan joined NAR in November 2019, and spent his first year at NAR raising the association's profile in Washington and nationwide on all fair-housing-related policy matters as NAR's first Director of Fair Housing Policy.

Before joining NAR, Bryan served for ten years as the highest-ranking career official in HUD's Office of Fair Housing and Equal Opportunity (FHEO), where he oversaw the policy direction and operational management of the 600-person office enforcing the nation's housing anti-discrimination laws. Under Bryan's leadership as FHEO General

Deputy Assistant Secretary, HUD pursued large-scale, high-profile cases that addressed systemic discrimination and provided widespread relief. Bryan also managed HUD's Fair Housing Assistance Program (FHAP) and HUD's Fair Housing Initiatives Program (FHIP), which together provide over \$70 million to state and local government agencies and nonprofit organizations fighting discrimination in local communities.

Bryan has held other senior positions at HUD during his three decades at the agency, including a stint as the Associate Deputy Assistant Secretary for Economic Affairs in HUD's Office of Policy Development and Research (PD&R), where he worked to reduce regulatory barriers to affordable housing.

Bryan was the 2007 recipient of the Presidential Rank Award, the highest federal honor bestowed upon federal senior executives for outstanding service.

Bryan earned his degree in Government from Harvard University.



**LISA D. GRANT HARPE, PH.D. | Director of HR & EEO Analytics, Principal Consultant, Employment & Litigation Services Division, DCI Consulting**

Lisa D. Grant Harpe, Ph.D., is an Industrial Psychologist and Director of HR & EEO Analytics, Principal Consultant in the Employment and Litigation Services Division at DCI. In this role, Dr. Harpe assists companies in the evaluation of the fairness of their employment practices.

This includes statistical and qualitative analysis of hiring, performance appraisal, compensation and promotion practices, as well as coordination with attorneys and employers involved in discrimination litigation or Office of Federal Contract Compliance Program (OFCCP) audits. She brings 20 years of expertise in industrial psychology and statistical analysis.

Dr. Harpe joined DCI after 17 years working with the Peoplefluent Research Institute (PRI), part of the Workforce Compliance and Diversity division of Peoplefluent. Prior to that, she was the first Industrial Psychologist for the North Carolina State Highway Patrol where she implemented, managed and evaluated promotion and performance appraisal systems for the organizations 1,200 officers and validated a new hiring system for Troopers.

Dr. Harpe holds a bachelor's degree in psychology from Wake Forest University and a master's and Doctor of Philosophy degree in psychology from North Carolina State University.



**JAMISON HENNINGER | Executive Director, D.C. Area Transmasculine Society (DCATS)**

Jamison Henninger is the Executive Director of the DC Area Transmasculine Society (DCATS), which runs support programs and social events for trans and nonbinary individuals in DC, Maryland,

and Virginia. He also conducts workshops and trainings for allies and businesses on how to better support and affirm the trans community, as well as workshops on the importance of gender data for better policy-making for governments around the world.



**HOLLY HOANG | Community Outreach Coordinator, Howard County Office of Human Rights & Equity**

Holly Hoang is a Community Outreach Coordinator for the Office of Human Rights & Equity (OHRE) in Howard County, Maryland. With experience in community engagement and public education both in the U.S. and internationally, Holly is passionate about grassroots activism and

organizing; reimagined spaces of public education; meaningful outreach and engagement; and how these three spheres intersect to work toward transformed and inspired thinking in communities. In her role at OHRE, Holly creates and conducts workshops and trainings; staffs community boards and commissions; plans major cultural events; and creates digital content across multiple social media platforms.



Before joining Howard County Government, Holly served as an educator in the Howard County Public School System. During her time in public education, Holly advocated for educational equity by participating in the writing and development of countywide curriculum; facilitated professional development workshops for educators throughout the school system; and became a Board Member of the Asian American Educators of Howard County. Later, her passion for advocacy, social justice, and community engagement led her to transition from public education in pursuit of a career in government that would allow her to integrate her passions and

commitment to human and civil rights with her experiences in teaching, facilitation, research, curriculum development, and project management.

Holly holds a Master of Education degree from the University of Maryland, College Park and a Bachelor of Arts degree in History from Oberlin College. Holly's achievements include being named a 2017-2018 U.S. Fulbright Scholar, receiving Oberlin College's George and Carrie G. Life Scholarship Prize, and being named a Finalist for Oberlin College's Shansi Fellowship.



### **KAREN HOLMES | Advocate & Public Speaker**

Karen Kendra Holmes works for the Federal Government as a Safety Officer. She is a strong advocate for the Transgender Community speaking around the country to military, police, fire, medical field, university, etc. Karen is volunteering with the Department of Justice/Community Relations Department as a Subject Matter Expert going around the country speak-

ing to Law Enforcement Agencies. She will be trying to build the Bridge between the Transgender Community and Law Enforcement Agencies. Karen in November 2021 was on the cover of *The Platform Magazine*, an international magazine for her service work to the country. She is an International Board Member Transgender Veteran Support Group (TVSG) LGBTQ Resources. Also, with TVSG she is the President for Washington, DC Chapter, and the Vice President with the Maryland Chapter. In July of 2021 Karen has received the honor of the 14th Annual Prideindex National Esteem Award for Outstanding Service, Transgender for her advocate, award winning Public Servant. She now as of March 11, 2022, her own TV show called "Karen Kendra Holmes Show". It will be showing along the east coast from NY to Florida and over to Chicago down south, in 11 cities.

Karen, in October 2020, received the AARP Maryland Andrus Award for Community Service, in recognition of exceptional service to her community. She also received the Engendered Spirit Award from Capital Pride in June of 2018. She also was a TEDx Speaker with TEDx Asbury Park, NJ on May 19, 2018. In April 2017 she received the "2017 Monica Roberts Advocacy Award". She was selected in January 2017 by LGBTQ Nation as one of the "Top 50 Successful Transgender Americans You Need to Know". In May of 2015, she was honored in a special edition among 31 other women from around the world in *The Platform Magazine*, for up and inspiring females who have made a difference with their platform and inspired others with their positive values towards others. In October 2013 she received "Soldier of the Year", out of the country, by the State Guard Association of the United States out of 24 states and 23 thousand soldiers. In December 2012 she received "Non-Commission Officer Soldier of the Year" by the Maryland State Guard Association and The Maryland Defense Force.

Karen has her own side business called SafetyFirst DMV and is certified as an instructor through the National Safety Council. She is always saying: "My Life Inspiration is not to have more, but to be more. Making a Difference is my mission! Karen believes whole heartedly in the importance of Giving Back to her Community.



### **JOSHUA HORWITZ, J.D. | Professor of the Practice and Co-Director, Johns Hopkins Center for Gun Violence Prevention and Policy**

Joshua Horwitz, J.D. is the Dana Feitler Professor of the Practice in Gun Violence Prevention and Advocacy at the Johns Hopkins Bloomberg School of Public Health and the Co-Director of the Johns Hopkins Center for Gun Violence Solutions. He works to reduce

gun violence by utilizing public health research and health equity analysis to build advocacy campaigns that meet critical opportunities in the policy development process. Professor Horwitz is the co-author of *Gun, Democracy and the Insurrectionist Idea* published by University of Michigan Press in 2009. He received his B.A. from University of Michigan in 1985 and his J.D. from The George Washington University in 1988.



### **DR. AMENA JOHNSON | LGBTQ Community Liaison, Montgomery County, MD**

Dr. Amena Johnson serves as the LGBTQ Community Liaison. She has a deep commitment to social justice, diversity and inclusion, advocacy, and educational equity. This passion began at the age of 5 on a ride with her grandfather to take people to the polls to vote in her hometown of Appomattox, VA.

Amena has 13 years of experience work-ing in organizations with a focus on outreach and engagement to the LGBTQ Community. She has done

this work at Prince George's County Department of Social Services, George Mason University, Supporting and Mentoring Youth Advocates and Leaders (SMYAL) and Georgetown University.

Dr. Johnson specializes in training, facilitation, and curriculum development. For 20 years she has engaged communities in dialogue and learning around: urban bias, intersectionality, the intergenerational workplace, LGBTQ topics, and diversity and inclusion in educational and nonprofit organizations. Dr. Johnson received a BFA in Drama Therapy from Longwood University. She received an MS in Organizational Leadership and Ed,D in Higher Education Leadership from Wilmington University.





**PAUL KILLEBREW | Deputy Chief, U.S. Department of Justice, Civil Rights Division**

Paul Killebrew has been with the Civil Rights Division's Special Litigation Section since January 2013 and serves as a Deputy Chief in its Police Practice Group. He leads teams of attorneys, investigators, analysts, paralegals, and experts on matters involving patterns or practices of conduct by law enforcement that deprive

individuals of rights protected by the Constitution or federal law. His current cases and matters involve the Louisville Metro Police Department, the Orange County (California) District Attorney's Office and Sheriff's Department, the Springfield (Massachusetts) Police Department, the Worcester (Massachusetts) Police Department, the Albuquerque Police Department, the Virgin Islands Police Department, and the Colorado City, Arizona Marshal's Office.



**WILLIE PEARL MACKEY KING | Civil Rights Leader**

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

Ms. King retired from the U.S. Equal Employment Opportunity Commission after serving 32 years. She served as the Financial Manager for eleven years. Before

becoming the Commission's Financial Manager, she served as the Accounting Officer.

Ms. King worked for the Southern Christian Leadership Conference under the leadership of the late Dr. Martin Luther King, Jr. for four years - February 1962 until February 1966 - as a member of his Executive Staff. She performed a variety of administrative duties that included traveling with Dr. King across the country. While in Birmingham, Alabama with Dr. King, during the Direct Action Protest Movement, King typed and helped Dr. Wyatt Tee Walker transcribe the famous Birmingham Jail Letter. The Birmingham Jail Letter was transcribed and typed from newspaper edges, table napkins, toilet paper, and whatever writing materials Dr. King could find.

Ms. King is a Montgomery Hills Baptist Church of Silver Spring, Maryland

member and Chair of the Trustee Board. She served as Chair of the Deacon Board, Member Heritage and Hope Fund, and Teacher AGAPE Sunday School Class.

Some of Ms. King's speaking engagements included: Senate Judiciary Committee, U.S. Equal Employment Opportunity Commission, U.S. Department of Energy, U.S. Merit System Protection Board, U.S. Department of Treasury, Larry King Live, CNN, Howard University (Student Campus Ministry), Margaret Murray Washington School, Concordia Lutheran School, Armstrong (Skills & Training Program), Eastern Middle School, Montgomery Hills Baptist Church, District of Columbia Baptist Convention Ministers Group, Interfaith Group (Washington, DC), U.S. Federal Deposit Insurance Corporation, Wisconsin Avenue Baptist Church, Takoma Park Baptist Church, College of Southern Maryland and The Transition Network- DC Chapter.

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

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



**ANDREA LUCAS | Commissioner, U.S. Equal Employment Opportunity Commission**

Andrea R. Lucas was confirmed by the U.S. Senate on September 22, 2020, to be a Commissioner on the U.S. Equal Employment Opportunity Commission (EEOC) for a term expiring July 1, 2025.

Before her appointment to the EEOC, Commissioner Lucas was a member of the labor and employment and litigation practice

groups of Gibson, Dunn & Crutcher LLP, and was based in the firm's Washington, D.C. office. Lucas was a member of the firm's Washington, D.C. Diversity Committee, the Women's Subcommittee of the D.C. Diversity Committee, and the Parents Resource Group of the D.C. Diversity Committee. While at Gibson Dunn, Lucas represented and advised employers and boards of directors on a wide variety of employment-related issues, including significant employment discrimination litigation, sexual harassment and other sensitive workplace investigations, and compliance with federal and state employment discrimination statutes. Commissioner Lucas has particularly deep experience counseling employers during large-scale voluntary and involuntary separation programs and related

reorganizations to prevent discrimination on the basis of age and other protected characteristics. Immediately before joining the Commission, Lucas extensively focused on providing COVID-19-related counseling to employers to help them keep their essential businesses operational or safely reopen their workplaces, while also protecting their employees' rights under federal and state employment and privacy laws.

Commissioner Lucas is committed to increasing compliance with, and ensuring enforcement of, all laws within the Commission's jurisdiction. She is particularly interested in outreach, compliance, and enforcement initiatives relating to protected characteristics which may require employers to grant reasonable accommodations, namely, disability, pregnancy-related disability, and religion.

Commissioner Lucas received her B.A., magna cum laude, from the University of Pennsylvania and her J.D. from the University of Virginia. Earlier in her career, she clerked on the United States District Court for the Eastern District of Virginia. Lucas is the mother of two young daughters and is only the second Commissioner to give birth during her tenure on the Commission.



**COLETTE MASSENGALE, ESQ., AHWD, GSI | Senior Policy Representative, National Association of REALTORS® (NAR)**

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 at Maryland REALTORS®. In that role, she served as staff liaison to the

and the Grievance Committee. 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.



**JEFFREY PAUL MAY | Principal, International Development and Planning, LLC**

Jeffrey Paul May believes the greatest act of patriotism is to stand up for Civil Rights of the most vulnerable community members. Through his personal interests and professional pursuits, he has committed himself to utilizing his talents to be a resource for the United States and to making the world a better place.

Mr. May was introduced to fair housing while seeking assistance for clients being denied housing opportunities because of their disabilities. Since first learning about the protections of the Fair Housing Act, he has been one of the most enthusiastic supporters and champions. He joined the Greater New Orleans Fair Housing Action Center as Coordinator of Investigations and later became its Executive Director. Mr. May has held leadership positions at several national organizations engaged in fair housing work including the National Fair Housing Alliance, the National Community Reinvestment Coalition, and the DB Consulting Group, Inc.

Mr. May holds a B.A. in Sociology and a Master's in Urban and Regional Planning. He was a member of the Fannie Mae Housing Impact Advisory Council, and the National Fair Housing Alliance's Board of Directors. He has been a member of the state of Louisiana and National American Planning Associations.



**DEMETRIA MCCAIN | Principal Deputy Assistant Secretary for Fair Housing & Equal Opportunity, U.S. Department of Housing & Urban Development**

Demetria McCain serves as the Principal Deputy Assistant Secretary for Fair Housing and Equal Opportunity (FHEO) at the U.S. Department of Housing and Urban Development (HUD). At FHEO, McCain assists HUD's efforts to eliminate housing discrimination, promote economic opportunity, and achieve diverse, inclusive communities.

Before joining ICP, McCain worked on USDA Section 515 rural multifamily housing matters at the National Housing Law. She was also a staff attorney for the Neighborhood Legal Services Program of Washington, D.C., assigned to the southeast office, where her portfolio primarily included landlord-tenant matters for low-income renters in private and public housing. She has taught, as an adjunct instructor, a Fair Housing and Homelessness course to undergraduate Coppin State University students.

McCain brings dual vantage points to FHEO after having spent years assisting both housing choice voucher holders who sought low-poverty well-resourced housing options and neighborhood groups in underserved communities of color who sought more equitable distribution of resources and services. McCain has sat on several local and national nonprofit boards and is a sought-after panelist and commentator on affordable fair housing and the impacts of residential segregation. She is a graduate of Howard University School of Law, New York University and Brooklyn College and a member of the Dallas Alumnae Chapter of Delta Sigma Theta Sorority, Inc.

McCain joins HUD following fifteen years of service, with five as president, at the Inclusive Communities Project (ICP), a Dallas, TX-based affordable fair housing nonprofit. Prior to becoming president, she oversaw operations, communications and ICP's Mobility Assistance Program, a housing mobility program that helps housing choice voucher holders exercise their fair housing rights. Conceived by Demetria, ICP's "Voices for Opportunity" initiative has provided advocacy training to low-income renters and neighborhood groups of color.



### **NYLEA MCGRAW-JOHNSON** | *Singer, Rising senior at Richard Montgomery HS*

Nylea McGraw-Johnson is a rising senior at Richard Montgomery High. She participates on the Madrigals Chorus and RM Cheer. At her church, she sings on the youth choir as well as participating in the liturgical dance and banner ministry. Last

year, she won first place in the AKA Sorority Inc. Juneteenth virtual Youth Arts Contest. Nylea is a requested singer in the area and has performed at the GapBusters Anniversary, ACT-SO competition in both classical and contemporary vocals. Nylea was the second-place winner of the Richard Montgomery Idol Talent Show and ACT-SO Montgomery County MD bronze medalist for Vocal Classical.



### **STEPHEN MENENDIAN** | *Assistant Director, Director of Research, Othering & Belonging Institute*

Stephen Menendian is the Assistant Director and Director of Research at the Othering & Belonging Institute, where he supervises many of the Institute's research projects and ongoing initiatives. Most notably, Stephen spearheaded the "Roots of Structural Racism Project," a multi-faceted

study revealing the persistence of racial residential segregation and its harmful consequences, the "Racial Disparities Dashboard," an analysis of racial disparities in American society, and the "Structural Racism Remedies Project," an exhaustive repository and analysis of policy recommendations aimed at addressing racial inequality. Stephen is also the lead author of the Inclusiveness Index, an annual ranking of global and US state inclusivity.



### **MELINA MILAZZO** | *Deputy Director of Public Policy, National Network to End Domestic Violence (NNEDV)*

Melina Milazzo is the Deputy Director of Public Policy at the National Network to End Domestic Violence (NNEDV), where she conducts federal advocacy to advance policies and legislation to provide resources and services for survivors as well as address root causes of gender-based

human and civil rights issues. Prior to joining NNEDV, Melina was the Washington director for a legal advocacy organization that worked to free political prisoners from around the world. She previously worked in the DC offices of the Center for Victims of Torture and Human Rights First, where she successfully developed and executed policy and legislative advocacy strategies on U.S. national security laws and policies to respect human rights. Melina has testified before Congress, Inter-American Commission on Human Rights, and UN bodies. She has appeared in major print, radio, and TV outlets, including the New York Times, Washington Post, CNN, the Guardian, and NPR.

Prior to attending law school, Melina worked for over 10 years in the corporate sector. Melina received her J.D. with high honors in international law from Florida State University College of Law and her B.S. in Business Administration from the same university. She is a member in good standing of the New York State Bar.

violence. Melina also helped organize U.S. civil society efforts to inform the development of the first-ever U.S. National Plan to End Gender-Based Violence, including organizing a Civil Society Forum highlighting key themes and recommendations that emerged over 20 listening sessions with over 2,000 advocates and survivors to the White House Gender Policy Council and federal partners.

She has over a decade of national non-profit experience conducting federal government relations, legislative and policy advocacy, coalition building, and communications work on a range of US and international



### **ARUNA MILLER** | *Lieutenant Governor, State of Maryland*

Aruna Miller is the Lieutenant Governor of the state of Maryland. On Jan. 18, 2023, she was sworn into office as Maryland's 10th lieutenant governor, the second woman to serve in that role, and the first woman of color and immigrant elected to statewide office in Maryland.

Department of Transportation to improve safety and provide equitable access. From 2010 to 2018, she served the people of Montgomery County (District 15) in the Maryland House of Delegates.

As Lieutenant Governor, her policy profile includes matters relating to transportation, mental health, and STEM equity.

She serves as chair of the Governor's Work Zone Safety Work Group, dedicated to making highway work zones safer and protecting the lives of workers, motorists, and law enforcement.

The Lieutenant Governor also chairs Maryland's first Council on Interfaith Outreach, which convenes faith leaders from across religions and across the state of Maryland to bridge divides, increase religious tolerance, end hate, and better serve all communities.

Born in India, Lieutenant Governor Miller and her family immigrated to the United States when she was 7 years old. She earned a Bachelor of Science degree in civil engineering from the Missouri University of Science and Technology. Lieutenant Governor Miller has devoted her life to public service and removing systemic barriers to opportunity.

For 25 years, she worked as a transportation engineer for Montgomery County's





### **MICHAEL MITCHELL | Consultant, International Planning & Development**

Michael D. Mitchell has worked in the field of civil rights law enforcement for over 30 years. His work is informed by his commitment to continue the efforts to build the beloved community for which so many have sacrificed. He believes that the enforcement and expansion of our civil rights laws are a sacred duty

which we have the privilege of making our daily work.

Mr. Mitchell currently serves as a consultant with International Development and Planning LLC. He is a long-time instructor for the National Fair Housing Training Academy. He worked for over a decade at the National

Community Reinvestment Coalition where he spearheaded the coalitions efforts to enforce the fair lending laws. Mr. Mitchell has served as an Adjunct Professor of Law at Howard University School of Law and is a frequent speaker at national and regional fair housing conferences.

Mr. Mitchell has worked in leadership roles with the Equal Rights Center, the Fair Housing Council of Greater Washington, and the Rockville Maryland Human Rights Commission. Prior to coming to Washington, DC, he practiced law in the Oakland California and remains an active member of the State Bar of California. Mr. Mitchell is an honors graduate of Morehouse College, and a graduate of the University of California, Berkeley School of Law.



### **JOAN TRUMPAUER MULHOLLAND | Civil Rights Leader**

Her Freedom Rider mugshot has been called one of the most iconic in American history. By the time she was 23 years old, Joan Trumpauer Mulholland had participated in over 50 sit-ins and demonstrations including the Freedom Riders, the Jackson Woolworth's Sit-in, the March on Washington, the Meredith March

and the Selma to Montgomery March. Her path has crossed with some of the biggest names in the Civil Rights Movement: Martin Luther King, Medgar Evers, Fannie Lou Hamer, John Lewis, Diane Nash, and Julian

Bond to name a few. Joan is a recipient of the 2015 National Civil Rights Museum Freedom Award, the 2018 "I Am a Man" Award, the Delta Sigma Theta Sorority, Incorporated Annual Award of Honor, and the Anti Defamation League Annual Heroes Against Hate Award. She has appeared in several books including "Coming of Age in Mississippi", "Breach of Peace", "We Shall Not Be Moved", and "She Stood For Freedom". She has appeared on television and news programs like the *CBS Nightly News* and award-winning documentaries including *An Ordinary Hero*, PBS's *Freedom Riders*, *Standing on My Sister's Shoulders* and the groundbreaking film *Eyes on the Prize*.



### **LOKI MULHOLLAND | Executive Director, The Joan Trumpauer Mulholland Foundation**

Loki Mulholland is an Emmy-winning filmmaker, author, activist and son of civil rights icon, Joan Trumpauer Mulholland. His work has received over 40 Telly Awards and his films on race and social justice issues have won 20

Best Documentary awards. Loki is the author of multiple books including "She Stood for Freedom" and "Get Back to the Counter". Loki's films have

appeared on Showtime, PBS and Amazon where *The Uncomfortable Truth* has been viewed over three million times. Loki is a member of Omega Psi Phi Fraternity, Incorporated and speaks all over the country on issues of race and social justice. Loki received an Honorary Doctorate from Ithaca College and is the founder and Executive Director of the Joan Trumpauer Mulholland Foundation which was created to end racism through education.



### **ERIKA PIERSON | Chief Administrative Law Judge, D.C. Commission on Human Rights and D.C. Office of Human Rights**

Erika Pierson is the Chief Administrative Law Judge for the D.C. Commission on Human Rights (private sector cases) and D.C. Office of Human Rights (OHR) (public sector cases). OHR was established to eradicate discrimination, increase

equal opportunity and protect human rights for persons who live in or visit the District of Columbia. The agency enforces local and federal human rights laws including the D.C. Human Rights Act, the Family and Medical Leave Act, the Criminal Background Checks for the Protection of Children Act, the Fair Criminal Records Screening Act, and the Parental Leave Act. The DC Human Rights Act, one of the most progressive in the United States, has 23 protected traits, with the newest protected

traits being homeless status and sealed conviction records. OHR, being a Fair Employment Practice Agency and a Fair Housing Assistance Program agency, investigates and adjudicates complaints of discrimination filed under Title VII of the Civil Rights Act of 1964 (Equal Employment Opportunity Act), Title VIII of the Civil Rights Act of 1968 (Fair Housing Act), the Americans with Disabilities Act and the Age Discrimination in Employment Act. The Commission and OHR also conduct educational campaigns and initiatives to educate the public about civil and human rights in the District. Judge Pierson has served as Chief Judge since 2019. During her tenure, Judge Pierson has focused on increasing access to justice by making the litigation process more friendly for pro se litigants through the creation of litigation manuals, the use of fillable forms, and public access to decisions.



Prior to joining the Commission, Judge Pierson spent 13 years as a Principal Administrative Law Judge at the D.C. Office of Administrative Hearings, a central panel, where she focused primarily in the areas of Rental Housing, D.C. Public Schools student discipline and residency cases, and adjudicated cases involving unemployment compensation, worker's compensation, notices of infraction, public benefits, and tax appeals. Judge Pierson is a certified mediator and proficient in alternative dispute resolution.

Chief Judge Pierson is a native of New York City where she attended Marymount School in Manhattan. A graduate of Grinnell College and North-

ern Illinois University College of Law, Judge Pierson began her career with the Cook County State's Attorney's Office in Chicago, Illinois where she represented the County in criminal appeals and prosecuted child abuse and neglect. She relocated to Washington, D.C. in 1995 and spent 8 years prosecuting Child Abuse & Neglect at the D.C. Office of the Attorney General and was Chief of the Child Abuse & Neglect Section. She then served three years as the General Counsel for D.C. Public Schools and the Board of Education.



### **NIKKI QUINTANA | Executive Director, Fort Wayne Metropolitan Human Relations Commission**

Nikki Quintana is the Executive Director of the Fort Wayne Metropolitan Human Relations Commission. She is responsible for representing the Commission, directing the staff, and overseeing operations of the civil rights agency to eliminate unlawful discrimination. Quintana has played

an integral role in reducing case age, improving the investigative process, and promoting the agency through outreach. Quintana is dedicated to promoting an environment of inclusivity and acceptance within the City of Fort Wayne. Quintana has trained and spoken on civil rights and discrimination at the local, state, and national level. She is sought after for advice in case management, employment discrimination, diversity

and inclusion, and fair housing. Quintana holds a bachelor's degree in Business Administration from the University of Saint Francis and a Juris Doctorate from Indiana University Robert H. McKinney School of Law. She was admitted to practice law in the state of Indiana in 2010. In 2018, Quintana was named Up and Coming Lawyer by Indiana Lawyer. In 2020, Quintana was named Greater Fort Wayne Business Weekly Forty Under 40. In 2022, Quintana was an inaugural recipient of the Indiana Latino Institute Elevated Latinos Under 40 award. Quintana is active in her community and is a member of the Mayor's Commission on Domestic Violence, Rape, and Sexual Harassment, The League for the Blind and Disabled, Advancing the Voices of Women, and other organizations that promote equity for all.



### **SARAH REDDINGER | Vice President of Community Development, Habitat for Humanity Metro Maryland**

Sarah Reddinger, Vice President of Community Development with Habitat for Humanity Metro Maryland, oversees advocacy, homeowner services and lending, real estate acquisition, project management, home preservation, and strategic partnerships. Inspired by a

belief in the transformative power of affordable housing, Sarah works tirelessly to expand the breadth of the organization's work. Under her leadership, the housing development pipeline has grown from a few dozen projects to over 120 units with projected budgets of over \$35

million. She's also grown the home preservation programs from about 30 projects a year to over 100, with a budget over \$2.5 million annually. Sarah's work to break down barriers to homeownership extends beyond the organization. She sits on the Executive Committee of the Montgomery Housing Alliance, serves on the Community Development Network of Maryland's Public Policy Committee, and served on the Housing Equity Advisory Team with the Montgomery County Planning Department. Sarah loves to work locally and globally. As a Habitat for Humanity Global Village Team Leader, she has lead ten volunteer build trips to four continents. Sarah received her Bachelor's Degree in Russian and her Masters in both Marketing and Business Administration at the University of Rochester.



### **LISA RICE | President & CEO, National Fair Housing Alliance (NFHA)**

Lisa Rice is the President and CEO of the National Fair Housing Alliance (NFHA), the nation's only national civil rights agency solely dedicated to eliminating all forms of housing discrimination and ensuring equitable housing opportunities for all people and communities. NFHA is also the trade association for over

170 member organizations throughout the USA that work to eliminate barriers in the housing markets and expand equal housing and lending opportunities. NFHA provides a range of programs to affirmatively further fair housing including housing and community development, tech equity,

education & outreach, public policy & advocacy, training & consulting, and enforcement initiatives.

Ms. Rice is a member of the Leadership Conference on Civil and Human Rights Board of Directors, Center for Responsible Lending Board of Directors, FinRegLab Board of Directors, JPMorgan Chase Consumer Advisory Council, Mortgage Bankers Association Consumer Advisory Council, Freddie Mac Affordable Housing Advisory Council, Fannie Mae Affordable Housing Advisory Council, Quicken Loans Advisory Forum, Bipartisan Policy Center's Housing Advisory Council, and Berkeley's The Turner Center Advisory Council.



### **JEFFERY ROBINSON | Attorney and Racial Justice Activist**

Jeffery Robinson is the founder and CEO of The Who We Are Project, a non-profit organization working to expose and promote the historical truths of anti-Black racism and white supremacy in the United States. Since graduating from Harvard Law School, Jeffery has four decades of experience working on criminal and racial

justice issues - initially as a public defender, then in private practice at Schroeter Goldmark & Bender for 27 years before joining the ACLU National Office in 2015 as a deputy legal director and the Director of the

ACLU's Trone Center for Justice and Equality. In 2021, Jeffery left the ACLU to form The Who We Are Project, which promotes reckoning with our true history to pave the path toward racial equity and justice. He continues to be a nationally recognized trial attorney and respected teacher of trial advocacy, but his passion is speaking to diverse audiences across the country about our shared history and the role of anti-Black racism in all of our systems, including the criminal justice system. One of Jeffery's groundbreaking presentations forms the basis of the feature-length documentary entitled *Who We Are: A Chronicle of Racism in America* (available on Netflix, Amazon Prime, and other platforms). The film serves as just one of the educational tools of The Who We Are Project.



### **JASON ROSENSWEIG | Director of Legislative Affairs & Policy, Illinois Department of Human Rights and Illinois Commission on Discrimination & Hate Crimes**

Jason Rosensweig serves as the Director of Legislative Affairs and Policy at the Illinois Department of Human Rights, as well as Commissioner on the Illinois Commission on Discrimination and Hate Crimes. Jason brings experience in academia, policy, advocacy, public

service, and community and coalition building, with a passion for bringing together different groups and people to build a strong social fabric, communities, and institutions. He believes deeply in just and effective government that is the best expression of the people and a positive force for all, and that the State of Illinois can be a national leader in protecting all

people and creating a healthy and harmonious society. Previously, Jason was Director of Chicago for the Shalom Hartman Institute, a think tank, and Assistant Director for Advocacy and International Affairs at the American Jewish Committee (AJC). Before his career in public service, Jason was an academic studying and teaching political philosophy, with a focus on pluralism, community, and how we can best get along in a shared, free society. In 2023, he is an Adjunct Professor at Northwestern University teaching in the Northwestern Prison Education Project. Previously, he was Adjunct Professor of Government at American University and Lecturer at the University of Chicago, where he also earned his PhD from the Committee on Social Thought.



### **LYNN ROSENTHAL | Director of Sexual and Gender-Based Violence, United States Department of Health and Human Services**

Lynn Rosenthal is the HHS Director of Sexual and Gender-based Violence at the U.S. Department of Health and Human Services where she leads the Department's work to implement the National Plan to End Gender-based Violence and related initiatives. In 2021, Lynn was appointed

by Secretary Austin to chair then Independent Review Commission on Sexual Harassment and Assault in the U.S. Military.

Lynn served for three years as President of the Center for Family Safety and Healing at Nationwide Children's Hospital in Columbus Ohio, a multi-

service organization providing child advocacy, maternal health care, and domestic violence services. From 2017-2018, Lynn was the Biden Foundation's Director of Violence Against Women Initiatives

From 2009 to 2015, Lynn was the first-ever White House Advisor on Violence Against Women and a senior advisor to then-Vice President Biden. She co-chaired the White House Task Force to Protect Students from Sexual Assault on behalf of Vice President Biden and represented the Vice President on the White House Council on Women and Girls. Lynn has also been the executive director of the National Network to End Domestic Violence and state domestic violence coalitions in New Mexico and Florida.



### **LEAH ROTHSTEIN | Author**

Leah Rothstein is co-authoring, with Richard Rothstein, a sequel to *The Color of Law*. While in *The Color of Law*, Mr. Rothstein described how government policy created residential segregation, the sequel will describe how local community groups can redress the wrongs of segregation. Leah has worked on public

policy and community change, from the grassroots to the halls of government. She led the Alameda County and San Francisco probation departments' research on reforming community corrections policy and practice to be focused on rehabilitation, not punishment. She has been

a consultant to nonprofit housing developers, cities and counties, redevelopment agencies, and private firms on community development and affordable housing policy, practice, and finance. Her policy work is informed by her years as a community organizer with PUEBLO and Californians for Justice, working on housing, public safety, environmental justice, and youth leadership, and as a labor organizer with the Union of Needletrades, Industrial, and Textile Employees (UNITE).

Leah received a Bachelor's Degree with honors in American Studies from the University of California, Santa Cruz and a Master's Degree in Public Policy from the Goldman School of Public Policy at the University of California, Berkeley.



### **RICHARD ROTHSTEIN | Author**

Richard Rothstein is the author of “THE COLOR OF LAW: A Forgotten History of How Our Government Segregated America”. A Distinguished Fellow of the Economic Policy Institute, the Thurgood Marshall Institute of the NAACP Legal Defense Fund, and of the Haas Institute at

the University of California (Berkeley). In addition to his recent book, “The Color of Law”, he is the author of many other articles and books on race and education, which can be found at his web page at the Economic Policy Institute: <http://www.epi.org/people/richard-rothstein/>. Previous influential books include “Class and Schools: Using Social, Economic and Educational Improvement to Close the Black-White Achievement Gap”, and “Grading Education: Getting Accountability Right”.



### **ROBIN RUNGE | Consultant and Law Professor**

Robin R. Runge is a legal expert on advocating for the employment rights of survivors of gender-based violence and harassment including the development of strategies and interventions to prevent and address gender-based violence and harassment in the world of work. Robin is a consultant for Futures Without Violence

190 the first ever binding international treaty to eliminate violence and harassment in the world of work including gender-based violence.

From 2017 to March 2022, Robin was Co-Director, Acting Director, and Senior Gender Specialist in the Equality and Inclusion Department at the Solidarity Center where she led global strategic programming for Solidarity Center staff, union and workers’ rights organization partners, and allies internationally on gender equality and inclusion. She also directed the implementation of the Solidarity Center’s global campaign to end gender-based violence and harassment in the world of work. As a part of this work, she served as a member of the workers’ group technical drafting committee for negotiations at the International Labour Conference in 2018 and 2019 in Geneva, Switzerland which led to the adoption of the first ever global labor standard to address violence and harassment in the world of work including gender-based violence and harassment (ILO Convention 190).

and a Distinguished Professorial Lecturer in Law at The George Washington University Law School where she teaches Domestic Violence Law and directs the Workers’ Rights Division of the Access to Justice Clinic. She is the author of several law review articles and most recently co-author of the book *Stopping Gender-Based Violence in the World of Work* (Aspen Publishing 2022) describing the landmark global campaign that led to the adoption of International Labor Organization Convention



### **LEON RUSSELL | NAACP Chairman of the Board**

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.

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, Russel 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.

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



**MARLENE SALLO, JD. | Executive Director, National Disability Rights Network (NDRN)**

Marlene Sallo has over 35 years of experience in public policy, legal advocacy, community engagement, training and technical assistance work. She has focused her career on fighting for justice for marginalized communities, which includes the disability community. Taking an intersectional approach to her work has allowed Ms. Sallo to bring an understanding of

systemic injustice and social inequality to her grass roots advocacy and has fueled her fight against intersectional discrimination in the legal and policy arena. Her litigation and public policy career have allowed her to address several social injustice issues including, but not limited to, unequal educational opportunities for minority students with a disability, voter suppression and the criminalization of minority youth with disabilities.

Ms. Sallo currently serves as the executive director of the National Disability Rights Network (NDRN). She is the first woman, first Latina and first person with a disability to lead NDRN. Before joining NDRN, Sallo served as Director of Preventing Targeted Violence at the McCain Institute for International Leadership. She previously served for almost four years as executive director of the Massachusetts Disability Law Center (DLC), the federally designated Protection and Advocacy agency for the Commonwealth of Massachusetts.

President Barack Obama appointed Ms. Sallo to serve as the staff director of the U.S. Commission on Civil Rights in 2013. She later worked for the Obama Administration at the U.S. Department of Justice, Community Relations Service (CRS) as chief of staff and senior counsel. While at CRS, she oversaw CRS's response to communities in conflict and the creation and delivery of training aimed to enhance community capacity to independently prevent and resolve future conflicts. Ms. Sallo has a B.A. from Manhattanville College and a J.D. from Florida State University.

**KEITH SCOTT | Chief Executive Officer, K.L. Scott & Associates, LLC**

Keith Scott is the Founder and Chief Executive Officer of K.L. Scott & Associates, LLC. He is an accomplished IT and management consulting services leader with over 30 years of management consulting experience with over 17 years of federal and public sector experience. He is a proven results-oriented leader and has an excellent track record of optimizing client

performance through strategic organizational transformational services, operational process improvements, program management, quality assurance and information technology solutions in both private and public

sectors. Mr. Scott has supported over 60 local, state, and federal government clients deliver positive outcomes for communities across the country. As a trusted advisor to government leaders, Mr. Scott is often called upon when agencies are seeking to modernize technology, enhance their citizen/customer experience, optimize business processes, and improve inter- and intra- agency coordination, extend organizational capacity through skills development, and create strategic solutions for cost reduction and avoidance initiatives, and manage organizational change and transformation. Mr. Scott has leadership experience with internationally top-rated management consulting firms such as Deloitte Consulting, LLP, and Gartner Inc where he served as a Consulting Partner.

**RABBI ABBI SHAROFSKY | Director of Intergroup Relations and Rabbi in Residence, Jewish Community Relations Council of Greater Washington**

Rabbi Abbi Sharofsky is the Director of Intergroup Relations and Rabbi in Residence for the Jewish Community Relations Council of Greater Washington. She studied at the Jewish Theological Seminary and was ordained in 2012. Rabbi Sharofsky also holds a master's degree from the Davidson School of Jewish Education

at the Jewish Theological Seminary, specializing in experiential Jewish education. She previously served as deputy director of the Jewish Welfare Board Jewish Chaplains Council.

Rabbi Sharofsky is the recipient of the 2016 JPRO Network Young Professional Award, a Rabbis Without Borders fellow, and currently serves on the Executive Council of the Rabbinical Assembly. Her work within the

Rabbinical Assembly includes spearheading change in the areas of gender and power regarding rabbinic conduct and ethics. She represented the Rabbinical Assembly at the International Jewish Committee for Inter-religious Consultations (IJCIC) 2023 Emerging Leaders Conference. Rabbi Sharofsky is involved in numerous interfaith organizations and advisory groups throughout Greater Washington, including the Interfaith Council of Metropolitan Washington where she is a member of the executive committee and is a co-chair of the Montgomery County Faith Community Advisory Group to the County Executive. She regularly speaks at schools, government agencies, and faith communities on the role of interfaith and intergroup relations in combating antisemitism and other forms of hate. Rabbi Sharofsky works with school districts, government offices, corporate and not for profit organizations to address issues of bias and hate and create allies between communities.

**ROBERT SOWELL | Assistant Executive Director, County of Los Angeles Commission on Human Rights**

Robert serves as Assistant Executive Director of the County of Los Angeles Commission on Human Relations. He provides administrative oversight to Commission staff and operations. Currently this includes hate crime documentation, pre-vention, and response; a criminal

justice equity initiative; the agency's work to equip and engage youth as social justice advocates and activists; the agency's LA vs Hate initiative; response to emerging justice and human relations issues; and building the capacity of County units, municipal groups, and community partners to advance equity. His work includes supporting the design and delivery of customized training to groups such as community interventionists, housing managers, criminal justice professionals, government workers,



young adults, and human services volunteers. He helps facilitate training on a variety of topics, including cultural competence; diversity, equity, and inclusion; managing the influence of bias; what prejudice (including implicit bias) is, how it works, and what we can do about it; constructive candid conversations; the history of racism and “race”; positive conflict resolution; building and maintaining trust; leadership; collaboration; assessing equity impact of policies and practices; and cultivating



### **ERIK STEINECKER | Director of the Fair Housing Assistance Program (FHAP), U.S. Department of Housing and Urban Development**

Erik Steinecker is the Director for the FAIR Housing Assistance Program (FHAP) in the Office of Fair Housing and Equal Opportunity at the U.S Department of Housing and Urban Development (HUD). In this capacity, he oversees the administration of FHAP, which provides funding annually on a noncompetitive basis to

state and local agencies administering fair housing laws that provide rights and remedies that are substantially equivalent to those provided by

organizational culture to advance equity.

Robert also serves as an adjunct undergraduate professor teaching courses in child protective services, mediation, peacebuilding, criminology, and juvenile delinquency. He has earned graduate degrees in social work and in education and completed post-graduate course work in public and urban affairs.

the federal Fair Housing Act. Erik previously served as a program analyst in the FHAP Division for five years and before that investigated housing discrimination complaints as an Equal Opportunity Specialist for five years in HUD’s Region X office. He also serves as HUD’s subject matter expert for housing related human rights inquiries and treaty reporting. Outside of his capacity at HUD, he is a certified mediator, and volunteers with Mediators Beyond Borders International. He is a current member of the Washington State Bar and holds a law degree from Seattle University School of Law, a master’s degree from the United Nations University for Peace, and a bachelor’s degree from the University of Washington.



### **BENJAMIN STEVENSON | Director, Montgomery County Department of Correction and Rehabilitation**

Ben Stevenson serves as the Director for the Department of Correction and Rehabilitation (DOCR). Mr. Stevenson has over 27 years of experience working with Montgomery County’s corrections. He currently oversees DOCR’s operations of three divisions: Detention Services, Community Corrections, Medical and Behavioral Services, and Management Services divisions. He previously served as the

Division Chief of Community Corrections, overseeing operations of the Pre-Release Center, Pre-Trial Assessment and Supervision Unit, and Alternative Community Service’s (ACS) diversion programs.

Mr. Stevenson began his public safety career as a Correctional Officer in 1996. He transferred to the Community Corrections Division to provide security and community supervision work as a Resident Supervisor until

2001. Mr. Stevenson worked as a Case Manager for both the Pre-Release Center and the Pre-Trial Supervision Unit until being promoted as the Deputy Chief of Security and Facilities at the Pre-Release Center in 2011. Mr. Stevenson has been a senior manager within DOCR with experience in the areas of security, facilities, programs, and services. Mr. Stevenson has a bachelor’s degree in administration of justice from the Penn State University and has two master’s degrees in education and distance education from the University of Maryland Global Campus (UMGC). He also served in the United State Marine Corp Reserve (USMCR).

Since 2005, Mr. Stevenson has worked as an adjunct Associate Professor with UMGC’s Criminal Justice Department, teaching Correctional Administration courses. He also serves auditor with the American Correctional Association (ACA) and served as the Past President of the Maryland Criminal Justice Association (MCJA).



### **ARIANA STOWE | ISSA Elite Trainer**

Ariana Stowe is an ISSA Elite Trainer with certifications in personal training, nutrition, genetic based fitness coaching, and transformation specialist. She specializes in helping high achieving women who have discipline in business but not

with fitness to lose weight and build curves in her 90 day online coaching program. In 2020, she was featured in Strong Fitness Magazine as a Women to Watch and successfully led a live online fitness event for Juneteenth on their social media platform. To stay up to date with Ariana, you can follow her on social media on instagram @arianastowe or visit her website [www.byarianastowefitness.com](http://www.byarianastowefitness.com).



### **ILANA TRACHTMAN | Emmy Award-Winning Documentary Director & Producer**

Ilana Trachtman is an Emmy award-winning documentary director and producer. For over twenty-five years, she has created programs for numerous networks including PBS, ABC-TV, Discovery, Showtime, HBO Family, Lifetime, and the Sundance channel. Her topics have ranged from the legacy of slavery in Latin America (*Black in Latin*

*America* with Henry Louis Gates, PBS) to Gulf coast shrimpers (*Our Heroes, Ourselves*, Lifetime,) glassblowing for at-risk youth (*The Arts Advantage*, ABC-TV) to transgender parents (*The Pursuit*, PBS.) Other favorite prime-time directing credits include the independent feature *Mariachi High* and the PBS prime time series *Texas Ranch House*. Supervising producer credits include PBS’ *History Detectives* and Sundance’s *Big Ideas for a Small Planet*. Ilana began her career in children’s television on *Reading Rainbow*, later working on *The Puzzle Place* and *Backyard Safari* (all for

PBS.) Through her production company Ruby Pictures, Ilana made the internationally acclaimed feature documentary *Praying with Lior* as well as numerous films for educational institutions, non-profit organizations, and museums. Her current film, *Ain't No Back to a Merry-Go-Round*, is about

the first inter-racial civil rights protest in America, and will be complete in the fall of 2023. Ilana is a frequent speaker on the topics of her films: disability inclusion, Latino teens, and community organizing around racial justice.



### **ARNOLD UMUNNA | Cellist, Rising Freshman at American University**

Arnold Umunna, Jr. (AJ), is an 18-year-old senior at Winston Churchill High School in Potomac, Maryland. He aspires to become an international lawyer. AJ began playing the cello in third grade and has served as the principal cellist for his high school orchestra, CO2. In 2018, AJ performed in the International School of Music's Honors Recital at Carnegie Hall. The DC

Youth Orchestra Program (DCYOP) has also been a part of his life since third grade, starting as a beginner and progressing to the most advanced orchestra. He is currently the principal cellist for DCYOP's Youth Virtuosi Orchestra. He has also performed at the Kennedy Center in honor of composer John Williams. Last summer AJ participated in the DCYOP's international tour of Spain and Portugal. He has also performed at the

Martin Luther King, Jr. memorial to mark the memorial's 10th anniversary. Additionally, he has performed at the Lincoln Memorial, Wolf Trap National Park for the Performing Arts, as well as for the Chilean Ambassador to the United States.

AJ has studied Chinese language and culture since kindergarten and has earned the Maryland seal of biliteracy. He hopes to minor in Chinese and use his Chinese language skills and cultural knowledge to build bridges between the African American and Chinese communities. The College Board recognized AJ with its National African American Recognition Award and its AP Scholar with Distinction designation.

Additionally, AJ enjoys scouting and is an Eagle Scout. His other hobbies include golfing, reading historical fiction, traveling, geography, and spending time with his family.



### **THE HONORABLE CHRIS VAN HOLLEN | United States Senator, Maryland**

Elected to the United States Senate by the people of Maryland in November 2016, Chris Van Hollen is committed to fighting every day to ensure that our state and our country live up to their full promise of equal rights, equal justice, and equal opportunity.

Senator Van Hollen believes that every child deserves the opportunity to pursue

their dreams and benefit from a quality education, and that anyone willing to work hard should be able to find a good job. That's why his top priorities include creating more and better jobs, strengthening small businesses, and increasing educational and job training opportunities for individuals of all ages and in every community.

Senator Van Hollen started his time in public service as a member of the Maryland State Legislature, where he became known as a tenacious advocate for everyday Marylanders and someone who was unafraid to take on powerful special interests on behalf of working people. In 2002, he was elected to represent Maryland's 8th Congressional District. In the

House of Representatives, he served as a member of the Democratic leadership and was elected by his colleagues to be the Ranking Member of the House Budget Committee and protect vital interests like Social Security and Medicare.

A tireless fighter for the people of Maryland, Senator Van Hollen has also become known for working hard to find common sense solutions to difficult national issues. In January 2015, he released a comprehensive plan to address the problem of growing inequality in America and provide a blueprint for building an economy that works for everyone, a goal that he will continue to fight for in the U.S. Senate.

Senator Van Hollen is proud to have worked successfully with members of both parties to pass bipartisan legislation whenever possible on issues of common concern, including expanding medical research, protecting the Chesapeake Bay, fighting childhood cancer, and passing the ABLE Act to assist families with children with disabilities.

Chris Van Hollen is a graduate of Swarthmore College, the John F. Kennedy School of Public Policy at Harvard University, and Georgetown University Law Center where he attended night school. He and his wife, Katherine Wilkens, are the proud parents of three children, Anna, Nicholas, and Alexander.



### **THE VOICES OF CLASSIC SOUL | United States Senator, Maryland**

The Voices of Classic Soul have been around the world and back again several times each as the lead singers of four of the most legendary vocal groups of all time: the Temptations, Platters, the Four Tops, and Drifters. The three singers have a back-story right out of a Hollywood movie; Coleman, Blunt & Peoples grew up singing together

in church and on street corners throughout the 1960s before finding fame and fortune separately, then reuniting after 30 years to harmonize together once again.

Joe Coleman joined the Platters for a two-decade stint as the group's lead singer in addition to gaining a successful career as a songwriter and playwright. Joe Blunt performed and recorded with the Drifters for over a decade in venues all over the world alongside Ben E. King and Johnny Moore, earning a Lifetime Achievement Award from Sony Records. Theo Peoples was discovered and hand-selected to join the 'Temptations' group in 1992 and made Motown history by becoming the first musician to be in both The Temptations and The Four Tops.



## REVEREND TIMOTHY B. WARNER | *Senior Pastor, Emory Grove UMC*

Rev. Timothy B. Warner was called to the gospel ministry while serving as a Deacon at Mt. Calvary Baptist Church of Rockville, MD in 1996. He was licensed to preach in 1998 and ordained to pastoral ministry after he completed his Master of Divinity degree at Wesley Theological Seminary in 2003. Reverend Warner was trained as a bacterial geneticist, and enjoyed a

productive career in pharmaceutical research and development, where he held various scientific and executive leadership positions for over 18 years before committing to full-time ministry.

He has served as the Associate Council Director for Community and Economic Development in the Baltimore-Washington Conference of the United Methodist Church, on the staff of the Montgomery County Executive in his Office of Community Partnerships as the Community Liaison for the African American and Faith Communities, and as Chief Engagement and Partnership

Officer for Montgomery County Public Schools. He is a frequent lecturer in community engagement for several graduate schools, and has received Wesley Theological Seminary's Urban Ministry Distinguished Alumnus Award. Rev. Warner is proud to have served for the last 10 years as Senior Pastor of the Emory Grove United Methodist Church in Gaithersburg, MD, where he is a co-founder of the Racial Justice Coalition. Most recently, he has founded The Heritage Emory Grove Community Development Corporation which is leading in a partnership to redevelop the historical Emory Grove community and restore a sense of authentic community. He also serves as the Director for Faith Relations at Habitat for Humanity of Metro Maryland where he helps to engage faith communities in the justice ministry of affordable housing in Montgomery and Prince Georges Counties.

He believes in the power of prayer, and attributes whatever success that has been ascribed to his ministry to the great many conversations so many have had with God on his behalf. Rev. Warner shares an extreme sense of pride in the family God has given him with his wife, Paula, of nearly 4 decades.



## DR. CARLTON WATERHOUSE | *Professor of Law, Howard University School of Law*

Carlton Waterhouse is an international expert on environmental law and environmental justice, as well as reparations and redress for historic injustices. In 2021, he was appointed by President Joe Biden in the role of Deputy Assistant Administrator for the Office of Land and Emergency Management at the Environmental Protection Agency and nominated to the United

States Senate to serve as the Assistant Administrator for the office. During his two years serving in the Office of Land and Emergency Management, he oversaw the nation's programs for toxic waste site remediation, community revitalization and redevelopment through contaminated site cleanup, hazardous and solid waste materials management, chemical plant safety, and emergency response to toxic spills, fires, and explosions.

He is a Fulbright research scholar and is a former board member of the Environmental Law Institute and the Natural Resources Defense Council. He actively participates in national and local organizations protecting civil rights and advancing environmental protection and justice. His views have been published in *The New York Times*, *The Wall Street Journal*, and other media outlets. Using an interdisciplinary approach, Professor Waterhouse examines critical social issues facing the country and the world in his scholarship. His forthcoming book with Cambridge University Press explores the historic and contemporary role of the United States Supreme Court in maintaining and dismantling racial dominance. His scholarship includes essays, articles, and book chapters focused on the ethical and legal dimensions of environmental justice and reparations. Carlton is a Professor of Law and the founding director of the Environmental and Climate Justice Center at the Howard University School of Law School.



## DR. KAYE WHITEHEAD | *Executive Director, Karson Institute for Race, Peace, & Social Justice, Professor, Communication and African & African American Studies, Loyola University Maryland and President, National Women's Studies Association*

Karsonya "Kaye" Wise Whitehead is the founding director of The Karson Institute for Race, Peace & Social Justice and a professor of communication and African and African American Studies at Loyola University Maryland. She is the host of the

award-winning radio show *Today with Dr. Kaye* on WEAA, 88.9 FM, and the recent recipient of the John LaFarge Award, and the Vernon Jarrett Medal for Journalistic Excellence for her outstanding reporting on the impact racial reckoning has had in helping to close social/racial wealth gap for Black people in America. She was recently selected by *The Daily Record* as one of Maryland's Top 100 Women of 2022 (an honor that she also received in 2020) and by Black Girls Vote as a 2022 honoree for its "Ladies & Politics" series. Her radio show, *Today With Dr. Kaye*, received both the 2022 Chesapeake Associated Press Award for Best in Show and for Best Radio Talk Show; and the Second Place Award for Outstanding Editorial or Commentary.

In 2021, Dr. Whitehead received the Regional Edward R. Murrow Award for Excellence in Diversity, Equity, and Inclusion; the *Afro* newspaper selected her as one of their "2021 Newsmakers of the Year;" and the *Baltimore Business Journal* selected her to receive the Leaders in Diversity Award. In 2019, she received the Collegium Visionary Award from the College of Holy Cross; the Exceptional Merit in Media Award (EMMA) from the National Women's Political Caucus; the *Baltimore Sun* named her as one of Baltimore's 25 "Women to Watch in 2019"; and *Essence* magazine included her on the 2019 "Woke 100 List," of "black women advocating for change." As one of only a few daily drive-time afternoon radio shows hosted by a black woman, *Today with Dr. Kaye* received the 2021 and 2020 Chesapeake Associated Press Award for Outstanding Editorial or Commentary, the 2019 Chesapeake Associated Press Award for Outstanding Talk Show, and the second place Award for Outstanding Editorial or Commentary.



She is the author of four books, including “RaceBrave: new and selected works”; “Notes from a Colored Girl: The Civil War Pocket Diaries of Emilie Frances Davis”, which received both the 2015 Darlene Clark Hine Book Award from the Organization of American Historians and the 2014 Letitia Woods Brown Book Award from the Association of Black Women Historians; and “Letters to My Black Sons: Raising Boys in a Post-Racial America”. She is a K-12 master teacher in African American history, an award-winning curriculum writer and lesson plan developer, and an award-winning former Baltimore City middle school teacher.

In February 2016, Dr. Whitehead received the Joan B. Kroc’s Institute for International Peace Studies “Distinguished Alumni” Award for her work as a peace activist, scholar, filmmaker, writer, and poet. In 2014, she received the 2014 Lifetime Achievement Award from the Progressive National Baptist Convention (PNBC); was selected as one of the top 25 women professors in Maryland by Online Schools Maryland; and in 2013, received Loyola University Maryland’s Faculty Award for Excellence in Engaged Scholarship for her work documenting the stories of women who are temporarily experiencing homelessness.

Dr. Whitehead also received the 2006 Gilder Lehrman Preserve America Maryland History Teacher of the Year Award (sponsored by the Gilder Lehrman Institute of American History and the Maryland State Department of Education); was one of 50 alumni to receive the Distinguished Black Alumni

Award from the University of Notre Dame, Indiana (2005); and was a winner of both the Langston Hughes, David Diop, Etheridge Knight Poetry Award (1999, 2000) and the Zora Neale Hurston Creative Writing Award (1998) from the Gwendolyn Brooks Creative Writing Center at the University of Chicago.

Prior to her work in academia, Dr. Whitehead was a documentary filmmaker with MetroTV, a PBS affiliate, and a senior producer for Music Television Networks (MTV). In 2001, she directed and produced *Twin Towers: A History*, a documentary film that describes the technical problems that were overcome and challenges the ironworkers faced in constructing the landmark buildings and recounts the daredevil stunts that the buildings attracted. The film was nominated for an Emmy in 2002—Dr. Whitehead’s third nomination. It has since become the second-largest-selling film about 9/11 and airs regularly on PBS stations around the country.

Dr. Whitehead is the former national secretary for the Association for the Study of African American Life and History (ASALH) and the current national President of the National Women’s Studies Association). Additionally, she writes a bi-monthly column, “Conversations with Dr. Kaye,” for the Baltimore *Afro* newspaper based upon her deep ethnographic study within the Black Butterfly neighborhoods of Baltimore City. She is also one of the most sought-after keynote speakers in the country, having given over 500 keynotes worldwide.



### **JAMIE WILLIAMSON | Philadelphia District Office Director, United States Equal Employment Opportunity Commission (EEOC)**

Jamie R. Williamson became the District Director of the Philadelphia office of the Equal Employment Opportunity Commission (EEOC) in December of 2017. Ms. Williamson was appointed Commissioner of the Massachusetts Commission Against Discrimination (MCAD) by former Governor Deval Patrick in 2010 and became the

Chairwoman in 2014. As a commissioner, she was responsible for the administration, adjudication, and education of civil rights matters in the Commonwealth of Massachusetts. She served in that position until accepting the appointment with the EEOC. Prior to joining the MCAD, she was the Executive Director of the Massachusetts Fair Housing Center, a private non-profit fair housing organization. Throughout her career, Ms.

Williamson has been at the forefront of initiatives to improve access to justice. In 2005, she was appointed by the Supreme Judicial Court of Massachusetts to serve on the state’s Access to Justice Commission. As a key member of the commission, she provided leadership, vision, and coordination in guaranteeing access to civil justice for families and individuals of the Commonwealth of Massachusetts. She is the founder of the Northeast Civil Rights & Fair Housing Conference. Ms. Williamson is the recipient of several prestigious awards and citations for her leadership in civil rights, education, and enforcement. Most notably she made history as the first African American woman to be elected to the City Council in Pittsfield, MA. Ms. Williamson is a certified mediator and trainer in the areas of leadership, fair housing, employment, and sexual harassment discrimination. She is a graduate of Smith College in Northampton, MA.





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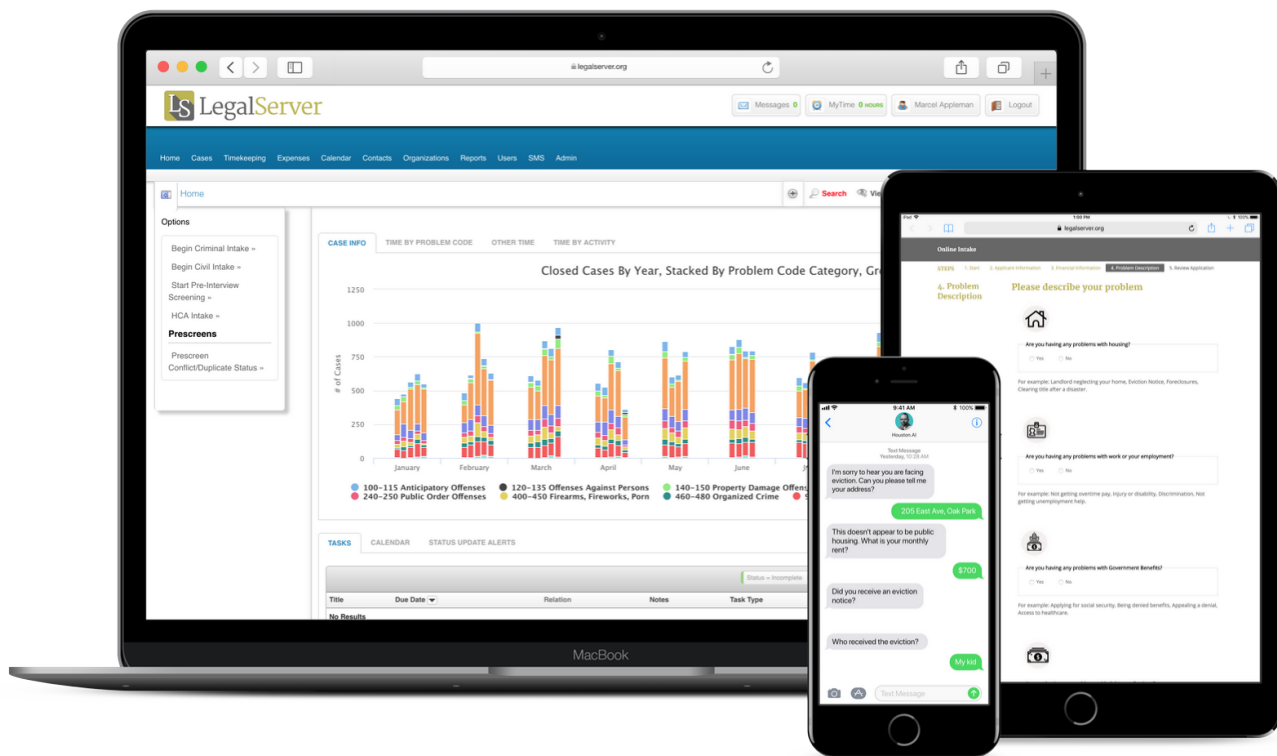
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