



INTERNATIONAL ASSOCIATION OF OFFICIAL HUMAN RIGHTS AGENCIES

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

2025 IAOHRA CONFERENCE

ANNUAL BUSINESS MEETING

October 8, 2025

Anchorage, Alaska

Proposed Resolutions

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RESOLUTION #1

INTERNATIONAL ASSOCIATION OF OFFICIAL HUMAN RIGHTS AGENCIES

TITLE: RESOLUTION IN SUPPORT OF HUMAN RIGHTS REGARDLESS OF NATIONAL ORIGIN

WHEREAS, the International Association of Official Human Rights Agencies (IAOHRA) is a professional association of state, county, and city governmental human rights commissions in the United States of America and several statutory human rights agencies in Canada, and IAOHRA's goals are "to foster human and intergroup relations, to enhance human rights practices under law, and to promote civil and human rights around the world;" and

WHEREAS, Article 2 of the United Nations Universal Declaration of Human Rights asserts that "Everyone is entitled to all the rights and freedoms set forth in this Declaration, without distinction of any kind, such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status;" and

WHEREAS, human rights are protected under international legislation, regardless of a person's national origin, including the International Covenant on Civil and Political Rights (ICCPR), Article 26, which asserts "All persons are equal before the law and are entitled without any discrimination to the equal protection of the law" and that "the law shall prohibit any discrimination and guarantee to all persons equal and effective protection against discrimination on any ground such as... national or social origin;" and

WHEREAS, the United States Civil Rights Division of the Department of Justice defines laws prohibiting national origin discrimination as making it "illegal to discriminate because of a person's birthplace, ancestry, culture or language." In other words, this means "people cannot be denied equal opportunity because they or their family are from another country, because they have a name or accent associated with a national origin group, because they participate in certain customs associated with a national origin group, or because they are married to or associate with people of a certain national origin;" and

WHEREAS, there are legal protections against violence based on a person's national origin, such as the Hate Crime Prevention Act, which prohibits "bodily injury to any person or, through the use of fire, a firearm, a dangerous weapon, or an explosive or incendiary device, attempts to cause bodily injury to any person, because of the actual or perceived... national origin of any person," and, despite these protections, the U.S. Office of Justice programs reported that during the 5-year period of 2015-19, the most commonly reported motivation (estimated 59%) of violent hate crime victimizations were based on bias against race, ethnicity or national origin; and

WHEREAS, Article 23 of the United Nations Universal Declaration of Human Rights says “Everyone, without any discrimination, has the right to equal pay for equal work;” and

WHEREAS, there are employment laws that explicitly prohibit discrimination on the basis of national origin. The U.S. Equal Employment Opportunity Commission asserts that “Title VII prohibits employer actions that have the purpose or effect of discriminating against persons because of their real or perceived national origin,” and despite these laws, the Equal Employment Opportunity Commission (EEOC) reported 8,266 charges of employment discrimination based on national origin in the United States during the 2024 fiscal year.

NOW THEREFORE BE IT RESOLVED, there is a need for continued affirmation of the importance of human rights regardless of an individual’s national origin.

BE IT FURTHER RESOLVED, that the International Association of Official Human Rights Agencies (IAOHRA) will affirm support of human rights regardless of national origin.

Adopted this [day] of [month], [year], by the International Association of Official Human Rights Agencies.

President

RESOLUTION #2

INTERNATIONAL ASSOCIATION OF OFFICIAL HUMAN RIGHTS AGENCIES

TITLE: RESOLUTION IN SUPPORT OF NON-DISCRIMINATORY TENANT SCREENING PRACTICES

WHEREAS, the International Association of Official Human Rights Agencies (IAOHRA) is a professional association of state, county, and city governmental human rights commissions in the United States of America and several statutory human rights agencies in Canada, and, IAOHRA's goals are "to foster human and intergroup relations, to enhance human rights practices under law, and to promote civil and human rights around the world;" and,

WHEREAS, Article 25 of the UN General Assembly's Universal Declaration of Human Rights (UDHR), adopted in 1948, states that "[e]veryone has the right to a standard of living adequate for the health and well-being of himself and of his family, including food, clothing, housing and medical care and necessary social services"; and

WHEREAS, the U.S. Department of Housing and Urban Development (HUD)'s 2024 Annual Homelessness Assessment Report (AHAR) to Congress found that "[t]he number of people experiencing homelessness on a single night in 2024 was the highest ever recorded," and that "771,480 people – or about 23 of every 10,000 people in the United States – experienced homelessness in an emergency shelter, safe haven, transitional housing program, or in unsheltered locations across the country"; and

WHEREAS, according to the National Fair Housing Alliance, "private non-profit fair housing organizations, the U.S. Department of Housing and Urban Development (HUD), Fair Housing Assistance Program (FHAP) agencies, and the U.S. Department of Justice (DOJ) received 34,150 fair housing complaints, the highest number of fair housing complaints recorded since NFHA began producing its Trends Report in the mid-1990s"; and

WHEREAS, 52.61% of those complaints were based on disability, 17.04% on race, and 16.97% on "other" protected class categories, including source of income, age, sexual orientation, gender identity/expression, and more, and, HUD affirms that, while housing providers have a legitimate interest in selecting tenants who comply with requirements of their lease, some tenant screening practices do not serve this goal and may be in violation of the Fair Housing Act; and

WHEREAS, HUD issued guidance stating that due to historic discrimination, overbroad screenings for credit history, eviction history, and criminal records may have an unjustified discriminatory effect based on one or more of the characteristics protected by the Fair Housing Act; and

WHEREAS, the same HUD guidance states that "[a]n increasing number of tenant screening companies claim that they use advanced technologies, such as machine learning and other

forms of artificial intelligence (“AI”) “, and that “[t]he Fair Housing Act applies to housing decisions regardless of what technology is used. Both housing providers and tenant screening companies have a responsibility to avoid using these technologies in a discriminatory manner.”

NOW THEREFORE BE ITRESOLVED, that the International Association of Official Human Rights Agencies (IAOHRA) will support federal, state, and local legislation and public policies that prevent housing providers and tenant screening companies from engaging in discriminatory practices, in alignment with HUD’s guidance regarding AI screening tools and the disparate impact of overbroad screening of credit history, eviction history, and criminal records.

Adopted this [day] of [month], [year], by the International Association of Official Human Rights Agencies.

President

RESOLUTION #3

INTERNATIONAL ASSOCIATION OF OFFICIAL HUMAN RIGHTS AGENCIES

TITLE: RESOLUTION IN SUPPORT OF CO-ENFORCEMENT EFFORTS TO SUPPORT VULNERABLE WORKERS

WHEREAS, the International Association of Official Human Rights Agencies (IAOHRA) is a professional association of state, county, and city governmental human rights commissions in the United States of America and several statutory human rights agencies in Canada and, IAOHRA's goals are "to foster human and intergroup relations, to enhance human rights practices under law, and to promote civil and human rights around the world;" and

WHEREAS, Article 23 of the United Nations Universal Declaration of Human Rights asserts that "1. Everyone has the right to work, to free choice of employment, to just and favourable conditions of work and to protection against unemployment, 2. Everyone, without any discrimination, has the right to equal pay for equal work, 3. Everyone who works has the right to just and favourable remuneration ensuring for himself and his family an existence worthy of human dignity, and supplemented, if necessary, by other means of social protection, and 4. Everyone has the right to form and to join trade unions for the protection of his interests" and, vulnerable workers, "disproportionately low-wage immigrant workers, working people of color, and women," are often least likely to have access to the rights outlined in Article 23; and

WHEREAS, traditional enforcement approaches, specifically reactive and punitive approaches, are often insufficient in reaching the most vulnerable workers and encouraging them to file complaints or pursue enforcement actions against their employers, out of fear of losing their employment or other forms of retaliation; and

WHEREAS, a 2017 article in Politics & Society affirms that when "government partners with organizations that have industry expertise and relationships with vulnerable workers, [there is] the potential to manage the shifting and decentralized structures of twenty-first-century production;" and

WHEREAS, 2023 evidence suggests that co-enforcement—a collaborative approach that partners Human Rights Agencies (HRAs) with other government agencies and Community-Based Organizations (CBOs)—can effectively build trust, promote compliance, and foster healthier communities; and

WHEREAS, the need for collaborative and cost-efficient enforcement solutions are increasingly necessary, as budgetary restrictions and reductions have gradually diminished resources and capacity for HRAs and CBOs; and

WHEREAS, 2023 evidence affirms that "formal partnerships with worker organizations can significantly enhance government labor enforcement agencies' ability to inform workers of

their rights, assist workers in pursuing legal claims, design effective interventions in high-violation industries, monitor workplaces for compliance, and implement case resolutions.”

NOW THEREFORE BE IT RESOLVED, that the International Association of Official Human Rights Agencies (IAOHRA) will support state and local co-enforcement efforts that secure and improve working conditions for the nation’s most vulnerable workers.

Adopted this [day] of [month], [year], by the International Association of Official Human Rights Agencies.

President

RESOLUTION #4

INTERNATIONAL ASSOCIATION OF OFFICIAL HUMAN RIGHTS AGENCIES

TITLE: RESOLUTION HONORING THE LIFE AND LEGACY OF HOMER C. FLOYD

WHEREAS, the International Association of Official Human Rights Agencies (IAOHRA) is a professional association of state, county, and city governmental human rights commissions in the United States of America and several statutory human rights agencies in Canada and, IAOHRA's goals are "to foster human and intergroup relations, to enhance human rights practices under law, and to promote civil and human rights around the world;" and

WHEREAS, IAOHRA expresses our deepest sympathies for the passing of our brother and friend, "The Dean of Civil Rights," Homer C. Floyd; and

WHEREAS, Homer Floyd faithfully served as Executive Director of the Pennsylvania Human Relations Commission from 1970 until 2011; and

WHEREAS, Homer Floyd served with distinction as the Treasurer of IAOHRA where he was a model of integrity, selflessness, with an untiring, unrelenting commitment to public service and our membership; and

WHEREAS, Homer Floyd's unwavering dedication to the principles of human rights, equality, and justice has left an indelible mark on our member agencies and the communities we serve; and

WHEREAS, Congressman James E. Clyburn, South Carolina, and the IAOHRA Honorary Advisory Board stated, "We have lost a stalwart of the Civil Rights Movement. He graced public service with a revolutionary kind of heart and gave himself fully to the cause of freedom and justice"; and

WHEREAS, Homer Floyd was the "North Star" of official human rights agencies in our country. He provided his guidance and thoughts on civil rights policy, enforcement and community engagement at the local, state and federal levels, shaping policy at all those levels; and

WHEREAS, Homer Floyd was a treasured colleague, consummate professional, wise counselor, and friend. His service to the profession and to the work of IAOHRA was exemplary, trusted, and held in the highest regard; and

WHEREAS, Homer Floyd was a Civil Rights enforcement hero. He was a model agency head, legislative strategist and enforcement pioneer. His leadership in IAOHRA was always intentional and aimed at making our agencies stronger. His financial leadership as the longtime Treasurer was invaluable; and

WHEREAS, Homer Floyd’s service to IAOHRA for many years as treasurer was crucial to our organizational health and wellbeing, a tremendous contribution of time, effort and expertise, for which the millions of people served by IAOHRA member agencies should feel the deepest gratitude; and

WHEREAS, Homer Floyd possessed a rare blend of humility, honesty, integrity, and commitment to servant leadership, demonstrating a passionate commitment to protecting the civil rights of all individuals, promoting equal opportunity, and making our nation more just, fair, and equitable.

NOW, THEREFORE, BE IT RESOLVED, that the International Association of Official Human Rights Agencies honors the life, service, and legacy of Homer C. Floyd; expresses its deepest sympathy to his family, friends, and colleagues; and acknowledges with profound appreciation the distinguished role he played in strengthening human rights enforcement and protections across this nation; and

BE IT FURTHER RESOLVED, that this resolution be presented to the family of Mr. Floyd and entered into the permanent records of the International Association of Official Human Rights Agencies as a lasting testimony of respect, admiration, and gratitude.

Adopted this [day] of [month], [year], by the International Association of Official Human Rights Agencies.

President

RESOLUTION #5

INTERNATIONAL ASSOCIATION OF OFFICIAL HUMAN RIGHTS AGENCIES

TITLE: RESOLUTION COMMENDING JEAN KELLEHER

PURPOSE: To recognize and commend the civil and human rights work of Jean Kelleher.

WHEREAS, the International Association of Official Human Rights Agencies (IAOHRA) is a professional association of state, county, and city governmental human rights commissions in the United States of America and several statutory human rights agencies in Canada; and

WHEREAS, IAOHRA's goals are *"to foster human and intergroup relations, to enhance human rights practices under law, and to promote civil and human rights around the world;"* and

WHEREAS, IAOHRA recognizes that Jean Kelleher's career has embodied the very best of IAOHRA's ideals, as well as service to her community and the rule of law, with highlights including:

- Serving as Director of the City of Alexandria's Office of Human Rights for more than twenty (20) years;
- Serving as IAOHRA's President for five (5) years;
- Serving as a member of IAOHRA's board;
- Serving the City of Alexandria as an Interim Deputy City Manager;
- Serving in various leadership positions with the Virginia State Bar; and

WHEREAS, Jean Kelleher's term as IAOHRA President saw a significant improvement of IAOHRA's financial condition through savings gained in forgoing leased office space and conducting two (2) joint EEOC-FEPA/IAOHRA conferences, both reducing expenditures and building financial capacity; and

WHEREAS, as President of IAOHRA, Jean Kelleher and IAOHRA's Conference Planning Committee produced three (3) impactful IAOHRA conferences in: Seattle, focusing on indigenous peoples; Birmingham/Selma/Montgomery, focusing on the civil rights movement; and Philadelphia, focusing on LGBTQ+ rights; and

WHEREAS, Jean Kelleher led IAOHRA's collaboration with the Canadian Association of Statutory Human Rights Agencies to advocate for the establishment of a Canadians with Disabilities Act, including visiting Parliament in Canada and introducing Canadian ministers virtually to EEOC Commissioner Chai Feldblum, who worked on the 1990 Americans with Disabilities Act and on the Amendments Act of 2008-2009; and

WHEREAS, no resolution could fully and fairly recount Jean Kelleher's accomplishments in the field of human and civil rights, nor the regard in which all IAOHRA holds her.

THEREFORE, BE IT RESOLVED, that the International Association of Official Human Rights Agencies (IAOHRA) commends Jean Kelleher for her tireless efforts in the cause of human and civil rights, thanks her for her service to IAOHRA on its board and as its President and wishes her well in all her future endeavors.

Adopted this [day] of [month], [year], by the International Association of Official Human Rights Agencies.

President

RESOLUTION #6

INTERNATIONAL ASSOCIATION OF OFFICIAL HUMAN RIGHTS AGENCIES

TITLE: RESOLUTION COMMENDING JEFFREY LORICK

PURPOSE: The resolution extends IAOHRA's appreciation and commendation of the civil and human rights work of Jeffrey Lorick, who served in the cause of human and civil rights in two states, as well as a member of the IAOHRA board.

WHEREAS, the International Association of Official Human Rights Agencies (IAOHRA) is a professional association of state, county, and city governmental human rights commissions in the United States of America and several statutory human rights agencies in Canada; and

WHEREAS, IAOHRA's goals are "to foster human and intergroup relations, to enhance human rights practices under law, and to promote civil and human rights around the world;" and

WHEREAS, IAOHRA recognizes that Jeffrey Lorick's career embodied the very best of IAOHRA's ideals, including:

- Serving as a Commissioner and Director of the Terre Haute, Indiana Human Rights Commission for more than twenty (20) years;
- Serving three (3) years as the Director of the State of Indiana's Civil Rights Consortium;
- Hosting the annual Indiana Civil Rights Consortium's Conference;
- Sponsoring the annual Martin Luther King Jr. summit for middle and high school students;
- Sponsoring the Vigo County School African American Boys Mentor Program;
- Sponsoring the Vigo Country Elementary School Black History Month Essay Contest;
- Receiving the Indiana Governor's award for Civil Leadership;
- Receiving the Community Leader Award from Indiana State University; and

WHEREAS, Jeffrey Lorick then commenced an impactful eight (8) year career with the Pinellas County Office of Human Rights, starting there as an investigator, moving to its Compliance Manager, and ultimately leading that agency as its Director prior to retiring in July of 2025; and

WHEREAS, Jeffrey Lorick also served IAOHRA with distinction as a member of its board as its Southern Region Representative; and

WHEREAS, Jeffrey Lorick's work in theater, as actor and director, complements his commitment to civil and human rights by inviting introspection on matters of beliefs, morality, and meaning.

THEREFORE, BE IT RESOLVED, that the International Association of Official Human Rights Agencies (IAOHRA) commends Jeffrey Lorick for his tireless efforts in the cause of human and

civil rights, thanks him for his service to its board, and wishes him well in all his future endeavors.

Adopted this [day] of [month], [year], by the International Association of Official Human Rights Agencies.

President