



INTERNATIONAL
ASSOCIATION
OF OFFICIAL
HUMAN RIGHTS
AGENCIES

REPLY TO:

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C/O Pinellas County OHR
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2011 IAOHRA Conference

August 28-31, 2011

Sheraton Hotel

Austin, Texas

Resolution #A

Adopted by the

**INTERNATIONAL ASSOCIATION OF OFFICIAL
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August 30, 2011

TITLE: RUBY L. BONNER, ESQ

**PURPOSE: TO COMMEND RUBY L. BONNER FOR OUTSTANDING
SERVICE TO THE CAUSE OF CIVIL AND HUMAN RIGHTS**

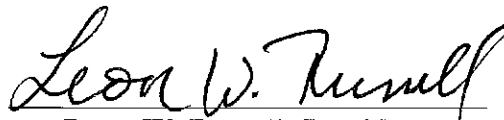
WHEREAS, the International Association of Official Human Rights Agencies (IAOHRA) is a professional association of over 140 state, county and local human relations commissions in the United States of America and several statutory human rights agencies in Canada that has as its purpose and jurisdiction the elimination of discrimination; and,

WHEREAS, Ms. Ruby L. Bonner retired as Executive Director of the St. Louis Civil Rights Enforcement Agency on July 1, 2011; and,

WHEREAS, Ms. Bonner has served the citizens of the City of St. Louis as a municipal judge, prosecutor, consultant and manager; and,

WHEREAS, the St. Louis Civil Rights Enforcement Agency has been a member agency of IAOHRA and consistently supported IAOHRA; now therefore,

THEREFORE BE IT RESOLVED that the members of IAOHRA hereby commend Ruby L. Bonner for her many years of outstanding service and commitment to the cause of human rights, and extends best wishes in her future endeavors.


Leon W. Russell, President



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Resolution #B

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August 30, 2011

TITLE: JAMES KIRKPATRICK III, 1952 – 2011

**PURPOSE: TO COMMEND JAMES KIRKPATRICK III FOR
OUTSTANDING SERVICE TO THE CAUSE OF CIVIL AND HUMAN
RIGHTS**

WHEREAS, The International Association of Official Human Rights Agencies (IAOHRA) is a professional association of over 140 state, county, and local human relations commissions in the United States of America and several statutory human rights agencies in Canada that has as its purpose and jurisdiction the elimination of discrimination; and,

WHEREAS, James Kirkpatrick III, a native of Hampton, Virginia, retired as Commissioner of the Minnesota Department of Human Rights in December 2010; and,

WHEREAS, James Kirkpatrick III served the citizens of Minnesota in the office of the Minnesota Attorney General and the Department of Human Rights for 10 years; and,

WHEREAS, the Minnesota Department of Human Rights has been a member agency of IAOHRA and consistently supported IAOHRA; and,

WHEREAS, James Kirkpatrick III is remembered for his tireless dedication to imbue youth with a care and respect for the right of others; and,

WHEREAS, James Kirkpatrick III went home to be with his Lord and Savior, Jesus Christ on January 30, 2011; now therefore,

BE IT RESOLVED that the members of IAOHRA hereby commend James Kirkpatrick III for his many years of outstanding service in the cause of human rights, and extends gratitude and best wishes to his family, and all who were privileged to know and work with him.

Leon W. Russell, President



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August 30, 2011

TITLE: KENNETH R. KENDRICKS

**PURPOSE: TO COMMEND KENNETH R. KENDRICKS FOR
OUTSTANDING SERVICE TO THE CAUSE OF CIVIL AND HUMAN
RIGHTS**

WHEREAS, the International Association of Official Human Rights Agencies (IAOHRA) is a professional association of over 140 state, county, and local human relations commissions in the United States of America and several statutory human rights agencies in Canada that has as its purpose and jurisdiction the elimination of discrimination; and,

WHEREAS, Kenneth R. Kendrick retired as Executive Director of the Oklahoma Human Rights Commission on September 30, 2010; and

WHEREAS, Kenneth R. Kendrick served the citizens of the state of Oklahoma for almost 36 years; and,

WHEREAS, the Oklahoma Human Rights Commission has been a member agency of IAOHRA and consistently supported IAOHRA; now therefore,

THEREFORE BE IT REESOLVED that the members of IAOHRA hereby commend Kenneth R. Kendrick for his many years of outstanding service in the cause of human rights, and extends best wishes in his future endeavors.


Leon W. Russell, President



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August 30, 2011

TITLE: JESSE WASHINGTON

**PURPOSE: TO COMMEND JESSE WASHINGTON FOR
OUTSTANDING SERVICE TO THE CAUSE OF CIVIL AND HUMAN
RIGHTS**

WHEREAS, the International Association of Official Human Rights Agencies (IAOHRA) is a professional association of over 140 state, county and local human relations commissions in the United States of America and several statutory human rights agencies in Canada that has as its purpose and jurisdiction the elimination of discrimination; and,

WHEREAS, Jesse Washington retired as Director of the South Carolina Human Affairs Commission in 2011; and,

WHEREAS, Jesse Washington served the citizens of South Carolina in an exemplary manner over many years; and,

WHEREAS, the South Carolina Human Affairs Commission has been a member agency of IAOHRA and consistently supported IAOHRA; and,

WHEREAS, Mr. Washington held leadership positions in an array of civil and human rights professional organizations; now therefore,

THEREFORE BE IT RESOLVED that the members of IAOHRA hereby commend Jesse for his many years of outstanding service in the cause of human rights, and extends best wishes in his future endeavors.

Leon W. Russell

Leon W. Russell, President



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Adopted by the


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August 30, 2011

TITLE: HARRY LAMB

**PURPOSE: TO COMMEND HARRY LAMB FOR OUTSTANDING
SERVICE TO THE CAUSE OF CIVIL AND HUMAN RIGHTS**

WHEREAS, the International Association of Official Human Rights Agencies (IAOHRA) is a professional association of over 140 state, county and local human relations commissions in the United States of America and several statutory human rights agencies in Canada that has as its purpose and jurisdiction the elimination of discrimination; and,
WHEREAS, Harry Lamb retired as Director of the Palm Beach County Office of Equal Opportunity in 2011; and,
WHEREAS, Harry Lamb served the citizens of Palm Beach County in an exemplary manner for many years; and,
WHEREAS, the Palm Beach County Office of Equal Opportunity has been a member agency of IAOHRA and consistently supported IAOHRA; and,
WHEREAS, Mr. Lamb held leadership positions in the Florida Association of Community Relations Professionals (FACRP) and the National Association of Human Rights Workers (NAHRW) human rights professional organizations;
THEREFORE BE IT RESOLVED that the members of IAOHRA hereby commend Harry for his many years of outstanding service in the cause of human rights, and extends best wishes in his future endeavors.


Leon W. Russell,



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August 30, 2011

TITLE: DERRICK DANIEL

**PURPOSE: TO COMMEND DERRICK DANIEL FOR OUTSTANDING
SERVICE TO THE CAUSE OF CIVIL AND HUMAN RIGHTS**

WHEREAS, the International Association of Official Human Rights Agencies (IAOHRA) is a professional association of over 140 state, county and local human relations commissions in the United States of America and several statutory human rights agencies in Canada that has as its purpose and jurisdiction the elimination of discrimination; and,

WHEREAS, Derrick Daniel retired as Director of the Florida Commission on Human Relations in June 2011; and,

WHEREAS, Derrick Daniel served the citizens of Florida in an exemplary manner for many years; and,

WHEREAS, the Florida Commission on Human Relations has been a member agency of IAOHRA and consistently supported IAOHRA; and,

WHEREAS, Mr. Daniel held leadership positions in the Florida Association of Community Relations Professionals (FACRP) and provided leadership on the IAOHRA conference of 2002 in New Orleans;

THEREFORE BE IT RESOLVED that the members of IAOHRA hereby commend Derrick for his many years of outstanding service in the cause of human rights, and extends best wishes in his future endeavors.


Leon W. Russell, President



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August 30, 2011

TITLE: HOMER C. FLOYD

**PURPOSE: TO COMMEND HOMER C. FLOYD FOR OUTSTANDING
SERVICE TO THE CAUSE OF CIVIL AND HUMAN RIGHTS**

WHEREAS, the International Association of Official Human Rights Agencies (IAOHRA) is a professional association of over 140 state, county and local human relations commissions in the United States of America and several statutory human rights agencies in Canada that has as its purpose and jurisdiction the elimination of discrimination; and,

WHEREAS, Homer C. Floyd, "The Dean of Civil Rights" retired as Executive Director of the Pennsylvania Human Relations Commission in January 2011; and,

WHEREAS, Homer C. Floyd served the citizens of Pennsylvania in an exemplary manner, a career spanning over four decades of passionate commitment to protecting the civil rights of all Pennsylvanians, promoting equal opportunity and making the commonwealth and our nation more just, fair and equitable; and,

WHEREAS, the Pennsylvania Human Relations Commission has been a member agency of IAOHRA and consistently supported IAOHRA throughout Mr. Floyd's stellar tenure; and,

WHEREAS, Mr. Floyd held the leadership position of Treasurer of the International Association of Official Human Rights Agencies with unselfish, untiring, unrelenting commitment to public service and the membership;

THEREFORE BE IT RESOLVED that the members of IAOHRA hereby commend Homer for his many years of outstanding service in the cause of human rights, and extends best wishes in his future endeavors.


Leon W. Russell, President



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Resolution #1

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August 30, 2011

TITLE: ANTI-IMMIGRANT STATE LEGISLATION

**PURPOSE: TO DENOUNCE STATE LAWS THAT REQUIRE STATE
AND LOCAL LAW ENFORCEMENT AGENCIES TO ENFORCE
FEDERAL IMMIGRATION LAWS, WHICH LEAD TO
RACIAL/ETHNIC PROFILING BY LOCAL POLICE**

WHEREAS, the International Association of Official Human Rights Agencies (IAOHRA) is a professional association of over 140 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 goals are "to foster human and inter-group relations, to enhance human rights practices under law, and to promote civil and human rights around the world;" and,

WHEREAS, international human rights are articulated in the Universal Declaration of Human Rights as well as in a number of international treaties that recognize and promote the fundamental humanity and dignity of every person, as well as the necessity of fairness and opportunity for all people, and that enable people to meet their basic needs and to enjoy basic civil, political, social, economic and cultural rights; and,

WHEREAS, the United States has signed the Universal Declaration of Human Rights and ratified the International Covenant on Civil and Political Rights, the International Convention on the Elimination of All Forms of Racial Discrimination, and the International Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment; and,

WHEREAS, a number of states including Arizona, Utah, Indiana, Georgia, South Carolina and Alabama have recently enacted laws that require state and local law enforcement agencies to enforce federal immigration laws; and,

WHEREAS, some of these laws also require schools, businesses, and even private individuals to inquire about immigration or citizenship status of students, clients or employees, and friends in order to comply with the law's provisions; and,

WHEREAS, such laws are a violation of human rights and the United States Constitution because they encourage racial profiling and denial of due process; and,
WHEREAS, these laws encourage the unlawful detention and harassment of authorized immigrants, visitors to the United States, and U.S. citizens who may not carry identification documents at all times; and,
WHEREAS, by having local police enforce federal immigration laws, these laws have the effect of discouraging undocumented immigrants or their family or household members from contacting local police to report crime as victims or witnesses, thereby undermining public safety for all; and,
WHEREAS, the dissolution of the designation of sanctuary cities will foster increased racial profiling, promote hate crimes, and promote other human rights violations; and,
WHEREAS, the U.S. Department of Justice has filed lawsuits against the states of Arizona and Alabama claiming that these anti-immigrant laws violate the Constitution and undermine federal policies and laws; and,
WHEREAS, sixteen countries filed a brief supporting the Department of Justice's lawsuit against Alabama, and a similar brief was filed by Mexico against Arizona; and,
THEREFORE, BE IT RESOLVED, that the membership of IAOHRA denounces the enactment by state governments of discriminatory laws intended to encourage discrimination against immigrant communities or those perceived as immigrants;
BE IT FURTHER RESOLVED that the membership of IAOHRA will investigate complaints pursuant to the laws of the member's jurisdiction about the human rights violations caused by such laws and support legislative actions to improve protection of human rights for everyone in the United States.


Leon W. Russell, President



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Resolution #2

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August 30, 2011

TITLE: ANTI-ASIAN LAWS

**PURPOSE: TO SUPPORT CONGRESSIONAL EXPRESSION OF
REGRET FOR IMPLEMENTATION OF ASIAN EXCLUSIONARY
LAWS**

WHEREAS, the International Association of Official Human Rights Agencies (IAOHRA) is a professional association of over 150 state, county, and city governmental human rights agencies in the United States of America and several statutory human rights agencies in Canada; and,

WHEREAS, IAOHRA goals are "to foster human and inter-group relations, to enhance human rights practices under law, and to promote civil and human rights around the world;" and,

WHEREAS, international human rights are articulated in the Universal Declaration of Human Rights and a broad range of laws, norms and values - that recognize and promote the fundamental humanity and dignity of every person, as well as the necessity of fairness and opportunity for all people, and that enable people to meet their basic needs and to enjoy basic civil, political, social, economic and cultural rights; and,

WHEREAS, pervasive anti-Asian sentiment during the mid-1800s and early 1900s resulted in the passage of a number of laws at the local, state, and federal levels to exclude Asians from the United States, bar them from naturalization, deny them the opportunity to unite families and impair their ability to integrate into their communities; and,

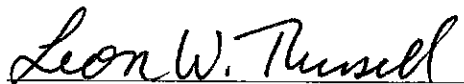
WHEREAS, the federal laws targeting Chinese immigrants peaked with Congress's passage of the 1882 Chinese Exclusion Act, which imposed a 10-year moratorium on Chinese labor immigration and was the first law in American history to restrict immigration by race or ethnicity; and,

WHEREAS, Congress revisited the Chinese Exclusion Act five more times between 1884 and 1904, each time imposing additional restrictions on Chinese immigration and naturalization; and,

WHEREAS, despite the repeal of the Chinese Exclusion Act in 1943, the United States government has never expressed regret for its passage of the legislation; and,

WHEREAS, the measures implemented against Asian immigration were not limited to the Chinese; and,

WHEREAS, in 1907 the “Gentleman’s Agreement” between the U.S. and Japanese governments restricted the immigration of Japanese laborers to the United States; and,
WHEREAS, with the passage of the Immigration Act of 1917, Congress expanded exclusion provisions to anyone born in the “Asiatic Barred Zone,” an area that included most of the rest of the Asian continent and the Pacific, with the exception of areas at the time under U.S. jurisdiction; and,
WHEREAS, the Immigration Act of 1924, which included the National Origins Act, created national immigration quotas based on the population in the United States from the 1890 census – favoring immigration from European countries; and,
WHEREAS, the Immigration Act of 1924 also excluded immigrants ineligible for citizenship, which meant all Asians, given the racial bar to naturalization; and,
WHEREAS, the final vestiges of discriminatory immigration policy were not removed until 1965; and,
WHEREAS, the present-day acknowledgment of the wrongfully enacted measures would serve as a timely reminder to the United States to live up to its principles of equality and affirm its commitment to the civil and human rights of all people; and,
THEREFORE, BE IT RESOLVED, that the membership of IAOHRA expresses its support for the passage of a congressional resolution expressing regret for the discriminatory 19th and 20th century laws restricting Asian immigration and naturalization;
THEREFORE, BE IT FURTHER RESOLVED, that IAOHRA authorizes its President, officers, and staff to communicate the content of this resolution to the Organization of Chinese Americans, National Asian Pacific American Bar Association and other bars of color, members of the House of Representatives, members of the U.S. Senate, the press, and to others the IAOHRA President deems suitable to receive the information.


Leon W. Russell, President



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Resolution #3

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August 30, 2011

**TITLE: OPPOSING EFFORTS TO ALTER THE 14TH AMENDMENT
PURPOSE: TO DENOUNCE PROPOSALS BY SOME FEDERAL AND
STATE OFFICIALS TO CHANGE THE 14TH AMENDMENT OF THE
U.S. CONSTITUTION**

WHEREAS, the International Association of Official Human Rights Agencies (IAOHRA) is a professional association of over 140 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 goals are "to foster human and inter-group relations, to enhance human rights practices under law, and to promote civil and human rights around the world;" and,

WHEREAS, there have been proposals by right wing extremist federal and state officials, motivated by discriminatory intent, to change the Citizenship Clause of the 14th Amendment so as to deny citizenship rights and protections to children born in the United States whose parents are not citizens; and,

WHEREAS, the 14th amendment to the U.S. Constitution was originally adopted in 1868, after the Civil War to clarify the legal citizenship status of former slaves and others, as one of the "Reconstruction Amendments"; and,

WHEREAS, the "Reconstruction Amendments" to the U.S. Constitution are the Thirteenth, Fourteenth, and Fifteenth amendments; and were adopted between 1865 and 1870, the five years immediately following the Civil War, and were important elements in transforming the United States from a country that was, in the words of Abraham Lincoln, "half slave and half free" to one in which the constitutionally guaranteed "blessings of liberty" would be extended to the entire male populace, including the former slaves and their descendants; and,
WHEREAS, the Thirteenth Amendment abolished slavery; the Fourteenth Amendment included the Citizenship, Privileges or Immunities, Due Process and Equal Protection Clauses; and the Fifteenth Amendment grants voting rights regardless of "race, color, or previous condition of servitude"; and,

WHEREAS, the “Citizenship Clause” of the 14th Amendment was intended to overrule the Supreme Court’s *Dred Scott* decision of 1857 which said that people of African descent imported into the United States and held as slaves (or their descendants, whether or not they were slaves) were not protected by the Constitution and could never be U.S. citizens, and it was also in response to the “Black Codes” enacted by southern states after the Civil War which were laws used to control the labor, migration and other activities of newly-freed slaves and effectively placed severe limitations on the basic human rights and civil liberties of African Americans; and,

WHEREAS, the original intent of the 14th Amendment was to ensure citizenship to newly emancipated slaves. In doing so, the authors of the 14th Amendment established and solidified, once and for all, the concept of birthright American citizenship to “all persons” born in the United States, even those of former servitude; and,

WHEREAS, before the 14th Amendment was enacted, most African Americans were not considered full citizens of the United States, as they were consistently refused the full privileges, rights and immunities of citizenship; and,

WHEREAS, the 14th Amendment states, “All persons born or naturalized in the United States, and subject to the jurisdiction thereof, are citizens of the United States and the State wherein they reside;” and,

WHEREAS, constitutional citizenship as guaranteed by the 14th Amendment was intended to put citizenship above the preferences and prejudices of any politician or era, and to ensure that all those born on United States soil are treated equally with full rights of citizenship; and,

WHEREAS, in the more than 140 years since its adoption, the boundaries of the Citizenship Clause of the 14th Amendment to the Constitution have been tested in several legal cases; and,

WHEREAS, in the late nineteenth century, the questions surrounded the children of Chinese laborers brought to this country primarily to help build the railroads. In one such case, *United States v. Wong Kim Ark*, in 1898, the U.S. Supreme Court ruled that Mr. Ark had, under the 14th Amendment to the U.S. Constitution acquired U.S. citizenship at birth; and,

WHEREAS, currently there are attacks on the Citizenship Clause of the 14th Amendment by right-wing extremist state and federal legislators who are opposed to extending citizenship rights and protections children born in the United States whose parents are not American citizens; and,

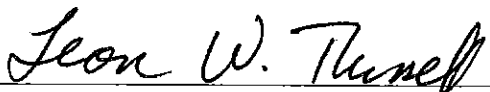
WHEREAS, the principle of birthright citizenship for every individual born in the U.S., however, has been consistently upheld by the U.S. Supreme Court, and legislator’s attempting to corrode these crucial rights as guaranteed by the 14th Amendment have proven to be a losing legal argument and waste of taxpayer dollars; and,

WHEREAS, it is clear that abolishing one of America’s founding principles is neither a correct nor just route; and,

WHEREAS, altering the 14th Amendment is a dangerous concept and could well lead to a caste system where some are granted all the rights of a citizen and some are not; and

WHEREAS, changes to the Citizenship Clause of the Constitution could divide the American people into at least two separate classes, would defy over a century of Supreme Court decisions, and would be contrary to the democratic principles we have fought so hard to earn and protect; now,

THEREFORE, BE IT RESOLVED that IAOHRA strongly, vociferously and consistently opposes efforts at the local, state or federal level to change or amend any portion of the 14th Amendment to the United States Constitution, including the Citizenship Clause.



Leon W. Russell, President



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2011 IAOHRA Conference

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Resolution #4

Adopted by the

**INTERNATIONAL ASSOCIATION OF OFFICIAL
HUMAN RIGHTS AGENCIES**

August 30, 2011

**TITLE: INTERNATIONAL HUMAN RIGHTS
PURPOSE: TO PROMOTE AND ENCOURAGE THE USE OF
INTERNATIONAL HUMAN RIGHTS BY OFFICIAL STATE AND
LOCAL HUMAN RIGHTS AGENCIES**

WHEREAS, the International Association of Official Human Rights Agencies (IAOHRA) is a professional association of over 140 state, county, and city governmental human rights agencies in the United States of America and several statutory human rights agencies in Canada; and,

WHEREAS, IAOHRA goals are "to foster human and inter-group relations, to enhance human rights practices under law, and to promote civil and human rights around the world;" and,

WHEREAS, international human rights are articulated in the Universal Declaration of Human Rights and a broad range of laws, norms and values - that recognize and promote the fundamental humanity and dignity of every person, as well as the necessity of fairness and opportunity for all people, and that enable people to meet their basic needs and to enjoy basic civil, political, social, economic and cultural rights; and,

WHEREAS, there is an international human rights system, of which the U.S. is a part, which includes a framework of charters, treaties, court cases and laws, international courts and monitoring bodies, and international programs and reports, all of which are recognized and accepted by the vast majority of the global community of nations and individuals; and,

WHEREAS, the vast majority of people in the U.S. believe that human rights include equal opportunities regardless of gender and race, being treated fairly in the criminal justice system, freedom from discrimination, freedom from torture or abuse by law enforcement, equal access to quality public education, access to health care, living in a clean environment; fair pay for workers to meet the basic needs for food and housing, and keeping personal behavior and choices private; and,

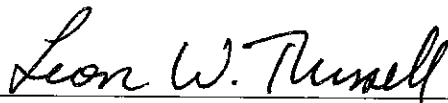
WHEREAS, a basic tenet of the human rights framework is that human rights must start at home, and must involve and reflect the needs and expertise of local communities, and that governments have an affirmative obligation to respect, protect and fulfill these rights; and

WHEREAS, as has been demonstrated in Washington, Illinois, Oregon and California, international human rights can provide a powerful framework for, and play an instrumental role in, state and local human rights commissions and other state and local agencies as they work to ensure opportunity and equality for their communities; and, **WHEREAS**, the Human Rights Institute of Columbia Law School, with input from IAOHRA members, has produced a document called *Implementing Recommendations from the Universal Periodic Review: A Toolkit for State and Local Human Rights and Human Relations Commissions*; and,

WHEREAS, as demonstrated by the United Nations Office of the High Commissioner for Human Rights at this year's IAOHRA conference, state and local implementation of international human rights can influence national policy and broader acceptance of international human rights norms, as well as to expand what is included in domestic and international human rights; and,

THEREFORE, BE IT RESOLVED, that the membership of IAOHRA hereby affirms the importance of integrating international human rights into the work of its member state and local governmental human rights agencies, and that each member commits to take at least one action, big or small, this year to utilize international human rights in their agencies' work; now,

THEREFORE, BE IT FURTHER RESOLVED, that IAOHRA shall make one of its top priorities to advocate for the Human Rights At Home (HuRAH) agenda that includes an interagency task force on human rights, and any other proposal that will provide for the utilization and adequate resources of state and local human rights agencies in any and all federal efforts to advance towards the full realization of civil and human rights in our communities.


Leon W. Russell, President



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Resolution #5

Adopted by the

**INTERNATIONAL ASSOCIATION OF OFFICIAL
HUMAN RIGHTS AGENCIES**

AUGUST 30, 2011

**TITLE: NATIONAL SECURITY POLICIES AND PRACTICES MUST
RESPECT CIVIL AND HUMAN RIGHTS PURPOSE: TO ENSURE
GOVERNMENTAL AND PRIVATE ACTIONS TAKEN IN THE NAME
OF NATIONAL SECURITY DO NOT RELY ON PREJUDICE,
STEREOTYPES, AND PROFILING, OR OTHERWISE SACRIFICE OR
IGNORE THE BASIC CIVIL AND HUMAN RIGHTS OF RACIAL/
ETHNIC/RELIGIOUS MINORITIES**

WHEREAS, the International Association of Official Human Rights Agencies (IAOHRA) is a professional association of over 140 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 goals are "to foster human and inter-group relations, to enhance human rights practices under law, and to promote civil and human rights around the world;" and,

WHEREAS, international human rights are articulated in the Universal Declaration of Human Rights as well as in a number of international treaties that recognize and promote the fundamental humanity and dignity of every person, as well as the necessity of fairness and opportunity for all people, and that enable people to meet their basic needs and to enjoy basic civil, political, social, economic and cultural rights; and,

WHEREAS, the United States has signed the Universal Declaration of Human Rights and ratified the International Covenant on Civil and Political Rights, the International Convention on the Elimination of All Forms of Racial Discrimination; and,

WHEREAS, the September 11th and other terrorist attacks against the United States in the U.S. here and abroad led to a wave of anti-Muslim/Middle Eastern discrimination and hate violence, and the passage of policies and implementation of practices that profile Americans of Middle-Eastern descent, Muslim and Sikh background, people of color, and immigrants; and,

WHEREAS, despite the invaluable role of American Muslim communities in preventing Al Qaeda and terrorist plots from infiltrating the U.S. Muslim communities since 2001 as recently noted by President Obama, IAOHRA recognizes that anti-Muslim, anti-Arab, anti-Middle Eastern, and anti-immigrant bias continues to rear its ugly head in the U.S., and increases when

particular kinds of events and media coverage occur, such as the imminent 10th anniversary of the 9/11 attacks; and,

WHEREAS, explicit and unconscious prejudice against those who appear Muslim, Arab or Middle Eastern, become expressed in an array of negative emotions, associations, and assumptions that result in discriminatory attitudes and actions against members of these minority groups in the U.S., including fear, distrust, suspicion, harassment, and hate violence; and,

WHEREAS, all policies and practices which rely on racial and ethnic profiling not only adversely impact Americans of Middle-Eastern and Muslim backgrounds, but also members of the African American community, including those with Muslim sounding names, and anyone who looks like a member of these minority groups; and,

WHEREAS, racial/ethnic/religious minorities, and the African American community in particular, are amongst the first communities in America to experience the pain and injustice of discrimination and racial profiling, by law enforcement officials as well as ordinary citizens; and,

WHEREAS, the need for working to improve national security by implementing evidence-based practices that have proven effective in finding those intent on breaking the law (rather than profiling based on race, religion, ethnicity, or any other inherent characteristics) must be a priority for the United States; and,

WHEREAS, racial profiling, or profiling of any kind based on one's ethnicity, national origin, religion or other protected characteristic, has been proven ineffective and a waste of precious and limited resources as a tool for law enforcement; and,

WHEREAS, it is essential that all Americans, and communities of color in particular, work together to ensure that the civil liberties and human rights of all minorities are protected in the United States; and,

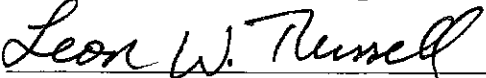
THEREFORE, BE IT RESOLVED that IAOHRA continue its work in combating all forms of discrimination of our communities and campaign against the racist, anti-immigrant, anti-Muslim, anti-Arab, anti-Black and anti-Middle Eastern sentiment affecting the nation both in society's mind frame and in policies and laws; and,

BE IT FURTHER RESOLVED that IAOHRA member agencies work to serve as the conscience of their local and state governments in matters of civil and human rights by ensuring that statements and information that counter anti-Muslim/Middle Eastern prejudice are included in 10th Anniversary of 9/11 commemorations or other activities by government and community leaders; and,

BE IT FURTHER RESOLVED that IAOHRA and its members work to bring about evidence based policies and practices to ensure national security, rather than those misguided policies and practices which target individuals and communities differentially solely based on their race, nationality, religion, physical appearance or other protected characteristics; and,

BE IT FURTHER RESOLVED that IAOHRA work to pass legislation at local, state, and national levels that effectively bans the practice of racial/ethnic/religious profiling by law enforcement; now therefore,

BE IT FINALLY RESOLVED that IAOHRA reaffirm its commitment to work together in coalition with other communities of color, advocacy groups, community leaders, national leaders, law enforcement and government officials to ensure the protection and expansion of civil rights, civil liberties and human rights for all in the United States.


Leon W. Russell, President



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Resolution #6

Adopted by the

INTERNATIONAL ASSOCIATION OF OFFICIAL
HUMAN RIGHTS AGENCIES

August 30, 2011

TITLE: SECURE COMMUNITIES AGREEMENTS

PURPOSE: TO REQUEST THAT STATE OFFICIALS RESCIND

SECURE COMMUNITIES AGREEMENTS ISSUED BY U.S.

**IMMIGRATION AND CUSTOMS ENFORCEMENT (ICE) AGENCY,
AND THAT THE DEPARTMENT OF HOMELAND SECURITY (DHS)
CONDUCT A REVIEW OF THE PROGRAM, WHICH AS PRESENTLY
CONSTRUCTED VIOLATES DUE PROCESS RIGHTS AND DEPRIVES
THE HUMAN RIGHTS OF RACIAL/ETHNIC MINORITIES**

WHEREAS, the International Association of Official Human Rights Agencies (IAOHRA) is a professional association of over 140 state, county, and city governmental human rights commissions in the United States of America and several statutory human rights agencies in Canada that has as its purpose and jurisdiction the elimination of discrimination; and,

WHEREAS, international human rights are articulated in the Universal Declaration of Human Rights as well as in a number of international treaties that recognize and promote the fundamental humanity and dignity of every person, as well as the necessity of fairness and opportunity for all people, and that enable people to meet their basic needs and to enjoy basic civil, political, social, economic and cultural rights; and,

WHEREAS, in March 2008, U.S. Immigration and Customs Enforcement (ICE), an agency of the Department of Homeland Security (DHS), announced the initiation of the Secure communities program; and,

WHEREAS, on December 28, 2010, New York State entered into a Memorandum of Agreement with ICE/DHS, regarding the Secure Communities program, which agreement requires the State and any participating local police departments to use fingerprint-based biometric technology during booking and to share this data immediately with DHS; and,

WHEREAS, the City of Ithaca of Tompkins County and municipalities throughout the nation have been repeatedly pressed by ICE to sign such an agreement so as to make their Police Departments a participant in the biometric program; and,

WHEREAS, confusing and contradictory information has been provided as to whether municipal participation in the Secure Communities program is voluntary or compulsory; and,

WHEREAS, civil rights organizations have expressed great concern about the erosion of due process rights and racial profiling that the Secure Communities program creates, the splitting up of families and strain on communities of increased deportations, and the increased financial and resource burdens on local law enforcement; and,

WHEREAS, on May 4, 2011, Governor Quinn of Illinois wrote a letter to DHS terminating the Secure Communities Memorandum of Agreement between the Illinois State Police and DHS, explaining that the stated purpose of the program to identify, detain, and remove from the US immigrants who have been convicted of serious crimes is contrary to actual ICE-provided statistics, which show that more than 20% of the deportations under the program have been of persons who were not convicted of any crime; and,

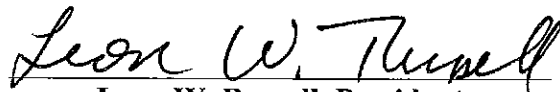
WHEREAS, according to the New York Civil Liberties Union, 82% of those deported from New York under the Secure Communities Program were non-criminals as classified by ICE, meaning at the time of arrest on the instant offense, they had no prior record; and,

WHEREAS, New York State and the City of Ithaca of Tompkins County have historically been beacons of hope for immigrants and refugees; accordingly, on June 1, 2011, New York State Governor Cuomo suspended the Secure Communities Memorandum of Agreement between New York State Law Enforcement and DHS; and,

WHEREAS, IAOHRA urges state officials and municipalities to rescind the aforementioned Memorandum of Agreement Secure Communities Program; and,

THEREFORE BE IT RESOLVED, that IAOHRA urge the Department of Homeland Security (DHS) that a thorough investigation and review of the program be conducted before States and Municipalities commit to further involvement, as IAOHRA and its member agencies do not support the Secure Communities Program, as currently constructed and as it is being implemented in violation of civil and human rights, sacrifices due process, and increases the financial burden on States and Municipalities during stressful economic times; now,

BE IT FURTHER RESOLVED, that IAOHRA urge the Department of Homeland Security (DHS) to enact evidence-based policies and practices to ensure national security rather than those misguided policies which target individuals and communities based on their race, nationally, ethnicity and other inherent characteristics.


Leon W. Russell, President



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Resolution #7

Adopted by the

**INTERNATIONAL ASSOCIATION OF OFFICIAL
HUMAN RIGHTS AGENCIES**

August 30, 2011

TITLE: EDUCATION

**PURPOSE: TO SUPPORT U.S. COURT OF APPEALS RULING
AFFIRMING DIVERSITY IN HIGHER EDUCATION**

WHEREAS, the International Association of Official Human Rights Agencies (IAOHRA) is a professional association of over 140 state, county, and city governmental human rights commissions in the United States of America and several statutory human rights agencies in Canada that has as its purpose and jurisdiction the elimination of discrimination; and,

WHEREAS, diversity in the classroom is a core value of IAOHRA, as it promotes academic excellence, and it prepares students for success in an increasingly diverse workforce and global society; and,

WHEREAS, accordingly, IAOHRA applauds and strongly urges the recent decision of the United States Court of Appeals, Sixth Circuit, holding unconstitutional Proposal 2, the anti-affirmative action initiative in the State of Michigan; and,

WHEREAS, Proposal 2, like its Ward Connerly sponsored counterparts in California (Proposition 29) and Nebraska, fatally undermines diversity in higher education and disadvantages students from underrepresented minorities in the admissions process; and,

WHEREAS, the United States Supreme Court in *Grutter v. Bollinger* has affirmed the value of a flexible, individualized and holistic process to enroll a truly diverse student population, thereby respecting racialized experiences, and treating equally the experiences of all groups and backgrounds; and,

WHEREAS, schools in the three states where initiatives like Proposal 2 have been enacted are therefore competitively disadvantaged in the character and status of the education offered; now,

THEREFORE BE IT RESOLVED, IAOHRA calls upon the Attorney General of Michigan to forego any further appeals in the Sixth Circuit case.


Leon W. Russell, President



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Resolution #8

Adopted by the

**INTERNATIONAL ASSOCIATION OF OFFICIAL
HUMAN RIGHTS AGENCIES**

August 30, 2011

TITLE: INTERNAL AFFAIRS

**PURPOSE: CALL TO ADDRESS THE PLIGHT OF AFRICAN
AMERICAN MALES**

WHEREAS, the International Association of Official Human Rights Agencies (IAOHRA) is a professional association of over 140 state, county, and city governmental human rights commissions in the United States of America and several statutory human rights agencies in Canada that has as its purpose and jurisdiction the elimination of discrimination; and,

WHEREAS, African American males have been the least represented in the American success story and triumphs in the American experience; and,

WHEREAS, even as America celebrates the election of President Barack Obama, the first African American male president of the United States, the plight of the majority of African American males is still quite dire; and,

WHEREAS, African American males between the age of 18 and 24 are still more likely to be under the supervision of the American "justice" system than our country's higher education system; and,

WHEREAS, two-thirds of African American males will be under the control of the American criminal justice system by the age of 21; and,

WHEREAS, the unemployment rate among African Americans in the United States is always double the national average; African American males in many communities at the most pivotal time in their employment development see unemployment rates in many of America's most populated cities at exceeding 50%; and,

WHEREAS, African American males presently make up over 40% of our U.S. prison population; and,

WHEREAS, African American males are more likely to be sentenced to death in criminal offenses at a rate that exceeds any other racial or ethnic minority group; and,

WHEREAS, African American males between the ages of 15 and 24 are more likely to die of gunshot wounds than automobile accidents or natural causes; and,

WHEREAS, African American males are much more likely to die of prostate cancer and thrombotic disorders such as heart attack and stroke at rates that exceed their white counterparts by 10 – 12%; and,

WHEREAS, the net worth of the African-American community and African-American males was just reported to be one-twentieth of their white counter parts; now,

THEREFORE BE IT RESOLVED, that IAOHRA calls on all of America's institutions, including but not limited to its governmental sector, its private sector and its philanthropic sector to work to craft a comprehensive strategy to bring a comprehensive solution to this all too long enduring dilemma.


Leon W. Russell, President



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Resolution #9

Adopted by the

**INTERNATIONAL ASSOCIATION OF OFFICIAL
HUMAN RIGHTS AGENCIES**

August 30, 2011

TITLE: ECONOMIC DEVELOPMENT

**PURPOSE: TO SUPPORT REFORM OF THE GOVERNMENT
SPONSORED ENTERPRISES (GSE'S) FANNIE MAE AND FREDDIE
MAC TO HELP LOW AND MIDDLE-INCOME HOMEOWNERS**

WHEREAS, the International Association of Official Human Rights Agencies (IAOHRA) is a professional association of over 140 state, county, and city governmental human rights commissions in the United States of America and several statutory human rights agencies in Canada that has as its purpose and jurisdiction the elimination of discrimination; and,

WHEREAS, ensuring that all Americans have access to fair and sustainable credit opportunities is crucial to our Nation's sustained economic recovery; and,
WHEREAS, racial and ethnic minority communities have long been underserved by the housing markets, targeted by predatory lenders, and denied opportunities to build housing wealth; and,

WHEREAS, the sub-prime lending and foreclosure crises are manifestations of unequal access to banking and financial services, not simply an isolated anomaly or the fault of a few fraudulent lenders and borrowers; and,

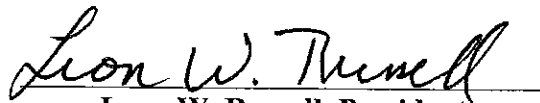
WHEREAS, the current policy debate surrounding the structure of our housing system, including the government-sponsored enterprises (GSE's) Fannie Mae and Freddie Mac, provides a unique opportunity to make improvements; and,

WHEREAS, the future housing finance system must affirmatively establish pathways to homeownership for qualified borrowers and safe and affordable rental homes for all families; and,

WHEREAS, the federal government has a critical role to play in ensuring that the secondary market serves all borrowers in a fair and equitable manner. Without federal incentives or interventions, the housing finance system will not reach all segments of borrowers and geographic areas; and,

WHEREAS, a balanced national housing policy that facilitates a stable, liquid secondary market accessible to small and large lenders alike and will extend credit and capital on an equitable basis

to all qualified borrowers and in all communities is necessary to ensure a fair and sustained economic recovery which reaches all segments of our society; and,
WHEREAS, we need a financial system in which all players share accountability to protect consumers and the integrity of the system; and,
WHEREAS, one of our primary objectives in revising the national housing finance system is to ensure the affirmative delivery of fairly priced capital to all Americans, including underserved borrowers and neighborhoods; and,
THEREFORE, BE IT RESOLVED that IAOHRA supports a comprehensive reform of the Government Sponsored Enterprises (GSE's) Fannie Mae and Freddie Mac which ensures that the housing finance system furthers our nation's fair housing goals by aggressively promoting nondiscrimination, residential integration, and equal access to the benefits of decent and safe housing and ownership opportunities; and,
BE IT FURTHER RESOLVED that IAOHRA advocate avoiding an over reliance on Federal Housing Administration (FHA) mortgage insurance since leaving an entire borrower segment and whole neighborhoods reliant on a single source of mortgage credit is bad policy for a number of reasons; now therefore,
BE IT FINALLY RESOLVED that IAOHRA supports integrated neighborhoods, in which clean, safe and affordable rental units and homeownership opportunities are available to all Americans.


Leon W. Russell, President



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A District of Columbia
Nonprofit Corporation

2011 IAOHRA Conference

August 28-31, 2011

Sheraton Hotel

Austin, Texas

Resolution #10

Adopted by the

**INTERNATIONAL ASSOCIATION OF OFFICIAL
HUMAN RIGHTS AGENCIES**

August 30, 2011

TITLE: CRIMINAL JUSTICE

**PURPOSE: A CALL TO END THE WAR ON DRUGS, ALLOCATE
FUNDING TO INVEST IN SUBSTANCE ABUSE TREATMENT,
EDUCATION AND OPPORTUNITIES IN COMMUNITIES OF COLOR
FOR A BETTER TOMORROW**

WHEREAS, the International Association of Official Human Rights Agencies (IAOHRA) is a professional association of over 140 state, county, and city governmental human rights commissions in the United States of America and several statutory human rights agencies in Canada that has as its purpose and jurisdiction the elimination of discrimination; and,

WHEREAS, 2011 marks the government's forty year anniversary of the War on Drugs, which by all accounts is a "failed" policy and through its implementation has become the new Jim Crow; and,

WHEREAS, in modern history, in 1993, South Africa's Apartheid Government imprisoned 851 black men per hundred-thousand and in 2008, under the United States' mass incarceration and the war on drugs, black men are imprisoned at the rate of 4,919 per hundred-thousand population; and,

WHEREAS, the United States has 5% of the world's population, but 25% of the world's prisoners, incarcerating more than 2.3 million citizens in its prisons and jails, at a rate of one in every 136 U.S. residents—the highest rate of incarceration in the world; and,

WHEREAS, funds that should go into education and health are diverted to the war on drugs leaving public schools struggling and underfunded; Over the last 20 years, funding for prisons have increased 6 times the rate of higher education and k-12 funding over that same time period has decreased; and,

WHEREAS, federal, state, and local costs of the war on drugs exceed \$40 billion annually and has cost \$1 trillion over the last forty years, yet most drug prices have fallen, while purity levels have increased dramatically, and drug abuse has not decreased at all; and,

WHEREAS, government health surveys consistently find that young whites use drugs at higher rates than young blacks; yet according to FBI uniform crime data, police in the largest counties and cities in nearly every state arrest young blacks at double, triple and even quadruple the rate of young whites; in many US cities blacks are arrested for possession at five, seven and up to ten times the rate of whites; and,

WHEREAS, low level non violent drugs crimes now produces permanent, computerized, fingerprint and photograph criminal records on national databases; these criminal records are easily found on the internet by employers, landlords, credit agencies, banks, professional licensing boards, schools and colleges therefore undermining future employment and opportunities; and,

WHEREAS, easily accessible criminal records become a stigma, a modern "scarlet letter" which constitutes a substantial obstacle to employment, education, and full participation in American society; the criminal records, even just for arrest, consign the young people of color who are targeted by drug war policing to a second class citizenship and a modern form of Jim Crow; and,

WHEREAS, billions of dollars a year of U.S. federal government payments go to police, sheriffs and prosecutors to arrest and prosecute over a million people a year for non violent drug offenses; that funding, in Byrne Grant and other programs, other serious crime, for public education budgets and in expanding alternatives to incarceration; and,

WHEREAS, the IAOHRA discourages illegal drug use of any type and recognizes that addiction is a chronic medical illness that is treatable; and,

WHEREAS, the National Treatment Improvement Evaluation Study shows substantial reductions in criminal behavior, with a 64% decrease in all arrests after treatment, making public safety a primary beneficiary of effective drug treatment programs; and,

WHEREAS, according to the Office of National Drug Control Policy (ONDCP), only 35% percent of the federal drug control budget is spent on education, prevention and treatment combined, with the remaining 65% devoted to law enforcement efforts; and,

WHEREAS, women are the fastest growing prison population in the U.S., increasing by over 700% since 1977, to 98,600 at the end of 2005. Drug law violations now account for nearly one third of incarcerated women, compared to one-fifth of men; and,

WHEREAS, when men go to jail families get poorer but when women go to jail, children go to foster care therefore separating families and therefore impacting generations; and,

WHEREAS, IAOHRA and its membership believe that the war on drugs has failed and advocates among federal, state and local governments to repeal the war on drugs and institute in its place a public health approach that concentrates on reducing drug abuse and its destructive consequences; and,

THEREFORE, BE IT RESOLVED that we reinvest dollars saved from incarceration to treatment and education programs and a proportional share of taxpayers' money to privately owned Black organizations/groups and Black faith-based groups in proportion with the Black prison population of the U.S.; and an approach that holds state and federal agencies accountable; and,

BE IT FURTHER RESOLVED that IAOHRA advocates educational programs that teach our youth about drugs and other harmful substances available in society, and teach them to refrain from using any of these substances; and,

BE IT FURTHER RESOLVED that IAOHRA advocates for meaningful ways to combat the disparate and unjust impact of the war on drugs, including abolishing mandatory minimum sentencing for drug related offenses, which remove any discretion from judges to take into account extraneous circumstances, and which have disproportionately impacted those who come from low income communities and communities of color; and,

BE IT FURTHER RESOLVED that IAOHRA work towards abolishing Byrne Grant funding that provides incentives for law enforcement to target and make arrests in drug related crimes, which they disproportionately do in low income communities and communities of color; and,

BE IT FURTHER RESOLVED that IAOHRA advocates for the implementation of needle exchange programs which serve to reduce HIV, Hepatitis C, and other infections related to using unclean needles by providing clean needles to those who need them, therefore increasing overall public safety for all of our communities; and,

BE IT FURTHER RESOLVED that IAOHRA advocates for the expansion of prevention and diversion programs as well as other policies whereby law enforcement officials are required to take drug offenders to treatment programs and social service providers instead of arresting and putting them on the path to incarceration; and,

BE IT FURTHER RESOLVED that IAOHRA advocates that U.S. policy should be measured not solely on drug use levels or the number of people arrested or imprisoned, but rather on the amount of drug-related harm reduced. This includes: substantially reducing drug overdose fatalities, substantially reducing the spread of HIV/AIDS and Hepatitis, substantially reducing the number of nonviolent drug law offenders behind bars, substantially reducing the number of people arrested for drug possession, and eliminating the racial disparities in drug law enforcement; now therefore,

BE IT FINALLY RESOLVED that IAOHRA advocates for a wide range of effective drug abuse treatment options (treatment on demand) that make supportive services available to all who need them, including: greater access to methadone and other maintenance therapies; specially-tailored, integrated services for families, minorities, rural communities and individuals suffering from co-occurring disorders; and effective community-based drug treatment and other alternatives to incarceration for nonviolent drug law offenders; and other policies that reduce public spending while improving public health and safety.


Leon W. Russell, President



INTERNATIONAL
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Resolution #11

Adopted by the

**INTERNATIONAL ASSOCIATION OF OFFICIAL
HUMAN RIGHTS AGENCIES**

August 30, 2011

TITLE: LABOR AND EMPLOYMENT

PURPOSE: MANUFACTURING AND UNION LABOR POLICY

WHEREAS, the International Association of Official Human Rights Agencies (IAOHRA) is a professional association of over 140 state, county, and city governmental human rights commissions in the United States of America and several statutory human rights agencies in Canada that has as its purpose and jurisdiction the elimination of discrimination; and,

WHEREAS, unions have consistently led the struggle to provide a fair day's pay for a fair day's work, for better wages, benefits and advancement opportunities based on skills, knowledge, hard work and seniority rather than race, religion, cronyism or other discriminatory factors; and,

WHEREAS, the right of workers to join unions and to bargain collectively with employers is an internationally recognized human right and a cornerstone of a free and democratic society. With unions, workers have a voice on workplace issues and are able to negotiate collectively to achieve a fair day's pay for a fair day's work, gain healthcare, pensions and other benefits to protect their families and ensure safe healthy working conditions; and,

WHEREAS, the National Labor Relations Act (NLRA) was enacted in 1935, during the Great Depression, to protect the right of American workers to unionize. It plainly states that our national interest is best served by "encouraging the practice and procedure of collective bargaining and freedom of association;" and,

WHEREAS, over the years, the rights protected by the NLRA were diminished by aggressive employer sponsored anti-union campaigns, ineffective penalties for employers who violate the NLRA, and anti-union presidential appointees to the National Labor Relations Board (NLRB). As a result, it became nearly impossible for millions of workers to successfully organize by going through a Board-conducted election, and nearly as difficult to reach a first contract after winning a representation election; and,

WHEREAS, many employers-coached by an army of anti-union consultants — took advantage of loopholes in the National Labor Relations Act or simply violated the law to spy on, harass, pressure, threaten, intimidate, suspend, fire, deport, and otherwise victimize workers who attempted to exercise their right to unionize. Many manufacturing companies threatened and

intimidated workers in organizing drives by predicting the workplace would close or move if workers voted for the union; and,

WHEREAS, employer interference did not and has not ceased once a union had been chosen: one- third of workers who demonstrated majority support for union representation lacked a collective bargaining agreement one year later; and,

WHEREAS, as a result of these anti-union campaigns and our weak labor laws, the percentage of American workers who are unionized plummeted to an all time low. The loss of manufacturing jobs to a service-based economy which threatens the status of many middle class workers destroyed American's middle class and took a tremendous toll on the earning power and standard of living of racial and ethnic minority families; and,

WHEREAS, beginning in 2003, the labor movement mounted a major Congressionally focused educational campaign to enact the Employee Free Choice Act, to restore the right to workers to organize and bargain collectively, free from employer intimidation and coercion. The Act allows workers to choose to organize by a simple majority sign-up, without the employer-imposed delays and intimidation, provides for timely mediation and arbitration in the event bargaining for a first contract breaks down, provides stronger penalties for labor law violations and delivers much greater enforcement of the laws; and, **WHEREAS**, according to the Center for Economic and Policy Research for African Americans in the 15 lowest-paying occupations, unionization raises wages by about 14%; for the same group of workers, unionization is also associated with a 20% greater likelihood of having health insurance and a 28% greater likelihood of pension coverage; and,

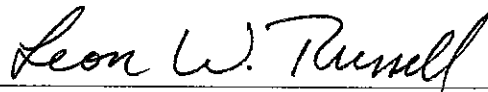
WHEREAS, 25% of all African American college graduates work in the public sector the majority of whom are union members; and,

WHEREAS, according to the U.S. Bureau of Labor Statistics, full-time African American workers who are union members earn 31% more than their non-union counterparts (\$772 per week for union workers compared with \$589 for non-union workers); African American men who are union members earn 37% more than their non-union counterparts (\$829 compared with \$606); and African American women who are union members earn 27% more than their nonunion counterparts (\$729 compared with \$574); and,

WHEREAS, in 1961, when Martin Luther King Jr., addressed the AFL-CIO Fourth Constitutional Convention in Bal Harbour, Florida, he spoke of the "unity of purpose" between the labor movement and the movement for civil rights. He said: "Our needs are identical with labor's needs: decent wages, fair working conditions, livable housing, old age security, health and welfare measures, conditions in which families can grow, have education for their children and respect in the community;" and,

WHEREAS, numerous prominent economists, including three Nobel laureates, have signed onto a statement in favor of the Employee Free Choice Act citing the recent unprecedented growth of inequality in household income and the urgent need to give workers more bargaining power, they said, "In recent decades, most bargaining powers have resided with management. The current recession will further weaken the ability of workers to bargain individually. More than ever, workers will need to act together. As economists, we believe this is a critically important step in rebuilding our economy and strengthening our democracy by enhancing the voice of working people in the workplace;" and,

THEREFORE, BE IT RESOLVED that IAHORA will advocate for the protection of workers' right to engage in the process of collective bargaining; and,
BE IT FURTHER RESOLVED that IAOHRA, and it membership, will strive to restore the original intention of the National Labor Relations Act to encourage unionization and collective bargaining by guaranteeing workers the right to organize; and,
BE IT FURTHER RESOLVED that IAOHRA, and it membership, will work to educate our friends, family, the general public, and Congress about the continued need to strengthen the right of workers to organize, free from employer interference; and,
BE IT FURTHER RESOLVED that IAOHRA, and it membership, commit to support of the Employee Free Choice Act, to allow workers to make a personal choice to organize without relentless and often unlawful attempts by management to affect their decision by use of threat and intimidation; and,
BE IT FURTHER RESOLVED that IAOHRA, and it membership, and it members advocate for NLRA coverage for all private sector workers, including teaching and research assistants; and,
BE IT FURTHER RESOLVED that IAOHRA, and it membership, and its members support efforts in states to provide collective bargaining rights to all state and local government employees; and,
BE IT FURTHER RESOLVED that IAOHRA, and it membership state its opposition to attacks on any and all unions, whether in the public or private sectors, by declaring that workers have rights to be organized into unions and those unions' rights to collective bargaining are sacrosanct; and
BE IT FINALLY RESOLVED that IAOHRA, and it membership join in support of public and private employees and their efforts to maintain or preserve their rights to union representation and collective bargaining.



Leon W. Russell, President