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INTERNATIONAL  
ASSOCIATION  
OF OFFICIAL  
HUMAN RIGHTS  
AGENCIES

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**2010 IAOHRA Conference  
August 28, 2010 – September 1, 2010  
BATTLE HOUSE RENAISSANCE HOTEL  
MOBILE, AL**

**RESOLUTION #1**

**REPLY TO:**

IAOHRA  
C/O Pinellas County OHR  
400 S. Ft. Harrison Ave. 5<sup>th</sup> Floor  
Clearwater, Florida 33756

**Adopted by the  
INTERNATIONAL ASSOCIATION OF OFFICIAL HUMAN RIGHTS AGENCIES  
August 31, 2010**

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A District of Columbia  
Nonprofit Corporation

**TITLE: INTERNATIONAL HUMAN RIGHTS**

**PURPOSE: TO PROMOTE AND ENCOURAGE BROADER  
UNDERSTANDING OF INTERNATIONAL HUMAN RIGHTS**

**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;

**WHEREAS**, IAOHRA's 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 (UDHR) 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**, the General Assembly of the United Nations approved the UDHR on December 10, 1948, declaring that "recognition of the inherent dignity and of the equal and inalienable rights of all members of the human family is the foundation of freedom, justice and peace in the world;" and

**WHEREAS**, the U.S. played a key role in drafting the UDHR and a 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

**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

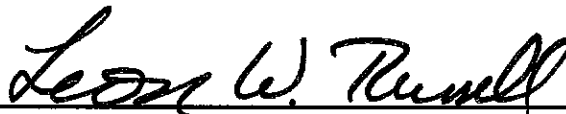
**WHEREAS**, IAOHRA has joined with the Human Rights Institute of Columbia Law School and The Human Rights at Home Campaign (formerly the Campaign for a New Domestic Human Rights Agenda) to produce the 2009 report entitled "State and Local Human Rights Agencies: Recommendations for Advancing Opportunity and Equality through an International Human Rights Framework;" and

**WHEREAS**, as detailed in the Report, international human rights provides a powerful framework for 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**, December 10th is recognized globally as Human Rights Day -- an opportunity for the international community to recommit to the broader realization of human rights to ensure equality for all; 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 utilize Human Rights Day, December 10, 2010, to promote human rights in its local community by issuing proclamations or resolutions, creating Human Rights awards, publishing op-eds, sponsoring community events, or any other action intended to raise awareness of the UDHR and encourage residents to take action to support its principles; and

**BE IT FURTHER RESOLVED**, that IAOHRA shall make one of its top priorities to advocate for the Human Rights at Home Campaign 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 international human rights in our communities.

A handwritten signature in black ink, reading "Leon W. Russell". The signature is written in a cursive, flowing style. Below the signature is a horizontal line.

Leon W. Russell, President



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INTERNATIONAL  
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**2010 IAOHRA Conference  
August 28, 2010 – September 1, 2010  
BATTLE HOUSE RENAISSANCE HOTEL  
MOBILE, AL**

**RESOLUTION #2**

**REPLY TO:**

IAOHRA  
C/O Pinellas County OHR  
400 S. Ft. Harrison Ave. 5<sup>th</sup> Floor  
Clearwater, Florida 33756

**Adopted by the  
INTERNATIONAL ASSOCIATION OF OFFICIAL HUMAN RIGHTS AGENCIES  
August 31, 2010**

**TITLE: EEOC BUDGET REQUEST FOR FEDERAL FISCAL YEAR 2011  
(STATE AND LOCAL)**

**PURPOSE: TO REQUEST THAT THE SENATE AND THE HOUSE  
APPROPRIATE COMMITTEES OF CONGRESS APPROVE A  
BUDGET REQUEST FOR STATE AND LOCAL FAIR  
EMPLOYMENT PRACTICE AGENCIES (FEPAS)**

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**WHEREAS**, the International Association of 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;

**WHEREAS**, through the use of contractual work-sharing agreements, the EEOC contracts with approximately 90 state and local FEPAs to process discrimination charges and with the Tribal Employment Rights Offices (TEROs) to manage charges of discrimination and protect the employment rights of Native Americans, which results in automatically dually-filed charges of discrimination under both federal and, where they exist, state and/or local laws, that avoids duplication of effort while ensuring that a charging party's rights are protected under all applicable laws; and

**WHEREAS**, with its headquarters in Washington, D.C., and through the operations of 50 field offices nationwide, the EEOC coordinates all federal equal employment opportunity regulations, practices, and policies, interprets employment discrimination laws, monitors the federal sector employment discrimination program, sponsors outreach and technical assistance programs, and provides funding and support to state and local FEPAs; and

**WHEREAS**, EEOC 'S Fiscal Year (FY) 2010 Congressional budget request was approved at \$30,000,000 for State and Local Assistance; and

**WHEREAS**, state and local FEPAs rely on budgetary allocations from the Equal Employment Opportunity Commission in order to sustain the ability to fulfill their legal obligations under their Work-Sharing Agreements; and

**WHEREAS**, IAOHRA is committed to developing effective civil and human rights enforcement and advocacy through coalition building with national and international organizations (i.e. Leadership Conference on Civil Rights) that are

similarly committed to equality and the protection of human rights; and  
**WHEREAS**, The Senate Appropriations Sub-Committee remains concerned at the rising backlog in charges of employment discrimination at the EEOC. This backlog is on pace to reach over 105,000 charges by the end of fiscal year 2011. The Committee is disturbed that this issue has not been addressed in a systematic or strategic manner. The Committee is concerned that there is a lack of leadership response and will ask the EEOC to adequately address this problem as it could affect the ability of EEOC to meet its mission and mandate to promote equal opportunity at the workplace; and

**WHEREAS**, the sub-committee is deeply troubled that the Commission has failed to provide adequate resources to its State partners; and therefore has created a separate account for this funding; and

**THEREFORE BE IT RESOLVED**, that IAOHRA and its membership hold itself accountable to aggressively request that both the Senate and the House appropriations committees of Congress, recommend an increase for Federal Fiscal Year 2011 in State and Local funding in the amount of \$3,000,000 to support State and Local Fair Employment Practice Agencies.

A handwritten signature in black ink, reading "Leon W. Russell". The signature is written in a cursive, flowing style. The first name "Leon" is written with a large, prominent "L". The last name "Russell" is written with a large, prominent "R". The signature is positioned above a horizontal line.

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Leon W. Russell, President



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2010 IAOHRA Conference  
August 28, 2010 – September 1, 2010  
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**RESOLUTION #3**

Adopted by the  
INTERNATIONAL ASSOCIATION OF OFFICIAL HUMAN RIGHTS AGENCIES  
August 31, 2010

**REPLY TO:**

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**TITLE: LAW ENFORCEMENT**

**PURPOSE: ESTABLISHING MODEL STANDARDS, POLICIES AND TRAINING TO PREVENT POLICE MISCONDUCT AND EXCESSIVE USE OF FORCE**

**WHEREAS, the IAOHRA reiterates its commitment to hold law enforcement accountable for police abuse and excessive use of force; and**

**WHEREAS, of the 43.5 million people who had contact with police in 2005, 1.6% had force or threat of force used against them in their most recent contact, and of them, 83% characterized the force as excessive; and**

**WHEREAS, African Americans and Latinos are disproportionately affected by police use of excessive force, in that African Americans accounted for roughly 1 out of 10 contacts with the police in 2005, but 1 out of 4 contacts in which force was used; and**

**WHEREAS, in August 2009, Mark Anthony Barmore of Rockford, IL was shot in the back and killed by law enforcement while inside a church and in front of children in a daycare; and**

**WHEREAS, in January 2010, Jordan Miles of Pittsburgh, PA, an honor roll student was beaten by undercover law enforcement that failed to disclose their identity; and**

**WHEREAS, in January 2009, Oscar Grant of Oakland, CA, was shot in the back after being handcuffed by local transportation law enforcement; and**

**WHEREAS, the NAACP all alert system has received over 2000 complaints of police abuse and use of force by law enforcement from July 2009 to May 2010; and**

**WHEREAS, the IAOHRA continues its commitment to ensuring fair, equitable and safe law enforcement practices in all communities, including communities of color.**

**THEREFORE, BE IT RESOLVED, that IAOHRA urges governmental agencies to review current policing standards and/or develop/updated model training, accountability mechanisms, and establish model policing standards to prevent police misconduct and use of excessive force at the local, state, and national level.**

A District of Columbia  
Nonprofit Corporation

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Leon W. Russell, President



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REPLY TO:

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**2010 IAOHRA Conference**  
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**MOBILE, AL**

**RESOLUTION #4**

**Adopted by the**  
**INTERNATIONAL ASSOCIATION OF OFFICIAL HUMAN RIGHTS AGENCIES**  
**August 31, 2010**

**TITLE: EDUCATION DISPARITIES**

**PURPOSE: FEDERAL & STATE EFFORTS TO ELIMINATE ZERO TOLERANCE AND DISCIPLINE DISPARITIES**

**WHEREAS**, nationwide, students of color experience rates of punishments in school - ranging from office referrals to corporal punishment, suspension, and expulsion – that far exceed their numbers in the school population or the share of offenses they commit; and

**WHEREAS**, when school districts adopt a “zero tolerance” policy that relies heavily on exclusion from the classroom as a discipline strategy, such policies often have a disproportionate impact on students of color; and

**WHEREAS**, in the short term, expulsions and suspensions typically result in missed instructional time and, for some students, only speed up a cycle of academic failure, disengagement, and escalating rule breaking; and

**WHEREAS**, long term, repeated suspensions and expulsions have been linked with lower academic achievement, dropping out and delayed high school graduation; and

**WHEREAS**, when discipline incidents are referred to school officers or juvenile justice officials, it is often a gateway to repeated involvement with the criminal justice system, perpetuating a school to prison pipeline; and

**WHEREAS**, the NAACP reaffirms its prior resolutions condemning the disproportionate use of suspensions and expulsions for African American students and urging local districts to review their policies and develop plans to eliminate discriminatory practices.

**THEREFORE, BE IT RESOLVED**, that the IAOHRA will work actively to eliminate zero tolerance policies whenever possible, which is consistent with its mission to promote human rights, and shape discipline policies that use suspension and expulsion as a last resort and for only the most serious offenses; and

**BE IT FURTHER RESOLVED**, that the IAOHRA will promote alternative policies that do not remove students from the learning environment or rely on law enforcement for discipline that could be handled at school and are proven to positively impact school climate and academic success, such as Positive Behavioral Intervention Systems; and

**BE IT FINALLY RESOLVED**, that the IAOHRA will work in concert with allies to promote federal incentives and sanctions to motivate states and districts to eliminate zero tolerance policies and develop more humane, non-exclusionary alternatives that do not disproportionately disadvantage minority students.

A handwritten signature in black ink, reading "Leon W. Russell", written over a horizontal line.

Leon W. Russell, President



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INTERNATIONAL  
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2010 IAOHRA ANNUAL CONFERENCE  
August 29-September 1  
The Battle House, Renaissance Hotel & Spa  
Mobile, Alabama

**RESOLUTION # 5**

REPLY TO:

IAOHRA  
C/O Pinellas County OHR  
400 S. Ft. Harrison Ave. 5<sup>th</sup> Floor  
Clearwater, Florida 33756

Adopted by the  
**INTERNATIONAL ASSOCIATION OF HUMAN RIGHTS AGENCIES**  
August 31, 2010

**TITLE: Fair, Humane and Non-Discriminatory Immigration Reform**

**PURPOSE: For IAOHRA to oppose Arizona's SB1070, and to call  
for fair  
and just immigration reform, opposing discriminatory  
scapegoating of immigrants**

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**WHEREAS**, the International Association of 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;

**WHEREAS**, given our Nation's tragic history of legalized and entrenched racism, we must be vigilant that our nation's immigration policies be consistent with humanitarian values, human rights standards, treating all individuals in a fair and just manner, with respect and dignity;

**WHEREAS**, we must move away from the politics of scapegoating immigrants, and oppose laws and policies which play on citizens' fears and xenophobia, as they are based on unfairly placing blame upon immigrants and immigration for all our social problems, and increases racial profiling by law enforcement or the denial of basic civil and human rights;

**WHEREAS**, the state of Arizona enacted the law SB 1070, which will lead to racial profiling by law enforcement officers, and will undermine public safety for all because undocumented immigrants and their U.S. citizen family members will be unwilling to report crime as witnesses or victims, isolating entire communities, which is why major city police chiefs oppose the law;

**WHEREAS**, SB 1070 is a poor and ineffective measure that does not address the root causes of illegal immigration in America, and establishes a dangerous precedent;

**WHEREAS**, IAOHRA's organizational history and values requires that our nation's immigration policies be consistent with basic human and civil rights, in particular the need to treat all individuals fairly, not based on stereotypes, and regardless of race, ethnicity, nationality, gender or religion with respect and dignity;



**WHEREAS**, immigration reform efforts must be coupled with policies to promote meaningful job training programs, job creation programs and small business development, as well as federal education assistance so that all Americans regardless of race, ethnicity, gender, religion or national origin will have a fair opportunity to earn a living wage.

**THEREFORE, BE IT RESOLVED**, that IAOHRA strongly opposes Arizona's law (SB 1070) and other similar laws that lead to racial profiling by having local law enforcement officers carry out federal immigration enforcement, and to unlawfully discriminate; and

**BE IT FURTHER RESOLVED**, that IAOHRA calls for Immigration Reform which is consistent with IAOHRA's organizational values and history regarding human and civil rights, opposing measures that lead to discrimination based on race, ethnicity, nationality, gender or religion; and

**BE IT FINALLY RESOLVED**, that IAOHRA calls upon the United States Congress and President Obama to enact, as soon as possible, a comprehensive reform of our Nation's immigration laws that will lead to humane and inclusive policies.

A handwritten signature in black ink, reading "Leon W. Russell", is positioned above a horizontal line.

Leon W. Russell, President



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MOBILE, AL**

**RESOLUTION #6**

**REPLY TO:**

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C/O Pinellas County OHR  
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Clearwater, Florida 33756

**Adopted by the  
INTERNATIONAL ASSOCIATION OF OFFICIAL HUMAN RIGHTS AGENCIES  
August 31, 2010**

**TITLE: HEALTH CARE REFORM**

**PURPOSE: IAOHRA SUPPORTS FULL IMPLEMENTATION OF THE  
FEDERAL  
HEALTH CARE REFORM LAW**

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**WHEREAS**, the NAACP strongly supports the new federal law reforming our Nation's health care system and hopes that states will do everything possible to ensure that the new law is implemented to the fullest extent and as expeditiously as possible; and

**WHEREAS**, prior to enactment of this law, 47 million Americans had no health insurance; and

**WHEREAS**, more than 880,000 African Americans nationwide died in the past decade due to the disparities in our health care system; having access to quality, affordable health care is not something that should be reserved for the wealthy, or the few; and

**WHEREAS**, not having health insurance has been proven to be difficult for a person's well being, and consequently for the financial health of our Nation; and

**WHEREAS**, on March 23, 2010, H.R. 3590, the NAACP-supported, *Patient Protection and Affordable Care Act* was signed into law by President Barack Obama; then on March 30, 2010, H.R. 4872, the NAACP-supported *Health Care and Education Reconciliation Act of 2010* was signed into law, together these two bills represent a much-needed, major overhaul of our Nation's broken health care system; and

**WHEREAS**, the new law will extend health insurance coverage to about 32 million American men, women and children who do not currently have health insurance coverage; and

**WHEREAS**, the new law provides lower costs and financial relief for American families; and

**WHEREAS**, the new law also provides Americans with greater choices in health care coverage and eliminates insurance company discrimination; and

**WHEREAS**, the new law also takes an aggressive approach to ending health care disparities that continue to plague racial and ethnic minority Americans; and

**WHEREAS**, the new law also puts a premium on Preventive Care for Better Health; and

**WHEREAS**, like the 1965 law establishing Medicare and Medicaid, the success of the 2010 Health care reform legislation depends now largely on how well it is implemented; and

**WHEREAS**, in 1965, the new law was threatened by doctors, who were concerned that their ability to prescribe their treatments and collect their fees might be threatened, and by hospitals, primarily in the south, which did not want to integrate (a requirement under the new law for participating in the Medicare / Medicaid program); and

**WHEREAS**, eventually the majority of the doctors agreed to participate in the program and the hospitals capitulated and integrated rather than lose millions of dollars in federal funds; and

**WHEREAS**, today, Medicare and Medicaid are seen as two of the more successful federal programs, ensuring health care to millions of Americans nation-wide; and

**WHEREAS**, under the new law, states are required within four years to establish state insurance exchanges through which residents may obtain better tailored and more cost effective health insurance.; and

**WHEREAS**, since enactment of the *Patient Protection and Affordable Care Act* 14 state Attorneys General have already sued to stop the reform from being implemented.

**THEREFORE, BE IT RESOLVED**, that the IAOHRA strongly supports the full implementation of the *Patient Protection and Affordable Care Act*; and

A handwritten signature in black ink, reading "Leon W. Russell". The signature is written in a cursive, flowing style. The first name "Leon" is written in a larger, more prominent script, followed by "W." and "Russell". The signature is positioned above a horizontal line.

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Leon W. Russell, President



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**RESOLUTION #7**

**REPLY TO:**

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**Adopted by the  
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**TITLE: YOUNG ADULT EMPLOYMENT**

**PURPOSE: BUILDING EMPLOYABLE JOB SKILLS**

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**WHEREAS**, thousands of young adults leave high school lacking the basic math skills, literacy, and knowledge of how to compete in the current global job market; and

**WHEREAS**, schools in minority and low income neighborhoods are poorly funded and educational disparities continue to exist in our public school systems; and

**WHEREAS**, programs need to be implemented in our community centers, churches, and other venues to remedy the deficiency and fortify skills that are crucial to the nation's future prosperity; and

**WHEREAS**, there is a strong need to create a diverse community deeply committed to public education to ensure that all young adults over 18, discover and develop their special talents, achieve their education and career goals, and succeed in a rapidly changing society.

**THEREFORE, BE IT RESOLVED**, that the IAOHRA affirm the right to equal educational and employment opportunities as a basic civil and human right, and supports the need for community based programs to provide job training, education and readiness skills for at-risk adults 18 years and older.

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**RESOLUTION #8**

**REPLY TO:**

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**Adopted by the  
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August 31, 2010**

**TITLE: ENVIRONMENTAL RESTORATION OF GULF COAST**

**PURPOSE: REAFFIRMING SUPPORT FOR REBUILDING THE GULF COAST**

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**WHEREAS**, the public workers in projects such as the Works Project Administration (WPA), the Public Works Administration (PWA), and the Civilian Conservation Corps during the Great Depression built or repaired 103 golf courses, 800 state parks, 1,000 airports, 2,500 hospitals, 2,500 sports stadiums, 8,192 parks, 11,338 schools, 12,800 playgrounds, 124,031 bridges, 125,110 public buildings and 651,087 miles of highways and roads, as well as hired 238 bands and orchestras; arrested 20 million acres from soil erosion, stocked one billion fish in lakes and rivers, and planted three billion trees; and

**WHEREAS**, the efforts of the WPA and PWA during the Great Depression can still be seen in New Orleans through such city fixtures as Charity Hospital, the New Orleans Public Library in Bywater; the botanical garden and golf course at City Park; the Cabildo; Napoleon House; the Seventh Street Wharf; and the Audubon Zoo; and

**WHEREAS**, Hurricane Katrina damaged and destroyed over 200,000 Gulf Coast homes, and damaged or destroyed schools, hospitals, police and fire stations, roads, community centers, bridges, parks, and forest land, and left over 100,000 individuals in Louisiana and across the Gulf Coast unemployed; and

**WHEREAS**, the effects of Hurricane Katrina and Gustav underscores the need for environmental reform, including greener building practices, more efficient energy consumption, and a commitment to coastal conservation and restoration; and

**WHEREAS**, New Orleans continues to restore its core infrastructure so that residents can return and businesses can function effectively; and

**WHEREAS**, despite the federal government's response to this unprecedented disaster, individuals continue to struggle to regain and rebuild their lives; and

**WHEREAS**, the Gulf Coast Civic Works Act, HR 2269, will ensure that real progress is made toward rebuilding and sustaining the Gulf Coast region through the establishment of a federal authority to fund resident-led recovery projects; the creation of 100,000 good jobs and training opportunities for local and displaced workers to rebuild infrastructure and restore the environment;

empowering residents to realize their right to return with dignity and safety, revitalizing the local workforce, and helping create more sustainable communities; and

**WHEREAS**, the Gulf Coast Civic Works Act, HR 2269, rebuilds vital public infrastructure and restores the environment, specifically:

- Rebuilds and repairs public infrastructure including schools, police and fire stations, hospitals, parks, roads, water and sewer systems, and cultural centers
- Builds equitable flood protection and restores marshes and wetlands
- Serves as a national model for disaster recovery and infrastructure development

**WHEREAS**, the Gulf Coast Civic Works Act, HR 2269, creates jobs and provides job training, specifically:

- Creates a minimum of 100,000 jobs and training for Gulf Coast residents
- Creates a Civilian Conservation Corp for youth 17-24 to focus on wetland restoration, forestation, and urban greenery
- Provides 15 grants for artistic projects to highlight Gulf Coast culture and history

**WHEREAS**, the Gulf Coast Civic Works Act, HR 2269, takes action to jumpstart the economy, specifically:

- Establishes the Gulf Coast Recovery Authority to implement and coordinate the necessary federal response to the devastation of the Gulf Coast
- Coordinates existing federal programs to ensure effective and efficient recovery
- Creates opportunities for local business through competitive contract bidding

**WHEREAS**, the Gulf Coast Civic Works Act, HR 2269, spurs sustainable community development, specifically:

- Allows community groups and officials to determine what projects are needed in local advisory councils
- Focuses benefits on the regional economy through first source hiring provisions
- Strengthens workforce by providing jobs and needed skills training

**WHEREAS**, the Gulf Coast Civic Works Act, HR 2269, requires accountability; and specifically:

- Requires oversight and community participation in all recovery projects

**WHEREAS**, the impact of Hurricanes Katrina, Gustav and Ike is a national tragedy that requires the attention of every American, regardless of party affiliation or state residence.

**THEREFORE, BE IT RESOLVED**, that IAOHRA will continue to support the passage of HR 2269: the Gulf Coast Civic Works Act, to coordinate recovery projects, rebuild key infrastructure and ensure sustainable community development and is committed to working closely with local community groups, our Louisiana state and federal delegation, and the U.S. Congress to further strengthen this legislation as it moves through the Congress.



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Leon W. Russell, President



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**2010 IAOHRA Conference  
August 28, 2010 – September 1, 2010  
BATTLE HOUSE RENAISSANCE HOTEL  
MOBILE, AL**

**RESOLUTION #9**

**REPLY TO:**

IAOHRA  
C/O Pinellas County OHR  
400 S. Ft. Harrison Ave. 5<sup>th</sup> Floor  
Clearwater, Florida 33756

**Adopted by the  
INTERNATIONAL ASSOCIATION OF OFFICIAL HUMAN RIGHTS AGENCIES  
August 31, 2010**

**TITLE: IMMIGRATION REFORM**

**PURPOSE: IAOHRA REAFFIRMS ITS CALL FOR GENUINE IMMIGRATION REFORM AND ITS OPPOSITION TO IMMIGRATION REFORM THAT RELIES SOLELY ON INCREASED ENFORCEMENT OR RESULTS IN RACIAL PROFILING**

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**WHEREAS**, our nation's immigration policies must be consistent with humanitarian values and with the need to treat all individuals with respect and dignity; and

**WHEREAS**, the IAOHRA strongly believes that any immigration "reform" must address current problems in our immigration system; it cannot focus solely on enforcement; and

**WHEREAS**, we must move away from the politics of scapegoating immigrants, and must instead look at the needs of our nation and our people in a larger context; and

**WHEREAS**, the IAOHRA is opposed to local, state and federal laws which play on citizens' fears and xenophobia and may lead to racial profiling or the denial of a person's basic rights; and

**WHEREAS**, the state of Arizona recently passed SB 1070, which legalizes racial profiling and allows law enforcement officers to use racial profiling to target entire communities; and

**WHEREAS**, SB 1070 is a poor and ineffective measure that does not address the root causes of illegal immigration in America; and

**WHEREAS**, given our Nation's sorry history of legalized and entrenched racism, Arizona's SB 1070 establishes a dangerous precedent of not only codifying racial profiling, but requiring it; and

**WHEREAS**, the NAACP Action Item of 2006 states that immigration reform efforts must be coupled with policies to promote meaningful job training programs, job creation programs and small business development, as well as federal education assistance so that all Americans regardless of race, ethnicity, gender, religion or national origin will have an opportunity to advance in living wage positions.

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**THEREFORE, BE IT RESOLVED**, that the IAOHRA strongly opposes Arizona's recently passed law (SB 1070) which allows local law enforcement officers to carry out federal immigration enforcement tasks and arrest anyone they suspect is in this country illegally; and

**BE IT FURTHER RESOLVED**, that the IAOHRA does reaffirm the NAACP 2006 Action Item on Immigration and calls for Immigration Reform which is consistent with deeply held NAACP and IAOHRA humanitarian and civil rights values and with the need to treat all individuals regardless of race, ethnicity, nationality, gender or religion with respect and dignity; and

**BE IT FURTHER RESOLVED**, that the IAOHRA supports a comprehensive reform of our Nation's Immigration laws which puts a premium on keeping family units together and on rewarding hard work and good behavior; and

**BE IT FINALLY RESOLVED**, that the IAOHRA calls upon the United States Congress and President Obama to enact, as soon as possible, a comprehensive reform of our Nation's immigration laws that puts a premium on the humane and inclusive policies.

A handwritten signature in black ink, reading "Leon W. Russell", is written over a horizontal line.

Leon W. Russell, President





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REPLY TO:

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**2010 IAOHRA Conference  
August 28, 2010 – September 1, 2010  
BATTLE HOUSE RENAISSANCE HOTEL  
MOBILE, AL**

**RESOLUTION #10**

**Adopted by the  
INTERNATIONAL ASSOCIATION OF OFFICIAL HUMAN RIGHTS AGENCIES  
August 31, 2010**

**TITLE: UNEMPLOYMENT CRISIS**

**PURPOSE: TO MEMORIALIZE THE UNITED STATES CONGRESS TO  
ENACT LEGISLATION CREATING A COMPREHENSIVE JOB  
PROGRAM**

**WHEREAS**, the United States continues to experience an unemployment crisis causing severe financial hardship for families and small businesses, while creating unprecedented demand on public and private organizations that provide essential services; and

**WHEREAS**, the past decade has proven to be devastating throughout the United States, recognizing our loss of more than 4 million jobs in 2009, making the total number of jobs lost throughout the country since the current recession began in December of 2007 almost 9 million; and

**WHEREAS**, the United States has experienced near-double digit unemployment since 2006 and the national per capita income has declined almost 3% in 2009; and

**WHEREAS**, we applaud the Federal government for extending unemployment benefits and for funding retraining programs for residents to improve and diversify their job skill sets. However, considering that U.S. economic conditions remain severe, the majority of individuals who have been retrained still cannot find work; and

**WHEREAS**, as a result, the United States will continue to experience the negative effects of the nation's highest unemployment rate in 40 years, which include but are not limited to high rates of foreclosure, loss of business investment, and continued decline in revenue for all levels of government that provide essential services; and

**WHEREAS**, while the banking and financial services industries have received record amounts of financial assistance from the Federal government, it remains that families have suffered the greatest from this economic downturn and there should be extended comparable assistance in coping with this severe and sustained national, regional and local recession; and

**WHEREAS**, during the 1930s, public job programs employed millions of people and left a legacy of improvements in the national parks and forests, more than 100,000 miles of new road, 35,000 public buildings, urban art and murals,

soil conservation and many other valuable contributions to the quality of life and prosperity. A smaller program in the 1970s employed 750,000 people at its peak, gave on-the-job training that boosted the long-term income of hundreds of thousands of young people and urban residents, and performed valuable services in thousands of communities. We know from those experiences that a large-scale jobs program can be geared up quickly and help place significant numbers of our citizens' back to work in jobs that will improve their communities and contribute to shared prosperity.

**THEREFORE, BE IT RESOLVED**, that the membership of IAOHRA petition the Congress of the United States to quickly enact legislation to create a comprehensive jobs program that will retrain unemployed workers, help develop more marketable skill sets, be responsive to the diversity of differing communities, create apprenticeships and hire unemployed individuals for a period of at least one year in positions providing entry level public service and benefit to the community, and

**BE IT FINALLY RESOLVED**, that copies of this resolution be presented to the President of the United States, the U.S. Senate, and the U.S. House of Representatives.

A handwritten signature in cursive script, reading "Leon W. Russell", written in black ink. The signature is positioned above a horizontal line.

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Leon W. Russell, President



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REPLY TO:

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**2010 IAOHRA Conference  
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MOBILE, AL**

**RESOLUTION #11**

**Adopted by the  
INTERNATIONAL ASSOCIATION OF OFFICIAL HUMAN RIGHTS AGENCIES  
August 31, 2010**

**TITLE: EDUCATION REFORM**

**PURPOSE: IN SUPPORT OF CURRICULUM REFORM AND DIVERSITY IN  
EDUCATION**

**WHEREAS**, IAOHRA is firmly committed to education as a human right, and supports comprehensive and affordable, quality education for all, from pre-school through post-graduate study; and

**WHEREAS**, we recognize that combating re-segregation while striving for desegregation and quality education will have a number of diversity impacts on all aspects of learning, beyond the simple creation of a diverse student body; and

**WHEREAS**, students of color have been shown to benefit from a rich, relevant, challenging curriculum delivered and assessed with a variety of methods; and

**WHEREAS**, such diversity in teaching and learning methods would include lessons and tests tailored to fit varied learning styles, and allowing special education students to be integrated to the greatest extent possible with their non learning-disabled peers.

**THEREFORE, BE IT RESOLVED**, that the IAOHRA will work for diversity and equity in a range of school processes, including, but not limited to recruitment, hiring and retention of teachers, and creative curriculum, teaching and assessment methods; and

**BE IT FURTHER RESOLVED**, that the IAOHRA advocate for a diverse teaching corps, generated by diversifying the pipeline of prospective teachers along racial, cultural, linguistic and socioeconomic lines, with a particular emphasis on strategies that allow communities to "grow their own" educators; and

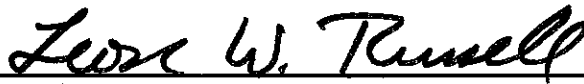
**BE IT FURTHER RESOLVED**, that the IAOHRA will work for diversity and equity in access to a challenging curriculum, rather than ability grouping that denies some students access to the highest opportunities to learn; and

**BE IT FURTHER RESOLVED**, that the IAOHRA supports the NAACP's request to the President of the United States to convene a summit meeting by the Secretary of Education with the NAACP and key urban and rural African American and other ethnic minority educators and social scientists; and

**BE IT FURTHER RESOLVED**, that after the summit meeting, the Secretary of Education considers establishing a task force on urban and rural educational reform; and

**BE IT FURTHER RESOLVED**, that the task force membership be comprised of representation of parents, lay people, school and university professionals, civic organizations, educational professional organizations, state educational agencies, legislators, the NAACP, and IAOHRA membership; and

**BE IT FINALLY RESOLVED**, that the IAOHRA supports the NAACP request for written suggestions and position papers from its units via each State developing a brief report for review by a National NAACP volunteer professional committee to assist in preparing a NAACP Education Reform Set of State Guidelines.

A handwritten signature in black ink, reading "Leon W. Russell". The signature is written in a cursive, flowing style. The first name "Leon" is written with a large, prominent "L". The middle initial "W." is smaller and follows the first name. The last name "Russell" is written with a large, prominent "R" and a long, sweeping tail that extends to the right.

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Leon W. Russell, President



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2010 IAOHRA Conference  
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MOBILE, AL

**RESOLUTION #12**

Adopted by the  
INTERNATIONAL ASSOCIATION OF OFFICIAL HUMAN RIGHTS AGENCIES  
August 31, 2010

REPLY TO:

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**TITLE: BAN CONVICTION RECORD BOX ON JOB APPLICATIONS**

**PURPOSE: REMOVAL OF EMPLOYMENT IDENTIFIER FOR INDIVIDUALS WITH CONVICTION RECORDS TO IMPROVE CHANCES FOR SUCCESSFUL RE-ENTRY THROUGH JOBS**

**WHEREAS**, "Ban the Box" calls for the question about past convictions to be moved from the job application to the face to face interview phase of the hiring process; and

**WHEREAS**, often once incarcerated people return home, finding an employer willing to give them a chance to work and perform is difficult; and

**WHEREAS**, placing "the box" on job applications makes successful re-entry more difficult by both discouraging formerly incarcerated people from applying for jobs and increasing the likelihood their applications will not be considered; and

**WHEREAS**, when the interview phase is the moment when formerly incarcerated people are first asked about their conviction history, they are more likely to be hired; and

**WHEREAS**, the IAOHRA support eliminating public and private employers from asking whether someone has been convicted of a felony from employment applications.

**THEREFORE, BE IT RESOLVED**, that the IAOHRA encourages both public and private employers to "ban the box" by removing the question about whether someone has been incarcerated or convicted of a crime from the application to the interview phase of the hiring process; and

**BE IT FINALLY RESOLVED**, that the IAOHRA support that National Standardization of Job Applications by "banning the box" be included in (s.714) of the National Criminal Commission Act of 2009-(Webb Commission Bill).

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Leon W. Russell, President



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REPLY TO:

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RESOLUTION #13

Adopted by the  
INTERNATIONAL ASSOCIATION OF OFFICIAL HUMAN RIGHTS AGENCIES  
August 31, 2010

**TITLE: PUBLIC SAFETY**

**PURPOSE: MAKING COMMUNITIES SMART AND SAFE THROUGH  
VIOLENCE REDUCTION**

**WHEREAS**, violence is a pressing issue with real impacts in our communities; and

**WHEREAS**, most forms of violence are caused by family instability, improper parenting, intergenerational dynamics, hopelessness, poverty, lack of education, need for social acceptance, limited positive role models, negative media images, lack of effective and engaging community programs, unemployment, drugs, prison, which tend to be (Gang Training Camps) an overwhelmed justice system and racism, among other causes; and

**WHEREAS**, such violence is causing youth of color to be incarcerated at disproportionately higher rates; and

**WHEREAS**, such violence is causing youth, and particularly African American men, to disproportionately suffer higher rates of homicide; and

**WHEREAS**, such violence is causing communities of color to experience disproportionately higher crime rates, making neighborhoods and communities of color unsafe.

**THEREFORE, BE IT RESOLVED**, that the membership of IAOHRA research best practices for evidenced-based safe community models, make information available about best practices and encourage units to advocate for best practices that lead to crime reduction.

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Leon W. Russell, President



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**2010 IAOHRA Conference  
August 28, 2010 – September 1, 2010  
BATTLE HOUSE RENAISSANCE HOTEL  
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**RESOLUTION #14**

**REPLY TO:**

IAOHRA  
C/O Pinellas County OHR  
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**Adopted by the  
INTERNATIONAL ASSOCIATION OF OFFICIAL HUMAN RIGHTS AGENCIES  
August 31, 2010**

**TITLE: INMATE REHABILITATION**

**PURPOSE: REHABILITATION OF PRISONERS CONFINED TO COUNTY  
JAILS AND STATE PRISONS**

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**WHEREAS**, one in four African-American males between the ages of 16-30 will spend some time in either a county jail or state prison; and

**WHEREAS**, there are more African-American males in county jails and state prisons than in the state colleges and universities; and

**WHEREAS**, the cost of incarcerating a prisoner for one year can be as high as \$30,000.00, and the average cost spent on education for a student per year in the United States is approximately \$7,500.00; and

**WHEREAS**, the average cost to society for an individual, who is confined to the prison system over his/her lifetime is approximately \$1,000,000.00 in prison cost, lost income, tax payments to the state and local governments, victim costs, etc.; and

**WHEREAS**, the human cost in victimization, lost property, personal losses, and effects on the quality of life in inner-city urban communities is immeasurable; and

**WHEREAS**, it is statistically proven that the higher the education level of an individual the lower the possibility that the individual will engage in criminal acts; and

**WHEREAS**, that the lack of education is a key element in those who are most likely to commit criminal acts; and

**WHEREAS**, those who are sent to jail or prison are likely high school dropouts; and

**WHEREAS**, counties and states provide little or no educational or job training opportunities to those they incarcerate; and

**WHEREAS**, idle minds in jail and prison, and a culture of crime, failure and denial manifest itself in hardening those in prison, who gain no educational experience while incarcerated; and

**WHEREAS**, all state and local communities would benefit from educating and training the incarcerated during their time in prison; and

**WHEREAS**, they would have some type of employable job skill, or literary training upon leaving jail or prison, which lowers the possibility of them re-offending.

**THEREFORE, BE IT RESOLVED**, that the IAOHRA endorse any and all legislation, rules and regulations that mandate the education and/or the teaching of employable job training skills for all prisoners in county jails, state and federal prisons throughout the United States; and

**BE IT FINALLY RESOLVED**, that the IAOHRA support legislation, rules and regulations to further the cause of providing mandatory educational opportunities and job training programs to all prisoners in all county jails, state and federal prisons in the United States.

A handwritten signature in black ink, reading "Leon W. Russell", is written over a horizontal line.

Leon W. Russell, President





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**2010 IAOHRA Conference  
August 28, 2010 – September 1, 2010  
BATTLE HOUSE RENAISSANCE HOTEL  
MOBILE, AL**

**RESOLUTION #A**

**REPLY TO:**

IAOHRA  
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**Adopted by the  
INTERNATIONAL ASSOCIATION OF OFFICIAL HUMAN RIGHTS AGENCIES  
August 31, 2010**

**TITLE: Dorothy Irene Height**

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**PURPOSE: IN MEMORIAM AND COMMENDATION TO DOROTHY HEIGHT  
FOR HER OUTSTANDING ACHIEVEMENTS AND SERVICE TO  
THE CAUSE OF EQUAL OPPORTUNITY 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 its purpose and jurisdiction the elimination of discrimination; and

**WHEREAS**, Dorothy Irene Height was born in Richmond, Virginia on March 24, 1912; and died on April 20, 2010, at the age of 98, in Washington D.C., and was survived by her sister Anthanette Height Aldridge;

**WHEREAS**, Dorothy was valedictorian of her high school and won a national oratorical contest; and

**WHEREAS**, Dorothy Irene Height attended New York University and earned her bachelor and master's degree in four years; and she did postgraduate work at Columbia University and the New York School of Social Work; and

**WHEREAS**, in 1933, Dorothy Irene Height became a leader of the United Christian Youth Movement of North America in the New Deal era; and doing such things as participating and protesting in Harlem; and

**WHEREAS**, for thirty-three years (1944 - 1977) Dorothy Irene Height served on the staff of the National Board of the YWCA of the USA; and

**WHEREAS**, Dorothy Irene Height was elected 10<sup>th</sup> National President of Delta Sigma Theta Sorority, Inc. in 1947 - and served until 1956; where she carried the Sorority to a new level of organizational development, initiation eligibility and social action throughout her term; and

**WHEREAS**, Mary McLeod Bethune, founder and president of the National Council of Negro Women, invited Dorothy Irene Height to join National Council of Negro Women (NCNW) in her quest for women's rights to full and equal employment, pay and education; and

**WHEREAS**, Dorothy Irene Height was elected fourth National President of NCNW in 1957 and served until 1998 when she became Chair and President; and

**WHEREAS**, in 1960, Dorothy Irene Height was the single female leader among the United Civil Rights Leadership consisting of Martin Luther King, Jr., Whitney M. Young, A. Philip Randolph, James Farmer, Roy Wilkins and John Lewis; and

**WHEREAS**, in 1993, she was honored with the NAACP Spingarn Medal Award; and

**WHEREAS**, Dorothy Irene Height was awarded the Presidential Medal of Freedom in 1994 by President William Jefferson Clinton; and

**WHEREAS**, on Her 92nd birthday March 24, 2004, President George W. Bush presented her the Congressional Gold Medal, the highest civilian and most distinguished award presented by the United States Congress; and

**WHEREAS**, she received 3 dozen honorary doctorates from prominent institutions, however, there was one academic honor the equivalent of a Bachelors Degree that resonated more strongly than all the rest when in 2004, 75 years after turning her away Barnard College designated her as an honorary graduate; and

**WHEREAS**, Dorothy Irene Height served as Chairman of the Leadership on Civil Rights from 1994 until her death; and

**WHEREAS**, Dorothy Irene Height was considered the matriarch of the civil rights movement and spent her life fighting for racial justice and gender equality; and

**WHEREAS**, President Barack Obama referred to Height as "the Godmother of the Civil Rights Movement and a hero to so many Americans;" and

**THEREORE, BE IT RESOLVED**, that the IAOHRA during its 2010 Annual Conference, Mobile, Alabama and from this day forward celebrates and honors the legacy of Dorothy Irene Height; and

**BE IT FURTHER RESOLVED**, that the membership of IAOHRA recognizes the outstanding contributions of Dr. Dorothy Height to the civil rights and women's rights movement, pays tribute to her passion, dedication to service, and unwavering commitment to equality, and extends its heartfelt sympathy to her surviving family and friends.

A handwritten signature in black ink, reading "Leon W. Russell". The signature is written in a cursive, flowing style. Below the signature is a horizontal line.

Leon W. Russell, President



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INTERNATIONAL  
ASSOCIATION  
OF OFFICIAL  
HUMAN RIGHTS  
AGENCIES

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**2010 IAOHRA Conference  
August 28, 2010 – September 1, 2010  
BATTLE HOUSE RENAISSANCE HOTEL  
MOBILE, AL**

**RESOLUTION #B**

**REPLY TO:**

IAOHRA  
C/O Pinellas County OHR  
400 S. Ft. Harrison Ave. 5<sup>th</sup> Floor  
Clearwater, Florida 33756

**Adopted by the  
INTERNATIONAL ASSOCIATION OF OFFICIAL HUMAN RIGHTS AGENCIES  
August 31, 2010**

**TITLE: CLYDE E. MURPHY**

**PURPOSE: IN MEMORIAM AND COMMENDATION TO CLYDE E. MURPHY  
FOR HIS OUTSTANDING SERVE TO THE CAUSE OF EQUAL  
OPPORTUNITY AND HUMAN RIGHTS**

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**WHEREAS**, Clyde E. Murphy, a crusading civil rights attorney who won a U.S. Supreme Court case that found Chicago discriminated against African-American firefighter applicants, died Tuesday, Aug. 17, 2010, his family said; and

**WHEREAS**, Mr. Murphy, 62, died at Illinois Masonic Medical Center after a pulmonary embolism, his family said; and

**WHEREAS**, In his 35-year legal career, first with the NAACP Legal Defense and Educational Fund and more recently as executive director of the Chicago Lawyers' Committee for Civil Rights Under Law, Mr. Murphy handled employment discrimination, affirmative-action, police misconduct and housing bias cases; and

**WHEREAS**, His pivotal achievement came this year when the Supreme Court unanimously upheld a federal judge's ruling that the city of Chicago discriminated against a group of more than 6,000 African-American applicants who took the 1995 firefighter entrance exam; and

**WHEREAS**, In 1998, Mr. Murphy and the Chicago Lawyers' Committee filed the lawsuit, *Lewis v. City of Chicago*, alleging that the entrance test's cutoff score favored white candidates; and

**WHEREAS**, In 2005, a federal judge ruled the cutoff score was "meaningless." The city's lawyers appealed, but in May, the Supreme Court ruled in favor of the African-American applicants; and

**WHEREAS**, "It was a very significant case," said Theodore M. Shaw, professor at Columbia University Law School and former Director-Counsel and President of the NAACP Legal Defense and Educational Fund. Even before that case, Clyde was already nationally known for his civil rights work. He was a good lawyer and a good man in so many ways; and

**WHEREAS**, Mr. Murphy was born in Kansas and moved to Miami as a child. He attended Yale University, getting a bachelor's degree in psychology, then went on to Columbia Law School in New York, where he got his law degree; and

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A District of Columbia  
Nonprofit Corporation

**WHEREAS**, In 1975, Mr. Murphy took a job as Assistant Counsel of the NAACP Legal Defense and Educational Fund. There, he developed an extensive federal civil rights practice specializing in discrimination cases and litigation for social change; and

**WHEREAS**, "As a black man, he saw discrimination around him," said his wife, Monica. "From the beginning, he said the only reason he became a lawyer was to work in civil rights. The only reason he went to law school was to help black people and others overcome discrimination;" and

**WHEREAS**, In 1995, Mr. Murphy left New York to lead the Chicago Lawyers' Committee, handling several high-profile cases. In 2000, he helped defend a new state district map challenged by the Illinois Republican Party; and

**WHEREAS**, A three-judge panel upheld the Democratic-Drawn Redistricting Plan, ruling that the plan provided African-Americans an effective opportunity to elect candidates of their choice in a number of districts proportionate to their population; and

**WHEREAS**, In 2003, Mr. Murphy was part of a joint lawsuit accusing the Chicago Housing Authority of failing to provide adequate relocation services to families displaced by public housing demolition; and

**WHEREAS**, After filing the firefighter suit, Mr. Murphy spoke out on why it was a necessary step to diversifying the Chicago Fire Department; and

**WHEREAS**, "Racism in America is a long-term problem," Mr. Murphy said in a March 2004 story published in the Chicago Defender. "You're not going to get anybody to completely integrate the CFD overnight, but we have set in motion the steps that would ultimately do that;" and

**THEREFORE, BE IT RESOLVED** that the membership of IAOHRA extends its heartfelt sympathy to Clyde Murphy's surviving children, his son, Jamal, and two daughters, Akua and Naima.

A handwritten signature in black ink that reads "Leon W. Russell". The signature is written in a cursive, flowing style. The first name "Leon" is written in a larger, more prominent script, followed by "W." and "Russell". The signature is positioned above a horizontal line.

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Leon W. Russell, President



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INTERNATIONAL  
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**2010 IAOHRA Conference  
August 28, 2010 – September 1, 2010  
BATTLE HOUSE RENAISSANCE HOTEL  
MOBILE, AL**

**RESOLUTION #C**

**REPLY TO:**

IAOHRA  
C/O Pinellas County OHR  
400 S. Ft. Harrison Ave. 5<sup>th</sup> Floor  
Clearwater, Florida 33756

**Adopted by the  
INTERNATIONAL ASSOCIATION OF OFFICIAL HUMAN RIGHTS AGENCIES  
August 31, 2010**

**TITLE: APPRECIATION TO THE MOBILE HUMAN RELATIONS  
COMMISSION**

**PURPOSE: TO COMMEND THE MOBILE HUMAN RELATIONS  
COMMISSION FOR HOSTING THE 2010 IAOHRA  
CONFERENCE**

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Treasurer  
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James L. Stowe  
Past President  
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**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 its purpose and jurisdiction the elimination of discrimination; and

**WHEREAS**, the 2010 IAOHRA Conference held in Mobile, Alabama beginning August 28, 2010 through September 1, 2010; and

**WHEREAS**, the delegates and other attendees to this Annual Conference have received gracious hospitality and cooperation; and

**WHEREAS**, IAOHRA thanks the Commission and Chairman Raphael A. Maharaj of the Mobile Human Relations Commission for their dedication and support to the Conference; and

**THEREFORE, BE IT RESOLVED** that the IAOHRA delegates at this Conference express sincere thanks and appreciation to the Mobile Human Relations Commission for hosting the Conference and for the outstanding work to ensure the success of the conference.

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Leon W. Russell, President



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INTERNATIONAL  
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AGENCIES

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**2010 IAOHRA Conference  
August 28, 2010 – September 1, 2010  
BATTLE HOUSE RENAISSANCE HOTEL  
MOBILE, AL**

**RESOLUTION #D**

**REPLY TO:**

IAOHRA  
C/O Pinellas County OHR  
400 S. Ft. Harrison Ave. 5<sup>th</sup> Floor  
Clearwater, Florida 33756

**Adopted by the  
INTERNATIONAL ASSOCIATION OF OFFICIAL HUMAN RIGHTS AGENCIES  
August 31, 2010**

**TITLE: BENJAMIN LAWSON HOOKS**

**PURPOSE: IN MEMORIAM AND COMMENDATION TO BENJAMIN LAWSON HOOKS FOR HIS OUTSTANDING ACHIEVEMENTS AND SERVICE TO THE CIVIL RIGHTS MOVEMENT AND THE CAUSE OF EQUAL OPPORTUNITY**

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**WHEREAS**, Benjamin Lawson Hooks was born in Memphis, Tennessee on January 31, 1925, the fifth of seven children of Robert B. and Bessie White Hooks; and

**WHEREAS**, in 1948, Benjamin Lawson Hooks received his law degree from DePaul University in Chicago, Illinois and then returned to Memphis, Tennessee to help breakdown the walls of segregation; and

**WHEREAS**, Benjamin Lawson Hooks was a veteran of the United States Army, having served in the 92<sup>nd</sup> infantry division better known as the Buffalo Soldiers in 1944; and

**WHEREAS**, from 1949-1965, Benjamin Lawson Hooks conducted his own law practice, serving as counsel for numerous civil rights leaders as well as securing their release when arrested; and

**WHEREAS**, Benjamin Lawson Hooks was appointed to a vacancy on the Shelby County Criminal Court in 1965, making him the first African American criminal court judge in Tennessee, the first in the South since reconstruction; and

**WHEREAS**, Benjamin Lawson Hooks served in the civil rights movement joining the Southern Christian Leadership Conference in 1956, along with Rev. Martin Luther King, Jr.; and

**WHEREAS**, Benjamin Lawson Hooks became the first African American appointee to the Federal Communications Commission in 1972, striving to increase minority employment and involvement in broadcasting; and

**WHEREAS**, Benjamin Lawson Hooks, on November 6, 1976, was elected NAACP Executive Director in which he served for 15 years; and

**WHEREAS**, Benjamin Lawson Hooks was awarded the 1986 NAACP Spingarn Medal in recognition of his lifelong service as the Executive Director as well as

his commitment to civil rights; and

**WHEREAS**, Benjamin Lawson Hooks served as an ordained minister for over 50 years; and

**WHEREAS**, Benjamin Lawson Hooks gave unselfish time and service to civic and fraternal community organizations, namely Prince Hall Masons, Omega Psi Phi, National and American Bar Association, among many others; and

**WHEREAS**, Benjamin Lawson Hooks in November 2007, was awarded the Presidential Medal of Freedom, the highest civilian honor in the United States; and

**WHEREAS**, Benjamin Lawson Hooks' passion for equality, freedom, opportunity and justice for his fellowman was only paled for his love for his lovely wife, Frances, with whom he shared life together for more than 50 years and his daughter, Patricia; and

**WHEREAS**, this Resolution on the life of Benjamin Lawson Hooks' service of giving, helping and self-sacrifice for which he paved the way for so many is but a snap shot of this great man's life.

**THEREFORE, BE IT RESOLVED**, that the IAOHRA 2010 Conference in Mobile, Alabama pauses to recognize and express our deepest appreciation to this great civil rights champion, preacher, orator, family man and Executive Director Emeritus of the NAACP; and

**BE IT FURTHER RESOLVED**, that we commit to keep the memory of Rev. Dr. Benjamin Lawson Hooks alive, by incorporating his love of life, commitment to others, and passion for family into our everyday life; and

**BE IT FINALLY RESLOVED**, as we thankful for the opportunity to share a part of life's journey with Benjamin Lawson Hooks that we also express our deepest appreciation for Frances Hooks and Patricia for sharing this great and special man with us!

A handwritten signature in black ink, reading "Leon W. Russell". The signature is written in a cursive, flowing style. Below the signature is a horizontal line.

Leon W. Russell, President



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INTERNATIONAL  
ASSOCIATION  
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AGENCIES

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**2010 IAOHRA Conference  
August 28, 2010 – September 1, 2010  
BATTLE HOUSE RENAISSANCE HOTEL  
MOBILE, AL**

**RESOLUTION #E**

**REPLY TO:**

IAOHRA  
C/O Pinellas County OHR  
400 S. Ft. Harrison Ave. 5<sup>th</sup> Floor  
Clearwater, Florida 33756

**Adopted by the  
INTERNATIONAL ASSOCIATION OF OFFICIAL HUMAN RIGHTS AGENCIES  
August 31, 2010**

**TITLE: HONORING THE LIFE OF MAYOR CHESTER L. JENKINS**

**PURPOSE: TO COMMEND CHESTER L. JENKINS AS THE FIRST  
AFRICAN AMERICAN TO BE ELECTED AS MAYOR OF THE  
CITY OF DURHAM AND FOR HIS NOTEWORTHY SERVICE  
AND DEDICATION AS A PUBLIC SERVANT TO THE CITY OF  
DURHAM**

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**WHEREAS**, Chester L. Jenkins was the first African American to be elected mayor of the City of Durham in 1981, after having served on Durham City Council for eight years; and

**WHEREAS**, he promoted the social advancement of and equal rights for all individuals regardless of color or gender by directing the city's Human Relations Department, serving on the Durham City Council Minority and Women Business Enterprise Committee (and numerous other Council committees) and achieving passage of the local Fair Housing Ordinance and the Minority and Women Business Enterprise Ordinance; and

**WHEREAS**, he promoted preservation of the earth and its natural resources, achieving passage of the Environmental Protection Ordinance and the Watershed Protection Ordinance and instituting a nationally recognized recycling program in the city; and

**WHEREAS**, he promoted education as the gateway to opportunity, and graduated from Durham City Schools, Croft Business College and Fort Lauderdale University, received his MBA from North Carolina Central University, and taught in the Durham public school system; and

**WHEREAS**, his successful term as Mayor—which included achieving more than a quarter of a billion dollars in funds for the revitalization of the city's downtown, the local government's acquisition of and enhancement of the public bus system, and retention of the city's professional baseball team— contributed to the rise of Raleigh-Durham as the fastest growing metropolitan area in the nation; and

**WHEREAS**, he defended this nation's freedom, serving in the United States Air Force from 1956 to 1960; and

**WHEREAS**, all national politics is ultimately derived from, and manifests its most evident consequences at the local level; and



**WHEREAS**, his successful tenure as an African American elected official laid the foundation for successful campaigns of African American politicians in later generations, with North Carolina playing a key role in the election of the nation's first African American president in 2008; and

**WHEREAS**, he remained a loyal member of the NAACP, and numerous other public service and civic organizations, until his death on July 14, 2009; and

**THEREFORE, BE IT RESOLVED**, that the membership of IAOHRA formally acknowledges, celebrates, and honors the life and contributions of Chester L. Jenkins.



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Leon W. Russell, President



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INTERNATIONAL  
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AGENCIES

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2010 IAOHRA Conference  
August 28, 2010 – September 1, 2010  
BATTLE HOUSE RENAISSANCE HOTEL  
MOBILE, AL

**RESOLUTION #F**

**REPLY TO:**

IAOHRA  
C/O Pinellas County OHR  
400 S. Ft. Harrison Ave. 5<sup>th</sup> Floor  
Clearwater, Florida 33756

**Adopted by the  
INTERNATIONAL ASSOCIATION OF OFFICIAL HUMAN RIGHTS AGENCIES  
August 31, 2010**

**TITLE: LEGAL AID SERVICES CORPORATION**

**PURPOSE: IN RECOGNITION OF LEGAL AID SERVICES CORPORATION  
(LSC) FOR DEFENDING LOW INCOME FAMILIES**

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**WHEREAS**, as the largest provider of civil legal aid to the poor, it supports programs that touch families in every State. Persons of all ethnic and racial backgrounds know Legal Aid's work, and women, who represent 75 percent of LSC-supported clients, especially benefit from its expertise; and

**WHEREAS**, during an economic crisis, the work of the LSC is especially important. When families face foreclosure, eviction, bankruptcy and communities are targeted by predatory lenders, they need the help of legal professionals. Fortunately, LSC stand ready to meet these demands; and

**WHEREAS**, President Barack Obama signed a proclamation proclaiming July 23, 2009, as the 35<sup>th</sup> Anniversary of the Legal Services Corporation. Words in the proclamation read, "Every day the Legal Services Corporation breathes life into the timeless ideal, "equal justice under the law." It reaches those who cannot afford assistance they need and those who would otherwise go without vital representation; and

**WHEREAS**, IAOHRA and the Kansas City, Missouri NAACP Branch recognized, honored and expressed its great appreciation to Legal Aid of Western Missouri and the Legal Services Corporation for the work that is being done to defend low-income families; and

**THEREFORE, BE IT RESOLVED**, the entire membership of IAOHRA recognizes Legal Services Corporation for bringing legal counsel to every corner of the Nation.

  
Leon W. Russell, President