



2017 IAOHRA Conference

September 24-28, 2017

The W Hotel
1112 4th Avenue
Seattle, WA 98102

Conference Schedule

Sunday, September 24, 2017

2:30 PM-11:00 PM Conference Office/Daily (*Gathering Place, 3rd Floor*)

2:30 PM-6:00 PM Conference Registration (*Pre-function Great Room 2A*)

3:00 PM-3:45 PM Conference Planning Meeting (*Studio 4, 3rd Floor*)

3:45 PM-5:45 PM IAOHRA Board Meeting (*Studio 4, 3rd Floor*)

6:30 PM-8:00 PM Opening Reception (*Great Room 2, 3rd Floor*)

Presiding: Jean Kelleher, President of IAOHRA, Director, Alexandria Office of Human Rights

Blessing: Walter Echo-Hawk

- Recognition of New Members
- Regional Meet & Greet

Monday, September 25, 2017

8:00 AM-5:00 PM Conference Registration (*Pre-function Great Room 2A*)

7:30 AM-8:30 AM Continental Breakfast (*Pre-function Great Room 2*)

8:30 AM-9:30 AM **Greetings/Opening Ceremony** (*Great Room 2, 3rd Floor*)

IAOHRA President, Jean Kelleher, Executive Director, Alexandria Office of Human Rights

Sharon Ortiz, Executive Director, Washington State Human Rights Commission

Patricia Lally, Director, Seattle Office of Civil Rights

Matias Valenzuela, Director, Office of Equity and Social Justice, Office of King County Executive

Ellen Buchman, Executive Vice President, Leadership Conference on Civil and Human Rights

Conference Overview:

Jim Stowe, Executive Director, Montgomery County Office of Human Rights (Co-Chair)

Carol Johnson, Executive Director, Arkansas Fair Housing Commission (Co-Chair)

9:30 AM-10:30 AM **Opening Plenary**

Human Rights In Native America

Native America is at the dawn of a “New Era” in Federal Indian Law and Policy--the Human Rights Era. The challenge at hand for this generation is to implement indigenous human rights that come from modern international human rights laws into domestic laws and policies in the United States. This session will identify implementation challenges in addition to ways human rights agencies can assist.

Presenter:

Walter Echo-Hawk

Moderator: Jim Stowe, Director, Montgomery Country Office of Human Relations

10:30 AM-10:40 AM **BREAK**

10:40 AM-12:30 PM **BREAKOUT SESSIONS**

Affirmatively Furthering Fair Housing

(Studio 4, 3rd Floor)

Every public and private agency that receives funds or related support from the U.S. Department of Housing and Urban Development (HUD) has an obligation to “Affirmatively Further Fair Housing.”

This session will focus on the new requirements for producing a quality fair housing assessment (formerly called an Analysis of Impediments) and how to insure compliance with the Fair Housing Act and HUD’s AFFH rule. This session will also present specific information, and strategies for developing effective enforcement techniques and building collaborations to achieve housing opportunities and reduce inequality.

Presenter:

Michael Mitchell,
Principal International Development and Planning, LLC

Moderator:

Carol Johnson,
Executive Director, Arkansas Fair Housing Commission

Institutionalizing Equity and Racial Justice in Government

(Studio 5, 3rd Floor)

The City of Seattle and King County have been two jurisdictions leading in race, equity and social justice initiatives in local government. King County has Equity and Social Justice, and the City of Seattle has its Race and Social Justice Initiative. They will each talk about how they are leading their efforts working internally and with the community. The Government Alliance on Race and Equity is a network of local jurisdictions across the country working to dismantle institutional racism in an effort to advance racial equity.

Presenters:

LaMont Green,
Manager Race & Social Justice Initiative, City of Seattle

Nora Liu,
Government Alliance for Race and Equity

Moderator:

Matias Valenzuela,
Director, Office of Equity and Social Justice, Office of King County Executive

Including the Voices of People with Disabilities

(Strategy Room, 3rd Floor)

Including the voices of people with disabilities in civil rights investigations is critical to ensuring their rights to fully participate in social, economic, and political activities. This training will discuss ways to make investigation processes accessible to people with physical, intellectual, and psychiatric disabilities. We will share and discuss strategies for communication, accommodations to consider, and ways to improve accessibility of information about the complaint and investigation process.

Presenter:

Sarah Haywood Eaton
Staff Attorney, Disability Rights Washington

Moderator:

Sharon Ortiz,
Executive Director, Washington State Human Rights Commission

12:30 PM-1:45 PM.....**Lunch** *(Great Room 2, 3rd Floor)*

Speaker:

Stella Adams, Chief of Civil Rights
National Community Reinvestment Coalition

Moderator: Beverly Watts, Executive Director, Tennessee Human Rights Commission

2:00 PM-3:45 PM..... **BREAKOUT SESSIONS**

**Workplace Harassment/
Sexual Assault Of
Immigrant Women**

(Studio 4, 3rd Floor)

Immigrant women are covered under Title VII. However, they are often silenced by their undocumented status and do not report widespread workplace sexual assault out of fear. This session discusses this problem and explores cross-jurisdictional issues and steps that can be taken to combat workplace sexual harassment and assault (including rape) of immigrant women workers.

Presenters:

Carmen Flores, Attorney
U.S. Equal Employment
Opportunity Commission

Alyson Dimmitt Gnam,
Attorney Northwest Justice
Project

**Dr. Victoria Breckwich
Vasquez** University of
Washington Bothell

Moderator:

Guadalupe Gamboa,
Commissioner, Washington State
Human Rights Commission

**Standing With Immigrants
and Refugees**

(Studio 5, 3rd Floor)

Local immigrant and refugee communities today are having to respond to national policies and threats. In the State of Washington, local governments and community organizations have come together with networks, legal defense funds and other strategies to stand with immigrants.

Presenters:

Mozhdeh Oskouian,
Directing Attorney Northwest
Immigrant Rights Project
(Seattle Office)

Victoria Mena, Policy
Director and Development
Strategist Colectiva Legal del
Pueblo

Bookda Gheisar, Immigrant
and Refugee Policy & Strategy
Analyst Office of Equity and
Social Justice (King County)

Cuc Vu, Director of Seattle
Office of Immigrant and
Refugee Affairs (OIRA)

Moderator: Matias

Valenzuela, Director, Office of
Equity and Social Justice, Office
of the King County Executive

U-VISA Certification

(Strategy Room, 3rd Floor)

In 2000, Congress created the U-Visa when it passed the Victims of Trafficking and Violence Protection Act, a form of humanitarian protection for victims of certain crimes who are currently assisting, have previously assisted, or are likely to be helpful to the investigation of unlawful activity by a law enforcement agency. The U-Visa encourages immigrants to report and assist in the investigation and prosecution of unlawful activity by providing temporary legal status to victims of certain criminal activity. Learn about how a civil rights enforcement agency can certify U-Visas when a civil rights violation is a crime.

Presenter:

Blanca Rodriguez,
Attorney, Northwest Justice
Project

Moderator:

Sharon Ortiz,
Executive Director, Washington
State Human Rights Commission

4:00 PM-5:15 PM **Gang of Four: Seattle's Civil Rights Leaders** (Great Room 2, 3rd Floor)

It was the sixties. Nationally, the civil rights movement took center stage. Marches, sit-ins, demonstrations, and inner-city riots were taking on the powers that be not only in the south, but across urban centers throughout the country.

This panel will discuss how a Native American, an African American, a Latino American, and an Asian American from different backgrounds crossed racial lines and came together to form a powerful political alliance, known as the Gang of Four.

Seattle's Gang of Four changed the face of the city in the 1960s, 70s, and 80s by bringing four ethnic groups together in battle against city, county, and state powerbrokers over development, poverty, fishing rights, and gentrification. The four leaders quickly learned that working together provided greater results than working apart.

"The Four Amigos" refers to Bernie Whitebear, Bob Santos, Roberto Maestas, and Larry Gossett. All went on to leadership roles, including jointly founding the Minority

Executive Directors' Coalition. Whitebear founded the Seattle Indian Health Board and the United Indians of All Tribes Foundation. Santos was a prominent leader among Seattle's Asian Americans and Interim Director of the Community Development Association; Maestas was the founder and director of El Centro de la Raza; Gossett founded the Central Area Motivation Program and went on to public office as a member of the King County Council. Larry Gossett is the sole surviving member of the "Gang of Four."

Presenters:

Larry Gossett, King County Councilmember

Estela Ortega, Executive Director, El Centro de la Raza

Sharon Tomiko Santos, Washington State House of Representatives

Laura Wong Whitebear

Moderator: Matias Valenzuela, Director, Office of Equity and Social Justice, Office of the King County Executive

Tuesday, September 26, 2017

7:30 AM-8:30 AM..... **Continental Breakfast** (Pre-function Great Room 1, 2nd Floor)

Regional Meetings

Southern Region (Studio 1, 2nd Floor)

Midwest Region (Studio 2, 2nd Floor)

Atlantic Region (Studio 3, 2nd Floor)

Western Region (Strategy Room, 3rd Floor)

8:30 AM-9:30 AM..... **Plenary Session** (Pre-function Great Room 1, 2nd Floor)

“Strategies For Protection And Promotion Of Human Rights For All”

Keynote: Catherine Lhamon, Chairperson

U.S. Commission On Civil Rights

Moderator: Robin Toma, Executive Director, Los Angeles County Human Relations Commission

9:30 AM-9:40 AM..... **BREAK**

9:40 AM-11:40 AM..... **BREAKOUT SESSIONS**

Interrupting The School-To-Prison Pipeline
(Studio 1, 2nd Floor)

This session will explore the civil rights implications of the School-to-Prison Pipeline (STPP). The STPP is a metaphor that describes how children of color and children with disabilities are funneled out of public schools into the juvenile and criminal justice systems.

This session will examine specific policies and practices thought to contribute to this problem, e.g., zero tolerance, exclusionary discipline policies and unconscious bias. There are hopeful interventions that could possibly change this phenomenon that results in the criminalization of vulnerable children.

Presenters:

Dominique Davis,
Founder and CEO of
Community Passageways
Clarence Henderson, Esq.
Commissioner,
Washington State Human

50th Anniversary Of The Fair Housing Act of 1968
(Studio 2, 2nd Floor)

The year 2018 marks the 50th anniversary of what HUD Secretary Ben Carson has called “one of the best pieces of legislation” our nation has ever passed - the Fair Housing Act. Fifty years after passage of the Fair Housing Act, housing discrimination and residential segregation continue to adversely affect millions of people in our country. That is because where you live matters. It affects every aspect of your life including how long you will live, your propensity to acquiring certain diseases, how much money you will make, your chances of being incarcerated, and whether your children will have a fair shot at attending college. Where you live determines whether you will live in a community with high-performing schools; access to nutritious and affordable food; quality healthcare facilities; reliable transportation;

International Human Rights: A Unifying And Potent Approach In The New Era
(Studio 3, 2nd Floor)

Why should we integrate human rights into our everyday language and programs? What difference does it make for the effectiveness of our work? How can it bring resources for your agency?

Presenters:

Joshua Cooper,
University of Hawaii, Manoa and
U.S. Human Rights Network

Alejandra Gonza,
Director of the International Human Rights Clinic, University of Washington School of Law

Brian Griffey,
Researcher/
Advisor on the

Protecting Human Rights For All At The Local Level
(Strategy Room, 3rd Floor)

“Big Changes in the Big Apple: New Directions for New York’s HRC in the New Era”

The new Chair/Commissioner of the NYC Commission on Human Rights will provide an update on the new direction and vision for the nation’s largest municipal human rights agency, some of the big strategic, structural, and policy changes they’ve undertaken in recent years, and highlight their work on gender identity and gender expression protections and their work with Muslim and South Asian communities as examples of their multi-pronged approach, including relationship-building, stakeholder and community engagement, communications campaigns, legal enforcement guidance, and law enforcement actions.

Presenter:

Carmelyn P. Malalis, Esq.,
Commissioner, New York City
Commission on Human Rights

“Taking on Implicit Bias and Policing Issues in LA: An initiative in LA County for Reducing Implicit Bias”

These panelists will share initiatives by the

Rights Commission
Vanessa Hernandez, Esq.
Education Equity
Director
ACLU-WA

Anne Lee, Esq.
Executive Director,
TeamChild

Marcus Stubblefield
Criminal Justice
Strategies & Policy
Section Manager
Office of the King
County Executive

Moderator:
Diane Clements-Boyd
Executive Director
Evansville-Vanderburgh
County Human Relations
Commission

banks and credit unions; clean, healthy environments; and so much more. Learn how fair housing issues still impact us today and what you can do as a civil and human rights worker to expand housing opportunities that will not only eliminate housing discrimination but, strengthen families, communities, businesses and our overall economy.

Presenter:
Lisa Rice,
Executive Vice President
National Fair Housing
Alliance

Moderator:
Beverly Watts, Executive
Director, Tennessee Human
Rights Commission

U.S., Amnesty International
Ken Neubeck,
City of Eugene
Human Rights
(former Commissioner)
on Eugene's Equity
and Human Rights
Plan

**Moderator/
Presenter:**

**JoAnn Kamuf
Ward,**
Director, Human
Rights in the U.S.
Project, Columbia
Law School Human
Rights Institute

Commission and the Los Angeles County Board of Supervisors which address inequities in services and policing for the most populous county government in the U.S., including the recent WK Kellogg Foundation grants for the Truth, Racial Healing and Transformation enterprise awarded to 14 regions in the U.S., including Los Angeles.

Presenter:
Isabelle Gunning, Esq.,
President, Los Angeles County
Commission on Human Relations,
and Professor of Law at
Southwestern University School
of Law

Moderator:
Robin Toma, Esq.,
Executive Director, Los Angeles
County Commission on Human
Relations

12:00 PM-1:30 PM.....Lunch (Great Room 1, 2nd Floor)

Fred Underwood, Director of Diversity and Community Outreach Programs, National Association of Realtors
Bryan Greene, General Deputy Assistant Secretary of the Office of Fair Housing and Equal Opportunity
U.S. Department of Housing and Urban Development (HUD)

Governor Jay Inslee, Washington State

Moderator: Sharon Ortiz, Executive Director, Washington State Human Rights Commission

1:40 PM-3:15 PM..... BREAKOUT SESSIONS

**Washington Attorney
General's Office
A New Approach To Civil
Rights Enforcement**
(Studio 1, 2nd Floor)

This session will highlight civil rights cases filed by the Washington Attorney General, including the first lawsuit filed against the President's Immigration Ban. Learn new and innovative ways to eliminate discrimination.

Presenter:
Colleen Melody,
Division Chief, Wing
Luke Civil Rights Unit,
Washington State Attorney

**Fair Housing Discrimination:
Legal Case Review**
(Studio 2, 2nd Floor)

Brancart & Brancart has represented plaintiffs before the United States District Courts for the Central, Northern, Southern, and Eastern Districts of California, the Districts of Nevada, Montana, and North Dakota, the Court of Appeals for the Ninth Circuit, and the United States Supreme Court. The firm also represents housing discrimination complainants before the U. S. Department of Housing and Urban Development and state fair housing agencies.

**Recent Trends: Respecting
Hate Crime & Prejudice**
(Studio 3, 2nd Floor)

This presentation will cover both long-term and contemporary national trends regarding hate crime, prejudice and intergroup conflict in the United States from research at the Center for the Study of Hate & Extremism and elsewhere. Among the findings will be an analysis of the correlation between political speech and hate crime following catalytic events. There will also be an examination of both the findings and limitations derived from these various data sets, as well as policy suggestions for stakeholders and regional officials.

Presenter:
Prof. Brian Levin,
Director, Center for the Study of

Tuesday, September 26, continued

General's Office

Moderator:
Skylee Sahlstrom,
Commissioner, Washington
State Human Rights
Commission

Presenter:
Chris Brancart, Attorney
Brancart and Brancart

Moderator:
Carol Johnson, Executive
Director, Arkansas Fair
Housing Commission

Hate & Extremism
California State University, San
Bernardino

Moderator:
Benjamin Earwicker,
Director of the Idaho Human Rights
Commission

3:30 PM-5:30 PM..... CORPORATE MEETING (ELECTIONS) (Great Room 1B, 2nd Floor)

6:00 PM-7:00 PM.....Reception (Great Room 1, 2nd Floor)
Host: **National Association of Human Rights Workers**

7:30 PM-8:30 PM.....“An Introduction to the Pike Place Market”
(Pike Street Market)

Skylee Sahlstrom, Commissioner
Washington State Human Rights Commission

SEATTLE ON YOUR OWN

Wednesday, September 27, 2017

7:30 AM-8:30 AM..... Continental Breakfast (Pre-function Great Room 1, 2nd Floor)

8:45 AM-10:30 AM..... Plenary Session (Great Room 1, 2nd Floor)

“Addressing the Rise in Hate and Bias Crimes”

There has been a rise in hate crimes and bias incidents almost everywhere. Panelists will discuss these issues and what states and local communities are doing as a response.

Patrice O’Neill, Executive Producer, Not In Our Town/The Working Group

Mark C. Bishop, Michigan Department of Civil Rights/Michigan Alliance Against Hate Crimes

Randy Blazak, Chair, Oregon Coalition Against Hate

Jasmin Samy, Civil Rights Director Council on American-Islamic Relations of Washington State

Moderator: Rue Landau, Executive Director, Philadelphia Commission on Human Relations

10:30 AM-10:40 AM BREAK

10:40 AM-12:00 PM BREAKOUT SESSIONS

FBI Hate Crimes
(Studio 1, 2nd Floor)

This session will discuss the investigation of hate crimes in Seattle and ways the Department is combatting hate. Hate crimes are the highest priority of the FBI’s Civil Rights program, not only because of the devastating impact they have on families and communities, but also because groups that preach hatred and intolerance can plant the seed of terrorism here in our country. The Bureau investigates hundreds of these cases every year and works to detect and deter further incidents through law enforcement training, public outreach, and partnerships with a myriad of community

**Working Across Faiths
to Advance Justice**
(Studio 2, 2nd Floor)

In today’s challenging political environment, Washington State faith leaders have united as a powerful voice of the faithful building a more just, peaceful and sustainable world. This work builds from the strengths of today’s increasing diversity of cultures and faiths.

**Where Do We
Go from Here:
Defining the Role of Civil
Rights Agencies in
Addressing Hate
Incidents in the
Community**
(Studio 3, 2nd Floor)

This session will focus on the role of civil rights agencies in addressing the rise in bias incidents in the community. Panel will discuss the important role of civil rights agencies to

groups.

Traditionally, FBI investigations of hate crimes were limited to crimes in which the perpetrators acted based on a bias against the victim's race, color, religion, or national origin. In addition, investigations were restricted to those wherein the victim was engaged in a federally protected activity. With the passage of the Matthew Shepard and James Byrd, Jr., Hate Crimes Prevention Act of 2009, the Bureau became authorized to investigate these crimes without this prohibition. This landmark legislation also expanded the role of the FBI to allow for the investigation of hate crimes committed against those based on biases of actual or perceived sexual orientation, gender identity, disability, or gender.

Presenter:

Ryan W. Bruett, Supervisory Special Agent
Federal Bureau of Investigation
Seattle Field Office

Moderator:

Clarence Henderson,
Commissioner, Washington State Human Rights
Commission

Presenters:

Aneelah Afzali,
Executive Director,
American Muslim
Empowerment Network
(AMEN)

Michael Ramos,
Executive Director
Church Council of
Greater Seattle

Rabbi David Basior,
Director of Education
Kadima Reconstructionist
Community, Seattle

Moderator:

Matias Valenzuela,
Director, Office of Equity
and Social Justice,
Office of the King County
Executive

coordinate community-based efforts to address bias not protected by existing civil rights laws.

Presenters:

Mark C. Bishop,
Michigan Department
of Civil Rights/Michigan
Alliance Against Hate
Crimes

Patty Lally,
Director, Seattle Office
of Civil Rights

Randy Blazak,
Chair Oregon Coalition
Against Hate

Moderator:

Merrill Smith, Jr.,
Chairman Prince George
County Maryland Human
Relations Commission

12:15 PM-1:45 PM **Awards Luncheon** (*Great Room 1, 2nd Floor*)

Keynote: **Leon Russell**, National President
NAACP

Moderator: **Carol Johnson**, Executive Director, Arkansas Fair Housing Commission

2:00 PM-3:15 PM **BREAKOUT SESSIONS**

**History of Seattle's
LGBTQ
Rights Movement**
(*Studio 1, 2nd Floor*)

Marriage Equality became a reality in 2015 when the Supreme Court ruled that same-sex marriage is a legal right in the United States. This was a historic moment for the LGBTQ community; for many it was a day they believed they would never live to see. This session will include a discussion on the history of the LGBTQ movement in Seattle and the barriers that continue to thwart full equality and inclusion.

Transgender 101
(*Studio 2, 2nd Floor*)

This session will include an overview of transgender terms and motivations. Transgender language is quickly changing. A four-quadrant drawing gives the audience a view of what motivates transgender women to be who they are. The transgender spectrum is overlaid with a view of our sexual orientations because gender identity issues cause a confusing juxtaposition to sexual orientation within the community.

**LGBTQ
Employment
Discrimination**
(*Studio 3, 2nd Floor*)

This session will focus on EEOC's guidance on LGBTQ discrimination and similar cases at the Seattle Field Office of the EEOC. The session will also provide an overview of what is ahead in the region, the San Francisco district of the EEOC and across the nation.

Presenter:

Molly B. Powell,
Administrative
Judge U.S. Equal

**U.S. Consumer Financial
Protection Bureau
AGS and Financial
Institutions and
Regulators**
(*Strategy Room, 3rd Floor*)

This session will discuss the work of the Consumer Financial Protection Bureau and litigation the Bureau is pursuing in federal court; highlighting cases in the Pacific Northwest.

Presenters:

Frank Vespa-Papaleo,
Deputy Director, Civil
Rights Division

Presenter:
Charlene Strong,
Commissioner
Moderator:
Kimberly Taylor-Riley,
Director of Equity and Diversity, Lincoln, Nebraska

Presenters:
Karen Williams
Dr. Deborah Smith
Mac McGregor
Alyssa Lee
Moderator:
Rue Landau,
Executive Director, Philadelphia Human Relations Commission

Employment Opportunity Commission
Seattle Field Office
Moderator:
Cheryl Strobert,
Deputy Director, Washington State Human Rights Commission

Je Yon Jung, West Region Senior Fair Lending Counsel Office of Fair Lending and Equal Opportunity Consumer Financial Protection Bureau
Moderator:
Jean Kelleher,
Director, Alexandria Human Rights Commission

3:45 PM Depart For Daybreak Star Cultural Center

3:45 PM-8:00 PM Daybreak Star
Blessing and Welcome (4:15)
Tulalip Drummers (4:30)
Environmental Racism- Water is Life and a Human Right (4:45)
This panel will discuss how implicit bias plays a role in environmental policy and decision-making from the Flint Water Crisis to Standing Rock. Panelists will discuss how these policies have had a detrimental effect on communities and reservations. You will hear about the Standing Rock litigation, the banks that financed the Dakota Pipeline and how Native American activists continue the struggle to protect the earth for us all.
Jan Hassleman, Attorney, Earth Justice
Dr. Augustin Arbulu, Director, Michigan Department of Civil Rights
Twa-le Abrahamson-Swan, SHAWL Society, Spokane Tribe
Matt Remle, Educator/Activist/Author, Hunkpapa Lakota
Moderator: Lenore Three Stars, Commissioner, Washington State Human Rights Commission
Dinner: Famous Dave’s BBQ & Traditional Salmon
Honor Ceremony - Senator John McCoy

8:15 PM Return To Hotel

Thursday, September 28, 2017

7:30 AM-8:30 AM Continental Breakfast (Pre-function Great Room 1, 2nd Floor)

8:30AM-10:00 AM Plenary Session (Great Room 1, 2nd Floor)
Report Of States: Taking The Civil Rights Temperature Across The Nation
This presentation will showcase how IAOHRA member agencies can partner with academia and nonprofits to develop a strategy and tool useful to them and their governments in identifying racial inequities that need priority attention for remedies and resources. The case study will be the Advancement Project’s Race Counts reports on major jurisdictions among California’s counties, including Los Angeles, San Francisco, Santa Clara, Orange County and San Diego.
Moderator: Kimberly Taylor-Riley, Director of Equity and Diversity, Lincoln, Nebraska
Race Counts: Catalyzing Actions on Racial Equity by your Government
Presenter: John Kim, Executive Director of the Advancement Project’s California Office