“Entering A New Era: Uniting to Protect and Promote Human Rights for All”

SEATTLE
Supports & Salutes

The International Association of Official Human Rights Agencies on its 2017 Annual Conference
# TABLE OF CONTENTS

<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Letter from the President &amp; Committee Chair</td>
<td>7</td>
</tr>
<tr>
<td>Officers/Board of Directors</td>
<td>9</td>
</tr>
<tr>
<td>IAOHRA Officer’s Photos</td>
<td>11</td>
</tr>
<tr>
<td>Letter from Commission Chair</td>
<td>15</td>
</tr>
<tr>
<td>Conference Agenda</td>
<td>17</td>
</tr>
<tr>
<td>IAOHRA Awards</td>
<td>25</td>
</tr>
<tr>
<td>Speakers/Moderators/Presenters</td>
<td>35</td>
</tr>
<tr>
<td>Sponsors</td>
<td>90</td>
</tr>
</tbody>
</table>
Letter from the President and Committee Chairs

September 24, 2017

Dear Conference Attendees:

We are pleased and honored to welcome you to the 2017 International Association of Official Human Rights Agencies (IAOHRA) Conference in Seattle, Washington, at the beautiful W Hotel.

This year’s theme “Entering a New Era: Uniting to Protect and Promote Human Rights for All” affords us the opportunity to reflect on the important work we have accomplished in the past year, to assess current challenges and to define strategies for the future. We have planned a conference with compelling speakers and plenary sessions on indigenous peoples and human rights, fair housing, racial equity, hate and bias, immigrant rights, disability rights, the school-to-prison pipeline, LGBTQ issues, current cases in consumer protection and employment law, and state and local implementation of international human rights standards and strategies. We want to thank the speakers and facilitators who will share their expertise with you. We want to acknowledge our sponsors too, and thank them for their ongoing support.

We are excited to offer a tour to the Daybreak Star Cultural Center, receptions that will encourage us to get to know each other better, a trek to the Pike Place Market, and time to explore Seattle’s night life.

On behalf of the IAOHRA Board, we thank you for joining us at this challenging time in the history and evolution of civil and human rights. We hope you will participate actively in the conference plenary and breakout sessions, engaging our expert presenters, and sharing your own experience and expertise.

In the next few days we will teach, learn, share and have fun! We hope you will return home refreshed and energized, and committed to stand together as we enter this new era faced with unanticipated current events, unsettling developments and uncharted territory.

Sincerely yours,

Jean M. Kelleher, President
Alexandria, Virginia

James L. Stowe, Chair
Co-Chair 2017 Conference
Office of Human Rights
Montgomery County, Maryland

Carol Johnson, Co Chair
Co-Chair 2017 Conference
Arkansas Fair Housing Commission
Little Rock, Arkansas
# IAOHRA Officers & Board of Directors Listing

## 2017 IAOHRA Board of Directors

<table>
<thead>
<tr>
<th>Position</th>
<th>Name</th>
<th>Organization</th>
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<tbody>
<tr>
<td>President</td>
<td>Jean M. Kelleher, Executive Director</td>
<td>Alexandria Office of Human Rights</td>
</tr>
<tr>
<td>Treasurer</td>
<td>Merrill Smith, Jr.</td>
<td>Prince Georges County Maryland Human Relations Commission</td>
</tr>
<tr>
<td>Immediate Past President</td>
<td>Shawn Martel Moore</td>
<td>Principal Executive Director</td>
</tr>
<tr>
<td>1st Vice President</td>
<td>Robin S. Toma</td>
<td>Los Angeles County Human Relations Commission</td>
</tr>
<tr>
<td>2nd Vice President</td>
<td>Alisa Warren, Ph.D</td>
<td>Missouri Commission on Human Rights</td>
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## Board Members At-Large

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<thead>
<tr>
<th>Name</th>
<th>Title</th>
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<tr>
<td>Carol Johnson, J.D,, M.A</td>
<td>Executive Director</td>
<td>Arkansas Fair Housing Commission</td>
</tr>
<tr>
<td>Kimberley Taylor-Riley</td>
<td>Director of Equity and Riley</td>
<td>City of Lincoln Nebraska Commission on Human Rights</td>
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<tr>
<td>Rue Landau, Esquire</td>
<td>Executive Director</td>
<td>Philadelphia Commission on Human Relations</td>
</tr>
<tr>
<td>Yolanda Francisco-Nez</td>
<td>Coordinator</td>
<td>Salt Lake City Mayor’s Office of Diversity &amp; Human Rights</td>
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## Regional Representatives

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<th>Name</th>
<th>Region</th>
<th>Title</th>
<th>Organization</th>
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<tr>
<td>James L. Stowe</td>
<td>Atlantic Region</td>
<td>Montgomery County Maryland Office of Human Rights</td>
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<tr>
<td>Diane Clements-Boyd</td>
<td>MidWest Region</td>
<td>Executive Director</td>
<td>Evansville-Vanderburgh County Human Relations Commission</td>
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<tr>
<td>Beverly Watts</td>
<td>Southern Region</td>
<td>Executive Director</td>
<td>Tennessee Human Rights Commission</td>
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<tr>
<td>Sharon Ortiz</td>
<td>Western Region</td>
<td>Executive Director</td>
<td>Washington State Human Rights Commission</td>
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<tr>
<td>Charles Dent, Canadian</td>
<td></td>
<td>Chair, Northwest Territories Human Rights Commission</td>
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2017 OFFICERS OF THE INTERNATIONAL ASSOCIATION OF HUMAN RIGHTS AGENCIES

Jean M. Kelleher
President

Robin S. Toma
First Vice-President

Alisa Warren, Ph.D.,
Second Vice-President

Merrill Smith Jr.
Treasurer

Ben Earwicker, Ph D.
Secretary

Rue Landau, Esq.,
Member-at-Large
(Atlantic Region)

Carol Johnson,
J.D.,M.A.
Member-at-Large
(Southern Region)

Yolanda Francisco-Nez
Member-at-Large
(Western Region)

James L. Stowe
Atlantic Regional Representative

Beverly Watts
Southern Regional Representative

Diane Clements-Boyd
Midwest Regional Representative

Sharon Ortiz
Western Regional Representative

Kimberley Taylor-Riley
Member-at-Large
(Midwest Region)
Seattle’s Vibrant Cultural Heritage

Native American Cultural Heritage

Latino Cultural Heritage

African American Cultural Heritage

Asian American Cultural Heritage

Nordic Cultural Heritage
September 21, 2017

Dear Friends,

On behalf of the Washington State Human Rights Commission, I am proud to welcome you to the great state of Washington. The conference location reflects this year’s theme, “Entering A New Era: Unitig to Protect and Promote Human Rights for All.” In the state of Washington we promote these values while there are major efforts to undo the progress we have made as a nation.

The struggle for civil rights in Washington began after WWII. The Washington State Human Rights Commission was established in 1949. As you will see during the conference our state continues to support equity and justice for all. We are fortunate to have Governor Jay Inslee and Attorney General Bob Ferguson who will stand up to discriminatory executive orders, policies and decisions made by the current administration. As a state we are working hard to prevent hate, bias and discrimination. With limited resources we have created partnerships to fulfill our mission.

The time is now to work together and I hope you leave this conference with encouragement, new alliances and the tools to continue the work.

Seattle is a beautiful city and I hope you get a chance to get out and enjoy the diverse attractions and activities.

Sincerely,

Charlene Strong
Commission Chair

“If it’s not equal, it’s not Justice”
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
**BREAKOUT SESSIONS**

**Affirmatively Furthering Fair Housing**  
(Great Room 2, 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 ensure 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 4, 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**  
(Studio 5, 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

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**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**
*(Great Room 2, 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
- **Allyson 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 4, 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**
*(Studio 5, 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)*

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.

**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 Rights Commission

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 Gonzalez,
Director of the International Human Rights Clinic, University of Washington School of Law
Brian Griffey,
Researcher/Advisor on the U.S., Amnesty International

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
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

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 3, 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 General’s Office

Fair Housing Discrimination: Legal Case Review
(Studio 1 & 2, 2nd Floor)

Branca & 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
(Strategy Room, 3rd 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 Hate & Extremism California State University, San Bernardino
Tuesday, September 26, continued

**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

**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 Sammy, 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 3, 2nd Floor)
This session will discuss the investigation of hate crimes in Seattle and ways the Department is combating 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 1 & 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**
(Strategy Room, 3rd 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. Bruegt, 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

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**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

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

**History of Seattle’s LGBTQ Rights Movement** *(Studio 2, 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 Employment Opportunity Commission
Seattle Field Office

**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 pursing in federal court; highlighting cases in the Pacific Northwest.

**Presenters:**
Frank Vespa-Papaleo,
Deputy Director, Civil Rights Division
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
  Twila 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

CONFERENCE ADJOURN
IAOHRA AWARDS
ARTHUR L. GREEN CIVIL AND HUMAN RIGHTS AWARD
Presented to an IAOHRA member for their lifelong advocacy of civil and human rights and for the advancement of racial/social justice.

BILL HALE AWARD
Presented to an organization or individual who promoted civil and human rights in their official capacity and has provided leadership in the development of programs to safeguard the human and civil rights of all people in their corporation and beyond.

HUMAN RIGHTS HERO AWARD (INDIVIDUAL ACHIEVEMENT)
Presented to an individual or an IOAHRA member for their continuing commitment to equal opportunity and civil rights demonstrated through efforts to create and implement high caliber programs for civil rights enforcement professionals and their communities.

RACIAL EQUITY AWARD (INDIVIDUAL ACHIEVEMENT)
Presented to an individual or an IAOHRA member for their continuing commitment to racial equity within their community.

INTERNATIONAL AWARD
Presented to an individual or an organization for outstanding work in civil and human rights internationally.

PRESIDENT'S AWARD
This award shall be selected by the current IAOHRA President and presented to an individual for outstanding service in advancing the civil and human rights agenda.
Guadalupe Gamboa was appointed to the Commission by Governor Jay Inslee in April 2015.

Mr. Gamboa is the son of migrant farmworkers. He grew up working as a child in the sugar beet fields of the Yakima Valley, following the crops to Oregon and California, and living in labor camps. This early experience of the harsh conditions faced by farmworkers created a lifelong desire to fight for social justice.

As a teenager, he joined the farmworkers movement led by Cesar Chavez, which led him to the Grape Boycott in the East Coast then Toronto and to organizing farmworkers in the Yakima Valley and California.

Lupe was also the first Latino student from a farmworker background admitted to the UW Law School, becoming one of the first group of Latino lawyers in this state. As a lawyer he became the Director of the Farmworker Division of Evergreen Legal Services, where he litigated precedent setting cases establishing important civil rights such as the right of farmworkers to organize and to receive visitors in their labor camp housing. He also played a strategic role in a coalition of advocates that was successful in extending coverage to farmworkers under many of this state’s labor laws.

Lupe is currently working as a Lecturer at the UW’s American Ethnic Studies Department where he is teaching the history of the farmworker labor and civil rights movement to the next generation of leaders.
Sharon Ortiz is the Executive Director of the Washington State Human Rights Commission (WSHRC), which enforces Washington’s laws against discrimination. Ms. Ortiz has almost two decades of experience in civil rights investigations. She began her career as assistant director at Northwest Fair Housing Alliance, which conducts testing and investigates housing discrimination cases. Ms. Ortiz started as an investigator at the WSHRC over 16 years ago in the Yakima field office, later worked as a Manager in the Spokane office, and has been the Agency’s Director since 2009.

In her tenure as Director, Ms. Ortiz has led the agency through the aftermath of the economic crisis of 2008, which resulted in severe budget cuts, by finding innovative ways to achieve the mission of the WSHRC by creating effective partnerships, streamlining investigations, and focusing on efficient, but effective, use of resources. She has served on the board of the Washington Alliance of Immigrant and Refugee Justice, Task Force on Race Relations, Governor’s Committee on Disability, the Native American Political Alliance, Co-chair of the Spokane Falls Northwest Indian Powwow and is a member of the United Farmworker Union.
IAOHRA AWARDS RECIPIENT

Arthur L. Green Civil and
Human Rights Awards Award

Jim serves as the Executive Director of the Montgomery County Office of Human Rights. Mr. Stowe is a native of Belmont, North Carolina. Jim and his family relocated to Montgomery County Maryland to serve as the 4th Director of the Office of Human Rights. The agency, established in 1960, provides leadership to the people of Montgomery County and works toward eliminating racism/discrimination; identifying and resolving community tensions; and educating the citizens about cultural diversity. These efforts culminate in our goal of Creating a Culture of Service and a Climate of Fairness and Inclusion.

The office has a rich legacy of human right advocacy and professional competency and continues today as one of the premiere civil and human rights agencies in the nation. Under Jim's leadership the Office has sets it sights on even greater engagement in the community and heightening professional standards for all involved with the office.

Jim has been instrumental in developing new program initiatives and re-positioning the office for success in the 21st Century. These programs include increased emphasis in enforcement productivity and competency which led to the agency becoming fully certified with the EEOC Fair Employment Practices Agency Program, renewed emphasis in fair housing which led to fair housing continuing educational credit program for realtors, apartment managers and other housing providers as well as increased enforcements efforts through the Interagency Fair Housing Coordination Group to insure that all barriers to fair accessible housing for everyone are removed; new initiatives to combat the incident of hate violence activities through the Committee on Hate Violence and the convening of a county wide symposium on "Bullying in Schools" and a forum on Post 911 Issues and Concerns within the Muslim and Sikh Community; the Community Friendship Picnic and an increased effort in outreach activities with the Montgomery County Human Rights Commission to convene public forums on Racial Profiling, the Criminal Justice System and The Digital Divide, a response to the Trayvon Martin shooting; and an increase in programming for youth with an expansion of the Human Rights Youth Camp for 5th Graders, Human Rights Day Observance for all school levels and the Civil Rights Educational Freedom Tour which is for the entire community. Mr. Stowe is a member of a number of community organizations and works with these programs and activities throughout Montgomery County. The agency continues to evolve and remains committed to the long held principles of fairness and equal justice under the law.
SPEAKER BIOGRAPHIES

Alphabetical Order
Stella Adams, is the Chief Equity and Inclusion for the National Community Reinvestment Coalition which is designed to empower, organize and support economically vulnerable, individuals, communities and small businesses. Ms. Adams supervises the Center for Civil Rights, Housing Counseling Network, Financial Equality Center, DC Women’s Business Center and the Small Business Technical Center. She believes that by combining advocacy, organizing, technical assistance and direct services NCRC can promote economically viable, sustainable, inclusive communities free of discrimination for all Americans.

Ms. Adams is the former CEO of S J Adams Consulting, which provided community education in fair housing/fair lending issues; promoted community involvement in fair housing/fair lending issues and performed research and policy development in the areas of fair housing, fair lending and access to capital for all. Ms. Adams is a nationally recognized expert on the Fair Housing Act and its implementing regulations. She is also a nationally respected authority on predatory lending, small business testing and mortgage fraud investigative techniques.

Ms. Adams served as the Senior Policy Advisor to the Patricia Roberts Harris National Fair Housing Training Academy providing technical assistance and subject matter expertise to assist NFHTA as it implements new approaches to achieve better performance through the development of a data driven strategic enrollment management plan using industry norms in order to reach growth targets based upon program capacity, demographic trends, and resource distribution.

Ms. Adams currently serves on the board of America’s Homeownership Alliance, The Campaign to Fix the Debt Steering Committee, a project of the Committee for a Responsible Federal Budget, Housing Committee of the National NAACP, National Association of American Veterans, Inc., and Repairers of the Breach, Inc.

Ms. Adams was honored by Legal Aid of North Carolina when they established the Stella J. Adams Fair Housing Advocacy Award in 2013. Ms. Adams was named 2015-16 I Am L.E.E. Fair Housing Award. Ms. Adams was named 2014 Woman of the Year in Civil and Human Rights by Spectacular Magazine. Ms. Adams is the recipient of the North Carolina NAACP 2012 Charles A. McLean Distinguished Service Award, 2008 City of Durham Lifetime Achievement Award, 2006 Individual Achievement Award of the International Association of Official Human Rights Agencies (IAOHR), 2005 Civil Rights Award granted by the National Association of Human Rights Workers (NAHRW).[i] She is also the recipient of the 2004 National Fair Housing Alliance (NFHA) Fair Lending Advocacy Award and the 2004 HUD FHEO Pioneer Award for her work in fighting predatory lending.
Aneelah Afzali is the Executive Director of the American Muslim Empowerment Network (AMEN), a new initiative of the Muslim Association of Puget Sound (MAPS) in response to the challenges of our times. She also serves as a Governing Board Member of the Faith Action Network, and Director of Legal Clinic at the Muslim Community Resource Center. Aneelah is an attorney and graduate of Harvard Law School who worked at two law firms in Seattle (making partner at one), before building and leading the Legal Department of a local healthcare technology company as General Counsel. In addition to her legal practice, Aneelah co-founded MELAW – the Middle Eastern Legal Association of Washington – and served as inaugural president for two years.

Dr. Agustin V. Arbulu brings more than 16 years of senior management experience to his position as Executive Director of the Michigan Department of Civil Rights (MDCR). Before joining MDCR, Arbulu served as President/CEO of a post-acute care organization aimed at reducing rehospitalization and maximizing patient satisfaction. His prior work experience also includes holding senior management/leadership positions in the manufacturing, health care and nonprofit sectors, and 15 years as a practicing attorney specializing in corporate, business and tax law. Arbulu has taught graduate-level courses on organizational leadership, change management, finance and strategy.

For more than 30 years, Arbulu has been involved in a variety of civic and community organizations. He was President and Founder of the Hispanic Bar of Michigan and the Hispanic Business Alliance, and has served on a number of boards including the Boys and Girls Clubs of Southeastern Michigan, Leadership Detroit and the Lyric Chamber Ensemble. He is a member of the Board of Trustees of St. Joseph-Oakland
Hospital, which is part of Trinity Health System. Currently, Arbulu also serves as chair of the Michigan Advisory Committee for the U.S. Commission on Civil Rights.

Arbulu earned an executive doctorate degree in management from Case Western Reserve University's Weatherhead School of Management. He also holds two MBAs – the first from the Thunderbird School of Global Management and the second from Lawrence Technological University – as well as a juris doctor from the University of Detroit School of Law and an LLM in Taxation from New York University Law School.

Arbulu was appointed to the Michigan Civil Rights Commission by Governor Rick Snyder in January of 2013 and held the office of Secretary until he left the Commission in October of 2015.

Rabbi David Basior is the Rabbi and Director of Education for the Kadima Reconstructionist Community in Seattle, WA. This progressive Jewish community has sought for almost 40 years to be "a progressive voice in the Jewish community and a Jewish voice in the progressive community." Rabbi David began his work with Kadima in 2015 and has helped grow the community's numbers, power, and voice. Currently, the work of Kadima focuses on issues protecting undocumented residents, issues of incarceration, inclusion of Jews of Color and gender non-conforming Jews, Palestine solidarity, and Jewish prayer and education.

Mark C. Bishop currently serves as the Strategic Partnership Coordinator with the Michigan Department of Civil Rights, Community Relations Division, and provides training, community outreach and strategic collaboration services for the Department. He also developed and currently maintains the Michigan Alliance Against Hate Crimes (MIAAHC) website www.miaahc.com and its social media platforms.

Before joining the Division, Mark served for six years as a Rights Representative and Civil Rights Investigator in the Lansing Enforcement Unit conducting civil rights investigations. A veteran of the US Army, he served most prominently with the United Nations Mission in Haiti. In addition to being a mediator and National Issues Forums community moderator, Mark served for several years chair of the Ingham County Economic Development Corporation (EDC) and is past treasurer for both the EDC and
the Ingham County Brownfield Development Authority.

A licensed attorney with the State Bar of Michigan, he holds a BA in political science from the University of Michigan and a JD from Thomas M. Cooley Law School with a dual concentration in administrative law and constitutional law & civil rights. In March 2017 he celebrated 16 years of service.

Randy Blazak’s scholarship on hate crimes has made him a regular commenter in media outlets from NPR and CNN to BBC and Al Jazeera. Blazak earned his PhD at Emory University in 1995 after completing an extensive field study of racist skinheads that included undercover observations and interviews across the world. He became a tenured sociology professor at Portland State University and criminology professor at the University of Oregon. His work has taken him from classrooms to criminal trials. His research has been published in academic journals, books and in the mainstream press. In 2001, his co-authored book, Teenage Renegades, Suburban Outlaws was published by Wadsworth and in 2009, Praeger published his volume, Hate Offenders. Since 2002, he has been the chair of the Oregon Coalition Against Hate Crimes. He works with the National Institute of Justice and the Southern Poverty Law Center on hate crime research issues. He recently formed the Jameson Research Institute to study issues of hate and civil discourse.
Christopher Brancart is a partner in Brancart & Brancart, a law firm located in Pescadero, California, specializing in federal fair housing litigation. He practices with two partners, Elizabeth Brancart and Liza Cristol Deman.

Mr. Brancart graduated with honors from the University of Texas School of Law in 1985. Following law school, he clerked for the Honorable Vincent McKusick, Chief Justice of the Maine, and then taught appellate advocacy and administrative law at Western State University College of Law. From 1987 to 1989, he worked as a staff attorney and later as the supervising attorney at the Legal Services Program in Pomona, California.

Since entering private practice, Mr. Brancart has represented plaintiffs in several leading fair cases and trained fair housing attorneys and advocates across the country.

Ryan W. Bruett began his FBI service in 2006 as a Special Agent assigned to the Seattle Division, Olympia Resident Agency. There he investigated violent crime, white collar crime, international and domestic terrorism, and crimes on Native American reservations and U.S. Army Fort Lewis. He also served as a firearms instructor and member of the Evidence Response Team (ERT) and Hazardous Evidence Response Team.

In 2012, Mr. Bruett became the ERT Senior Team Leader for the Seattle Field Office. In that role, he managed 30 team members and led FBI crime scene responses throughout Washington State.
In 2014, Mr. Bruett was promoted to an instructor position at the FBI Academy in Quantico, Virginia, where he taught Interviewing and Interrogation and Financial Investigations to New Agent Trainees. Mr. Bruett is a member of the FBI Adjunct Faculty Program and has taught Crime Scene Management and Interviewing and Interrogation to law enforcement officers in Washington State, Hungary, El Salvador, Kazakhstan and Vietnam.

In 2015, Mr. Bruett returned to Seattle as a Special Agent and investigated Civil Rights Crimes and Transnational Organized Crime. In 2017, Mr. Bruett was promoted to Supervisory Special Agent and now supervises a squad responsible for investigating Public Corruption, Civil Rights Crimes and Transnational Organized Crime.

Mr. Bruett is a Washington State native. He holds a Bachelor of Science degree in Accounting from Santa Clara University, a Master of Professional Accounting degree from the University of Washington and a Graduate Professional Certificate in Strategic Management from the Harvard Extension School.

Prior to joining the FBI, he earned a Certified Public Accountant license, a Certified Fraud Examiner certification, and worked for three years with KPMG LLP in its Audit and Forensic Services practices in Seattle and New York City. Mr. Bruett and his wife have four children.

Ellen Buchman is executive vice president for field and communications at The Leadership Conference on Civil and Human Rights and The Leadership Conference Education Fund. Ms. Buchman oversees field and communications staff who develop and carry out strategies for the coalition’s public education, rapid response, communications, and field organizing and outreach campaigns on a number of priority issues, including but not limited to voting rights, criminal justice reform, equity in education, economic security, affirmative action, federal judicial nominations, and other critical issues in the coalition. She started the organization’s Department of Field Operations and oversees its work to provide and support training in diverse coalition building and creating campaigns in mobilizing, building in-state capacity and partnerships, and program development. This involves working with staff and national, state, and local partner organizations in educating and mobilizing their respective members; building coalition-model organizing campaigns at the state/regional level; creating materials and tools that enable The Leadership Conference and The Education Fund’s national, state, and local partners to alert and educate their constituencies on federal and related state public policy efforts; and meeting with and speaking to
national coalition organizations that work with The Leadership Conference and The Education Fund on issues impacting civil and human rights at the federal, state, and local levels. Further, Ms. Buchman, who has formal training in leadership development and social work, has authored numerous training materials and curricula, as well as conducted numerous trainings and talks in both domestic and international seminars, conferences, and classes. She has been a member of the staff of The Leadership Conference and The Education Fund since 2003 and is a graduate of the University of Michigan.

Dr. Victoria Breckwich Vásquez is an Assistant Professor and has 25 years of experience in health promotion, health care administration and community advocacy. She formerly led community engagement and research translation for the Pacific Northwest Agricultural Safety and Health Center at UW’s Department of Environmental and Occupational Health Sciences. Dr. Breckwich Vásquez focuses on health in the Latinx community, particularly on efforts that build community resilience, and sexual violence prevention and other occupational and environmental health issues in agricultural communities. She is interested in community-engaged partnership evaluation, and community engagement methods that utilize qualitative research methods including case studies. She has particular research interest in place-based interventions, and health and other policies that promote health equity through inter-sectoral strategies. Dr. Breckwich Vásquez has authored various peer-reviewed publications on community engagement and community-based participatory research to promote community health.
Diane Clements Boyd is the Executive Director of the Evansville-Vanderburgh County Human Relations Commission. Diane was appointed Executive Director of the Evansville-Vanderburgh County Human Relations Commission in January of 2004. Prior to joining the Human Relations Commission, she served as Program Manager at the Evansville Black Coalition, Inc., from 1995 to 2004.

Diane has been in the forefront of advancing social justice and advocacy efforts in the city of Evansville for over 20 years. In addition to being responsible for enforcing municipal civil rights laws, Diane is responsible for administering several advisory boards. In 2009, Diane worked with disability advocates to create the city’s first Advisory Board on Disability Services. The board provides guidance to the City of Evansville and Vanderburgh County in matters concerning individuals with disabilities and offers a public forum for members of the community to raise issues of concern. Diane also advises the Evansville Commission on the Social Status of African Males. The mission is to create practical proposals and workable remedies in the areas of employment, education, health and criminal justice to reduce problems that African American males face. Diane advised city officials on the need for civil rights protections for the LGBT community. In 2011, the Evansville City Council passed an ordinance to include protections for LGBT individuals.

Diane serves in the following capacities. Chairperson of the Indiana Advisory Committee to the U.S. Commission on Civil Rights; Midwest Representative of the International Association of Official Human Rights Agencies; Immediate past president of the Indiana Consortium of State and Local Human Rights Agencies; Board of Trustees of the Vanderburgh Community Foundation and member of the Evansville Homelessness Advisory Committee. Diane received the 2011 Freedom Award from the State of Indiana Martin Luther King Commission, the 2009 Black Women’s Task Force Community Service Award, and the Evansville Chapter of the NAACP Lifetime Community Advocate Award. Diane is a member of Delta Sigma Theta Sorority, Inc., and serves as social action chairperson of the Evansville Alumnae Chapter. Diane is a graduate of the University of California Los Angeles with a Bachelors of Arts Degree in Sociology.
Alyson Dimmitt Gnam is an attorney in the Northwest Justice Project's Farmworker Unit in Washington State. Alyson started Proyecto Campesina Digna as an Equal Justice Works Fellow in 2014. Campesina Digna built on NJP’s groundbreaking work on farmworker sexual harassment, creating a project dedicated to the issue of workplace sexual violence in North Central Washington. Campesina Digna resulted in farmworkers bringing legal claims in rural communities and increasing NJP’s role as a statewide leader in the effort to end workplace harassment in the agricultural industry. Alyson graduated with High Honors from University of Washington School of Law and was the recipient of the Charles Z. Smith Public Service Award and a Eugene Wright Scholar. Alyson previously worked at the Equal Employment Opportunity Commission, at the Northwest Immigrant Rights Project, and as a Pegging Browning Fellow at the National Employment Law Project.

Dominique Davis is Founder and CEO of Community Passageways, where he works to improve racial parity in schools, prisons and communities. He sits on the Juvenile Justice Equity Steering Committee where he works with King County Superior Court judges to address racial inequity in the juvenile justice system. He works with city leaders developing a long-term strategy to support young black male achievement in addition to the Immigrant Family Institute Community Advisory Committee and the Mayor's Youth Opportunity Initiative Justice Advisory Committee. He has previously served as Co-Director of the 180 Program, which was named 2015 Best New Nonprofit by Seattle Foundation and Seattle Met Magazine under his leadership. Dominique received the NW Justice Forum's 2017 Restorative Justice Award. He also enjoys being a coach and personal trainer in the community.
Sarah Haywood Eaton joined Disability Rights Washington in 2013 after graduating magna cum laude from Seattle University School of Law where she received the Dean’s Medal for the graduating class of 2013. Sarah is on DRW’s Community Inclusion and Services Team where she works on class action and systemic litigation and advocacy efforts to improve supports and services for people with disabilities. During her time at Seattle University, Sarah interned with the Unemployment Law Project, Legal Voice, and the Northwest Justice Project. She also served in Seattle University’s Civil Rights Amicus Clinic working on a policy report about United States Customs and Border Patrol activities on the Olympic Peninsula and as the Managing Editor of the Seattle Journal for Social Justice. Prior to attending law school, she graduated from Occidental College with a B.A. in Spanish Language and Diplomacy and World Affairs. In her free time, she enjoys playing soccer, running, backpacking, and reading.

Guadalupe Gamboa was appointed to the Commission by Governor Jay Inslee in April 2015.

Mr. Gamboa is the son of migrant farmworkers. He grew up working as a child in the sugar beet fields of the Yakima Valley, following the crops to Oregon and California, and living in labor camps. This early experience of the harsh conditions faced by farmworkers created a life long desire to fight for social justice.
As a teenager, he joined the farmworkers movement led by Cesar Chavez, which led him to the Grape Boycott in the East Coast then Toronto and to organizing farmworkers in the Yakima Valley and California.

Lupe was also the first Latino student from a farmworker background admitted to the UW Law School, becoming one of the first group of Latino lawyers in this state. As a lawyer he became the Director of the Farmworker Division of Evergreen Legal Services, where he litigated precedent setting cases establishing important civil rights such as the right of farmworkers to organize and to receive visitors in their labor camp housing. He also played a strategic role in a coalition of advocates that was successful in extending coverage to farmworkers under many of this state’s labor laws.

Lupe is currently working as a Lecturer at the UW’s American Ethnics Studies Department where he is teaching the history of the farmworker labor and civil rights movement to the next generation of leaders.

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**Bookda Gheisar, Immigrant and Refugee Policy & Strategy Analyst**, Office of Equity and Social Justice, King County. Bookda has over 30 years of experience as an executive and policy advocate advocating for the rights of communities of color and immigrant communities.

Her entire career has been devoted to working alongside organizations committed to fighting inequities and injustice. Bookda has a reputation for uniting diverse stakeholders to co-create and achieve common goals and sustainable partnerships. She has extensive experience leading organizations with a broad base membership and mobilizing communities to ensure organizational sustainability and relevance at the grass roots level.

Bookda Joined King County office of Equity and Social Justice in January of 2017 Provided intensive support to the task force and King County Council to help build a cohesive strategy for serving and partnering with immigrant and refugee communities.
King County Councilmember Larry Gossett serves on the Metropolitan King County Council representing many Seattle neighborhoods, including the Central Area, Capitol Hill, Beacon Hill, the Rainier Valley, Seward Park, UW, Fremont, Ravenna, Laurelhurst and the Skyway neighborhood in unincorporated King County.

Councilmember Gossett is chair of the Law and Justice Committee and serves on the Budget and Fiscal Management, Government Accountability & Oversight, Health, Housing and Human Services, and Regional Policy committees. He also serves on the Flood Control District Board of Supervisors.

Born and raised in Seattle, Councilmember Larry Gossett has been a dedicated servant of the people for over 45 years. Gossett’s Council district represents an area where he has lived and worked on issues his entire life.

Councilmember Gossett is a graduate of Franklin High School, and after two years at the University of Washington, he became a VISTA volunteer in Harlem (1966-1967) and worked with poor youth and families. Following his service obligation to VISTA, he returned to University of Washington where he was one of the original founders of the Black Student Union (BSU). As a respected student activist, he fought to eliminate racial discrimination and increase the enrollment of African Americans and other students of color at the University. After graduation, he became the first supervisor of the Black Student Division, in the Office of Minority Affairs.

Councilmember Gossett is extremely proud that in 1999, 13 years after the 1986 change of the County’s name to honor the slain civil rights leader, Dr. Martin Luther King, Jr., he spearheaded the campaign to change the King County logo from an imperial crown to an image of Dr. King. In 2007, the King County Council unanimously adopted the change, becoming the only governmental entity in the nation to have as its logo the likeness of Dr. King. In the summer of 2008 the University of Washington Alumni Association gave him the esteemed honor of being selected as one of the “Wonderous 100,” one of the most influential UW graduates over the past 100 years.

Prior to his election to the King County Council, Councilmember Gossett was the Executive Director of the Central Area Motivation Program (CAMP), one of the oldest and largest community action agencies in the City of Seattle. He was at CAMP from 1979 until 1993 when he was elected to the King County Council, representing District Two (formerly District Ten).
Councilmember Gossett is a highly respected community leader who has long advocated for the underrepresented and underprivileged in King County for his entire career. He is an advocate for programs that help inner-city youth and reduce racial and class disparities in our local criminal justice system. He has also spearheaded efforts to eliminate black-on-black violence and other manifestations of self-hatred by poor and disenfranchised populations.

Councilmember Gossett has traveled around the world in various community and political capacities. As a community activist, he traveled to Japan, Canada, Russia, and Nicaragua. He represented the King County Council on various trade missions to many countries in Asia (India, Singapore, Malaysia, Indonesia, Thailand, Cambodia, Vietnam, China, and South Korea), several countries in South America and South Africa, and most recently, Kent County in England.

Councilmember Gossett is a dynamic speaker, prolific writer, administrator and political activist. He has the ability to motivate and inspire people of all races and walks of life. He is dedicated to the cause of equal rights and economic freedom for all people.

He is married with three adult children and four beloved grandchildren.

LaMont Green is currently a Manager for the City of Seattle’s Race and Social Justice Initiative in the Office for Civil Rights. He intersects his love for Humanity and hunger for Racial & Social Justice by joining with others to transform power structures towards a more equitable and humane society for all. LaMont brings experience in policy analysis, community organizing, criminal justice reform, housing & homelessness issues, youth and young adult engagement, curriculum and training development, research and evaluation, and mental health treatment

Bryan Greene has devoted his professional career to fighting housing discrimination. He currently serves as the General Deputy Assistant Secretary for Fair Housing and Equal Opportunity in the US Department of Housing and Urban Development. He started in the Department as a fair housing investigator and worked in a variety of positions in FHEO, serving as the Director of Policy and Program Evaluation as well as the DAS for Enforcement and Programs before assuming his current position. Under his leadership, HUD has pursued large-scale high-profile cases that address systemic discrimination and provide widespread relief. Mr. Greene was the 2007 recipient of the Presidential
Brian Griffey is a researcher/adviser on the USA at Amnesty International, based in Washington, DC. From 2015 to 2017, Mr. Griffey was a Human Rights Advisor on monitoring and response at the Office for Democratic Institutions and Human Rights (ODIHR) of the Organization for Security and Cooperation in Europe (OSCE). For the previous 12 years, he worked for the OSCE Special Monitoring Mission to Ukraine; the OSCE Mission in Kosovo; the Office of the United Nations High Commissioner for Human Rights (OHCHR) in Nepal; Human Rights Watch; Amnesty International USA; and as a consultant to the United Nations Development Programme, NGOs, and university human rights centers. He has also worked as a journalist at Mother Jones Magazine, San Francisco Magazine, The Portland Mercury, and other periodicals.

Mr. Griffey holds an LL.M. in International Human Rights Law (with distinction), from the University of Essex; and a B.A. in History and Social Sciences from Reed College, where he completed an oral history and research thesis on racial discrimination in Seattle’s employment and housing sectors during World War Two.
Isabelle Gunning, J.D. is President of the Los Angeles County Commission on Human Relations, elected by her fellow commissioners to serve for a second term in June 2017. She was motivated to study law during the civil rights movement of the 1970s when she saw that "some very positive things could be accomplished through the courts." Following a clerkship with Chief Judge William Bryant of the U.S. District Court for the District of Columbia, she served as a staff attorney with the Public Defender Service in Washington, D.C., and later with the Southern Africa Project of the Lawyers Committee for Civil Rights Under Law. Professor Gunning taught for six years as a member of the faculty at the University of California, Los Angeles School of Law before her appointment to Southwestern in 1992. She says, "I want my students to see that there are certain assumptions in the law that we are all impacted the same way under similar circumstances - and that is not always the case."

Active in the larger realm of legal education, Professor Gunning served on the Board of the Clinical Legal Educators Association and was one of the three editor-in-chiefs of the Clinical Law Review. She also served on the Executive Committee of the Association of American Law Schools (AALS) Section on Gay & Lesbian Issues, as co-chair of the AALS Section on Clinical Legal Education Scholarship Committee and as a member of the American Bar Association’s Skills Training Committee. Under the auspices of the ABA’s African Law Initiative and other entities, she has traveled to Ethiopia, South Africa and Tanzania to speak on clinical legal education and trial advocacy.

Professor Gunning serves as a pro bono mediator through the Los Angeles County Bar Association’s Dispute Resolution Services Project, and Gay and Lesbian Mediation Project, as well as the Southern Christian Leadership Conference’s Martin Luther King Jr. Dispute Resolution Center. She has also co-chaired the Asian Pacific American Dispute Resolution Center. Professor Gunning was president of the American Civil Liberties Union (ACLU) of Southern California from 2005 to 2009 and is currently a member of the National ACLU board as the Southern California Affiliate representative.
Jan Hasselman is a staff attorney with Earthjustice's Northwest office in Seattle, WA, which he first joined in 1998.

Since that time, he has successfully litigated a number of regional and national issues including listings of salmon under the Endangered Species Act, stormwater pollution, coal fired power plants, and coal and crude oil terminals. He currently serves as lead counsel to the Standing Rock Sioux Tribe in their litigation against the Army Corps of Engineers regarding approval of the Dakota Access pipeline.

Jan has a history degree from Wesleyan University, and graduated magna cum laude from Boston College Law School, where he was executive editor of the Boston College Environmental Affairs Law Review.

Prior to joining Earthjustice, he served as a judicial law clerk in the federal district court in Boston. He is an adjunct faculty member at the University of Washington and Seattle University law schools, and in 2013 was a visiting professor at the Faculty of Law of the University of Ljubljana (Slovenia) under a Fulbright grant.
Author, attorney and legal scholar Walter Echo-Hawk (www.walterechohawk.com) was the inaugural “Walter R. Echo-Hawk Distinguished Visiting Scholar” at Lewis & Clark Law School for 2015. He authored In The Light Of Justice: The Rise of Human Rights in Native America and the UN Declaration on the Rights of Indigenous Peoples (2013); In the Courts of the Conqueror: The 10 Worst Indian Law Cases Ever Decided (2010); and Battlefields and Burial Grounds (1994). He is a Pawnee Indian with a BA, Political Science, Oklahoma St. Univ. (1970); and JD, UNM (1973).

Echo-Hawk practices law in Oklahoma. He is Chair, Board of Directors, Association of Tribal Archives, Libraries and Museums (www.atalm.org). As a staff attorney of the Native American Rights Fund (1973-2009), he represented Indian Tribes, Alaska Natives, and Native Hawaiians on significant legal issues in the modern era of federal Indian law, during the rise of modern Indian Nations in the tribal sovereignty movement. He litigated indigenous rights pertaining to religious freedom, prisoner rights, water rights, treaty rights, and reburial/repatriation rights. Echo-Hawk is admitted to practice law before the US Supreme Court, Colorado Supreme Court, Oklahoma Supreme Court, Courts of Appeals for the 8th, 9th, 10th and District of Columbia Circuits, Federal Claims Court, and several US District Courts.

* 1986-1990: He represented tribal clients to obtain repatriation legislation: (a) precedent-setting legislation in Nebraska (1989) and Kansas (1988) directing museums to return and rebury dead bodies and grave objects to Tribes of origin; (b) the 1989 reburial agreement with the Smithsonian Institution enacted into the National Museum of the American Indian Act; (c) the 1986-1990 legislative campaign culminating in the passage of Native American Grave Protection and Repatriation Act (NAGPRA).


* In 2010, he represented the Klamath Tribes in a trial to quantify treaty-protected Indian water rights for hunting, fishing, and gathering purposes; and various Tlingit tribes to repatriate sacred objects and cultural patrimony.

* 2009-2017: He represented Oklahoma tribes; served on the Supreme Courts of the Pawnee and Kickapoo Nations; taught law at TU Law School and Lewis & Clark Law School; and will teach law at the University of Hawaii’s Law School, Spring, 2018.
Awards: Lawrence Baca Lifetime Achievement Award (2015), the highest honor accorded by the Federal Bar Association’s Indian Law Section; President’s Award, International Association of Official Human Rights Agencies (2014) (for human rights commitment); Governor’s Commendation (2010) from Oklahoma Governor Brad Henry (for professional contributions on behalf of indigenous cultures throughout the nation); The FBA’s Judge Sarah Hughes Civil Liberties Award (2009) (for civil liberties work); Distinguished Native American Alumni (2009), Okla. State Univ.; Martin Luther King Peace Award (1998), Metropolitan College of Denver; ABA’s Spirit of Excellence Award (1995) (for professional contributions in the face of adversity); Civil Liberties Award (1991), ACLU of Oregon.

Clarence Henderson was appointed to the Washington State Human Rights Commission by Governor Christine Gregoire in 2012. He attended Norfolk State University on a full athletic scholarship and received his B.A. in History and Pre-Law in 1999. Commissioner Henderson was awarded the Juris Doctor from Regent University School of Law in 2004 with an emphasis in Litigation and Dispute Resolution. Admitted to the Washington State Bar in 2005, his legal practice primarily focuses on indigent representation of delinquent offenders and juvenile justice reform through the Department of Assigned Counsel in Tacoma, WA.

Commissioner Henderson has served on the board of directors for the Coalition of Young Black Professionals, National Initiatives Director of the Tacoma Urban League Young Professionals, the Tacoma African American Leadership Forum and presents extensively in communities and schools on issues of civil and constitutional rights.
Vanessa Torres Hernandez is the Youth Policy Director with the ACLU of Washington, where she works to promote the civil rights of young people in the education and juvenile justice systems. Vanessa formerly managed the ACLU-WA’s Second Chances Project and served people reentering from prisons and jails. She is a graduate of the University of Washington School of Law, where she was a Gates Public Service Law Scholar, a former Equal Justice Works Fellow and a former law clerk to the Honorable Betty Binns Fletcher of the Ninth Circuit Court of Appeals. Prior to going to law school, Vanessa taught middle school history and drama; she is a parent to two fantastic children in public school.

Governor Jay Inslee is a fifth-generation Washingtonian who grew up in the Seattle area. His father, Frank, was a high school teacher and coach. His mother worked as a sales clerk at Sears & Roebuck. Jay worked his way through college and graduated from the University of Washington with a degree in economics before earning his law degree at Willamette University. He and his wife, Trudi, then moved to Selah where Jay worked as a prosecutor and they raised their three sons.

Jay first became involved in public service in 1985 when he and Trudi helped lead the effort to build a new public high school in Selah. Motivated to fight against proposed funding cuts for rural schools, Jay went on to represent the 14th Legislative District in the state House of Representatives. He continued serving communities in the Yakima Valley when he was elected to Congress in 1992. The Inslees later moved back to the Puget Sound area where Jay was elected to Congress in 1998, serving until 2012.

Jay and Trudi are proud grandparents of three. Besides writing and illustrating books for his grandchildren and sketching scenes from around Washington, Jay is an avid cyclist and charter member of Hoopaholics.
During his time in Congress, Jay became known as a forward-thinking leader, especially on issues of clean energy and the environment. He co-wrote a book, "Apollo's Fire: Igniting America's Clean-Energy Economy," about the job-creating potential of the clean tech industry. As governor, Jay's top priority is growing Washington's innovative industries such as clean energy, IT and life sciences, and strengthening existing industries such as aerospace, agriculture, maritime and military. Since 2013, Washington has experienced a seven-year low in unemployment rates, record exports and notable growth in Washington’s key industries.

To continue growing these industries, Jay knows we must strengthen our schools so we can better equip our children to compete for these good-paying jobs. And we must bring a new culture of efficiency and performance to state government to more efficiently serve the people and businesses throughout Washington state.

Carol Johnson, J.D., M.A., is Executive Director of the Arkansas Fair Housing Commission – the only state agency in Arkansas specifically charged with protecting civil rights. The Commission is a quasi-judicial, regulatory, enforcement agency which receives, investigates and otherwise resolves fair housing/ fair lending complaints.

Director Johnson has worked for Governors Huckabee, Beebe and now Hutchinson. Since becoming Executive Director in 2005, Johnson was instrumental in building the Commission from its infancy stages and transitioning it from a newly formed capacity-building organization under HUD’s Fair Housing Assistance Program to a fully functioning and highly recognized fair housing and fair lending civil rights enforcement agency.

She serves on the Arkansas Advisory Committee to the U.S. Commission on Civil Rights, and on the boards of several state, national and international associations including the National Community Reinvestment Coalition and the International Association of Official Human Rights Agencies.

A licensed attorney, Director Johnson has worked in various areas of administrative, civil and criminal law, and is a former Deputy Prosecuting Attorney.
Je Yon Jung is the West Region Senior Fair Lending Counsel for the Office of Fair Lending and Equal Opportunity at the Consumer Financial Protection Bureau. She has been with the CFPB for almost six years. As the West Region Counsel, she is the fair lending subject matter expert on areas related to credit discrimination for all west region supervisory matters. She also works on fair lending enforcement matters throughout the country. Prior to the CFPB and for a span of approximately 14 years, Mrs. Jung was a senior trial attorney with the Civil Rights Division at the Department of Justice. After entering the DOJ under the Honors Attorney program in 1997, she spent her first five years at the DOJ in the Housing and Civil Enforcement Section where she litigated cases related to discrimination in housing and public accommodations. Her latter nine years at the DOJ were in the Special Litigation Section where she litigated cases related to police misconduct, access to clinic entrances, and conditions in jails, prisons and juvenile and mental health facilities. She clerked for the Honorable Linda K. Davis at the D.C. Superior Court from 1996-1997. She received her J.D. from The Ohio State University, College of Law, with honors in 1996 and her B.A. from the University of Colorado-Boulder in 1992. She and her family immigrated from South Korea to Colorado in the early 1970s. She currently makes a home with her partner and three children in the Bay Area.
Since joining Advancement Project in 2002, John has been lifting up the voice and needs of low-income communities of color to transform systems and expand opportunity for all. Through coalition building and by utilizing innovative tools and strategies, he has helped redirect hundreds of millions of public and private dollars to the most underserved communities. He has developed advocacy and research initiatives on issues such as community health, redistricting, community engagement, voting rights, early care and education, and public finance. Under his leadership, many of these initiatives have transformed the way that large public institutions allocate funding and provide programs and services to the most underserved communities. John has a long track record as a coalition-builder and facilitator of multi-stakeholder collaborations, and has established a wide-range of partnerships with community-based organizations, elected officials, governmental agencies, academic researchers, and foundations across the state. Prior to joining Advancement Project, John started his community-building work as an activist, organizer, and cultural artist in the Bay Area. In 1999, he became the Executive Director of the Korean Community Center of the East Bay, where he was instrumental in launching new programs in the areas of domestic abuse, community development, and community organizing.
Carrasco Lally is the Director of the City of Seattle’s Office for Civil Rights. SOCR enforces Seattle’s anti-discrimination laws, conducts fair housing testing and delivers progressive policy recommendations to City leaders, including Seattle’s Paid Sick and Safe Time, Gender Neutral Restroom and Source of Income Protection and the recent Fair Chance Housing ordinances. SOCR also leads the City’s Race and Social Justice Initiative, the first of its kind in the nation. The Initiative is a citywide effort and commitment to end institutional and structural racism in City government and to achieve racial equity in across the community.

Prior to joining the City of Seattle, Patricia worked as an Assistant United States Attorney in Seattle for eleven years and as an associate at the national law firm of Perkins Coie, where she participated in a number of complex civil litigation cases. Prior to entering the legal profession, Patricia owned a small CPA firm near Olympia, Washington. She is a proud graduate of the University of Washington, School of Law.

Patricia has a long history of working with community-based organizations who work to dismantle barriers to opportunity for those most oppressed. In her free time, Patricia, and wife Denise, enjoy friends and family, traveling and renovating a vintage teardrop camper.
Alyssa Lee is a transgender female who in more than 16 years of personal and professional experiences has chosen to share these Trans life experiences as a business advisor and adult educator. As a guest presenter at local college campuses, she provides others with insight on her experiences as a Transwoman with family, friends, sexuality, parenting, social situations and business relations. Working closely with the transgender community, Alyssa understands the importance of advice or guidance that many “under the radar” or “closeted” transgender people need or even just someone to talk to about their feelings/experiences which she is always willing to assist.

Anne Lee is the Executive Director of TeamChild, a nonprofit law firm for youth in Washington State. TeamChild's staff attorneys uphold the rights of youth to meaningful education, health care, and housing by providing individualized and holistic civil legal representation. 80% of children who receive legal representation from TeamChild because they are out of school get back into school. For some of the most distressed, children with the highest needs, the number of new juvenile court offenses is cut by more than half.

TeamChild's policy and training work focuses on catalyzing big shifts in juvenile justice, child welfare and education systems so that young people, especially youth of color, have opportunities to heal, grow and thrive in their communities. In 2013, TeamChild spearheaded school discipline reform in Washington that eliminated open ended expulsions, and is currently pushing strategies to reduce arrests, detention and school exclusions in the state. Anne is a member of the Washington State Minority and Justice Commission and the King County Juvenile Justice Equity Steering Committee. She received her law degree from New York University School and graduated with honors from Princeton University.
Criminologist and attorney Brian Levin is a professor of criminal justice and Director of the nonpartisan Center for the Study of Hate & Extremism at California State University, San Bernardino, where he specializes in the analysis of hate crime, domestic and international terrorism and related legal issues. Previously, Professor Levin served as Associate Director-Legal Affairs at the Southern Poverty Law Center’s Klanwatch/Militia Task Force in Montgomery, Alabama and as a New York City Police Officer. Prof. Levin received his law degree and the Block Civil Liberties Award from Stanford. He received his BA with honors in history from the University of Pennsylvania, where he graduated Summa Cum Laude. Prof. Levin is the author, editor or co-author of books, scholarly articles, and technical reports, as well as U.S. Supreme Court briefs representing IAOHRA. Prof. Levin has testified before both the House and Senate, and is widely referenced in legal and social science journals, major newspapers, and television networks around the world.

Catherine E. Lhamon is the Chair of the U.S. Commission on Civil Rights. President Obama appointed Lhamon to a six-year term on the Commission on December 15, 2016 and the Commission unanimously confirmed the President’s designation of Lhamon to chair the Commission on December 28, 2016. Before coming to the Commission, Lhamon served as the Assistant Secretary for Civil Rights at the U.S. Department of Education until January 2017. President Obama nominated her to the Assistant Secretary for Civil Rights position on June 10, 2013, and she was unanimously confirmed by the U.S. Senate on August 1, 2013. Immediately prior to joining the Department of Education, Lhamon was director of impact litigation at Public Counsel, the nation’s largest pro bono law firm. Before that, she practiced for a decade at the ACLU of Southern California, ultimately as assistant legal director. Earlier in her career,
Lhamon was a teaching fellow and supervising attorney in the Appellate Litigation Program at Georgetown University Law Center, after clerking for The Honorable William A. Norris on the United States Court of Appeals for the Ninth Circuit. In 2016, Politico Magazine named Lhamon one of Politico 50 Thinkers Transforming Politics and the National Action Network honored Lhamon with their Action & Authority Award. In 2015, Yale Law School named Lhamon their Gruber Distinguished Lecturer and the Association of University Centers on Disabilities awarded Lhamon their Special Recognition Award. Chronicle of Higher Education named Lhamon to their 2014 Influence List as the Enforcer. The Daily Journal listed her as one of California’s Top Women Litigators in 2010 and 2007, and as one of the Top 20 California Lawyers Under 40 in 2007. In 2004, California Lawyer magazine named Lhamon Attorney of the Year for Civil Rights. Lhamon received her J.D. from Yale Law School, where she was the Outstanding Woman Law Graduate, and she graduated summa cum laude from Amherst College.

Rue Landau, Esquire is the Executive Director of the Philadelphia Commission on Human Relations (PCHR) and the Fair Housing Commission (FHC). Prior to her appointment, Rue was a senior attorney in the Housing Unit at Community Legal Services (CLS) in Philadelphia. At CLS she specialized in landlord-tenant law with a focus on public and subsidized housing. In 2002, she authored a chapter entitled, “Criminal Records and Subsidized Housing: Families Losing the Opportunity for Decent Shelter,” for Every Door Closed, a publication addressing the barriers facing parents with criminal records. In September 2006, she was named a Pennsylvania Lawyer on the Fast Track by American Lawyer Media. During her tenure at CLS, Rue was an active member of the Philadelphia Bar Association where she served as co-chair of the Municipal Court Committee and as a member of the Commission on Judicial Selection and Retention.

In addition to her professional accomplishments, Rue has served on the boards of Bread and Roses Community Fund, the Women’s Medical Fund and Liberty City Lesbian, Gay, Bisexual and Transgender Democratic Club and the Philadelphia Housing Development Corporation (PHDC). She currently serves on the board of the International Association of Official Human Rights Agencies (IAOHRSA). She now serves as Director of the Civil Rights Enforcement Agency.
Nora Liu is the project manager for Racial Equity Here, a joint project of Government Alliance on Race & Equity (GARE)/Race Forward and Living Cities, an organization that supports a new cohort of cities to proactively advance racial equity. Race Forward is the union of two leading racial justice non-profit organizations: Race Forward and Center for Social Inclusion (CSI).

Nora brings over twenty years of experience working with communities to improve racial and social equity. For ten years immediately prior to joining GARE/Race Forward, she worked to serve Seattle’s communities of color through her positions within the City of Seattle. Most recently she was the Community Development Manager for Seattle’s Office of Planning and Community Development (OPCD) where her work created policy, tools, and practices to leverage public and private investments to meet community goals and to support the ability of historically marginalized communities to shape their own futures.

Nora was one of the major authors of Seattle’s Equitable Development Initiative (EDI)—which works towards a Seattle which is diverse and where all people can achieve their full potential regardless of race or means. Its components include: Seattle’s Comprehensive Plan with race and social equity as a core value; an Equity Analysis to inform the City’s Growth Strategy; the Equitable Development Implementation Plan, a roadmap to systemic change; and community based Race and Social Equity Leadership. The EDI is a joint effort of OPCD and the Office for Civil Rights / Race and Social Justice Initiative.
Carmelyn P. Malalis was appointed Chair and Commissioner of the New York City Commission on Human Rights (the Commission) by Mayor Bill de Blasio in November 2014 following more than a decade in private practice as an advocate for employees' rights in the workplace.

Prior to her appointment, Commissioner Malalis was a partner at Outten & Golden LLP where she co-founded and co-chaired its Lesbian, Gay, Bisexual and Transgender Workplace Rights Practice Group and its Disability and Family Responsibilities Discrimination Practice Group; and successfully represented employees in negotiations, agency proceedings, and litigation involving claims of sexual harassment, retaliation, and discrimination based on race, national origin, sex, gender identity, gender expression, sexual orientation, age, pregnancy, disability, and religion.

Throughout her career, Ms. Malalis has demonstrated a fierce commitment to promoting diversity and inclusion and preventing and prosecuting discrimination and intolerance. Since she assumed her role as Chair and Commissioner at the Commission in February 2015, Commissioner Malalis has revitalized the agency, making it a recognized venue for justice for all New Yorkers through increased enforcement and robust public education and outreach to prevent discrimination in New York City.

She is currently a member of the New York City Bar Association's Executive Committee and previously served on Human Rights Watch's Advisory Committee of the LGBT Rights Project, the American Bar Association's Section on Labor and Employment Law Committee on Diversity in the Legal Profession, the New York City Bar's Committee on LGBT Rights, and the board of Queers for Economic Justice.

Commissioner Malalis earned her J.D. from the Northeastern University School of Law and received a B.A. in Women's Studies from Yale University. She and her wife live in Brooklyn with their two children.
Sen. John McCoy represents the Everett, Marysville, and Tulalip communities and neighborhoods of Snohomish County. First elected to the House of Representatives in 2003, John was appointed to the Senate in November 2013. In the Senate, John serves as the Chair of the Senate Democratic Caucus. He also serves on the Natural Resources Committee, Agriculture, Water, Trade & Economic Development Committee and the Rules Committee.

He’s an active member of four National Conference of State Legislatures (NCSL) panels. John serves on the NCSL committee on the Environment, and he’s also a member of the NCSL Labor & Economic Development Committee; the NCSL Communications, Financial Services & Interstate Commerce Standing Committee, and the NCSL Environmental Management Legislative Roundtable.

Having served in the United States Air Force for 20 years, John retired in 1981 with extensive training in computer operations and programming. He worked as a computer technician in the White House from 1982 to 1985. John then went on to management in the private sector, continuing his career in computer programming and operations. He returned to his home state almost two decades back to help bring the Tulalip community into the digital world.

John has been instrumental in leading the development of what is now the Quil Ceda Village Business Park. John advanced to the position of General Manager at Quil Ceda in 2000, and he retired from the business park just a few years ago.

John and his wife, Jeannie McCoy, make their home in Tulalip. They have three daughters, 10 grandchildren, and two great-grandchildren.
Victoria Mena, MPP., is the Policy Director at Colectiva Legal del Pueblo. She brings nearly 10 years of valuable experience as a community organizer and social justice advocate in Florida, California and Washington. Victoria has a background in grassroots mobilization, deportation defense, combating immigration detention and extensive research of the prison industrial complex and the intersection of criminal injustice and immigrant detention.

Michael D. Mitchell has a longtime commitment to civil rights, and economic justice, having worked in the field of civil rights law enforcement for over 25 years. He currently serves as a consultant on fair housing, fair lending, and community development matters with International Development and Planning, LLC. He also works for the Chickasaw Nation Industries where he serves as an Instructor for the Patricia Roberts Harris National Fair Housing Training Academy. Mr. Mitchell has served as an Adjunct Professor of Law at Howard University School of Law since 2007, and is a frequent speaker at national and regional conferences.

For over a decade he was the Director of National Neighbors, a program of the National Community Reinvestment Coalition (NCRC) where he was also the Vice President of Fair Lending. Mr. Mitchell spearheaded the Coalition’s systemic fair lending initiatives, lead efforts to combat predatory lending and redlining, lead the national mystery shopping/testing program of lenders, conducted training on fair housing planning, fair lending enforcement, and provided technical assistance and fair housing capacity building training to state and municipal agencies and community organizations.
Additionally, he managed the coalitions enforcement efforts and provided compliance and best practice partnership services to lenders and housing providers. Before joining NCRC, Mr. Mitchell worked for seven years with the Equal Rights Center as the Director of Enforcement, and the Fair Housing Council of Greater Washington where he served as the Director of the Fair Housing Center of Suburban Maryland. In these positions he conducted testing of housing providers, public accommodations, insurance companies, and lenders, and participated in several cases that led to landmark decisions. Mr. Mitchell was involved in a series of successful fair housing cases involving homeowners insurance companies liability under the Fair Housing Act.

Mr. Mitchell also worked for the City Rockville, Maryland, as the City's Human Rights Officer. In this position he worked to enforce Rockville's Human Rights Ordinance as it pertained to discrimination in employment, housing and public accommodations. Prior to coming to Washington, he practiced law in the Oakland California for three years, working both as a solo practitioner and serving as an Associate in the Law offices of Richard R. Wright. Mr. Mitchell is an honors graduate of Morehouse College, Class of 1979, and a graduate of the University of California, Berkeley School of Law. Mr. Mitchell is an active member of the State Bar of California.

Ken Neubeck retired in 2003 as a Professor Emeritus of Sociology at the University of Connecticut and has lived in Eugene, Oregon, since that time. He is the author of When Welfare Disappears: The Case for Economic Human Rights. Ken served as a long-time member of the Eugene Human Rights Commission and was on the city's Equity and Human Rights Board. He also has played the role of an organizer, working with allies to gain support for passage of a state-wide homeless bill of rights called the Right to Rest bill. At the national level Ken is involved with Housing Not Handcuffs, a national campaign to end criminalization of homelessness and support more funding of affordable housing. He is also a participant in the national Human Rights at Home Campaign that advocates for the implementation of universal human rights in the United States by all levels of government, including the local municipal level.
Patrice O'Neill is Founder and Executive Producer of the Oakland-based non-profit strategic media company. The Working Group and a leader of Not In Our Town, the organization's core project devoted to addressing hate, intolerance, and bullying in local communities. An accomplished filmmaker, she has produced successful national film series on PBS for twenty years and led a multi-platform approach that utilizes documentary film, social networking, and civic engagement to encourage dialogue and spur community action. O'Neill makes regular presentations to community groups, college campuses, law enforcement organizations, and faith institutions on how to address hate crimes and intolerance.

Estela Ortega is the Executive Director of El Centro de la Raza and oversees the strategic and operational management of the organization, which has over 90 employees and an operating budget of $5.9 million.

Ortega began a career of service and community organizing as a young adult through participation in a number of advocacy, voter registration and anti-war initiatives in her hometown of Houston, Texas. In 1972 she went on to join the peaceful occupation of the old abandoned Beacon Hill Elementary School that would later become El Centro de la Raza.

For the next forty-two years, Ortega actively engaged in coalition building, political advocacy and strategic development while working at El Centro, distinguishing herself as one of El Centro’s most effective leaders and as a respected community organizer. Estela Ortega also serves on various boards and committees in the areas of civil rights, education, transportation, economic development and the environment.
Ortega has received numerous recognitions and awards throughout her distinguished career with the most recent being the 2014 Civil Rights Champion Award by the City of Seattle Women’s Commission, the 2014 Community Leadership Award by Tabor 100 and the 2014 Amazing Women Mentor Recognition by Asian Weekly.

Ortega was married to the late Roberto Maestas, founder of El Centro de la Raza, and has two accomplished daughters who are both attorneys and four wonderful grandchildren.

Sharon Ortiz is the Executive Director of the Washington State Human Rights Commission (WSHRC), which enforces Washington’s laws against discrimination. Ms. Ortiz has almost two decades of experience in civil rights investigations. She began her career as assistant director at Northwest Fair Housing Alliance, which conducts testing and investigates housing discrimination cases. Ms. Ortiz started as an investigator at the WSHRC over 16 years ago in the Yakima field office, later worked as a Manager in the Spokane office, and has been the Agency’s Director since 2009. In her tenure as Director, Ms. Ortiz has led the agency through the aftermath of the economic crisis of 2008, which resulted in severe budget cuts, by finding innovative ways to achieve the mission of the WSHRC by creating effective partnerships, streamlining investigations, and focusing on efficient, but effective, use of resources. She has served on the board of the Washington Alliance of Immigrant and Refugee Justice, Task Force on Race Relations, Governor’s Committee on Disability, the Native American Political Alliance, Co-chair of the Spokane Falls Northwest Indian Powwow and is a member of the United Farmworker Union.

Mozhdeh Oskouian, directing attorney, Seattle office, Northwest Immigrant Rights Project. Mozhdeh is the Directing Attorney of the NWIRP Seattle office. In August of 2006, she became the supervising attorney of the Violence Against Women Act (VAWA) Unit. She became the directing attorney of NWIRP’s Seattle office in April 2015. Mozhdeh represents immigrant survivors of domestic violence affirmatively, before United States Citizenship and Immigration Services (USCIS), and defensively, before the immigration court and the board of immigration appeals. She also represents clients’ interest before federal courts. Prior to joining NWIRP, she worked with the Society for Protecting the Rights of the Child in Tehran, Iran to implement the Convention on the Rights of the Child, which Iran ratified in 1994.
Molly Powell is an Administrative Judge with the Seattle Field Office of the U.S. Equal Employment Opportunity Commission, where she hears the employment discrimination complaints of federal employees in a five state region. She is a graduate of the University of Washington, and the University of Virginia School of Law. Prior to holding the position of Administrative Judge, Judge Powell served the EEOC as a Senior Trial Attorney. Judge Powell serves as the Treasurer for the Washington Initiative for Diversity (WID), previously served on the Board of MAMA Seattle, and is a Fellow of the Washington State Bar Association’s Leadership Institute. She currently serves as the President of the EEOC’s nationwide PRIDE organization, and volunteers at QLAW’s monthly legal clinics for low-income LGBTQ individuals in King County. Judge Powell has presented anti-harassment, anti-discrimination, and ADA trainings throughout the Northwest. She balances her professional duties with her responsibility to her family. Judge Powell enjoys spending time with her husband and three children.

Michael Ramos has served as the Executive Director of the Church Council of Greater Seattle since 2008. Under the Church Council motto, “Grounded in Faith: Working for Justice,” he has led the mission renewal of this 98-year old ecumenical organization encompassing King and South Snohomish Counties to embrace the Rev. Dr. Martin Luther King’s vision for the Beloved Community. As part of the Church Council’s mission renewal, he has guided a re-focus on congregational relationships and collective voice for social change in the public square.
Matt Remle (Hunkpapa Lakota) lives in Seattle, WA with his wife and three children. He works for the Office of Indian Education in the Marysville School District where he has worked as a Native liaison serving high school students since 2004. He is the editor and writer for the online Native news site Last Real Indians and LRInspire. Additionally, he authored Seattle’s Indigenous Peoples’ Day resolution, Seattle’s resolution calling on Congress to engage in reconciliation with Tribe’s over the Boarding School Era policies, Seattle’s resolution to oppose the construction of the Dakota Access pipeline and Seattle’s ordinance to divest from Wells Fargo due to their financing of the Dakota Access pipelines. In 2014, Remle was awarded Seattle’s Individual Human Rights Leader award.

Lisa Rice

In her capacity as Executive Vice President with the National Fair Housing Alliance (NFHA), Lisa Rice oversees the resource development, public policy, communication and enforcement divisions of the agency. NFHA works with over 200 member organizations across the country to eliminate barriers in the housing markets and expand equal housing and lending opportunities. NFHA provides a range of services to affirmatively further fair housing including community development, neighborhood stabilization, training, education, outreach, advocacy, consulting and enforcement.

Ms. Rice’s fair housing and fair lending work began at the local level. Prior to joining NFHA, she was the President and CEO of the Fair Housing Center of Toledo, Ohio and the Northwest Ohio Development Agency where she created the state’s only anti-predatory lending remediation program.

Ms. Rice has served on the state of Ohio’s Housing Trust Fund Advisory Board, State Farm Bank Consumer Advisory Council, and Federal Reserve Board’s Consumer Advisory Council. She is a current
member of the JPMorgan Chase Consumer Advisory Council, Mortgage Bankers Association’s Consumer Advisory Council, Freddie Mac Affordable Housing Advisory Council, and America’s Homeowner Alliance Advisory Board.

Kimberley Taylor-Riley, Director of Equity and Diversity, City of Lincoln. Kimberley Taylor-Riley graduated from the University of Nebraska at Omaha with a degree in social work and a minor in criminal justice. Ms. Taylor-Riley is certified as a law enforcement officer in the State of Nebraska and holds certifications in basic and family mediation. Since graduation from Creighton Law School in 1994, Ms. Taylor-Riley has engaged in a myriad of civil and criminal practice areas with a concentration in family and juvenile law. In 2005, she closed her private practice and took a position with the Nebraska Attorney General's Office. Ms. Taylor-Riley worked in the Civil Division handling Inmate litigation before moving to the Violence Against Women Act Prosecutor position wherein she prosecuted domestic and sexual violence across the state. She also served as the Resource Prosecutor for Nebraska during that time as well as coordinating a training team to address best practices/protocols for successful intervention in domestic and sexual violence cases. Presently, Ms. Taylor-Riley is the Director of Equity and Diversity for the City of Lincoln involving supervision of the Lincoln Commission on Human Rights staff, performing internal discrimination/harassment investigations, serving as the ADA co-coordinator, assisting with federal civil rights contract compliance issues and working with a team designated by the Mayor to create a more inclusive workforce.
Ms. Blanca Rodriguez obtained her law degree from Seattle University School of Law in 1997. Right after graduation from law school Ms. Rodriguez received a two-year Equal Justice fellowship to work in the Yakima Valley where she grew up. She worked for the National Farm Worker Service Center in Sunnyside, a nonprofit arm of the United Farmworkers of America, representing farmworker plaintiffs who were retaliated for voicing concerns about workplace conditions. Immediately after she worked for the Northwest Immigrant Rights Project in Granger, WA representing both documented and undocumented immigrants in all areas of family visa work, naturalization, and representation at immigration hearings.

For the last 17 years Ms. Rodriguez been employed with the Farmworker Unit of the Northwest Justice Project, a legal services program in Washington State. Her practice focuses on representing farmworkers in employment matters including, sexual harassment and other types of discrimination in federal, administrative, and appellate courts as well as U and T visas and other forms of immigration relief.

In 2010 Ms. Rodriguez became the first recipient of Seattle University’s School of Law Latina/o “Spirit of Service” Award. In 2013, she received the “Advocacy Award” from the Northwest Justice Project. She is currently serving a three-year term as a Ninth Circuit Representative for the Eastern District of Washington.
Leon W. Russell was elected chairman of the NAACP at its annual Board of Directors meeting in New York on February 18, 2017. Russell has served as a member of the NAACP Board of Directors for 27 years.

Mr. Russell retired in January 2012, after serving as the Director of the Office of Human Rights for Pinellas County Government, Clearwater, Florida since January 1977. In this position, Mr. Russell was responsible for implementing the county’s Affirmative Action and Human Rights Ordinances which provide for the development of a racially and sexually diverse workforce reflecting the general make up of the local civilian labor force and the implementation of the county’s Equal Employment opportunity Programs. Programs involved in the implementation of this ordinance cover employees in all the departments under the County Administrator and the five Constitutional Officers.

The Pinellas County Human Rights Ordinance provides protection from illegal discrimination in housing, employment and public accommodations for the county’s 923,000 residents. This ordinance has been deemed “substantially equivalent” to Title VIII of the 1968 Federal Fair Housing Act and Title VII of the 1964 Civil Rights Act. Over five hundred formal complaints of discrimination are filed under the ordinance annually.

In September 2007, Mr. Russell was elected President of the International Association of Official Human Rights Agencies (IAOHRA) during its annual meeting in Atlanta, Georgia. The IAOHRA Membership is agency based and consists of statutory human and civil rights agencies throughout the United States and Canada as well as representation from other nations.

These agencies enforce state and local civil rights laws and are actively engaged in reducing and resolving intergroup tension and promoting intergroup relations. Mr. Russell concluded his second term as IAOHRA President at the conclusion of the IAOHRA Annual conference in Austin, Texas in September 2011.

Additionally, Mr. Russell served as the President of the Florida State Conference of Branches of the NAACP from January 1996 until January 2000, after serving for 15 years as the First Vice President. He has served as a member of the National Board of Directors of the NAACP since 1990. He has served the Board as the Assistant Secretary; Chair of the Convention Planning Committee; and Vice Chairman of the National Board.
Mr. Russell has served as a member of several organizations: International City Management Association; National Forum for Black Public Administrators; Board of Directors of the Children’s Campaign of Florida; Blueprint Commission on Juvenile Justice with responsibility for recommending reforms to improve the juvenile justice system in the state of Florida; past board member of the Pinellas Opportunity Council; and past President and board member of the National Association of Human Rights Workers.

Mr. Russell also served as the Chairman of Floridians Representing Equity and Equality (FREE). FREE was established as a statewide coalition to oppose the Florida Civil Rights Initiative, an anti-affirmative action proposal authored by Ward Connerly. Ultimately, the initiative failed to get on the Florida Ballot, because of the strong legal challenge spearheaded by FREE.

Mr. Russell has received numerous civic awards and citations.

Jasmin Samy is Civil Rights Director at CAIR-Washington State, a chapter of America’s largest Muslim civil liberties and advocacy organization. She is deeply passionate about extending CAIR-WA’s work to reach thousands more than ever before, especially to children and families across the state. At CAIR-WA, Jasmin manages a team of more than four staff and interns who manage over 400 complaints per year. She is an expert in American Muslim civil rights, rule of law, and international human rights.

She frequently speaks to many groups and communities on topics including knowing one’s rights, the basics of Islam, and being Muslim in America. In May 2017, Jasmin spoke at the TEDxUofW Conference, which you can view here: https://www.youtube.com/watch?v=TY6pHBlFmYk&feature=youtu.be

She holds a law degree from Faculty of Law at Cairo University and a Master of Laws from Indiana University. Prior to joining CAIR-WA, she was an attorney and human rights advocate for over 15 years.
A community activist for more than 40 years, Sharon Tomiko Santos was elected to the Washington State House of Representatives in 1998.


She also serves appointments to the Washington State Education Opportunity Gap Accountability and Oversight committee, the Every Student Succeeds Act Consolidated Plan Team, and the Financial Education Public Private Partnership.

Her legislative proposals reflect her strong advocacy for providing quality early learning programs for young kids, ensuring a well-trained educator workforce, and closing the opportunity gap. Rep. Santos believes Washington state must strive for providing education excellence and opportunities for all students to learn.

Outside of education, her key policy interests include civil rights, women’s rights, economic and environmental justice, affordable housing, and quality public education. She believes in providing level playing fields that allow those who work hard to succeed.

Rep. Santos has served on dozens of boards and foundations including the Boys and Girls Clubs of King County, National Asian Pacific American Women’s Forum, and the University of Washington Business and Economic Development Program Board of Ambassadors.

She has received numerous awards for her legislative and community work including the Kip Tokuda Community Leadership Award from the Asian Pacific Islander Community Leadership Foundation and the Leadership and Vision Award from Junior Achievement of Washington.

A graduate of the Evergreen State College and of Northeastern University, Santos has worked in the banking industry, on staff to local public elected officials, and in senior management positions for non-profit organizations.
Deborah Smith is Senior Manager for Health Services working in Seattle for a large multinational company. Prior experience includes faculty appointments at the University of Kansas School of Medicine, and healthcare delivery experiences encompassing private and public healthcare delivery systems. Dr. Smith completed a Master's of Business Administration in Healthcare from George Washington University in 2009. Dr. Smith transitioned in the workplace in 2014 and has participated on a number of panels and presentations on transgender issues. Deb enjoys swimming, kayaking, and sailing.

MERRILL SMITH, JR.

Treasurer, International Association of Official Human Rights Agencies 2015-current
Chairman, Prince Georges County Maryland Commission, 2008-current
Owner, 1st Class Enterprises 2008-current

Born and raised in Milner, Georgia, Merrill Smith, Jr. was elected treasurer of IAOHRA at its 2015 annual conference in Birmingham, Alabama. Smith introduction to civil rights began at a very young age when his family took part in a Civil Rights March in Zebulon, Ga after the assassination of Dr. Martin Luther King, Jr in 1968. That experience is what Smith credits with shaping his commitment to Civil Rights through activism, volunteering and participation.

Mr. Smith has served on the Prince George’s County Maryland Human Relations Commission since 2008. Since joining the commission, he has served in various capacity including Vice-Chair, Interim Chair and
was appointed Chairman by Prince George’s County Executive Rushern Baker III and approved by the County Council. In his role as Chairman, he is head of what is considered one of the most significant quasi-judicial agencies of its type because of its statutory independence. The Prince George’s County Human Relations Commission has been enforcing Civil Rights for the past 45 years.

Smith, is the owner of 1st Class Enterprise, a home services company which he founded after leaving the corporate sector after 25 years. During those 25 years, Smith has served in various roles including Vice-President of Training and Store Operations (Atlanta, Ga), Regional Vice-President-Chief Operating Officer ProEx (Chicago, IL., Minneapolis, MN,) where he oversaw 2000 employees and a budget of some 100 million dollars and Regional Manager (Beltsville, MD).

Smith believes that volunteerism is a responsibility of each citizen and is a key component of serving the public good. That sense of responsibility is a driving factor for his commitment to commitment to social, economic and human justice.

Mr. Smith is a 1983 graduate and alumni of The Ohio State University in Columbus, Ohio. He also holds a Lean Six Sigma Certification from Villanova University and has attended and participated in numerous conferences and training ranging programs related to civil rights, process management, social inclusion.

Additional, Smith is a life member of The Ohio State University Alumni Association, The Association of the Study of African American Life and History (ASALH), the NAACP, the Woodmore Civic Association amongst others.

Perhaps most importantly for Smith is a motto of volunteering more, doing more and giving more of oneself for the benefit of others, both known and unknown to you!

Skylee presently serves as a member of the Board of Trustees with the Pike Place Market Foundation. Skylee Sahlstrom has been living in the Seattle area nearly her entire life. She served as a Paralegal with the U.S. Army immediately upon graduating high school. She then obtained both her Bachelor's degree (Business Administration) and law degree at the University of Washington. Skylee worked as a commercial litigator, then later represented individuals who suffered harm. She also volunteered to protect the civil rights of her clients, as well as the rights of people being forced from their homes.

In her spare time Skylee enjoys practicing yoga, perfecting her favorite recipes and coffee-brewing methods, and taking in the beautiful scenery in and around Seattle with her husband and daughter.
Charlene Strong was appointed to the Washington State Human Rights Commission in January, 2009. After the death of her partner Kate Fleming she became a tireless advocate of marriage and same-sex equality. Her work for this issue brought her to speak before the Washington State legislature a little more than a month after Kate’s death. Her testimony helped pass landmark domestic partnership legislation in the state of Washington. Charlene maintains a close working relationship with Equal Rights Washington (ERW).

Charlene’s past involvement, focused in the LBGT community, was with the Human Society’s Pet Project, who provided HIV/AIDS patients with help and care for their pets. Charlene designed and managed their veterinary clinic to insure pet care and wellness visits. She also implemented an intake committee to access candidate needs. She also worked with the Archdiocese of Seattle on an LGBT task force dedicated to improving acceptance and understanding within the Archdiocese of LGBT parishioners.

Before dedicating her life to same-sex marriage equality, Charlene worked in the dental field for over 20 years. She pursued a degree in interior design. She is a longtime resident of Seattle.

Marcus Stubblefield is the Program Manager, Systems Integration Coordinator for King County Executive Office of Performance, Strategy & Budget. King County’s Systems Integration Initiative is a consortium of local and state youth serving agencies.

This multi-agency consortium works to create a more coordinated and effective response for youth and families involved in the juvenile justice, child welfare, behavioral health, and educational systems. His strong roots in the Seattle area help him to stay connected with community and break down some of the barriers that exist between systems and community.
He also actively coordinates and collaborates with his counterparts - other County, State and National Systems Integration Coordinators and Foundation personnel. Marcus educational background includes degrees in Sociology and Business Management plus 20 years experience working with and advocating for underserved communities, predominantly youth and families.

Lenore Three Stars is Oglala Lakota, born on Pine Ridge reservation in South Dakota, where her father was born. Her mother is Minnecoujou Lakota from the Cheyenne River reservation. She received her BA from Fort Lewis College in Durango, CO and moved to Washington State, where she raised her son. Lenore retired from a civil rights career with the US Department of Education in Seattle, and moved to Spokane where she is an active Unci (grandmother) to her takojas (grandchildren).

Currently, Lenore is a part-time grad student (Master of Arts Intercultural Studies, North American Institute of Indigenous Theological Studies through George Fox University). She serves on various boards and commissions for native nonprofits and for her church denomination.

Twa-le Abrahamson-Swan and her mother Deb Abrahamson, Spokane Tribal members, created SHAWL (Sovereignty, Health, Air, Water, Land) Society, a grassroots organization based on the Spokane Indian Reservation. Community education efforts focus on environmental justice, health risk factors, and preventative strategies; education about the effects of radiation and heavy metals, and pathways of exposure including traditional, medicinal, and subsistence foods and plants.
Twa-le is a graduate from the University of Washington with a degree in environmental studies and minor in restoration ecology. She has been a social and environmental justice organizer for almost 20 years. While working in the Natural Resources Department for the Spokane Tribe, she was recognized by the USEPA for outstanding community education and outreach through the production of “InnerTribal Beat,” a Native American news and music show focused on environmental news in the northwest region. She was also recognized by the private and nonprofit sectors for her community advocacy work on indoor air and water quality issues in the region.

Robin S. Toma is Executive Director of the Los Angeles County Commission on Human Relations Commission, appointed in 2000. He also serves as the head of the Human Relations Branch holding the position of Assistant Director of the department of Community and Senior Services, County of Los Angeles. Under his leadership, the agency is working to transform prejudice into acceptance, inequity into justice, and hostility into peace. By building community capacity and focus in key areas, racialized gang violence has been lessened. Through demonstration projects in high schools, the power of integrating human relations strategies into school campuses have brought about greater inclusion, harmony, reduced fighting and conflict, and improved academic performance. The Commission’s signature annual report on hate crime in the county has shown a long term trend downward in hate crime until recent years, while the Commission has invested in hate violence prevention community partnerships and training peacemakers through the countywide dispute resolution program.

His published writings include A Primer on Managing Intergroup Conflict in a Multicultural Workplace, Day Laborers Hiring Sites: Constructive Approaches to Community Conflict (co-author with Jill Esbenshade), and he contributed a piece on racialized gang violence in the book Uncommon Common Ground: Race and America’s Future.

Robin serves as First Vice President on the board of directors of the International Association of Official Human Rights Agencies (IAOHRA), and was President of and is on the Board of the California Association of Human Relations Organizations (CAHRO). He’s been a Senior Fellow at the UCLA Luskin School of Public Affairs since 2009, and had the privilege to be part of the Harvard University’s Kennedy School of Government’s Executive Session on Human Rights Commissions and Criminal Justice (2006-2008), and the Kellogg National Fellowship/Leadership Program (1994-97). He was appointed by the U.S. Commission on Civil Rights to serve on the California State Advisory Committee (2012 to present), and
helped create and serves on the L.A. Unified School District’s Commission on Human Relations, Diversity and Educational Equity. He served three years on the national interim leadership team of the Within Our Lifetime Network for Racial Equity and Healing.

In August 2014, Robin spoke in Geneva on the review of the U.S. Government’s compliance with the treaty to eliminate racial discrimination (CERD), and was an invited adviser to the Obama Administration’s delegation to the U.N. Human Rights Council in Geneva, for the U.S. first-ever presentation on its human rights record as part of the United Nations’ Universal Periodic Review process in November 2010. He was also invited to serve on the official U.S. Delegation to the U.N. World Conference Against Racism in Durban, South Africa, in 2001.

Robin is the son of Americans of Japanese and Okinawan ancestry; his mother and her family spent World War II imprisoned in the U.S. internment camps solely because of their Japanese ancestry. Robin’s paternal grandfather was an immigrant Okinawan sugar cane plantation worker in Maui. Robin grew up in the Echo Park/Silver Lake neighborhoods of L.A., attending LAUSD public schools. He received a B.A. with highest honors in Sociology and honors in Economics from University of California at Santa Cruz; and a J.D. degree and M.A. degree in Urban Planning from UCLA. Robin is fluent in Spanish, having studied and worked in Barcelona for two years, and was a teacher in L.A.’s public schools.

Prior to working at the Commission, Robin was a staff attorney at the American Civil Liberties Union Foundation of Southern California for almost 7 years, and litigated a wide range of human rights and civil liberties cases in federal and state courts.

Matias Valenzuela is the Director of the Office of Equity and Social Justice in King County, spearheading a countywide effort to address the root causes of inequities working with all county agencies and the community. He has worked for 16 years at King County, including in Public Health and leading the county’s equity work since its inception about 10 years ago. He was a Fulbright professor in Nicaragua, and he is currently an Affiliate Assistant Professor at the University of Washington’s School of Public Health and Community Medicine.
J. Frank Vespa-Papaleo joined the Consumer Financial Protection Bureau as an executive in April 2014. As the Principal Deputy Director of Fair Lending he provides leadership and oversight of the Fair Lending office, responsible for enforcing the Equal Credit Opportunity Act and the Home Mortgage Disclosure Act. As Principal Deputy Frank provides executive oversight of the Fair Lending program and also oversees Fair Lending’s Policy team and Front Office functions. Prior to joining the Bureau Frank served as Chief of Enforcement for HUD’s Office of Fair Housing & Equal Opportunity in the New York Regional Office.

Before joining federal service Frank served as Senior Counsel for the New Jersey State Public Advocate and as the longest serving Executive Director of the New Jersey Division on Civil Rights, in the Office of the Attorney General, where he focused on enforcing civil rights laws in the areas of lending, housing, public accommodations and employment. Prior to joining public service, Frank was in private practice, practicing in the areas of civil rights, employment, labor and education law. A native of Venezuela, Frank is a member of the United States Supreme Court, State of New Jersey and District of Columbia Bars. Frank lives near our nation’s capital with his husband and son.
Cuc Vu is the Director of the Office of Immigrant and Refugee Affairs (OIRA) for the City of Seattle, which was established in 2012 to improve the lives of the city’s immigrant and refugee residents. Under Vu’s leadership since 2014, Seattle has become a leading city on immigrant integration and OIRA has become a strategic and trusted partner across the city. Vu brings to the job a combination of lived experience as a refugee of the Viet Nam War and 15 years of experience as an advocate, organizer and nonprofit founder and executive.

JoAnn Kamuf Ward is the Director of the Human Rights in the U.S. Project at the Columbia Law School Human Rights Institute, where she is a lecturer-in-law and a supervisor in the Human Rights Clinic. Ms. Ward focuses on promoting the use of human rights standards and strategies to address inequality and social injustice within US borders. Her work aims to strengthen awareness of human rights and to build domestic mechanisms to monitor, promote, and implement human rights. This includes research and writing, as well as international and domestic advocacy to improve access to basic rights at the federal, state and local level, working in coalition with a broad range of stakeholders. JoAnn engages in strategic litigation in domestic courts as well as advocacy at the Inter-American Commission on Human Rights (IACHR) to address systemic discrimination and inequality. She also leads the Institute's efforts to create resources on state and local human rights implementation, and raise awareness of the value added of
human rights in local governance. Prior to joining the Human Rights Institute, JoAnn worked in the general litigation group at Cleary Gottlieb Steen & Hamilton LLP, as well as an attorney at MFY Legal Services, Inc. Ms. Ward received her J.D., magna cum laude, Order of the Coif, from Fordham University School of Law in 2006.


Karen Williams is a transgender women who came out of the closet in 1987. She is a long time member of The Emerald City Social Club. She has always played a leadership role in the running of the club and has been essential in the Emerald City outreach to Puget Sound through her continued organizing of Transgender presentations at Colleges and educational institutions including University of Washington's main campus, Highline College, Pierce College and Peninsula College.

She feels that through education everyone can better understand transgender people. Karen has also been an integral part of the Esprit transgender convention in Port Angeles since its founding in 1990. Karen is a retired electrical engineer and lives with her wife in Kirkland.
The Wing Luke Civil Rights Unit in the Washington State Office of the Attorney General works to enforce the anti-discrimination guarantees found in our federal and state constitutions and statutes. This includes investigation and litigation under the Washington Law Against Discrimination, Washington’s civil rights law that prohibits discrimination on the bases of race, color, national origin, religion, sex, sexual orientation, gender identity or expression, age, disability, marital status, familial status, or honorably discharged veteran or military status. Recently, our work focuses on standing up for the rights of Washingtonians if the federal government threatens them, including litigating Washington v. Trump, Washington State’s successful challenge to President Trump’s travel ban. Members of our civil rights team come from backgrounds in government accountability work, legal aid, child welfare, employment law, labor law, and consumer protection.

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· MARSHA CHIEN, Assistant Attorney General
· PATRICIO MARQUEZ, Assistant Attorney General
· CHALIA STALLINGS-ALA’ILIMA, Assistant Attorney General
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