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INTERNATIONAL  
ASSOCIATION  
OF OFFICIAL  
HUMAN RIGHTS  
AGENCIES

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## RESOLUTION # 1

Adopted by the  
**INTERNATIONAL ASSOCIATION OF OFFICIAL HUMAN RIGHTS  
AGENCIES**  
August 7, 2012

**TITLE:** International Human Rights

**PURPOSE:** To promote and encourage broader understanding of  
international human rights

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

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

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

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

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

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

**WHEREAS**, as demonstrated in Washington, Illinois, Oregon and California, international human rights can provide a powerful framework for, and play an instrumental role in, state and local human rights commissions and other states and local agencies as they work to ensure opportunity and equality for their communities; and

**WHEREAS**, the Human Rights Institute of Columbia Law School, with input from IAOHRA members, has produced a document called *Implementing Recommendations from the Universal Periodic Review: A Toolkit for State and Local Human Rights and Human Relations Commissions*; and

**WHEREAS**, the U.S. federal government's recent report on U.S. compliance with the International Covenant on Civil and Political Rights highlights that State and local agencies and programs "play a critical role in implementing human rights";

**THEREFORE, BE IT RESOLVED** that the membership of IAOHRA hereby affirms the importance of integrating international human rights into the work of its member agencies, and commits to take at least one action to utilize international human rights and work in collaboration with state and local government actors in this effort; now

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



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Shawn Martel Moore, President



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## RESOLUTION #2

Adopted by the  
**INTERNATIONAL ASSOCIATION OF OFFICIAL HUMAN RIGHTS  
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August 7, 2012

**TITLE: U.S. Legislation against Hate Crimes**

**PURPOSE: To stop the attacks on minority groups due to social movements not considered normal by predominant groups**

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

**WHEREAS**, historically hate crimes have existed throughout the United States and the intolerance of predominant groups to accept social change is detrimental to the harmony and well-being of all human beings; and

**WHEREAS**, the Matthew Shepard and James Byrd, Jr., Hate Crimes Prevention Act of 2009, signed into law by President Obama is the first federal law to extend legal protections to transgender persons; and

**WHEREAS**, since the killing of Matthew Shepard and James Byrd, Jr., both killed in 1998, we as a nation have come a long way in civil rights, but we as people and governments still have a long way to go in curbing bias-based violence; and

**WHEREAS**, our government still needs to do more in support of a comprehensive initiative against hate crimes that fosters safe and welcoming communities by building awareness and sensitivity related to hate crimes; and

**WHEREAS**, the Federal government lacks jurisdiction in addressing cases where local authorities are either unable or unwilling to investigate and prosecute:

**THEREFORE, BE IT RESOLVED**, IAOHRA requests that governments, activists, community groups, and citizens work together to investigating the root of bias-based violence and resolve to create concrete solutions for the public safety of all citizens.

**BE IT FURTHER RESOLVED**, LAOHRA seeks legislative reprieve to allow victims of gender-motivated hate crimes to seek compensatory and punitive damages as deemed appropriate.

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Shawn Martel Moore, President



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## RESOLUTION #3

Adopted by the  
**INTERNATIONAL ASSOCIATION OF OFFICIAL HUMAN RIGHTS  
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August 7, 2012

**TITLE:** Restorative Justice in Schools

**PURPOSE:** To decrease racial and ethnic disproportionality in school discipline and academic achievement by limiting ineffective approaches to school discipline and promoting restorative justice

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

**WHEREAS**, the 2011 National Education Policy Report found that K-12 public school student suspensions for nonviolent infractions are increasing, setting the stage for chronic truancy, impacting learning, and increasing the risk of drop out; and

**WHEREAS**, it has been shown that restorative methods of discipline for nonviolent infractions are often more effective than punitive ones for improving student retention, grades and graduation; and

**WHEREAS**, students of color at all grade levels are suspended and expelled at disproportionately high rates compared to white students according to national statistics; and

**WHEREAS**, this disproportionately high rate of discipline is punitive in approach and leads to lower academic achievement and not completing school

**WHEREAS**, this disproportionately high rate of discipline, whether intentional or not, is indicative of institutionalized racism.

**THEREFORE, BE IT RESOLVED** that IAOHRA will work aggressively toward getting the U.S. Department of Education and all State Departments

of Education and all local school districts to issue and promote to legislators *funded mandates* such as:

1. Requiring all public school districts to generate and report annually to the state and to the public (via their district website) statistics on disciplinary actions regarding all enrolled students by type of infraction, type of disciplinary action and its duration as well as age, grade level, race/ethnicity and gender of the student;
2. Requiring each such school district to develop and implement restorative justice methods, a peer judicial system, school-wide positive behavior support, and classroom and behavioral management training for teachers to reduce nonviolent infractions;
3. Requiring each such school district to develop and implement an action plan for reducing the racial/ethnic disproportionality of suspensions for non-violent infractions; and
4. Requiring all State Departments of Education to include "adequate progress" toward achieving such proportionality as one of its mandatory criteria for continued state funding without restriction enhancements.



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Shawn Martel Moore, President



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## RESOLUTION #4

Adopted by the  
**INTERNATIONAL ASSOCIATION OF OFFICIAL HUMAN RIGHTS  
AGENCIES**  
August 7, 2012

**TITLE:** Fair and Comprehensive Immigration Reform

**PURPOSE:** To support just, fair and comprehensive immigration reform  
and to suspend the Secure Communities program

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

**WHEREAS**, U.S. Immigration and Customs Enforcement (ICE) has developed a program that entangles and burdens local police with civil immigration enforcement, known as Secure Communities (S-Comm) which requires the sharing of fingerprint information at the point of booking by local or state law enforcement, citizen or non-citizen, no matter the severity, with the Department of Homeland Security/ICE and since implementation of S-Comm individuals who are picked up by the police for a minor offense, or traffic infraction have ended up in deportation proceedings; and

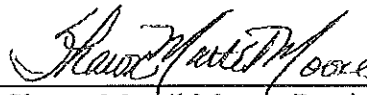
**WHEREAS**, the program has torn apart local communities throughout the country and has eroded public trust of the police within immigrant communities, leading Governors Pat Quinn of Illinois, Andrew Cuomo of New York, and Patrick Duval of Massachusetts to formally request to terminate, suspend or refuse to sign an agreement with ICE with regard to S-Comm, and law enforcement officials have expressed strong concerns regarding the damage caused by S-Comm on community policing; and

**WHEREAS**, ICE's own current data has consistently shown that the vast majority of those deported due to S-Comm (about 70%) have no criminal convictions or were arrested on minor charges, including traffic violations. This is why the Congressional Hispanic Caucus on March 5, 2011, sent a

letter to President Obama, asking him to suspend S-Comm pending a thorough review of this deeply flawed program; and

**WHEREAS**, the U.S. Congressional Hispanic Caucus, the U.S. Congressional Progressive Caucus, and the Los Angeles Congressional Delegation have all called upon President Barack Obama to suspend S-Comm nationally because of concerns over racial profiling and the harm caused to victims of crime in such a way that victims of crime, including survivors of domestic violence, have been swept up into deportation proceedings by S-Comm after calling the police for help.

**THEREFORE, BE IT RESOLVED** that the International Association of Official Human Rights Agencies calls upon President Barack Obama, Department of Homeland Security Secretary Janet Napolitano, and Congress to take steps to pass just, fair and comprehensive immigration reform, rather than strengthen deeply flawed police/ICE collaboration programs like S-Comm (Secure Communities) that erode trust between local police and the community.

A handwritten signature in cursive script, reading "Shawn Martel Moore".

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Shawn Martel Moore, President





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## RESOLUTION #5

Adopted by the  
**INTERNATIONAL ASSOCIATION OF OFFICIAL HUMAN RIGHTS  
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August 7, 2012

**TITLE: Marriage Equality**

**PURPOSE: To oppose discrimination against lesbians, gays, bisexuals and transgender (LGBT) people and to support marriage equality**

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

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

**WHEREAS**, IAOHRA has opposed any national, state, local policy or legislative initiative that seeks to codify discrimination or hatred into the law or to remove the Constitutional rights of LGBT citizens.

**THEREFORE, BE IT RESOLVED** that IAOHRA will continue to oppose any national, state, or local policy or legislative initiative that seeks to codify discrimination against LGBT communities into the law or to remove the Constitutional rights of LGBT residents.

**BE IT FURTHER RESOLVED**, IAOHRA will support marriage equality consistent with equal protection under the law provided under the Fourteenth Amendment of the United States Constitution.

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Shawn Martel Moore, President



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## RESOLUTION #6

Adopted by the  
**INTERNATIONAL ASSOCIATION OF OFFICIAL HUMAN RIGHTS  
AGENCIES**  
August 7, 2012

**TITLE: Full Implementation of the Chisom Consent Decree**

**PURPOSE: To support full implementation of the Chisom Consent Decree**

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

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

**WHEREAS**, in 1986 a class action suit was filed in federal court on behalf of all African-Americans registered to vote in Orleans Parish, Louisiana ( the “Chisom suit” ); and

**WHEREAS**, the Chisom suit established that the manner of electing justices to the Louisiana Supreme Court constituted racial gerrymandering that impermissibly diluted minority voting strength in violation of the Voting Rights Act of 1965; and

**WHEREAS**, after six years of litigation, the Chisom suit was settled by a federal Consent Decree ( the “Chisom Consent Decree”); and

**WHEREAS**, the Chisom Consent Decree provided for the election of a Justice from a racial and ethnic minority majority voting district to serve on the Louisiana Supreme Court with equal compensation, benefits, expenses and emoluments due a Justice of the Louisiana Supreme Court; and

**WHEREAS**, one of the emoluments of a Justice of the Louisiana Supreme Court is seniority of service; and

**WHEREAS**, the Louisiana Constitution mandates that the Louisiana Supreme Court Justice with the most seniority of service shall be declared the Chief Justice of the Louisiana Supreme Court; and

**WHEREAS**, Chief Justice Kimball has announced her retirement effective December 31, 2012; under existing rules, the next most senior person on the court would become the Chief Justice; and

**WHEREAS**, there is now an attempt by some of the Louisiana Supreme Court Justices to change the process of selecting her replacement in an effort to block opportunities which were made available to racial and ethnic minorities by the Chisom Consent Decree; and

**WHEREAS**, a final decision guiding this process will be made by early fall, 2012, and

**WHEREAS**, the Louisiana Supreme Court makes decisions that have repercussions throughout the south and indeed throughout our nation.

**THEREFORE, BE IT RESOLVED** that the International Association of Official Human Rights Agencies supports the demands of the Louisiana State Conference that the Chisom Consent Decree be fully enforced.



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Shawn Martel Moore, President



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## RESOLUTION #7

Adopted by the  
**INTERNATIONAL ASSOCIATION OF OFFICIAL HUMAN RIGHTS  
AGENCIES**  
August 7, 2012

**TITLE:** Disparate impact

**PURPOSE:** Urges the swift approval of the Proposed HUD Disparate Impact Rule without further delay

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

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

**WHEREAS**, the proposed HUD Disparate Impact Rule is consistent with the uniform interpretation of the Federal Fair Housing Act by the federal courts of appeals, which have consistently held, for over forty years, that liability under Title VIII may be established based on a showing that a neutral policy or practice either has a disparate impact on a protected group or creates, perpetuates, or increases segregation; and

**WHEREAS**, the Supreme Court recently noted, in another context, “[t]his unanimity among the lower courts about the meaning of a statute of great practical administrative importance in the daily working lives of busy trial judges is itself entitled to strong consideration, particularly when those courts have maintained that interpretation consistently over a long a period of time.” *United States v. Tinklenberg*, 131 S. Ct. 2007, 2014 (2011); and

**WHEREAS**, with this proposed regulation, HUD is providing this same type of “practical administrative” guidance for HUD investigators and administrative law judges, as well as for the state and local fair housing agencies that share responsibility with HUD for the investigation of fair housing complaints; and

**WHEREAS**, the importance of the disparate impact standard to effective and vigorous fair housing enforcement cannot be overstated. This is evident in the variety of cases listed in the proposed regulation where disparate impact analysis

has been applied (76 Fed. Reg. 70924-25). Without the ability to prove violations through a disparate impact analysis, there would be major obstacles to attacking subtle but pernicious housing-related discrimination. Moreover, without a disparate impact standard, the Fair Housing Act would not address many of the implicit, structural and institutional biases operating in today's housing market; and

**WHEREAS**, the proposed standard codifies the burden-shifting standard that has long been used by HUD in its agency adjudications; and

**WHEREAS**, the breadth of cases relying on disparate impact claims brought by private enforcers of the Act illustrates the importance of such claims to achieving the "policy of the United States to provide within constitutional limitations, for fair housing throughout the United States." 42 U.S.C. 3601; and

**WHEREAS**, the discriminatory effects standard has proven to be a valuable tool in assessing when policies have an adverse impact on members of a protected class, and whether these policies are necessary to achieve a legitimate goal that cannot be achieved through less discriminatory means. This type of assessment is an essential part of our fair housing enforcement system, and the disparate impact rule ensures that the standard continues to be applied consistently across the country; and

**WHEREAS**, the International Association of Official Human Rights Agencies applauds HUD's proposal to provide a long needed regulation on the propriety of disparate impact claims under the Fair Housing Act and to clarify the burden of proof under this standard; and

**WHEREAS**, this regulation will foster the goals of the Fair Housing Act and benefit the clients and constituents of our organizations. It provides a national standard for courts, housing providers, municipalities and the financial and insurance industries; and

**THEREFORE, BE IT RESOLVED** that the International Association of Official Human Rights Agencies urges the swift approval of the Proposed HUD Disparate Impact Rule without further delay.



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Shawn Martel Moore, President



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## RESOLUTION #8

Adopted by the  
**INTERNATIONAL ASSOCIATION OF OFFICIAL HUMAN RIGHTS  
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August 7, 2012

**TITLE:** Racial profiling

**PURPOSE:** To end racial profiling in the United States

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

**WHEREAS**, according to the End Racial Profiling Act, racial profiling is defined as the practice of a law enforcement agent or agency relying, to any degree, on race, ethnicity, national origin, gender, or religion in selecting which individual to subject to routine or spontaneous investigatory activities or in deciding upon the scope and substance of law enforcement activity following the initial investigatory procedure, except when there is trustworthy information, relevant to the locality and timeframe, that links a person of a particular race, ethnicity, national origin, gender, or religion to an identified criminal incident or scheme; and

**WHEREAS**, racial profiling is an issue that has plagued our nation for decades, specifically targeting the African American communities and African American men in particular; and

**WHEREAS**, in the 1990s, “Driving While Black or Brown” and racial profiling were recognized as issues of national importance, and the End Racial Profiling Act was introduced in 2001 with bi-partisan support in the House and Senate; and

**WHEREAS**, our nation’s response to the attacks of September 11, 2001 changed the conversation on racial profiling to make it permissible in our nation’s consciousness, and thus racial profiling now impacts Arab, Muslim, and South Asian communities in the name of “national security” as well as Latino communities and other immigrant communities through unfair targeting in immigration enforcement; and

**WHEREAS**, there has been recent national attention on the issue of racial profiling as a result of the tragic death of Trayvon Martin; and

**WHEREAS**, the Racial Profiling: Face the Truth Campaign seeks to promote understanding and build alliances among the many directly affected communities fighting against racial and religious profiling.

**THEREFORE, BE IT RESOLVED** that IAOHRA at all levels continue to oppose racial profiling of any group; and

**BE IT FURTHER RESOLVED** that IAOHRA will work locally on issues related to racial profiling and endorse the Racial Profiling: Face the Truth Campaign; and

**BE IT FURTHER RESOLVED** that IAOHRA will contact congressional members and encourage them to co-sponsor and pass the End Racial Profiling Act of 2011; and

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Shawn Martel Moore, President



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## RESOLUTION #9

Adopted by the  
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AGENCIES**  
August 7, 2012

**TITLE:** Expansion of the Right to Vote to All Eligible Citizens and For  
Affirmative Steps to Increase the Integrity of Elections

**PURPOSE:** To Prevent Voter Suppression Tactics and Insure the Rights to  
Vote

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

**WHEREAS**, there has been significant expansion in the number and type of voter suppression measures aimed we believe to disenfranchise millions of eligible American voters disproportionately African American and other racial and ethnic minorities; and

**WHEREAS**, claims of mass voter fraud remain unproven despite numerous investigations; and

**WHEREAS**, efforts in passing the Help America Vote Act of 2001 were successful which strengthened the integrity of our elections through increased use of safe and reliable technology approaches and full funding for the Elections Assistance Commission; and

**WHEREAS**, the IAOHRA ’s present policy position supports expansion of voting rights including full voting rights to the residents of the District of Columbia; and

**WHEREAS**, IAOHRA oppose in principle voter suppression measures including discriminatory photo ID requirements for registering and voting; laws which shorten or eliminate early voting periods, same day voter registration and Sunday voting; which place onerous restrictions on the voter registration efforts of non-partisan organizations and groups; and which place stringent requirements on individuals who have moved; and



**WHEREAS**, since 2011 extremist legislators have expanded the attack on voting rights to include requiring proof of citizenship at the time of registration, severe limits on how many voters any one person may assist at the polls, and ballot measures seeking to institutionalize voter suppression measures into state constitutions and continue to invent new barriers to voting; and

**WHEREAS**, recent research set forth in the NAACP's *Defending Democracy* report establishes that more than 5 million people who were eligible to vote in 2008 will be unable to vote in 2012 as a result of voter suppressive measures; recent expert testimony from Professor Kenneth Mayer in the case of *Milwaukee Branch of the NAACP, et al v. Scott Walker* established upwards of 300,000 registered voters will be unable to participate in Wisconsin's next election as a result of its newly adopted photo ID changes ; and according to a 2012 study conducted by the New York Times, in the months since Florida's third party registration restriction took effect in May 2011, 81,471 fewer Floridians have registered to vote than during the same period before the 2008 presidential election; and

**WHEREAS**, proof of citizenship requirements expanded to seven states in 2012 including Arizona, Texas, South Carolina, Kansas, Tennessee, Alabama, and Virginia and primary proof of citizenship documents are limited to an original or certified copy of a birth certificate or a United States passport and neither is available free of charge, and it is improbable that citizens who are eligible to vote will carry such important documents on their person; and

**WHEREAS**, restrictions on individuals' ability to provide ready assistance at the polls could have a significantly negative impact on the ability of as many as 1.2 million people residing in domiciliary care, congregate housing, residential care or assisted living facilities to cast a ballot on Election Day as these voters are commonly transported to the polls in groups and require assistance; and

**WHEREAS**, voter suppression measures institutionalized into state constitutions through ballot initiatives or constitutional amendments become a part of the fabric of the state's democratic process and are therefore a grave threat to democracy and several states including Ohio, Minnesota, Missouri, and Mississippi are currently trying to institutionalize voter suppression in this way; and

**THEREFORE, BE IT RESOLVED** that the IAOHRA supports the call from many human rights advocates and organizations for the complete elimination of federal and state election laws, policies and procedures which could potentially restrict any eligible individuals of their right to vote; and

**BE IT FURTHER RESOLVED** that the IAOHRA support the NAACP calls for the amendment of federal and state laws to provide for the automatic registration of

**Page 3**  
**Resolution 9**

all citizens upon reaching the voting age and that automatic voter registration be given equal weight and consideration as registration for selective service; and

**BE IT FURTHER RESOLVED** that the IAOHRA calls on member agencies to the extent appropriate to engage in advocacy efforts to advance progressive solutions that protect and expand voting rights such as efforts to institutionalize the right to vote in the federal and state constitutions and any proposed legislation that expands the electorate; and

**BE IT FINALLY RESOLVED** that the IAOHRA support the efforts of the proposed national campaign aimed at reversing voter suppression measures and expanding progressive election reforms. This campaign includes providing support to multi-faceted state voting rights campaigns, conducting national and state voter education efforts, working with national partners to expand national and grassroots capacity and shaping the public narrative through strategic communications.



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Shawn Martel Moore, President



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INTERNATIONAL  
ASSOCIATION  
OF OFFICIAL  
HUMAN RIGHTS  
AGENCIES

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## RESOLUTION #A

Adopted by the  
**INTERNATIONAL ASSOCIATION OF OFFICIAL HUMAN RIGHTS  
AGENCIES**  
August 7, 2012

**TITLE:** Resolution Honoring Robert G. Lay's Work on Behalf of the  
Kansas Human Rights Commission

**PURPOSE:** To acknowledge and honor Robert G. Lay's distinguished  
career, support and service to the Kansas State Human Rights  
Commission, thereby contributing to the cause of civil rights  
and enforcement of Kansas Laws prohibiting discrimination .

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

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

**WHEREAS**, Robert G. Lay is the only person to have served the Kansas Human Rights Commission in all of the following capacities: Investigator, Supervisor, Assistant Director, Acting Executive Director, Executive Director, and Commissioner; and

**WHEREAS**, Robert G. Lay played a key role in the Kansas Human Rights Commission's successful resolution of a backlog and other related problems in the mid-1990's; and

**WHEREAS**, Robert G. Lay has provided quality and professional service to the Kansas Human Rights Commission and has been instrumental in establishing the Commission as one of the most successful Civil and Human Rights offices in the nation; and

**WHEREAS**, the Kansas Act Against Discrimination was enacted 59 years ago in 1953; and

**WHEREAS**, the Kansas Human Rights Commission recovered \$15,382,500 and other benefits for Complainants in discrimination complaints filed with the Kansas Human Rights Commission in fiscal years 1995 - 2012; and

**WHEREAS**, the aforementioned recoveries would not have been possible without the foresight, hard work and dedication of Robert G. Lay;

**THEREFORE, BE IT RESOLVED** that the delegates of the 2012 International Association of Human Rights Agencies Conference commend Robert G. Lay for exceptional, dedicated work in the field of civil rights on behalf of the Kansas Human Rights Commission.

A handwritten signature in cursive script, reading "Shawn Martel Moore", is positioned above a horizontal line.

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Shawn Martel Moore, President



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INTERNATIONAL  
ASSOCIATION  
OF OFFICIAL  
HUMAN RIGHTS  
AGENCIES

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## RESOLUTION #B

Adopted by the  
**INTERNATIONAL ASSOCIATION OF OFFICIAL HUMAN RIGHTS  
AGENCIES**  
August 7, 2012

**TITLE: APPRECIATION TO THE OFFICE OF THE LOUISIANA  
COMMISSION ON HUMAN RIGHTS**

**PURPOSE: TO COMMEND THE OFFICE OF THE LOUISIANA  
COMMISSION ON HUMAN RIGHTS FOR HOSTING THE  
2012 IAOHRA CONFERENCE**

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

**WHEREAS**, the 2012 IAOHRA Conference held in New Orleans, Louisiana beginning August 5, 2012 through August 8, 2012; and

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

**WHEREAS**, IAOHRA thanks the Commission and Executive Director Loyce Pierce Wright of the Office of the Louisiana Commission on Human Rights for their dedication and support to the Conference; and

**THEREFORE, BE IT RESOLVED** that the IAOHRA delegates at this Conference express sincere thanks and appreciation to the Louisiana Commission on Human Rights for hosting the Conference.

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Shawn Martel Moore, President



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INTERNATIONAL  
ASSOCIATION  
OF OFFICIAL  
HUMAN RIGHTS  
AGENCIES

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## RESOLUTION #C

Adopted by the  
**INTERNATIONAL ASSOCIATION OF OFFICIAL HUMAN RIGHTS  
AGENCIES**  
August 7, 2012

**TITLE: APPRECIATION TO THE OKLAHOMA HUMAN RIGHTS  
COMMISSION (OHRC)**

**PURPOSE: TO COMMEND THE OFFICE OF THE OKLAHOMA  
HUMAN RIGHTS COMMISSION FOR THEIR  
OUTSTANDING ACHIEVEMENTS AND SERVICE TO  
THE CAUSE OF EQUAL OPPORTUNITY AND HUMAN  
RIGHTS**

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

**WHEREAS**, the Executive Director John D. Carrington, of the Oklahoma Human Rights Commission paid tribute to the International Association of Official Human Rights Commission on June 25, 2012, and in accordance to Senate Bill 763 passed the torch to the Oklahoma Office of the Attorney General, Office of Civil Rights Enforcement to assume all operations of the Oklahoma Human Rights Commission effective July 1, 2012, IAOHRA is proud to have served as a partner, and commends OHRC for its commitment and years of support to advancing the human and civil rights of the Citizens of Oklahoma; and

**THEREFORE, BE IT RESOLVED** that the IAOHRA delegates at this Conference express sincere thanks and appreciation to the Oklahoma Human Rights Commission for their outstanding service to IAOHRA and lifelong advocacy in advancing civil rights, equality and justice for all; and

**BE IT FURTHER RESOLVED**, that the membership of IAOHRA recognizes the outstanding contributions of Oklahoma Human Rights Commission to the human and civil rights movement, pays tribute to their passion, dedication to service, and unwavering commitment to equality, and extends its heartfelt gratitude to the Citizens of Oklahoma, the Commission and Staff of the Oklahoma Human Rights Commission.

A District of Columbia  
Nonprofit Corporation

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Shawn Martel Moore, President



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INTERNATIONAL  
ASSOCIATION  
OF OFFICIAL  
HUMAN RIGHTS  
AGENCIES

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## RESOLUTION # D

Adopted by the  
**INTERNATIONAL ASSOCIATION OF OFFICIAL HUMAN RIGHTS  
AGENCIES**  
August 7, 2012

**TITLE:** Resolution Honoring Rehelio A. Samüel's Human Rights  
Work and Achievements in Kansas

**PURPOSE:** To acknowledge and honor Rehelio A. Samüel's distinguished  
career and contributions in the human rights field, thereby  
promoting civil and human rights

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

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

**WHEREAS**, Rehelio A. Samüel served in the United States military for over 20 years, where he served in various capacities with the major objective of improving race relations, equal opportunity in all aspects of military life, and improving Base/Post and Local Community (Town/City) relations; and

**WHEREAS**, Rehelio A. Samüel was hired by City of Lawrence, Kansas, on June 1, 1972 in the dual capacity of Director Human Relations/Human Resources/Community Social Development, and the City of Lawrence, Kansas, Senior Executive/Administrative Member of the City of Lawrence Human Relations Commission, and he was in charge of enforcing civil rights laws for housing, employment, and public accommodations, and he provided distinguished service to the City of Lawrence, Kansas, until his retirement on February 1, 2007; and

**WHEREAS**, Rehelio A. Samüel was a dedicated volunteer and leader in various organizations in Lawrence and Kansas; and

**WHEREAS**, Rehelio A. Samüel has been recognized and received numerous awards for his military service, volunteerism, leadership, and civil rights advocacy; and

**WHEREAS**, Rehelio A. Samüel was professionally certified by and a member of the National Association of Human Rights Workers and was a member of the

**Page 2**  
**Resolution D**

International Association of Human Rights Agencies, and a member and/or leader of other civil/human rights organizations;

**WHEREAS**, Rehelio A. Samüel is considered a dean of civil rights among Kansas civil rights organizations;

**THEREFORE, BE IT RESOLVED** that the delegates of the 2012 International Association of Human Rights Agencies Conference commend Rehelio A. Samüel for exceptional, dedicated work in the field of civil rights.



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Shawn Martel Moore, President